**NCLEWA Tier Membership Working Group**

**Date:** March 31, 2023 at 8:30a.m. to 9:30 a.m.

**AGENDA:**

1. Attendees: SA Laura Kensington (NCSBI), Cpt Marquie Morrison-Brown (New Bern PD), DC Alex Sotelo (Wilmington PD), Jessica Bullock-Cook (NC Justice Academy), ASAC Concita Bell (NCSBI). Not present: Officer Jessica Camara (Holden Beach PD)
2. Topics:
   1. Different types of professional organizations with tier memberships
      1. Free 1st year memberships
      2. Lifetime memberships – Retirees
      3. Associate non-voting members
   2. Poll for agency count of women – NC Training and Standards
   3. Timeline to present findings to NCLEWA
3. Remarks/Conclusion

**MINUTES:**

1. **Membership Tier Ideas**
   1. Students/Members of the public-
      1. Bullock didn’t think we should open up NCLEWA to students or general members of the public because NCLEWA was a place where females in LEO can go to let their hair down once a year and be surrounded by fellow women that understand what it feels like to be in the profession. She felt it was important to give women the outlet that NCLEWA conferences provide.
      2. *CONCLUSION: The consensus of the working group was to not allow students/general public to join NCLEWA but they could donate to the organization if they so desired. (See Mentorship Page notes below for another option).*
   2. Corporate Tier-
      1. Kensington brought up NCSBI will not pay for corporate flat fee for NCLEWA as per the NCSBI HR and Legal Counsel because it’s not inclusive of all persons in LEO and if they paid for NCLEWA, they would also have to start paying for all the other organizations for agents and non-sworn staff.
      2. Sotelo felt it may be harder to get agencies to pay for a corporate fee if we are only including women in LEO and not others (as the NCSBI has also argued). The tier membership for NCLEWA must be open to the entire agency. Bullock stated she was including non-sworn staff in LEO too. Bullock mentioned how the smaller agencies in NC make up most of the LEO and they can’t afford to pay large fees for a corporate membership. Morrison-Brown offered to do a donation option instead of the corporate tier membership. Sotelo agreed and stated she didn’t think the corporate tier program would work but a donation program for a scholarship would such as a corporate sponsorship rather than membership.
      3. Morrison-Brown mentioned how we could market the membership through the tax break side since NCLEWA is a 501(c).
      4. *CONCLUSION: All working group members felt the corporate tier membership idea was not in the best interest of NCLEWA.*
   3. **Membership fee increase**
      1. Morrison-Brown asked if we should increase the price of the membership, which was currently at $25. Sotelo thought we should and keep it a flat rate rather than a tier style/by rank for agencies. Sotelo felt it was more inclusive by doing this and Bullock agreed.
      2. Morrison-Brown brought up the idea of a donation fee where another member could sponsor someone as a “pay it forward” style program. Bullock agreed and saw it as a scholarship type program. Sotelo added that it could be utilized as a free membership or a discount for another person that wasn’t yet a member with the pay it forward program. For example, if a member paid $50 for their yearly membership, they could increase their contribution to $75 to support a new member. The extra $15 would go toward the new member’s fee. Bullock wished to have an option where the member can select who receives the pay it forward membership gift.
      3. Morrison-Brown would like to increase the membership fee from $25 to $50 annually by September 1, 2023.
      4. *CONCLUSION: All members of the working group agreed it was in the best interest of NCLEWA to increase the annual membership fee from $25 to $50 at a flat rate with no tier options to enhance inclusivity.*
   4. **Mentorship Page**
      1. Add a new page on the NCLEWA public website: If a student wants more information, the mentors can be listed for the public. Bullock recommended calling it a mentor/internship page. Bell agreed this was a good idea.
         1. Bell, Bullock, Morrison-Brown, and Kensington agreed to be mentors and provide biographies via email to: [nclewa@yahoo.com](mailto:nclewa@yahoo.com)
         2. Morrison-Brown cautioned since the biography must include a picture of yourself, maybe obtaining one out of uniform. If members need a photographer to take their picture, send a request to: [nclewa@yahoo.com](mailto:nclewa@yahoo.com).
      2. *CONCLUSION: All members of the working group agreed a mentorship/internship page was in the best interest of NCLEWA.*
   5. **Conference Sponsors/Donations**
      1. Morrison-Brown asked Bullock if the State Employees Credit Union (SECU) would donate to NCLEWA via the donation letter. Bullock confirmed SECU had paid the vendor fee of $250 and donated $500.
      2. Morrison-Brown asked about sending an email to members for them to donate to NCLEWA and Bullock was not in favor of the idea. She felt soliciting for donations from members would be unappealing and decrease member participation in future events. Kensington agreed with Bullock.
      3. Bell brought up the idea of a coin jar like NOBLE does at their conferences. Members would place their change from their pockets, etc. in a jar and the money collected would go back into the organization for conference fees, etc.
      4. Sotelo mentioned using the NCLEWA donation letters. NCLEWA could have current members take them to outside entities such as public businesses, etc. to solicit for donations. Morrison-Brown recommended the members do this while not on duty to avoid any issues.
      5. Bell mentioned NOBLE would send out donation letters to their partners from previous conferences/events and invite them to set up a kiosk/booth outside the conference room. AT&T had done this and as a result, donated $1500 to NOBLE. This led to a discussion of different vendors to come to the conference by working group members.
         1. Sotelo- ShotSpotter, Central Square, Off-Duty Management and FMRT as vendor options.
         2. Morrison-Brown- Yoplait via the Susan G. Comen foundation and colleges. Morrison-Brown asked Bullock if Bullock liked Methodist College participating in the past virtually. Bullock wasn’t in favor of virtual participation and Morrison-Brown agreed. Kensington asked if NCLEWA was going to invite colleges to participate as vendors, etc. that they consider whether or not the college is LGBTQ+ inclusive. Bullock asked which colleges were and Kensington mentioned all the UNC system schools were required to be at this time. Morrison-Brown recommended UNC-Pembroke as a good option.
         3. Bell recommended Western Carolina University, Elizabeth City State University and Fayetteville State University since they have the NC Promise program. This program allows for students to pay only $500 a semester for tuition.
         4. Morrison-Brown recommended that the vendor makeup be: 30% education, 30% wellness (to include financial wellness) and 30% mental health. Wellness vendor such as Massage Envy where they can donate services by providing 15-minute massages in between breaks during the conference.

iv. *CONCLUSION: Current members could utilize donation letters from the NCLEWA member website to solicit donations to public entities off duty as they wish. Working group members would contact different corporations and colleges that were inclusive to obtain participation as vendors in the annual conference/donate to NCLEWA.*

* 1. **Assigned Tasks** 
     1. Bell- email NCLEWA information about the NC Promise program.
     2. Bullock- contact Fayetteville State University and UNC-Pembroke within the next two weeks concerning becoming vendors for the conference. Kensington will be a panel member at Fayetteville State University on April 26, 2023 and could follow-up for Bullock as needed. (Diversifying the CJ Landscape with ATF).
     3. Morrison-Brown: contact Yoplait and Massage Envy concerning becoming vendors at the conference.
     4. Sotelo- contact FMRT concerning becoming a vendor at the conference