



NCRSP Region Directors and Associate Directors Training Report

2026 NCRSP Leadership Series

Presented by NCRSP Vice President Elect Sandra Hatley 6.9.26

The report is based on the Directors and Associate Directors training summary, which covered fiduciary responsibilities, annual confidentiality and conflict-of-interest forms, meeting notice requirements, strategic planning, communications, membership retention, regional map changes, constitutional amendments, committee appointments, Robert's Rules of Order, and speaker request procedures.

Key Action Items for Region Directors and Associate Directors

1. Review NCRSP's Constitution, Bylaws, Policies and Procedures, and official forms.
2. Complete all required annual board documentation, including the confidentiality statement and conflict of interest statement.
3. Ensure that Associate Directors and required officers complete mandatory training, either live or by recording.
4. Document proof of training completion for Associate Directors and other required officers.
5. Begin developing regional strategic plans in July.
6. Begin preparing regional budgets in July.
7. Develop regional calendars for the 2026–2028 term.
8. Submit regional calendars to the state office for publication on the NCRSP website beginning in July.
9. Bring initial strategic plans, budgets, and calendars to the August 10–14 in-person meeting in Raleigh.
10. Use only the official current NCRSP logo on correspondence, flyers, reports, newsletters, and other materials.
11. Encourage members who have unsubscribed from Constant Contact to resubscribe so they can receive official state office communications.
12. Appoint or help ensure appointment of necessary committee chairs at both the regional and local levels.

13. Include committee chairs for membership, legislative, community service, quality of life, memorials, elections when needed, and communications.
14. Work with inactive or struggling locals to rebuild leadership, officer structures, committee participation, and regular communication.
15. Encourage local units to consider ways to support members over age 85 or members paying lower dues amounts so that membership lapses and loss of NEA benefits may be prevented where possible.
16. Distribute proposed constitutional amendments to members and delegates.
17. Discuss proposed constitutional amendments at regional and local meetings before the March constitutional convention.
18. Watch for updated guidance on regional map changes.
19. Share regional map information with local units as it becomes available.
20. Use the official speaker request form when inviting state officers, committee chairs, or staff to speak.
21. Remember that each regional or local group has one annual speaker opportunity with reimbursement coverage.
22. Plan for the requesting group to cover travel costs for additional speaker requests beyond the annual reimbursed opportunity.
23. Conduct regional and local meetings according to Robert's Rules of Order.
24. Give executive committee members at least 10 days' notice for regular meetings.
25. Give executive committee members at least 5 days' notice for emergency meetings.
26. Communicate with legislative chairs at the regional and local levels about important issues, including voting access and other legislative concerns.
27. Review updated policies and procedures on the NCRSP website regularly.
28. Encourage shared leadership by giving members manageable tasks that help develop future leaders.
29. Support local presidents and local officers by helping them understand their responsibilities and available resources.
30. Strengthen member engagement through email, newsletters, websites, social media, telephone calls, postal mail, and in-person communication when needed.

NCRSP Vice President Elect Sandra Hatley led a thorough, practical, and highly informative training session for NCRSP Region Directors and Associate Directors as part of the 2026 NCRSP Leadership Series. The

presentation provided regional leaders with a clear understanding of their responsibilities, the importance of proper governance, the need for careful financial stewardship, and the role that Region Directors and Associate Directors play in strengthening NCRSP from the local level to the state level.

Sandra Hatley's training emphasized that regional leadership is a vital part of NCRSP's organizational structure. Region Directors and Associate Directors serve as important links between the state organization, the regional structure, and local units. Their work helps ensure that local leaders are informed, members remain connected, policies are followed, and the mission of NCRSP continues to be carried out with integrity, consistency, and purpose.

The session brought together current and incoming regional leaders, many of whom introduced themselves and shared information about their regions, associate directors, local units, and leadership transitions. Several regions were in periods of change, with some associate director positions needing to be filled or clarified. Sandra Hatley encouraged leaders to communicate clearly, support one another, and understand that successful regional leadership depends on preparation, shared responsibility, and active involvement.

Purpose of the Training

The purpose of the training was to help Region Directors and Associate Directors understand their responsibilities for the new term and to prepare them for the work ahead. Sandra Hatley reviewed the duties of regional leaders, discussed expectations for administrative compliance, explained important financial guidelines, and outlined steps needed for strategic planning, membership support, local unit development, and communication.

The training also helped regional leaders understand current organizational changes affecting NCRSP, including proposed constitutional amendments, possible regional map changes, and the upcoming constitutional convention. Sandra Hatley stressed the importance of keeping members informed so that delegates and local units are prepared to participate thoughtfully in future decisions.

Throughout the presentation, Sandra Hatley encouraged directors to rely on NCRSP's governing documents, including the Constitution, Bylaws, Policies and Procedures, and official forms. She reminded leaders that these documents provide the structure and guidance needed for fair, consistent, and responsible leadership.

The Importance of Regional Leadership

Sandra Hatley emphasized that Region Directors and Associate Directors have significant leadership responsibilities. Their roles are not merely ceremonial. They are expected to help guide local units, support local officers, strengthen communication, encourage membership growth, reactivate inactive locals, and help ensure that NCRSP policies and procedures are followed.

Regional leaders serve as a bridge between NCRSP state leadership and local units. They help carry information from the state level to members and local officers, and they also help communicate local

concerns, needs, and questions back to the state organization. This two-way communication is essential for a strong, healthy organization.

Sandra Hatley reminded directors that their leadership can influence whether local units feel supported, informed, and included. Strong regional leadership can help prevent confusion, encourage participation, and build confidence among local officers and members.

Familiarity with Governing Documents

A major point of emphasis was the need for all leaders to become familiar with NCRSP's governing documents. Sandra Hatley encouraged Region Directors and Associate Directors to review the Constitution, Bylaws, Policies and Procedures, and other official documents available through NCRSP.

Understanding these documents is important because they provide the rules, expectations, and procedures that guide the organization. Regional leaders need to know where to find these documents and how to use them when questions arise. This helps ensure that decisions are made according to approved procedures rather than personal opinion, habit, or informal practice.

Sandra Hatley's presentation reinforced the importance of leadership that is informed, consistent, and grounded in official organizational guidance.

Required Annual Documentation

Sandra Hatley reviewed required documentation for board members, including the annual confidentiality statement and conflict of interest statement. These forms are important because they protect the organization, clarify expectations, and remind leaders of the trust placed in them.

All board members are expected to complete these required forms annually. The confidentiality statement reminds leaders that some organizational information must be handled carefully and responsibly. The conflict of interest statement helps identify and prevent situations in which personal interests might interfere with organizational responsibilities.

Sandra Hatley explained that these documents are part of responsible governance. They help preserve trust, transparency, and accountability within NCRSP.

Meeting Procedures and Notice Requirements

Sandra Hatley reminded regional leaders that meetings should be conducted according to Robert's Rules of Order. Using Robert's Rules helps meetings remain orderly, fair, and focused. It also protects the rights of members and helps ensure that decisions are made properly.

The training also reviewed meeting notice requirements. Executive committee members should receive at least 10 days' notice for regular meetings. In emergency situations, at least 5 days' notice should be given.

These notice requirements are important because leaders need time to prepare, review materials, and participate meaningfully. Proper notice also protects the legitimacy of meetings and decisions.

Sandra Hatley encouraged leaders to use available training resources, including guidance from NCRSP's parliamentary and materials posted on the website, to strengthen their understanding of meeting procedures.

Training Requirements and Documentation

Another important responsibility discussed during the session was training completion. Sandra Hatley reminded Region Directors that they are responsible for helping ensure that Associate Directors and other required officers complete mandatory training.

Training may be completed live or by recording when recordings are available. However, proof of completion should be documented. This is important because training helps leaders understand their responsibilities and promotes consistency across regions and local units.

Sandra Hatley's presentation emphasized that leadership training is not simply a formality. It is part of building a capable, informed, and accountable organization.

Financial Responsibility and Fiduciary Duties

Sandra Hatley devoted important attention to fiduciary responsibility. Regional leaders are responsible for understanding that funds must be handled carefully, appropriately, and in accordance with organizational rules.

She clarified that dues money must be used for member benefits. Dues money may not be used for scholarships, charity, or political activities. This distinction is important because membership funds are collected for specific organizational purposes and must be protected.

Sandra Hatley also reminded leaders that PAC funds must remain strictly separate from membership funds. Political funds and membership funds cannot be mixed. Keeping these funds separate protects the organization and ensures compliance with proper financial practices.

This portion of the training was especially important because it gave Region Directors and Associate Directors a clearer understanding of what regional funds may and may not be used for. It also reinforced the need for careful budgeting, proper planning, and transparent financial practices.

Budget Development

Sandra Hatley encouraged regional leaders to begin working on their budgets in July. Region Directors should work with Associate Directors, treasurers, secretaries, and committee chairs to develop a budget that supports member services, regional priorities, and planned activities.

Budget planning should not be done at the last minute. A thoughtful budget helps a region set priorities, anticipate expenses, and make responsible decisions about the use of funds.

Sandra Hatley encouraged regions to prepare initial budget drafts for discussion at the in-person leadership meeting in Raleigh scheduled for August 10–14. This gives regional leaders time to think carefully about their needs and to align their plans with NCRSP's goals.

Strategic Planning

In addition to budgeting, Sandra Hatley emphasized the importance of strategic planning. A strategic plan helps a region identify goals, set priorities, and determine how to support local units and members effectively.

Regions were encouraged to begin developing strategic plans in July. These plans should be prepared in cooperation with regional officers, associate directors, treasurers, secretaries, and committee chairs.

A strong strategic plan may include goals for membership growth, local unit support, leadership development, communication, legislative awareness, community service, and member engagement. It should be practical enough to guide action throughout the year.

Sandra Hatley's message was clear: regions should begin the new term with direction, not confusion. Planning early helps leaders move forward with confidence and purpose.

Regional Calendar Development

Sandra Hatley also asked regional leaders to develop calendars for the year. Regional calendars should include planned meetings, training opportunities, important deadlines, local unit visits, committee activities, and other regional events.

These calendars should be submitted to the state office for publication on the NCRSP website beginning in July. Posting regional calendars helps members and leaders stay informed. It also improves transparency and helps avoid scheduling confusion.

A published calendar gives local units advance notice and allows members to plan their participation. Sandra Hatley's training made clear that communication and organization go hand in hand.

Membership Retention and Growth

Membership was a major theme of the training. Sandra Hatley encouraged Region Directors and Associate Directors to focus on increasing membership, supporting existing members, and helping prevent membership lapses.

Regional leaders were reminded that membership strength is essential to the future of NCRSP. Local units need active members, informed members, and engaged leaders. Regions can support this by encouraging communication, helping local leaders solve problems, and identifying members who may need assistance remaining connected.

Sandra Hatley also discussed the importance of maintaining membership for older members, especially those over age 85 or those paying lower dues amounts. Locals were encouraged to consider whether they

might set aside funds to help pay dues for such members where appropriate, so that these members do not lose membership status or NEA-related benefits.

The discussion included questions about how to identify members over age 85. While birthdate information may not always be available in the state database, local units may have information that can help identify older members or members paying reduced dues.

Sandra Hatley's attention to senior membership support reflected a broader concern for honoring long-term members and helping them remain part of NCRSP.

Constant Contact and Member Communication

Sandra Hatley's presentation also addressed the importance of member communication through Constant Contact. Regional leaders were encouraged to help members who have unsubscribed from Constant Contact resubscribe so that they can continue receiving official communications from the state office.

This is important because official messages, announcements, training information, meeting notices, and other updates are often distributed electronically. When members unsubscribe, they may miss important information.

Regional leaders can help by encouraging local presidents and members to check whether they are receiving state communications and by helping members understand the importance of staying subscribed.

Sandra Hatley's emphasis on Constant Contact reflected the larger need for consistent, reliable communication across NCRSP.

Use of the Official NCRSP Logo

Sandra Hatley reminded Region Directors and Associate Directors to use only the official current NCRSP logo on correspondence, flyers, reports, newsletters, and other materials.

Using the correct logo helps maintain a consistent organizational identity. It also prevents confusion caused by outdated, altered, or unofficial versions of the logo.

Regional and local leaders should make sure their materials reflect current NCRSP branding and should avoid using old or unofficial logos. This is a simple but important part of presenting NCRSP professionally.

Communication at the Regional and Local Levels

Sandra Hatley emphasized that communication is one of the most important responsibilities of regional leadership. Region Directors and Associate Directors should communicate regularly with local presidents, officers, committee chairs, and members.

The training encouraged the use of multiple communication methods. Email, newsletters, websites, social media, telephone calls, postal mail, and in-person communication may all be needed. Not every member receives information in the same way, and some members may not use email or social media.

Sandra Hatley reminded leaders that effective communication requires persistence and flexibility. Regional leaders should make sure that members without email are not forgotten and that local units receive important information in time to act on it.

Committee Appointments

Sandra Hatley reviewed the importance of appointing or ensuring the appointment of necessary committee chairs at both the regional and local levels.

Important committees include membership, legislative, community service, quality of life, memorials, elections when needed, and communications. These committees help carry out NCRSP's mission and ensure that work is shared rather than concentrated among only a few people.

Sandra Hatley encouraged directors to help local units develop active committee structures. Strong committees help local units remain organized, productive, and engaged.

Committee appointments also help identify and develop future leaders. By giving members meaningful responsibilities, regions and locals can build leadership capacity for the future.

Leadership Development

Sandra Hatley encouraged regional leaders to give members small but meaningful tasks as a way to develop leadership. This approach helps members gain confidence and experience without feeling overwhelmed.

Leadership development is especially important in organizations where the same individuals often carry many responsibilities. By inviting more members to participate in manageable ways, Region Directors and Associate Directors can help reduce burnout and build a stronger leadership pipeline.

Sandra Hatley's presentation encouraged leaders to think beyond immediate tasks and consider how today's volunteers can become tomorrow's officers, committee chairs, and state leaders.

Reactivating Inactive or Struggling Locals

Another important responsibility discussed during the training was the reactivation of inactive or struggling local units. Sandra Hatley encouraged Region Directors and Associate Directors to identify locals that need support and to work with them to rebuild leadership, participation, and communication.

Inactive or struggling locals may need help filling officer positions, appointing committee chairs, holding meetings, recruiting members, or reconnecting with the state organization.

Regional leaders are in a strong position to provide encouragement, guidance, and practical support. Sandra Hatley's presentation made clear that strengthening local units is one of the most important ways regional leaders serve NCRSP.

Constitutional Amendments

Sandra Hatley discussed upcoming constitutional amendments and the importance of preparing members and delegates for the March constitutional convention.

Directors were encouraged to distribute and discuss proposed amendments at regional and local meetings. Members should have an opportunity to understand the proposed changes before delegates are asked to vote.

The training also included discussion that proposed amendments may be available as separate documents rather than fully integrated into the current Constitution. This means regional leaders may need to help members locate, read, and compare documents carefully.

Sandra Hatley emphasized that informed participation is essential. Delegates should not arrive at the constitutional convention without understanding the issues before them.

Constitutional Convention Preparation

The upcoming constitutional convention in March will require preparation at the local, regional, and state levels. Sandra Hatley encouraged Region Directors and Associate Directors to help members understand the importance of the convention and the proposed amendments that may be considered.

Regional leaders should encourage local units to discuss the amendments, ask questions, and prepare delegates for responsible participation.

The constitutional convention will be an important governance event for NCRSP. Sandra Hatley's training helped regional leaders understand that they have a role in making sure members and delegates are informed before decisions are made.

Regional Map Changes

Sandra Hatley also addressed regional map changes. She explained that the previously planned eight-region map was no longer moving forward as expected and that a new five-region map was under consideration through NCAE processes.

Because regional maps may affect directors, associate directors, elections, appointments, local assignments, and representation, Sandra Hatley encouraged leaders to stay alert for updated guidance.

The discussion also included the process for handling director and associate director appointments or elections when map changes or vacancies occur. Regional leaders were reminded that some appointments may be temporary until the next election, depending on the circumstances and governing procedures.

Sandra Hatley's comments helped clarify that regional leaders should not assume final details until official decisions and updated maps are available.

Relationship with NCAE and NEA

Sandra Hatley provided context about NCRSP's relationship within the larger structure connected to NCAE and NEA. Understanding this structure is important because regional representation, membership benefits, dues, elections, and governance processes may be affected by decisions beyond the local level.

Sandra Hatley's discussion helped directors understand that NCRSP operates within a larger organizational framework. Regional leaders need to understand this framework so they can explain it accurately to local leaders and members.

Legislative Awareness

The training also included discussion of legislative concerns. One issue raised involved early voting access and limitations in Columbus County. Sandra Hatley advised that such issues should be communicated through legislative chairs at the region and local levels.

This discussion reinforced the importance of having active legislative chairs and keeping members informed about issues that affect retirees, public education, voting access, and public policy.

Region Directors and Associate Directors should encourage legislative chairs to monitor issues, communicate concerns appropriately, and help members stay informed.

Community Service, Quality of Life, Memorials, and Other Committees

Sandra Hatley's review of committee appointments included several committees that are central to NCRSP's service and member engagement. Community service, quality of life, memorials, membership, legislative, elections, and communications committees each have important roles.

Community service committees help connect NCRSP members with meaningful service opportunities. Quality of life committees focus on issues affecting retired school personnel and older adults. Memorial committees help honor members who have passed away. Membership committees help recruit, retain, and reconnect members. Legislative committees help monitor public policy concerns. Communications committees help make sure information reaches members.

Sandra Hatley's training encouraged regional leaders to think of these committees not as names on a list, but as working groups that help NCRSP fulfill its mission.

Speaker Request Procedures

Sandra Hatley reviewed the process for requesting speakers from the state executive board, state officers, committee chairs, or staff. Regional and local groups should use the official speaker request form when inviting speakers.

The training also clarified that each regional or local group has one annual opportunity with reimbursement coverage. After that, the group requesting the speaker is responsible for travel-related costs.

This procedure helps manage time, expenses, and expectations fairly. It also provides a consistent process for requesting state-level participation in regional and local events.

Website and Policy Review

Sandra Hatley encouraged directors to regularly review updated policies and procedures available on the NCRSP website. Because policies and procedures may be updated, leaders should not rely only on old copies or past practice.

Regional leaders should use the website as a source for current documents, forms, calendars, training resources, and guidance. Reviewing the website regularly helps directors stay current and answer questions accurately.

Sandra Hatley also asked directors to submit regional meeting calendars to the state office so they can be published on the website beginning in July. This will help improve coordination and communication throughout the organization.

Attendance Verification and Recorded Training

The session also addressed training attendance and verification. Recorded materials may be used by those unable to attend live sessions, and attendance or completion may be tracked through appropriate methods.

This is important because leaders need to complete required training even if they are unable to attend the live meeting. It also helps NCRSP maintain documentation that officers and leaders have received the information they need.

Sandra Hatley's presentation reinforced the importance of both access and accountability.

The Role of Associate Directors

The training included discussion of Associate Directors and their relationship to Region Directors. Several regions were in transition, with questions about associate director appointments, resignations, and whether Associate Directors must be from different locals than the Region Director or from different locals from one another.

Sandra Hatley agreed to research and clarify questions about local affiliation requirements for Associate Directors. This reflected her careful approach to leadership: when a question required confirmation, she did not guess, but committed to seeking clarification.

Associate Directors are important partners in regional leadership. They can assist with communication, local support, meetings, committee development, and continuity. Strong cooperation between Region Directors and Associate Directors helps strengthen the entire region.

Handling Vacancies and Transitions

The meeting included discussion of regions that needed to appoint new Associate Directors or manage resignations. Sandra Hatley reviewed the importance of following proper procedures, including appropriate notice and formal action when necessary.

In one example, a Zoom meeting with proper notice was recommended to accept the resignation of an outgoing Associate Director and install a new Associate Director.

These transitions should be handled carefully, respectfully, and according to proper procedure. Sandra Hatley's guidance helped directors understand that leadership changes should be documented and conducted in an orderly way.

Local Unit Support

Sandra Hatley made clear that one of the most important responsibilities of Region Directors and Associate Directors is supporting local units. Local units are where many members experience NCRSP most directly.

Regional leaders can support local units by attending meetings when possible, helping officers understand their duties, encouraging completion of training, assisting with membership concerns, promoting communication, and helping locals access state resources.

When local units are strong, NCRSP is strong. Sandra Hatley's presentation reminded regional leaders that their work has a direct effect on local morale, participation, and effectiveness.

Member Engagement

The training encouraged Region Directors and Associate Directors to engage members actively. Member engagement includes inviting participation, sharing information, encouraging attendance, recognizing service, and helping members feel valued.

Sandra Hatley emphasized that communication should not be limited to one method or one audience. Leaders should think carefully about how to reach members who may not attend meetings, use email, follow social media, or check websites regularly.

A strong region includes both active leaders and informed members. Sandra Hatley's presentation encouraged directors to make engagement an ongoing priority.

August In-Person Leadership Meeting

Sandra Hatley announced and discussed the upcoming in-person meeting in Raleigh scheduled for August 10–14. Regional leaders were encouraged to prepare strategic plans, budgets, and calendars before that meeting.

The August meeting will provide an opportunity for leaders to review plans, receive additional guidance, ask questions, and coordinate work for the new term.

By encouraging preparation before the August meeting, Sandra Hatley helped directors understand that leadership begins now. The August meeting should be used to refine and strengthen plans, not to begin thinking about them for the first time.

Practical Expectations for July

Sandra Hatley gave regional leaders several practical tasks to begin in July. These include reviewing governing documents, beginning strategic planning, developing budgets, preparing calendars, identifying committee chairs, supporting local units, and making sure training requirements are being met.

July is an important preparation month. Regional leaders should use this time to organize records, communicate with local presidents, identify vacancies, collect meeting dates, and begin building working relationships with associate directors and committee leaders.

Sandra Hatley's training gave directors a clear starting point for the new term.

Professional Standards and Accountability

Throughout the presentation, Sandra Hatley emphasized professional standards and accountability. These included proper use of funds, completion of annual forms, observance of meeting procedures, use of official documents, communication with members, and documentation of training.

These standards are important because NCRSP is a member organization built on trust. Members expect their leaders to handle funds properly, communicate accurately, follow procedures, and act in the best interest of the organization.

Sandra Hatley's presentation reinforced that leadership is a responsibility that must be carried out with care.

Key Action Items for Region Directors and Associate Directors

Region Directors and Associate Directors should review NCRSP's Constitution, Bylaws, Policies and Procedures, and official forms.

All required board members should complete the annual confidentiality statement and conflict of interest statement.

Region Directors should ensure that Associate Directors and required officers complete mandatory training, either live or by recording, and that completion is documented.

Regions should begin developing their strategic plans in July.

Regions should begin preparing budgets in July.

Regions should develop regional calendars and submit them to the state office for publication on the NCRSP website.

Regional leaders should bring initial strategic plans, budgets, and calendars to the August 10–14 in-person meeting in Raleigh.

Regional and local leaders should use only the official current NCRSP logo on all materials.

Region Directors should encourage members who have unsubscribed from Constant Contact to resubscribe so they can receive state office communications.

Region Directors should appoint or help ensure appointment of necessary committee chairs, including membership, legislative, community service, quality of life, memorials, elections when needed, and communications.

Region Directors should work with inactive or struggling locals to rebuild leadership, officer structures, committee participation, and regular communication.

Local units should be encouraged to consider ways to support members over age 85 or members paying lower dues amounts so that membership lapses and loss of NEA benefits may be prevented where possible.

Regional leaders should distribute and discuss proposed constitutional amendments with members and delegates.

Regional leaders should watch for updated guidance on regional map changes.

Region Directors should use the official speaker request form when inviting state officers, committee chairs, or staff to speak.

Regional and local meetings should follow Robert's Rules of Order.

Executive committee members should receive proper meeting notice, including at least 10 days' notice for regular meetings and at least 5 days' notice for emergency meetings.

Region Directors should communicate with legislative chairs at the regional and local levels about important issues, including voting access and other legislative concerns.

Regional leaders should review updated policies and procedures on the website regularly.

Region Directors should encourage shared leadership by giving members manageable tasks that help develop future leaders.

Overall Evaluation of the Presentation

Sandra Hatley's presentation was comprehensive, practical, and timely. It provided Region Directors and Associate Directors with a strong foundation for the 2026–2028 term. The training did not simply list duties; it explained why those duties matter and how regional leaders can carry them out responsibly.

The presentation emphasized that effective regional leadership requires communication, planning, financial responsibility, policy awareness, and support for local units. Sandra Hatley gave directors a clear

understanding of their administrative obligations while also encouraging them to lead with purpose and cooperation.

Her guidance on fiduciary responsibility was especially important because it clarified how dues money may be used and what restrictions must be observed. Her emphasis on strategic planning, budgeting, and calendars gave regions a practical path for beginning the year in an organized way.

Sandra Hatley also strengthened awareness of upcoming governance issues, including constitutional amendments, the constitutional convention, and possible regional map changes. By encouraging directors to inform members and delegates early, she helped promote transparency and meaningful participation.

The presentation also recognized the human side of leadership. Sandra Hatley encouraged directors to support older members, strengthen inactive locals, develop new leaders, communicate through multiple channels, and make sure members remain connected to the organization.

Conclusion

Sandra Hatley's Region Directors and Associate Directors training provided a clear and valuable guide for regional leadership in NCRSP. Her presentation emphasized the importance of responsible governance, careful financial stewardship, strategic planning, membership support, committee development, communication, and local unit strength.

The session helped prepare Region Directors and Associate Directors for the work ahead and reminded them that their leadership is essential to the success of NCRSP. By beginning the new term with clear expectations, proper procedures, and a commitment to service, regional leaders can help strengthen local units, support members, and advance the mission of NCRSP throughout North Carolina.

Sandra Hatley's presentation gave regional leaders the tools, direction, and encouragement needed to begin their responsibilities with confidence, accountability, and purpose.