

NC K9 E.R.T.
MONTHLY TEAM MEETING
MINUTES
JANUARY 12, 2019

The first meeting of 2019 for NC K9 E.R.T. was held at Garner Fire Department, Station 1, located at 503 West Main Street in Garner on Saturday, January 12, 2019. Attendees included Adrienne Kerchner, Alisa King, Benjamin Wardrip, Brent Haynes, Brian Hatley, Carol Satsky, Cherie Hatley, Christian McGhee, Christie White, Gary Woolman, Gordon Deno, James Wolf, Jim King, Mac Morgan, Melisa Semenov, Rodney Dancy, Ron Marriner, and Terry Woolard. Members in attendance by teleconference were Teresa Cummings and Tom Lester. Members not in attendance were Dr. Eileen Jenkins, Marie Dotson and Susan Keennan.

Chief Morgan called the meeting to order at 09:00, noting no previous meeting minutes requiring approval.

First order of business was Treasurer's Report. Chief Morgan cited direct public support contributions from donations and HRD auction of \$13,000 as main source of income last year, along with the sale of the Ford Excursion, Fuel tax refund and interest from bank accounts totaling \$5,388, along with \$1,149 for training classes, \$2,088 from SARX and \$8,799 from HRD seminar, totaling income of \$30,424. Expenses included tax service and membership fees of \$389, \$7,417 in vehicle and equipment maintenance, \$11,651 in operating and search costs, \$2,934 for Insurance and miscellaneous fund-raising costs, \$241 for Conference and Meeting and \$33 for Other Travel totaling \$22,665 in expenses resulting in a net balance at year-end of \$7,759. Ms. Kerchner asked how this compared to previous years. Chief Morgan explained it was very low compared to prior year averages of \$30,000. Adding that 2019 could be considerably lower without a SARX event this year as a result of increasing event costs. The Board is hoping for a new SARX location next year.

Chief Morgan announced Board Members; Gordon Deno, Melisa Semenov, Gary Woolman, Teresa Cummings and Mac Morgan. Stating that appointments are made by the Board and remain in effect until a Board member leaves or is asked to step down by the Board. Chief Morgan went on to announce the recent departures of team members Jack Thorpe, Matthew McLaughlin and Heather McLaughlin. A new updated list of team members along with respective phone numbers is located on the team website.

Chief Morgan apprised the team of new Standard Operating Guidelines (SOG) he had been working on. Beginning this year, all team members are required to use either Kanine6 or Code Blue software for reporting. Explaining this software will uniformly track all necessary information in the daily log for training (including time trails were laid or the source items used), official search reports requested by agencies such as Sheriff or Police Departments, grant writing, and insurance documentation. Grants are requiring details of hours broken out for training and operations, as well as, any specific expenses

to apply for Grants. Chief Morgan praised the team veterinarian, Dr. Jenkins, for identifying the North Carolina Veterinary Medical Association (NCVMA) High 5 Grant as an eligible grant for the team. She enlisted the help of her friend from FEMA and together the team was able to submit an application on November 23rd. On December 28th, the team was notified it had been awarded the Grant in the amount of \$5,000. A check will be issued in January and will subsequently require a detailed progress report by November explaining the success or failure of its usage for the program. If successful, the team will be qualified to apply again. The awarded funds will be used for the HRD seminar instructor expenses this year and are greatly needed due to the lack of income from a SARX this year.

Chief Morgan shared other changes that are being implemented including the issuance of state ID cards with the assistance of Mr. Dancy and Wilson County Emergency Management. Mr. Dancy will take pictures following the closing of the meeting. All active or probationary team members will be issued two identification cards. One will be carried with at all, times the other will be presented to the on-site Team Operations Officer (Chief Morgan recommended this be Ms. Hatley), for check in/out. ID information will comply with State requirements per Mr. Dancy and the HEPA information will be kept confidential, requiring a scanner to view. ID cards will be issued with specific colors based on level of service:

- White stripe behind logo = Candidate (Formerly known as Probationary)
 - Red stripe = Active (Team member, must be paired with an Operational)
 - Green stripe = Operational (SARTech II or Certified)
 - Blue stripe = Water
- Canines will also have ID cards with color to identify their status/expertise.

Chief Morgan commented on the current status of the decline in Response Team requests going down across the state. Calls being the lowest since in business, citing having received only 22 calls last year, 9 coming from the FBI. They resulted in 6 positive evidence results and 4 direct finds; including sonar and vehicle. For this reason, Sonar will be the team's focus this year. Sonar training will be posted on the calendar with Dive team members and Fire Departments also interested in attending.

Chief Morgan named additional Officers of the team: Gordon Deno as Training Coordinator where all training requests and rosters will need to be sent and maintained. The Administrative Assistant is Carol Satsky, keeping track of all paperwork for financial records and Grant reporting current. The Team Operations Officer will be Cherie Hatley, pending acceptance. She will act as Lead between team and Command Center at site searches and will check-in and out all team members. An additional change is for all vehicle keys to be kept in vehicle or turned into Operations Officer during training or call-outs in order to move vehicles or break canines as needed. All of this information is in writing in the SOG's.

Chief Morgan asked if anyone had questions at this time and there were none. Chief Morgan proceeded to explain that trailing calls had been slim to none. The last call-out

was on November 19, 2016. The most recent call was on November 28, 2017 however the victim was found in Clayton before the team was able to deploy any member. This is the trend not just in North Carolina, but nationwide and is due to 90% of police departments getting their own canines or bloodhounds, the use of cell phones, amber alerts and police departments generally not enlisting the efforts of other agencies.

Chief Morgan provided a status of team uniforms. The uniform would not be changed, and team members could order as needed. He shared that the material of the new shirts Ms. Cummings had ordered was delivered too thin so it would be re-ordered. Also, based on a recommendation, BDU pants could be replaced with Wranglers or Dickies from Wal-Mart. These are significantly less expensive but are of equal quality and can be purchased in black. Chief Morgan confirmed the Dress uniform will remain in force and every operational team member should purchase. Again, reaffirming all requirements will be located on the team's website in the SOG's.

In other business, Chief Morgan cautioned about content being posted on Facebook. He asked that stories of interest and articles be shared with him so that the team website could be upload and grow its social media presence. Also, the team website and calendar are being kept up to date. Ms. McGhee ask how many registered for the HRD seminar to which Chief Morgan replied there were originally 21 with one having to withdraw. Three of those came from Canada, including the one that withdrew. He shared that Water is full and Land remains open, although, no one from NCK9 had registered yet. Chief Morgan reminded that the team still needed to gather any items to stuff the instructor/attendee bags and items for small Door prizes, better items for the Silent auction and about ten or twelve good items for the Live Auction. Chief Morgan shared an idea from Mr. Marriner based on the NRA's Silent auction to sell \$5 or \$10 raffle tickets that can be placed in dedicated jars assigned specifically to four or five individual items. Emphasizing any other ideas are welcome. Ms. White asked how many bags are needed for HRD seminar and Chief Morgan recommended a minimum of 36. Additionally, for the four days, Thursday through Sunday, Chief Morgan asked for dedicated boat drivers. Ms. Hatley and Mr. Wolf volunteered. Chief Morgan noted the delivery and coordination of lunches and Saturday night's dinner will be a team effort. Lastly, Chief Morgan reminded the Team that the source in the HRD trailer needed to be taken out, cleaned and relabeled with a numbering system. This will allow Kanine six software to pull up source by number and a list can be provided to both instructors and students during HRD seminar. Ms. Semenov advised she would be planning a meeting on an upcoming Friday and would send out an email. Chief Morgan advised that a training meeting had been moved to coordinate with Vet Dr. Jenkins who will be doing a class for team training and at the HRD seminar.

Chief Morgan asked the team to continue to suggest fundraising ideas. Currently the team has a new Canine Medical Fund set up. The money is earmarked for canines that get hurt during training or for emergency vet visits when operational and deployed on searches. Ms. Kerchner asked if the team could have the fund supported with Dues. Chief Morgan reminded her that while the Team did not have Dues, donations could be flagged specifically for the Canine Medical Fund. Recently, Go Fund Me Facebook

fundraising donations were being directed into the Canine Medical Fund, which currently has a balance of \$250 deposited at LGFCU (Local Government Federal Credit Union). Chief Morgan also advised the team members they are each eligible to become members of LGFCU based on membership with North Carolina Association of Rescue & Emergency Medical Services, noting he had forgotten the membership cards but would bring them to training. Also, each team member qualifies for insurance and has workman's compensation.

Chief Morgan informed the team of the upcoming CUE Conference in Wilmington on March 21 through 24th. The cost for three days is \$350 per room and sleeps four individuals. Cost includes three nights, classes and food. The cost of the seminar alone is \$50 if not staying at the hotel. Chief Morgan recommended everyone should attend at least once. There will be classes and certificates will be awarded. Ms. Semenov added, on Saturday night there is ceremony with a candlelight vigil and a wall of all missing person's pictures. Mr. Woolman shared a story of a friend who called him about his abducted daughter. Mr. Woolman connected him with CUE founder, Monica Caison. Within 48 hours, the 16 year old missing girl was found in Seattle Washington and put on a plane back to North Carolina.

Chief Morgan announced, effective immediately, he will no longer do Team training. Instead, Mr. Andy Handling has offered to donate a Sunday a month to do Scent training. Mr. Handling will provide the dates, which will be posted on the Team calendar. Chief Morgan will continue to be available to set up times to work on specific problems. However, he will also take advantage of Mr. Handling's offer to attend the trainings to work his K9s. Chief Morgan noted that Mr. Handling will assign homework that will need to be completed before moving forward with training as Mr. Handling normally charges \$150 per hour. Ms. McGhee asked if there would be obedience training. Chief Morgan responded not at this time, otherwise, Mr. Handling would need to bring others in. This is a trial for Mr. Handling and hopefully other types of training will become possible a later time. Ms. Semenov added that the Sunday a month with Mr. Handling is in addition to regularly scheduled team training. Ms. Kerchner inquired if training was for one hour to which Chief Morgan responded it is for all day, six to eight hours as it is beneficial to observe others. Ms. Semenov added Mr. Handling may put your canine in a box with air holes to percolate for focus and will also work on agility. Chief Morgan repeated that Mr. Deno will be, in charge of setting up and coordinating all training. Chief Morgan also mentioned he will be teaching a Scent class in Florida for the AKC in February.

Mr. Deno reminded that Saturday's training in two weeks will be held in Statesville at Ms. Cumming's home. Ms. Cummings updated that she was hoping to obtain use of the Boy Scout camp located across from the Girl Scout camp used during SARX. If not available, training will be at her house. Chief Morgan mentioned he would like to get other people in to assist with training also.

Other discussions were held regarding team member's dedication. Mr. Deno began with emphasizing combined experience of tenured team members being well over 100 years.

He voiced his concerns over previous persons joining the team, getting trained and taking this knowledge to other teams. NCK9 team members need to take training and canine work serious and not as a hobby. Chief Morgan followed up with acknowledging everyone has financial, family and job issues, but for purposes of volunteering with NCK9, emphasized the need for team members to keep the victim's family as, first priority for their commitment. The goal is to bring resolution to the family. Chief Morgan recanted a story involving former team member Jack Thorpe and his dedication on water to find a victim such that he was suffering from hypothermia. Ms. Semenov asked that everyone train with minds open and not bring excuses to observe the canine efforts in the moment and let the instructor make determinations. Chief Morgan agreed that instructors are trying to correct behaviors in the present. Mr. Wolf requested not to hear the words "I don't care" from team members. He feels the words are not meant and this negative attitude sets the team tone. Mr. Deno apologized for frustration. Chief Morgan emphasized how the need to move forward as a team. Chief Morgan will continue to be available to help with specific issues, but he is not continue to do team trainings. Ms. Semenov requested that anyone with questions or team related issues go directly to Chief Morgan. Ms. Cummings added she wants team members to be passionate and remember the need to put someone's life and a canine's paws first when committing to supporting this team.

Chief Morgan wrapped up the meeting advising that CUE founder, Monica Caison, will let team members participate in CUE searches. Typically, these searches include all food and if it involves an overnight stay, 75% of time, she will furnish a room. Again, Mr. Deno will keep training records and reflect that day's hours in order to apply for grants and continue to obtain insurance that pays for worker's compensation. Insurance does audit training hours. Kanine Six will also keep a daily log and training, deployments even as Flankers. Mr. Wolf offered to print out hours from his spreadsheets. Chief Morgan reiterated Kanine Six is intuitive, and team members should be including time spent stopping to ask for a donation on the way home from training. Kanine six adds all hours included in logs on behalf of volunteering for the team. Kanine Six keeps a running total of all expenses which will benefit team members at tax time. Chief Morgan noted that Kanine Six is free to the team for at least the next year.

Chief Morgan closed the meeting asking if there was any other business, Ms. Semenov motioned to adjourn and was seconded by Ms. Kerchner at 10:30am.