



Fraternal Order of Police

BlueNote

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President's Message

By Randy Hagler – State President

Welcome to the September/October 2021 issue of the official publication of North Carolina Fraternal Order of Police, The BlueNote. If you receive this publication via email or download it from the ncfop.org website please share it with all your law enforcement friends, family, and supporters. It contains important information concerning our organization and law enforcement across the State.



65th Biennial National Conference

The 65th Biennial National Conference and Expo is now behind us! A big thank you goes out to all of the North Carolina Lodges that sent delegates and alternate delegates to Indianapolis for this year's conference. There was a great deal of work accomplished and we will cover much of it in this edition of the BlueNote. Seven members of our State Lodge Executive Board were able to attend along with representatives from the following local lodges: Lodge 1, 2, 9, 10, 18, 41, 59, 69, 79, 84, 87, 98. If I missed any lodges, please accept my apology.

Congratulations to all the National FOP Executive Board, five of whom were reelected, and two members were elected for the first time. Your National FOP Executive Board is:

Patrick Yoes	President	Louisiana
Joe Gamaldi	Vice President	Texas
Secretary	Jimmy Holderfield	Florida
*Treasurer	James Smallwood	Tennessee
*2 nd Vice President	Steve Weiler	Pennsylvania
Sgt. At Arms	Keith Turney	Illinois
Chairman of Trustees	Rob Pride	Colorado

(The officers with the asterisk are newly elected to the Executive Board)

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The Voice of Law Enforcement

Past National Treasurer Tom Penozza and 2nd Vice President Les Neri chose not to seek reelection at this year's conference. Brother Penozza had served on the National FOP Board of Directors for a total of 32 years, 10 years as Delaware National Trustee and 22 years as the National Treasurer. Les Neri had served for 6 years as 2nd Vice President. Both Brothers will be missed by many of our members across the country. Also stepping down this year was National Chaplain Phil Wiggins. Phil had served as the National Chaplain for the past 12 years and will be sorely missed by everyone. Brother Wiggins was recognized several times during this year's conference for the work he has done for our members. No doubt he will be greatly missed on our National Board, but thankfully we still have him serving on our State Lodge Executive Board.

National Secretary Holderfield reported that the membership numbers for 2021 was 364,227. This total is up more than 14,000 members over our 2019 totals and demonstrates how fast the FOP is growing across the United States. Our membership stood at 349,621 at the 2019 National Conference.

For just coming out of a nationwide pandemic, the attendance numbers were very good. Colette Smith, the Credentials Committee Chairperson, reported each day during the conference on the number of registered delegates and alternate delegates. The final day's total was 3,458 delegates and 273 alternate delegates for an attendance total of 3,731.

The Chairman of the Legal Defense Plan, Steve James, reported during the conference that membership in the program continues to grow. We have more than 100,000 FOP members who are currently enrolled in the program, which demonstrates that it is very strong. We will have a more detailed report at our upcoming State Lodge Board of Directors Meeting about the financial solvency of the legal defense program. Chairman James also discussed the Retired Concealed Carry Coverage offered by the FOP Legal Defense Plan. This plan offers unlimited criminal and civil coverage to any FOP retired member who uses a weapon that they were legally carrying either under LEOSA or their State Concealed Carry statute. For \$75 per year any member can obtain this coverage. Can you really afford to be without this coverage?

North Carolina FOP currently has three members that serve as National Committee Chairs; they are: Dennis McCrary - Disaster Relief Committee, Robert Gaddy - Diversity Committee, and Terry Mangum - Constitution and By-Laws Committee. All three gave reports at the Conference and did an excellent job. Brother Mangum had 24 Amendments to the National Constitution and By-Laws to read and give the Committee's recommendations to the delegates. This netted him more than two hours of podium time. His report was thorough, well thought out and articulated very well. Brother Mangum will have an article in this edition that explains the amendments, what passed and what failed, and what it all means.

NCFOP Foundation Golf Tournament and Fall Board of Directors Meeting

Hopefully you have your calendars marked for the 1st Annual NCFOP Foundation Golf Tournament being hosted by the NCFOP Foundation and Eden Lodge #5 on Friday, October 1, 2021. This golf tournament will precede our Board of Directors Meeting on Saturday, October 2nd. If you are interested in more information about the tournament, please send an email to Brian Roland (State Trustee Eden Lodge 5) at ncfopgolf@gmail.com. If you are on our Board of Directors, please keep in mind your reports are due by September 13th at 12:00 Noon. We may have to adjust the times for the Executive Board and Trustees Meeting due to the golf tournament but please be watching for email updates.



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CHAPLAIN'S CORNER

National Fraternal Order of Police 65th Biennial National Conference and Expo in Indiana August 15-19, 2021 was a great and memorable conference for me. It has been my honor and privilege to serve as the national FOP chaplain and to have as part of my duties opening our conferences in prayer over the past 12 years, asking Gods blessings on the FOP delegates, and its members. I will always cherish and be thankful for this opportunity of service.



I would like to thank Past President Chuck Canterbury for having confidence and faith in me by asking me to serve with him while president. My thanks also to current FOP President Patrick Yoes who asked me to serve as National Chaplain under his leadership. These past two years under his leadership has been awesome. I was honored to serve with him, the FOP executive board, and FOP members during such troubling times with COVID-19 and the attacks on law enforcement across the country. The hard work of our executive board never wavered under the pressure.

God has blessed me during the past 12 years of service. It has been my joy to pray for the men and women who serve in leadership roles with FOP and their families. It was my prayer over the years that God would provide our leaders with reminders each day of why they decided to dedicate their lives to the service of law enforcement, and to use that commitment to encourage them. I pray often for them to have peace when their work takes them away from their families, specifically for the wives, husbands, children and grandchildren. I prayed and will continue to pray to our heavenly Father, that he draws near to them and gives them wisdom on how to best support one another while apart.

I am stepping down as National FOP Chaplain, but my thoughts and prayers will always continue for our FOP leadership and members.

I am excited and thankful for the newly appointed National FOP Chaplain Rick Snyder, Indy FOP President of Lodge 86, and the new ideas and vision he will bring to the table. Please keep Rick and his wife Dawn in your prayers.

May all the glory and honor be given to our Lord and Savior Jesus Christ, the creator of heaven and earth.

God's Blessing!!

Chaplain Phil Wiggins
NC State Lodge Chaplain
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BlueNote Information and Submission Dates for 2021

By Terry Mangum – Executive Editor

Hopefully, you will thoroughly enjoy the September/October issue of our publication. In this issue there are several articles on various subjects which transpired during the 65th National Biennial Conference in Indianapolis. Please **read** and then **share** the BlueNote with your fellow law enforcement officers, both members and non-members. The BlueNote is your publication so help the NCFOP by contributing articles and photographs.

You only have one final opportunity in 2021 to submit articles and photos of your Lodge activities for the BlueNote. An added bonus is that articles about your lodge activities can generate interest in the FOP from many non-FOP law enforcement officers in your area which can generate new members.

And remember, any FOP member can submit an article for the BlueNote. You do not have to be a Local Lodge or State Lodge officer. If you are reading the BlueNote then you can submit an article. It is extremely simple, painless, and very rewarding. All you have to do is write a short article, e-mail your article to my e-mail address terrymangum@frontier.com and we will do the rest. If it needs a little dressing up, it will be taken care of and spruced up for publication. Now what could be easier?

You can also send a photograph to accompany your article. When submitting photographs, please select one or two of your best and include the names of the individuals in the picture. You can even send just a photograph without an article. All you need to do is let me know who is in the photo, what the occasion is, and when and where it took place. I will generate a caption to go with the photo.

Below is the Article Submission Due Date for the 2021 FINAL issue of the BlueNote.

Article Submission Due Dates for 2021:

November/December issue: Due by October 22, 2021

As always, I am here to serve you and our membership. If I may be of assistance to you, or if you have any questions or concerns, please contact me.



Constitution and By-laws Amendments Addressed During 65th Biennial Conference

By Terry Mangum – Chairman National Constitution and By-laws Committee

The Grand Lodge Constitution and By-laws Committee received twenty-four (24) proposed amendments to be reviewed for form, grammar, placement within the Grand Lodge Constitution and By-laws, substance, and conflicts. The Committee made a recommendation on each of these amendments to the Delegates of the 65th National Biennial Conference.

The first 16 of these proposed amendments were submitted by the National Board of Trustees, Amendments 17 thru 23, were submitted by the Oklahoma State Lodge, and Amendment 24, was submitted by Two Rivers Lodge 23 (Tennessee).



Amendment 1. This proposed amendment removes the requirement of mailing and makes distribution of materials easier and allows for electronic means. It will also shorten the required time from 20 days to 10 days since electronic means will be utilized. The added section allows the National Executive Board the ability to offer a virtual option, postpone or cancel the National Board of Trustees Meeting if there is an emergency which makes meeting impossible, such as the Covid pandemic. The proposed change to the National Constitution is under Article 8, National Board of Trustees, Section 4. Meetings, A. Also adding a new sub-Section E.

Committee: Recommended To Adopt. Conference: Delegates Voted To Adopt.

Amendment 2. This proposed amendment removes the requirement of mailing and makes distribution of materials easier and allows for electronic means. It will also shorten the required time from 20 days to 10 days since electronic means will be utilized. The proposed change to the National Constitution is under Article 12, National Secretary, Section 12.

Committee: Recommended To Adopt. Conference: Delegates Voted To Adopt.

Amendment 3. This proposed amendment removes the requirement of mailing and allows distribution of materials by electronic means. The proposed change to the National Constitution is under Article 30, Constitutional Amendments, Section 2.

Committee: Recommended To Adopt. Conference: Delegates Voted To Adopt.

Amendment 4. This proposed amendment removes the requirement of providing printed copies and allows distribution of materials by electronic means. The proposed change to the National By-Laws is under Article 12, National Secretary, Section 1.

Committee: Recommended To Adopt. Conference: Delegates Voted To Adopt.

Amendment 5. This proposed amendment removes the requirement of telephonic voting and allows for electronic voting. It will also shorten the required notice time from 15 days to 10 days since electronic means will be utilized. The proposed change to the National Constitution is under Article 5, Organization, Section 2, B, 3.

Committee: Recommended To Adopt. Conference: Delegates Voted To Adopt.

Amendment 6. This proposed amendment allows the National Executive Board the ability to offer a virtual option, postpone or cancel the National Conference if there is an emergency which making meeting

impossible, such as the Covid pandemic. The proposed change to the National Constitution is under Article 5, Organization, Section 2. Adding a new Section C.

Committee: Recommended To Adopt. Conference: Delegates Voted To Adopt.

Amendment 7. This proposed amendment allows for the option of having a digital form of credential. The proposed change to the National Constitution is under Article 17, Delegates, Section 3 Nomination and Election, Subsection 5 Credentials.

Committee: Recommended To Adopt. Conference: Delegates Voted To Adopt.

Amendment 8. This proposed amendment removes the requirement of providing printed copies and allows distribution of materials by electronic means. The proposed change to the National Constitution is under Article 19, State and Subordinate Lodges, Section 6, Constitutions.

Committee: Recommended To Adopt. Conference: Delegates Voted To Adopt.

Amendment 9. This proposed amendment allows for the collection of lodge email addresses for communication purposes. The proposed change to the National Constitution is under Article 19, State and Subordinate Lodges, Section 7, New Lodges. Adding new sub-section.

Committee: Recommended To Adopt. Conference: Delegates Voted To Adopt.

Amendment 10. This proposed amendment updates the term “dues” card to “membership” card and allows for the possibility of digital cards as well as expands the possible capabilities of membership cards in the future. The proposed change to the National By-Laws is under Article 31, Dues, Assessments and Administrative Fees, Sections 1 & 2.

Committee: Recommended To Adopt. Conference: Delegates Voted To Adopt.

Amendment 11. This proposed Amendment to the Constitution and By-Laws of the Grand Lodge Fraternal Order of Police is to change and clarify the legal name of the National Fraternal Order of Police. It eliminates the two current legal names, (1) Fraternal Order of Police and (2) Fraternal Order of Police Grand Lodge and replace these two legal names with the one new legal name of National Fraternal Order of Police, and changes any and all references, within the entire current Grand Lodge Fraternal Order of Police Constitution and By-Laws and the Ritual with the new legal name “National Fraternal Order of Police”.

Committee: Recommended To Adopt. Conference: Delegates Voted To Adopt.

Amendment 12. This proposed amendment required the nomination of National Officers to be by written submission to the National Secretary at least ninety (90) days prior to the date of the Biennial Conference. The National Secretary shall then inform all state lodges (and subordinate lodges in a state having no state lodge) of such nominations at least sixty (60) days prior to the election date of the Conference. In the event that no nominations are received, or that a nominee withdraws or otherwise does not run for office after the written submission date, nominations for that office would be made by the delegates two (2) days prior to the election. The proposed change to the National Constitution is under Article 6. National Officers, Section 3. B.

Committee: Recommended To Adopt. Conference: Delegates Voted To Reject.

Amendment 13. This proposed amendment allows for a new class of membership, Support Personnel Affiliate Lodges and Membership. The proposed change to the National Constitution & By-Laws is a new Article 32.

Committee: Recommended To Adopt. Conference: Delegates Voted To Reject.

Amendment 14. This proposed amendment removes the requirement of an emergency to go over budget on any line item. The proposed change to the National By-Laws is under Article 29, Annual Budget, Sections 2 & 3.

Committee: Recommended To Adopt. Conference: Delegates Voted To Adopt.

Amendment 15. This proposed amendment provides direction to the Grand Lodge in addressing incidents of malfeasance and misfeasance in the operation of a State or Subordinate lodge. The proposed change to the Grand Lodge Constitution is under Article 19, State and Subordinate Lodges, Section 9 Receivership (New Subsection C. and C., 1.)

Committee: Recommended To Adopt. Conference: Delegates Voted To Adopt.



National Constitution and By-laws Committee. Pictures left to right, Ron Ultz (Alabama), Phil Tenerelli (Illinois), Mike Brunson (Florida), Terry Mangum (North Carolina), Shaun Laird (Ohio), David Burks (Kentucky), and Kevin Simpson (Arkansas). Not pictured is Marlin Humphrey (Georgia).

Amendment 16. This proposed amendment removes the requirement of voting machines or punch cards and allows use of computer tabulated printed ballots. It also allows the National Board of Trustees the ability to select a form of voting if this option is not available. The proposed change to the National Constitution is under Article 6, National Officers, Section D, Election. Section 1.

Committee: Recommended To Adopt. Conference: Delegates Voted To Adopt.

Amendment 17. This proposed amendment increases the Salary of the National President. The proposed change to the National By-Laws under Article 9 Section 3.

Committee: Recommended To Adopt. Conference: Delegates Voted To Adopt.

Amendment 18. This proposed amendment increases the Salary of the National Vice President. The proposed change to the National By-Laws under Article 11 Section 2.

Committee: Recommended To Adopt. Conference: Delegates Voted To Adopt.

Amendment 19. This proposed amendment increases the Salary of the National Secretary. The proposed change to the National By-Laws under Article 12 Section 3.

Committee: Recommended To Adopt. Conference: Delegates Voted To Adopt.

Amendment 20. This proposed amendment increases the Salary of the National Treasurer. The proposed change to the National By-Laws under Article 13 Section 2.

Committee: Recommended To Adopt. Conference: Delegates Voted To Adopt.

Amendment 21. This proposed amendment increases the Salary of the National Second Vice President. The proposed change to the National By-Laws under Article 14 Section 2.

Committee: Recommended To Adopt. Conference: Delegates Voted To Adopt.

Amendment 22. This proposed amendment increases the Salary of the National Sergeant at Arms. The proposed change to the National By-Laws under Article 15 Section 2.

Committee: Recommended To Adopt. Conference: Delegates Voted To Adopt.

Amendment 23. This proposed amendment increases the Salary of the National Chairman of the National Trustees. The proposed change to the National By-Laws under Article 16 Section 3.

Committee: Recommended To Adopt. Conference: Delegates Voted To Adopt.

Amendment 24. This proposed amendment removes the term “or elected” and adds the terms “reserve volunteer, part-time, selected, or commissioned” to which law enforcement officers may be eligible for membership in Section 1. and Section 3. The proposed change to the National Constitution under Article 4 sections 1 and 3.

Committee: Recommended To Reject. Conference: Delegates Voted To Reject.

The Committee recommended to Reject Amendment 24 because the added terms “reserve volunteer, part-time, selected, or commissioned” are ambiguous. No explanation or clarity on what these terms mean or who they would apply to is included in this proposed amendment nor was an amendment proposed for Article 3 Definitions to define the meanings of these terms. Therefore, a plethora of interpretations would be possible and probable, and the National Constitution would be unable to offer any definitive guidance. Also, by removing “or elected” from Article 4 Membership Sections 1 and 3, this proposed amendment conflicts with Article 3 Definitions, Section 1., A. Elected law enforcement officer, which specifically refers to Article 4, Section 1., in the definition.

As a point of information for the reader, the Committee’s recommendation to Adopt signifies that the proposed amendment has satisfied the Constitution’s requirements of form, grammar, placement within the Grand Lodge Constitution and By-laws, substance and the lack of conflicts. Conversely, when the Committee’s recommendation is to Reject, this signifies that one or more of these requirements has not been satisfied.

As always, I am here to serve you and our membership. If I may be of assistance to you, or if you have any questions or concerns, please contact me.

Faith and Blue Weekend

By Robert E. “Bobby” Gaddy
Chairman National Diversity Committee

It is my pleasure to continue to serve as your elected NC State Vice President and be a part of such a great organization. First, I want to thank each of you personally for your commitment and dedication to the Order, clearly making us the best Law Enforcement support organization! *Your willingness to work in the profession and be a change maker doesn't come easy and is appreciated and does not go without recognition from the State Executive Board.*

Hey everyone, I am not sure if you heard, but there is a national faith-based initiative called the Faith and Blue Weekend. The Faith and Blue Weekend is a powerful initiative that seeks to build bridges to more engaged communities. The heart of this initiative is the reinforcement of connections between law enforcement professionals and the communities they serve through the reach of houses of worship. No resource can match the depth of the faith community in facilitating a productive engagement with law enforcement, which is needed now more than ever. This initiative goes along with what we are/will be attempting to accomplish. Communities are more robust and safer when residents and law enforcement professionals can relate as ordinary people with shared values, hopes, and dreams. The partners who are a part of National Faith & Blue Weekend believe we can find ways to work together around our many commonalities instead of being divided by our differences. The Faith and Blue Weekend will occur **on October 8-11, 2021**. I plan to bring it to Durham, and I encourage you to do the same in each of your hometowns. The Faith & Blue Weekend is yet another way to continue to bridge that gap that never seems to close with our communities.

Additional details about the Faith and Blue weekend can be found at www.faithandblue.org.



Legislative Update

By Wayne King – State Legislative Agent

The NC House and NC Senate has been very busy with each respective chambers putting together this biennium's budget bill. The House and Senate are far apart on many major issues in each respective chamber's budget bill. Members of the NC House and NC Senate have been appointed with the House having 47 conferees and the Senate having 24. Democrats represent 9 of the conferees for the House and 4 for the Senate. Conferees are the members of both the House and Senate who will meet to negotiate the differences between the Senate and House versions of the budget to deliver a final budget which can pass both chambers and sent to Governor Cooper's desk. A reminder, Governor Cooper hasn't signed a budget during his five years as chief executive of the state.



House Bill 398, Pistol Purchase Permit Repeal has passed both chambers and is on Governor Cooper's desk. This bill would eliminate the requirement of obtaining a pistol purchase permit to sell, give away, transfer, purchase, or receive a pistol in this State.

Senate Bill 300. Criminal Justice Reform has passed the House with amendments and has been sent back to the Senate for consideration of the House amendments. The bill, as amended, would require a law enforcement agency that receives a written request for the immediate release of a recording depicting death or serious bodily injury to file a petition in superior court within 3 business days of receiving the request. The court would be required to conduct an in-camera review of the recording within 7 business days.

House Bill 417 & Senate Bill 381, Sergeant Mickey Hutchens Act, would allow law enforcement officers, probation and parole officers, and correctional officers who hold an advanced law enforcement or corrections certificate to purchase up to four years creditable service in the Teachers' and State Employees' Retirement System (TSERS) and the Local Governmental Employees Retirement System (LGERS) is still stalled in the NC Senate Rules Committee.

House Bill 846, 25-year retirement for first responders is currently stalled in the House Pensions Committee. It seems all retirement legislations have once again hit a snag due to the lobbying efforts of many large municipalities across the state.

Senate Bill 498, Gaming Machine Enforcement Act is gaining traction and will likely be voted on soon. This bill would allow from eight to twelve video poker machines in establishments. The bill caps the number of video poker machines to 34,000 statewide. This bill also diminishes cities and counties authority to enact zoning regulations on these establishments.

This year's legislative session has been going for over eight months and we still have a long way to go. I encourage each of your respective lodges to invite members of the legislature to your meetings and get to know them. It's always good for legislators to hear from constituents who can vote for them. I am happy to help coordinate and invite members to your meetings/events if you would like. Please keep me informed of your interactions where I can follow up with the members as well. No interaction with a member of the legislature is too small.

One of the main items you'll hear about in the next few weeks is legislative and congressional redistricting. Every ten years legislatures across the country are required to redraw the boundaries of state legislative and congressional districts. I will keep you informed as things develop, as many of you will likely receive new members based on the census that was released in mid-August.

It is an honor to represent the NCFOP and I value this relationship to help advance the needs of its members.

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Preserving Your Lodge's Minutes

By Kevin Hornaday – State Constitution and By-Laws Chairman

Few documents are more important to your lodge than meeting minutes. Minutes preserve the business of your lodge, financial approvals and can protect your lodge and your board members from questions of impropriety or civil liability.

Most lodges simply take minutes and they remain in the possession of the secretary, never shared with the executive board or preserved for posterity. When the secretary leaves, retires, moves or worse, the minutes often go with them. This exposes your lodge to unnecessary liability. The Constitution and By-Laws Committee has been contacted several times about supplying previous minutes to lodges, but we do not have the ability to preserve multiple years of minutes.

With the advent of technology, it remains easier than ever to digitally preserve your minutes and store them multiple ways. Consider one method; once the minutes are approved, signed and sealed, scan the minutes into a PDF. At that point, you can make copies so that the lodge president and secretary have a copy and a digital copy is stored online, such as in a Google account dedicated to the lodge.

At your next meeting, talk with your board about preserving your lodge's legacy. If you have any questions or need assistance, contact a member of the committee.

Kevin Hornaday (46), kjhornaday@gmail.com

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National Lodge Update

By Dennis McCrary – NC National Trustee

The 65th FOP National Conference has just ended in Indianapolis and delegates are just getting settled back at their homes. My schedule as your National Trustee involved a Trustees Meeting on Saturday, a pre-Conference board meeting on Sunday, Conference meetings each day and ended with a post-Conference board meeting on Friday. There was a tremendous amount of activity each of these days and I will discuss some of the information provided and decisions made below. Other members of the NC State FOP Executive Board were in attendance and they will be providing information from the Conference so I will try to cover material that they may not cover.



Immediate Past President Terry Mangum is Chairman of the National Constitution and By-Laws Committee and will discuss the 24 amendments that were addressed at the Conference. There were three resolutions that were considered at the Conference. The first of these recognized Capital Police Officers and others that responded to the January 6 occupation of the Capital. It mentioned one officer, Brian Sicknick, by name as being violently assaulted and dying. There was much discussion about not only the officers at the Capital on January 6 being heroes, but the many officers that handled the unrest and riots all across the country during the past year. Resolution 1 failed to pass as written but it

was amended and introduced as Resolution 3 the next day and did pass. This resolution resolved that, “the Fraternal Order of Police at their Biennial Conference in Indianapolis, Indiana on August 19, 2021 that all law enforcement officers across the country be recognized as National Heroes for their actions during the unrest and riots”. Resolution 2 dealt with all members running for a national office at our national conferences must have the same opportunity and costs to advertise their candidacy at all official events and in the convention center. This resolution failed to pass.

A presentation was made at the Conference from Survivors of Blue Suicide Foundation which is an offshoot of the Concerns of Police Survivors (COPS). This organization addresses the emotional and psychological needs that arise from the loss of a loved one by suicide in the profession. The family and co-workers of any active or retired officer who has died by suicide are encouraged to use their services. Our profession has a serious problem with suicides and those affected need to make use of this organization. Please provide any members in your lodge that have suffered such a loss the information on how to contact this group. Their website is www.survivorsofbluesuicide.org. or call at 573-280-9255.

President Hagler, Vice-President Gaddy and I met with Reverend Markel Hutchins, who is the founder of *MovementForward, Inc.* and *One Congregation One Precinct* (OneCop) at the Conference. Reverend Hutchins has been working with the FOP for several years trying to get churches and the community involved and supporting their law enforcement officers. Last year they sponsored *Faith and Blue Weekend* to build bridges for more engaged communities with their law enforcement. You will hear more about this from President Hagler and how Reverend Hutchins would like to get the NC FOP more involved.

Several items addressed at the Conference resulted in significant cost savings for members. Immediate Past President Mangum will be discussing the amendments that were addressed at the Conference and the first 10 of them that did pass should save the National FOP over \$100,000 per year. The free and reduced education opportunities offered by the National FOP has resulted in our members receiving over 22 million dollars in savings on their education. Our quarterly magazine that members used to receive was replaced by a monthly online magazine that is timelier and has more information. This change resulted in a savings of over \$500,000 per year for the National FOP. A hard copy may soon be available for those that wish to receive one and you should contact the National Office for that information. Please make sure the National Office has your email address so you can receive the monthly Journal online.

Leadership Matters is a great training session for FOP lodge leaders and will be held again this year in Nashville. The dates will be February 3-5 and this year's event will be held at the Sheraton near the National FOP office. Detailed information will be coming out on this event in early October. Lodges should consider sending new or current leadership to this training.

Most of you know that our own Phil Wiggins stepped down as the National FOP Chaplin at this Conference. President Yoes attempted to talk Phil out of this action but Phil thought it was the right time to do so. Many persons commended Phil for his service, throughout the Conference, and it was certainly obvious he was highly respected by all. Phil recommended Rick Snyder, President of the Indianapolis FOP, to take his place and he was appointed as National Chaplin.

Several of our NC FOP members serve as Chairmen for our National FOP. I gave my report as Chairman of the Disaster Relief Committee, Vice President Gaddy gave his as Chairman of the Diversity Committee and Immediate Past President Mangum gave his as Chairman of the Constitutional and By-Laws Committee. In addition to these chairmen, we have many other NC members that serve on National Committees. North Carolina has been very fortunate to be respected enough to have this much direct involvement in the direction of our National FOP. President Yoes advised, with a few exceptions, that he will be leaving the current committee assignments as they are for the next 2 years.

The National Memorial Service that is to be held in October in Washington is still on schedule. The approval has not come for the use of the Capitol grounds but is expected. Members will be kept abreast of all arrangements.

The National is completing a 3-5-minute recruitment video that should be available in the near future. This should be a great tool to help lodges with their membership.

One final action that was taken at the post Conference board meeting addressed the salary of the 15 employees in our National office. Employees get a cost of living raise each year and this year they were given a 2.4 % cost of living raise. Secretary Holderfield advised he was trying to fill a vacancy at the office but our salary was \$14.03 per hour. A recent applicant was expected to take the job but she notified Secretary Holderfield that she accepted a job as a house keeper at Hampton Inn because it paid much better. Our office manager who has been with us for many years was making \$26.26 per hour. A survey of positions in the Nashville area showed we were not very competitive on salaries. Much discussion was held but the final approval was for a 15% increase for our employees. Many comments were centered on the fact we are an employee organization and in many locations a union, and our members would want to strike if they felt they were being paid this much under the local salaries for like jobs. This will take our lowest employee salary to slightly over \$16 an hour. The total cost for the raises was slightly over \$100,000 per year. It was pointed out that actions taken at this Conference overwhelming saved more money than these raises will cost.

This was certainly not every issue which was addressed at the Conference but, between other reports in this BlueNote, most of the important actions taken will be covered. I would like to thank each of you again for allowing me to serve as your National Trustee. Please let me know if I can be of assistance to you or your lodge.

Membership and Recruitment Committee Attend LE Conferences

By Greg Brown – Chairman Membership and Recruitment

The Membership and Recruitment Committee attended two 2021 Law Enforcement Conferences during the months of July and August.

The first conference was the NCSRO conference in Wilmington from July 12-14. State President Randy Hagler, Committee Member Byron Highland and I were in attendance, along with Lodge 58 State Trustee Jon Fish who stopped in to assist.

We received over 25 FOP Interest contacts during the three days of the conference. All of the interest contacts were emailed to the perspective lodges to be contacted by the State Trustee to assist them in joining the Fraternal Order of Police. During this NCSRO conference, four out the twenty-five interest contacts were able to join Rocky Mount Lodge 46 since I was in attendance and working the booth.

While we were in Wilmington, Byron Highland and I were invited to attend the Cape Fear Lodge 58 monthly business meeting, which we gladly accepted.

The second conference was the Gangs Across Carolinas in Winston Salem on August 10-12.

Committee Members Johnny Overby and Dan Bignall were in attendance. During the conference 17 interest contacts stopped by the booth. All of those interest contacts were emailed to the perspective lodges to be contacted by the State Trustee to assist them in joining the Fraternal Order of Police.

The Committee is constantly looking at ways to help with recruitment. Not only on the State level but the local level as well. We are looking at creating a QR code to scan for potential members to scan with their phone and pay by credit card, PayPal or bank draft. Along with a mobile payment system for conferences and events.

Hopefully we can continue to gain new members but it takes everyone to assist in this endeavor. All NCFOP members are recruitment members and it is a team effort.

A big thank you to State President Randy Hagler and National Trustee Dennis McCrary for bringing the Membership and Recruitment booth to the conferences and getting them setup.



Johnny Overby and Dan Bignall



Sgt. at Arms Greg Brown and President Randy Hagler

Brant Pearce Memorial Award First Responder of the Year

Submitted By: John R. Byrd – President Lodge 74

David L. Hess, Roxboro Chief of Police and Lodge 74 member, is the 2021 recipient of the prestigious Emergency Chaplain's **Brantley Pearce Memorial Award First Responder of the Year**.

Executive Director Ralph Thompson credited Chief David Hess' work as President of the North Carolina Association of Chiefs of Police for helping Emergency Chaplains network with more than 500 police chiefs across the state. Prior to being President, David Hess invited Emergency Chaplains to begin attending Board of Director meetings and the annual training conferences. From these opportunities, the Emergency Chaplains network is gaining traction in their Vision 100 goal to have an Emergency Chaplain in all 100 counties in North Carolina.



A Message From Your Chairman of Trustees

By John Byrd

Brothers & Sisters,

I hope this issue of the Blue Note continues to find you staying safe and well. It looked like we were finally starting to turn this Covid thing around and then the Delta Variant happened. Please continue to stay safe and do your due diligence to protect yourselves and your families.

As you have already seen from the information President Hagler sent out, our Trustees Meeting on October 1st is starting at 7pm instead of six to accommodate those playing in the Foundation Golf Tournament. As of right now it should be a quick meeting. If you have anything you would like to see covered, please send it to me. At the writing of this report some of you are in Indianapolis. Please stay safe and enjoy yourselves. I am sorry I couldn't make it this time. Hope to see you all in Eden on October 1st & 2nd.

Some of the things I have done since my last message are:

- We have the raffle tickets for our next Lodge #74 raffle. Cost is \$10 each or 3 for \$25 same as last year. We will have over 33 prizes this time. (2 AR-15's and 2 Shotguns.)
- Attended Lodge #74's bi-monthly meeting on June 29th at Mayo Lake Park in Person County.
- Attended a couple of virtual E-Board meetings since my last correspondence.
- Worked at State Office a couple of days with other E-Board members cleaning out all the old useless items and papers. (There are still several of the items available on the inventory I sent out if any lodge wants them.)
- Submitted this "Blue Note" article on August 20th.
- My situation has changed somewhat with my Father. I took him to the hospital a month and a half ago and from there he went to a Rehab Facility in Durham. Last Tuesday they had 3 staff members come down with the Delta Variant of the Virus so they are on lock down for two weeks from last Tuesday. Please continue to keep us both in your thoughts and prayers!!!

As always, I am here to serve you and your lodge. You can call me anytime at 336-504-8173 or email me at person7454@yahoo.com. I hope you are finding my periodic email updates to be a useful tool to keep your membership informed on the ongoing workings of your state e-board. It is an Honor to serve as your Chairman of Trustees.



TRIVIA

We Have A WINNER!!!

We have a winner for the July/August issue of our Trivia contest. **Karen Gray**, Secretary/Treasurer of Winston-Salem/Forsyth County Lodge 8, is the **grand prize winner** of the BlueNote TRIVIA contest. **Karen** correctly identified the three individuals in the photograph as Johnny Overby, Buddy Russ and Barry Westmoreland.

Many thanks to everyone who played TRIVIA and sent in a response. There were many correct answers received for this photograph but recently if you are playing TRIVIA you need to respond with lightning speed.

If you have not won a TRIVIA contest, do not give up. Keep submitting your answers and maybe you too can be a BlueNote TRIVIA Grand Prize Winner like **Karen Gray**.

Remember, it is never too late to submit your guess. But lately the responses have been coming in fast so you should send in your responses as quickly as possible. I hope to see your name listed as the BlueNote TRIVIA grand prize winner in the next issue.

TRUMPET FANFARE!!! IT IS TIME TO PLAY TRIVIA!!!

Trivia is the game that everyone likes to play. Now is your opportunity to participate in another exciting round of BlueNote TRIVIA.

Can you identify the individuals in this photograph?

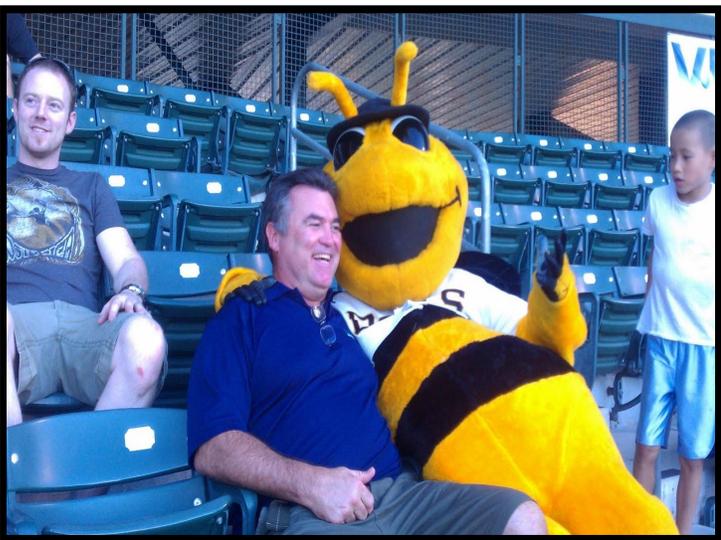
Remember to send me your answer as quickly as you can.

If you can identify the individuals in this photograph, send an email to terrymangum@frontier.com with your answer along with the name and number of your Lodge.

The correct Trivia answer will be posted in the November/December 2021 issue of the BlueNote along with the name of the **first** individual submitting the correct answer. Good Luck!!!



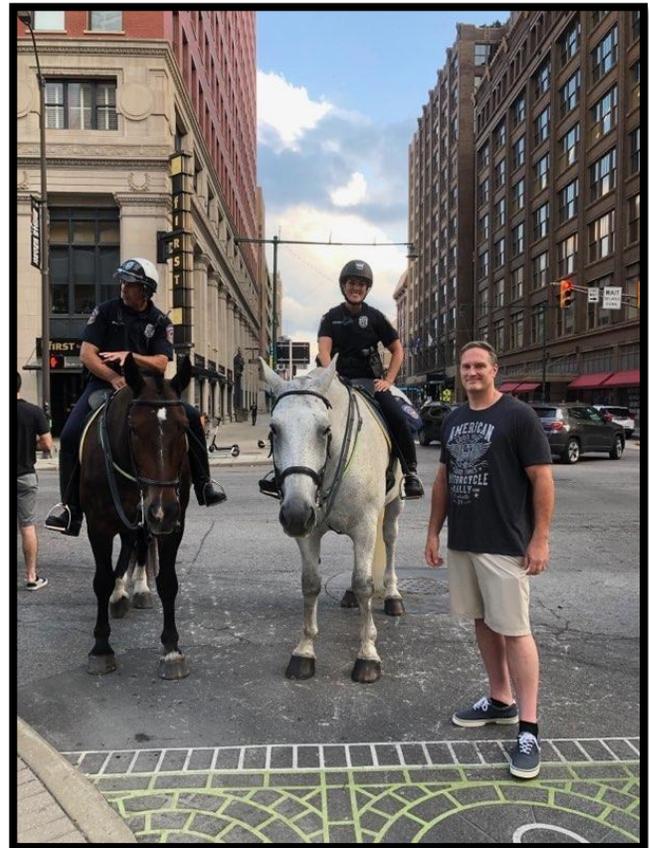
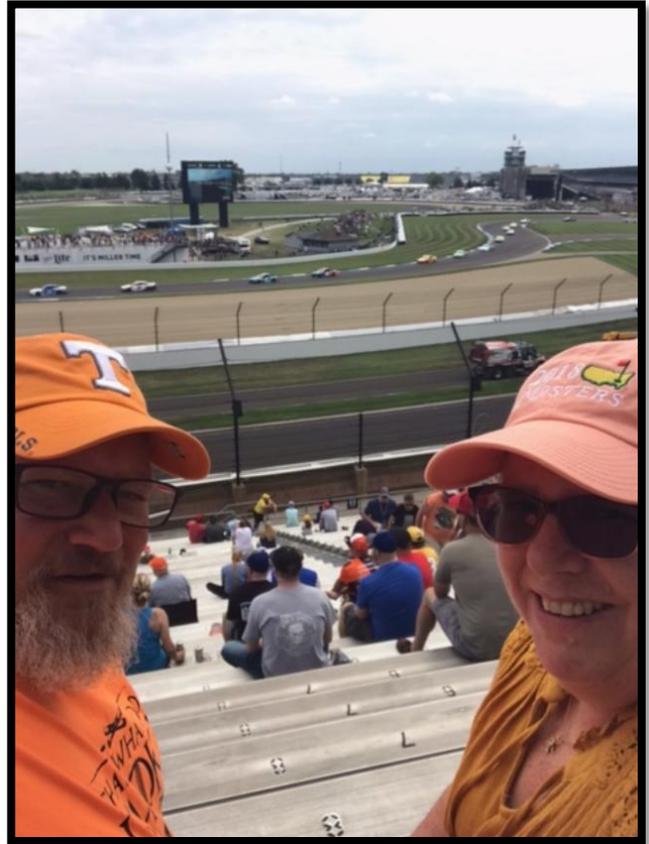
National 65th Biennial Conference



National 65th Biennial Conference



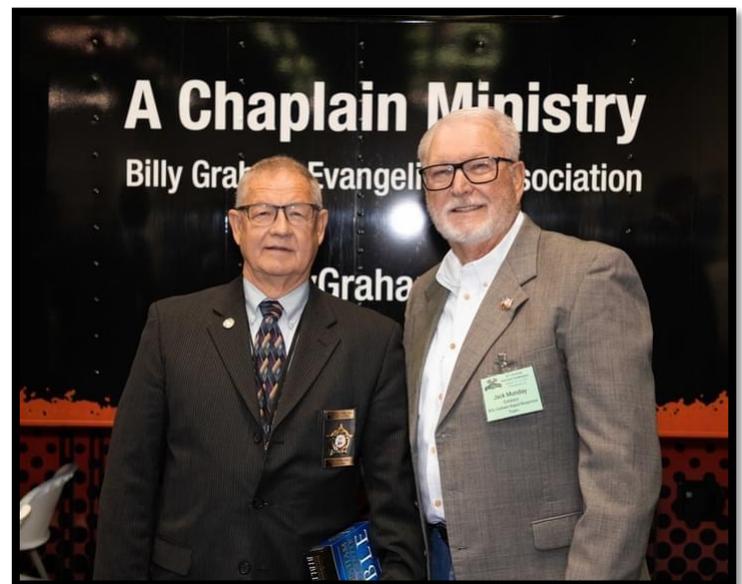
National 65th Biennial Conference



National 65th Biennial Conference



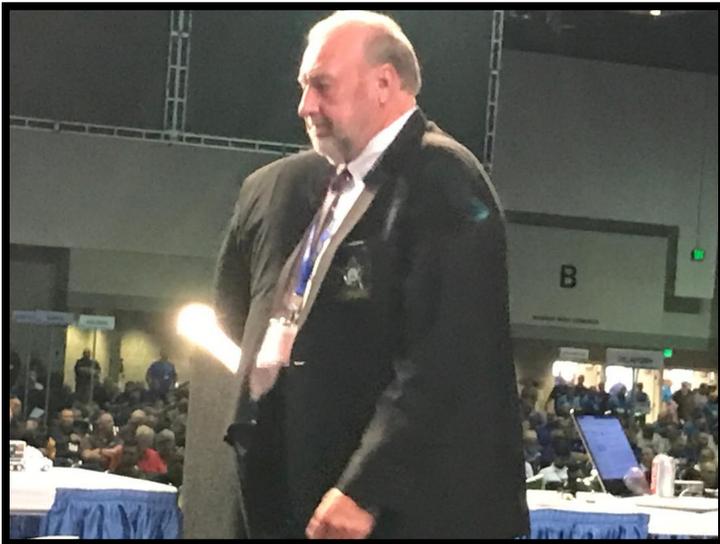
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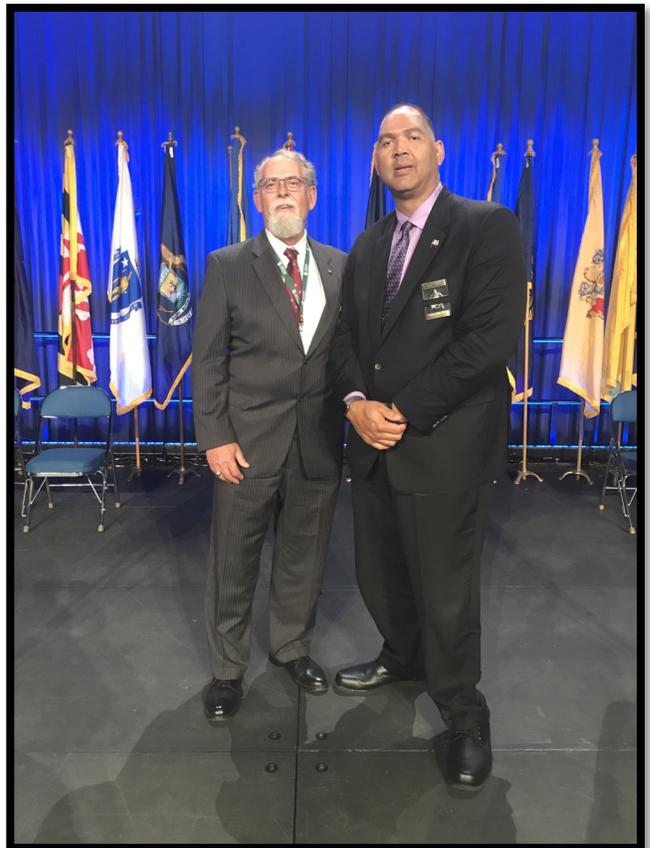
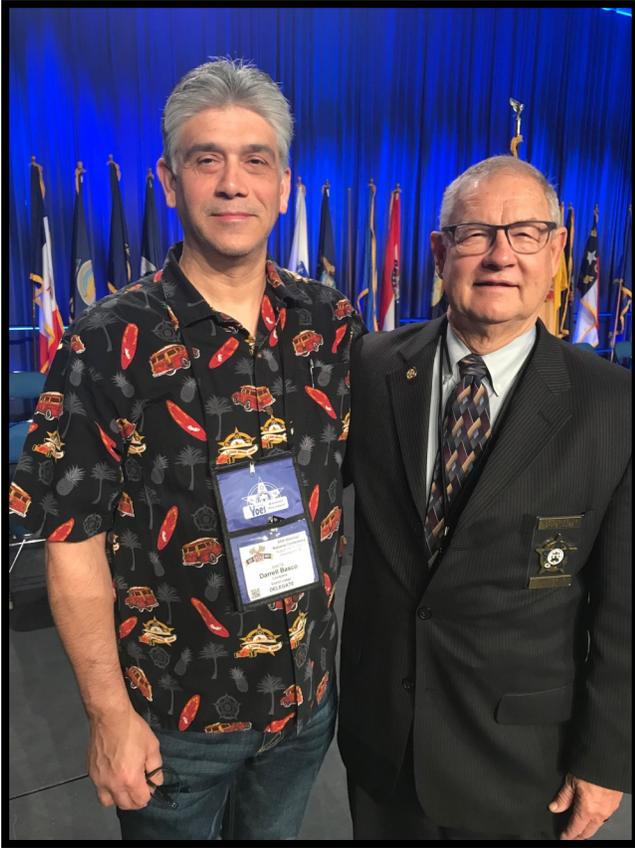
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