

## **NCMS BOARD MEETING PACKET**

*Contains files for 6.26.25*

This packet contains the files the NCMS Board will review during their Board Meeting on June 26, 2025.

**1ST:** Meeting Agenda for 6.26.25

**2ND:** Meeting Minutes from the 5.29.25 Board Meeting

**3RD:** Financial Forecasting

**4TH:** Reorganization Staff Chart, Effective 6.27.25

## NCMS Board of Directors

NCMS Board of Directors Agenda

Thursday, June 26, 2025 6:00 PM EDT

[Click Here to Join](#)

--


John J. Meier, IV, MD



**Mission of the NCMS: to provide leadership in medicine by uniting, serving, and representing physicians and their health care teams to enhance the health of North Carolinians.**

[illegible]

**DRAFT Minutes**  
**NCMS Board of Directors Meeting**  
**President: John J. Meier, IV, MD**  
**May 29, 2025; 6:00 PM EDT**  
**Via Teams**

<b>NCMS BOARD:</b>	<b>STAFF:</b>
John J. Meier, IV, MD, President	Steve Keene, Interim CEO
Carl J. Westcott, MD, President-Elect	Larry Crawford, Chief Financial Officer
Tracy L. Eskra, MD, Secretary-Treasurer	John Thompson, VP Advocacy
Claudius D. Jarrett, MD, Region 1	Ashley Rodriguez, Chief Legal Officer
Charul G. Haugan, MD, Region 2 (virtual)	
Karen L. Smith, MD, Region 3 (virtual)	
Eileen M. Raynor, MD, Immediate Past President	
C. Labron Chambers, Jr., MD, At-Large	
William G. Ferrell, MD, At-Large	
Jugta Kahai, MD, At-Large	
Ronald B. Laney, Jr., MD, At-Large	
Bryant A. Murphy, MD, At-Large	
<b>ABSENT:</b>	
Martin Palmeri, MD, Region 4	

**6:04** Call to Order  
The virtual meeting of the NCMS Board of Directors was called to order at 6:04 PM EDT. A quorum was declared.

**6:04 Minutes Approved**  
A **MOTION** to approve the minutes of the May 17, 2025 Board of Directors meeting carried unanimously.

**6:15 Executive Session**  
A **MOTION** to begin Executive Session carried unanimously.

**7:44 Adjourn**  
Executive Session ended and a **MOTION** to adjourn the meeting carried unanimously.

Respectfully Submitted,

Stephen W. Keene  
Interim CEO

North Carolina

Established 1849



Medical Society

*Leadership in Medicine*

# NCMS Financial Forecasting

June 27, 2025

# NCMS Key Metrics

		<b>2026</b>	<b>2025</b>	<b>2024</b>	
		<b>Forecast</b>	<b>Forecast</b>	<b>Actual</b>	
<b>Revenues</b>					
	<b>State Society Dues</b>	<b>\$2,000,000</b>	<b>\$2,100,000</b>	<b>\$2,114,820</b>	
	<b>Other Non-Dues Revenue</b>	<b>\$2,450,000</b>	<b>\$3,025,000</b>	<b>\$3,407,507</b>	
	<b>Total Revenues</b>	<b>\$4,450,000</b>	<b>\$5,125,000</b>	<b>\$5,522,327</b>	
<b>Expenses</b>					
	<b>Total Expenses</b>	<b>\$5,304,500</b>	<b>\$6,319,600</b>	<b>\$5,465,888</b>	
<b>SURPLUS/ DEFICIT)</b>		<b>(\$854,500)</b>	<b>(\$1,194,600)</b>	<b>\$56,439</b>	
	<b>Investment Earnings</b>	<b>\$500,000</b>	<b>\$500,000</b>	<b>\$686,956</b>	
<b>Net Surplus (Deficit)</b>		<b>(\$354,500)</b>	<b>(\$694,600)</b>	<b>\$743,395</b>	

# Transformation

Cost in 2025 for CEO- COS Removal and Restructuring	Total Net Costs	2025 Cash Flow	2026 Cash Flow
CEO Severance Paid in 2026	\$ 200,000		\$ 200,000
CEO Severance Paid in 2025- in Budget	\$ 325,000	\$ 325,000	
COS Severance Paid in 2026	\$ 100,000		\$ 100,000
COS Severance Paid in 2025-in Budget	\$ 160,000	\$ 160,000	
Shawn Scott Paid in 2025-Not in Budget	\$ 77,000	\$ 77,000	
RIF (6-30-2025) Salaries - Benefits Savings- Not in Budget	\$ (270,000)	\$ (270,000)	
Severance- Restructuring- Not in Budget	\$ 125,000	\$ 125,000	
Total Severance- Savings	\$ 717,000	\$ 417,000	\$ 300,000
Recruiting Firm-Not in Budget- Executive	\$ 150,000	\$ 75,000	\$ 75,000
Interim CEO 2025-Not in Budget	\$ 175,000	\$ 175,000	
DOL Settlement-Estimate-Not in Budget- Executive	\$ 250,000	\$ 250,000	
New CEO- Hired 10/1/2025- Not in Budget	\$ 153,000	\$ 153,000	
RE Replacement Program Cancellation	\$ (100,000)	\$ (100,000)	
Net Cash Shortfall	\$ (1,345,000)	\$ (970,000)	\$ (375,000)

# Revenue Forecast 2025-2026

	2026 Forecast	2025 Forecast	2025 Year Budget	2024 Actual 12/31/2024	2024 Year Budget
State Society Dues	2,000,000	2,100,000	2,100,000	2,114,820	
Meetings & Confer.	100,000	100,000	150,000	167,785	2,250,000
Rental Income Hdqtrs				260,372	150,000
Principal Payback- Bldg Mtg	117,000	111,000	106,000	28,000	340,000
Interest Income -CD \$1.7 Mil	50,000	75,000	85,000	28,000	
Interest Income-5% Note-\$7 Mil	333,000	340,000	350,000	80,436	
Education Services	35,000	35,000	35,000	66,500	35,000
NCMS Foundation Revenue	50,000	50,000	65,000	52,333	30,000
Other Grants	10,000	10,000	160,000	10,000	150,000
Curi Revenue	-	89,000	164,000	75,000	250,000
MEWA Revenue	255,000	432,000	550,000	428,416	550,000
PHP Revenue-Settlement		77,000			
Specialty Mgmt to 7/1/25		330,000	715,000	681,250	680,000
Revenue from CCHN-Service Fee	1,500,000	1,376,000	1,170,000	1,529,415	590,000
<b>Total Revenues</b>	<b>4,450,000</b>	<b>5,125,000</b>	<b>5,650,000</b>	<b>5,522,327</b>	<b>5,025,000</b>

# Expense Forecast 2025-2026

	2026 Forecast	2025 Forecast	2025 Year Budget	2024 Actual 12/31/2024	2024 Year Budget
<b>Expenses</b>					
Salaries and Benefits	2,690,000	3,930,000	3,800,000	3,615,022	3,600,000
RIF Savings 1/1/-12/31/2025		(270,000)			
Severance CEO/COS - 2026	300,000				
Severance - Restructuring		125,000			
Severance - S Scott		77,000			
Operations	489,500	535,000	470,500	492,307	370,000
Membership Development	396,500	238,000	104,900	93,831	90,000
Leadership Support	108,000	108,000	108,000	102,724	120,000
Executive Dept	365,000	540,500	185,500	206,999	190,000
Annual Meeting	100,000	150,000	100,000	241,359	100,000
Headquarters Facility	30,000	30,000	30,000	198,640	225,000
Rent Expense	445,000	434,000	429,000	132,000	
Communications	-	41,600	41,600	41,600	50,000
CME Accreditation	35,000	35,000	35,000	33,905	40,000
Advocacy	345,500	345,500	345,500	307,501	215,000
<b>Total Expenses</b>	<b>5,304,500</b>	<b>6,319,600</b>	<b>5,650,000</b>	<b>5,465,888</b>	<b>5,000,000</b>
<b>SURPLUS/ DEFICIT)</b>	<b>(854,500)</b>	<b>(1,194,600)</b>	<b>-</b>	<b>56,439</b>	<b>25,000</b>
Interest & Dividends	150,000	150,000	150,000	150,000	150,000
Realized and Unrealized Gains	350,000	350,000	350,000	536,956	350,000
Investment Earnings	500,000	500,000	500,000	686,956	500,000
<b>Net Surplus (Deficit)</b>	<b>(354,500)</b>	<b>(694,600)</b>	<b>500,000</b>	<b>743,395</b>	<b>525,000</b>



# State Society Dues

---

- **2025 Budget and Forecast flat at \$2,100,000.00**
- **2026 Forecast down by \$100,00.00 due to loss of 200 MEWA members**
  - **MEWA program will cease on August 1, 2026.**

# Curi Revenue

---

- **Curi has cancelled all contracts with NCMS effective June 30, 2025**
- **Curi has expressed an interest to be involved with NCMS in some way**
  - **not yet defined**

# MEWA Revenue

---

- **2025 Membership is flat/down from 2024**
- **MEWA is going away effective August 1, 2026**
- **Discussing other opportunities with Sentinel Risk Partners but, we have nothing to put in a budget forecast**

# CCHN Revenue

---

## CCHN Revenue

**2025 Forecast estimated less than 2024 actual due to loss of 2024 bonus catch up payments**

**2026 Forecast estimated higher due to lower enhanced rate and 86% more members after Combo**

**Combo and lower PMPM estimated to begin 4/1/2026**

### 2025 Forecast

**573,518 PMPM \* \$0.20 \* 12 month \$1,376,443**

### 2026 Forecast

**1,070,000 PMPM \* \$0.12 \* 9 month \$1,155,600**

**574,000 PMPM \* \$0.20 \* 3 months \$344,400**

---

**\$1,500,000**

# Specialty Society Management

- **Operation moving to MSSl as separate entity in June 2025**
  - **Will operate as a stand-alone organization**
  - **Will use contractors for billing and collections**
    - **Will have own database**
  - **No support from NCMS resources**

# Society Management Forecast 2026 – Stand Alone: MSSI

## Society Management Forecast 2026 - Stand Alone-MSSI

Revenue	2026	Qtr Billing	2024	Qtr Billing
Dermatology	90,000	22,500	80,000	20,000
Endocrinology	40,000	10,000	35,000	8,750
NC, ACP	65,000	16,250	65,000	16,250
Neurology	50,000	12,500	40,000	10,000
OB/GYN	65,000	16,250	65,000	16,250
Eye	90,000	22,500	80,000	20,000
Orthopedics	75,000	18,750	70,000	17,500
Otolaryngology	40,000	10,000	35,000	8,750
Pathology	50,000	12,500	40,000	10,000
Spine	40,000	10,000	35,000	8,750
Asthma	40,000	10,000	25,000	6,250
Total Revenue-2025	\$645,000		570,000	
20% Increase-2026	\$129,000			
	\$774,000			
Expenses				
Salaries and Benefits	\$570,000			
Other Expenses	\$169,000			
Net Income 2026	\$35,000			

# NCMS Employees

## Employees - NCMS

	2025 Budget	2026 Forecast
Communications	4	0
Membership	6	3
Finance-Operations	5	5
Societies Management	4	0
Executive	4	2
Legal	0	2
Advocacy	5	2
Total NCMS	28	14

# NCMS Foundation Employees

## Employees - NCMS Foundation

	2025 Budget	2026 Forecast
Development	1	0
Practice Solutions	2	1
Professional Growth	3	3
Total Foundation	6	4

## Employees - MSSSI

	2025 Budget	2026 Forecast
Societies Management	0	4
	0	4



# Operations

---

- **2025 Forecast has \$100,000 for New Data Program**
  - **2026 Forecast has \$150,000 estimated for:**
    - **Outside firm to handle back office work**
      - **Dues Billing**
    - **Payment processing**
    - **Communicating**

# Member Development

## Membership Development

**2026 Forecast adds Consultants  
to replace work of RIF staff**

<b>a- Communications Consultant</b>	<b>\$180,000</b>
-------------------------------------	------------------

***Decisive Point***

<b>b-Data Consultant</b>	<b>\$60,000</b>
--------------------------	-----------------

<b>c-Communications</b>	<b>\$41,600</b>
-------------------------	-----------------

North Carolina Medical Society  
Reorganization  
(eff. June 27, 2025)

