IREDELL
ECONOMIC DEVELOPMENT CORP
Business. Life. Location.

Board of Directors Meeting

June 25, 2026
11:30 AM – 1:00 PM
Town of Troutman
400 N Eastway, Troutman, NC

Join Zoom Meeting
https://us02web.zoom.us/j/84411421578
Meeting ID: 844 1142 1578
301-715-8592

Welcome, Lunch & Community Updates 11:30 AM	Jeff Cernuto, Chair
Call Meeting to Order 12:00 PM	Jeff Cernuto, Chair
Approval Meeting Minutes – 5/21/2026	Jeff Cernuto, Chair
Financial Report	
Approval request EDC/Foundation/Alliance Financials 5/31/26	Tiffany Webber, Treasurer
Board Approval	
Approval request of Brett Atkins, Energy United Board Seat	Jeff Cernutor, Chair
Approval Request to Form Compensation Committee	Jeff Cernuto, Chair
Operations	
Approval 2026-2027 EDC Program of Work/Budget	Jenn Bosser, President/CEO
Approval to move forward with AttainmentNC MOU	Jenn Bosser, President/CEO
Closed Session (if needed)	
Adjourn	Jeff Cernuto, Chair

Meetings 2026

- No July Meeting
- August 24, 2026 Annual Meeting / The Venues at Langtree
- September 17, 2026 / Town of Troutman
- October 21, 2026 / Lowe's Companies
- No November meeting
- December 8, 2026 / SVL Country Club

Iredell EDC Board of Directors Meeting Minutes

May 21, 2026
11:30am – 1:00pm
(Charles Mack Citizen Center)

Members Present:	David Alexander	Beth Milton	Grant Miller	Bill McCombs	Steve McGlothlin
	Mark Hartslief	Tiffany Webber	Jim Marshall	LaQuisha Parks	Doug Hendrix
	Teross Young	Justin Longino	Jenn Bosser		
Members Absent:	Ron Smith	Ryan Rase	Chad Sanders	Melissa Neader	Tracey Jerome
	Jeff Cernuto	Zach Gordon	Mary Katherine Law	Bob Palmes	Tim Brewer
Staff:	Craig Goodson	Evan Day	Joseph Wiles		

With a quorum present, David Alexander opened the meeting.

Approval of Minutes: David Alexander presented the April 23, 2026, meeting minutes. David Alexander made a motion to approve the minutes. Tiffany Webber seconded. Unanimously approved.

Approval of Iredell EDC and Foundation Financial Statements: Tiffany Webber presented the EDC 25-26 Audit Engagement and 990 Tax Return Letters, and the Foundation Financial Review Engagement and 990 Tax Return Letters for approval. Doug Hendrix made a motion to approve the letters. Teross Young seconded. Unanimously approved.

Operations/President's Report:

- Board Report Handout Provided
- The NCEDA Day was held in Raleigh on May 4-6. Jenn met with Workforce Development and legislative representatives to discuss priorities of the Iredell EDC.
- The Future Growth Work study session was held this morning in the Charles Mack Citizen Center with over 20 participants. The next meeting will be held on June 18.
- Jenn attended Select USA, strong participation and some great meetings with prospective projects

New Business:

- The Existing Industry Council is meeting on June 3, with a tour of DEHN Inc. and Innovation Hub.
- The Annual Meeting is scheduled for August 24, 2026, at The Venues at Langtree.
- Jenn shared MyFutureNC reached out to the EDC to invite them to participate in AttainmentNC Cohort – 2 years with $200,000 to fund a full-time workforce position. Jenn will bring more info to the board as she learns more.

The next Board meeting will be June 25, 2026, at 11:30 AM at the Town of Troutman.
With no further discussion, the meeting was adjourned. Doug Hendrix made the motion, and Grant Miller seconded.

Respectfully Submitted,

Jeff Cernuto, Chairman

Iredell County Economic Development Corporation

Budget vs. Actuals: FY_2024_2025 - FY26 P&L

July 2025 - May 2026

	TOTAL		
	ACTUAL	BUDGET	OVER BUDGET
65070 Office Supplies	3,729.84	3,663.00	66.84
65080 Telephone, Telecommunications	5,582.07	5,676.00	-93.93
65081 Cell Phone	3,571.41	5,680.00	-2,108.59
65082 Board Expense	5,347.47	4,812.50	534.97
65083 Travel/Meals	8,312.30	6,600.00	1,712.30
65085 Licenses & Software Fees	3,745.37	5,225.00	-1,479.63
65088 Dues/Subscriptions	5,574.42	7,653.00	-2,078.58
65090 Legal/Contract Services	1,000.00	2,500.00	-1,500.00
65160 Miscellaneous	1,374.67	5,000.00	-3,625.33
Total 65000 OPERATIONAL EXPENSES	**81,790.79**	**93,129.50**	**-11,338.71**
66000 PAYROLL EXPENSES			
66010 Salaries	532,428.66	572,788.00	-40,359.34
66020 Short/Long Term Disability/Life/WC	15,372.10	11,407.00	3,965.10
66030 Payroll Processing Fee	2,020.86	3,663.00	-1,642.14
66040 Payroll Tax	40,024.60	41,063.00	-1,038.40
66050 Retirement	75,973.39	76,703.00	-729.61
66060 Insurance Health & Dental Group	68,222.03	61,193.00	7,029.03
Total 66000 PAYROLL EXPENSES	**734,041.64**	**766,817.00**	**-32,775.36**
68300 PROGRAM OF WORK-MARKETING			
68310 NEW BUSINESS DEVELOPMENT			
68312 Product	5,864.93	8,000.00	-2,135.07
68314 Projects	1,333.09	3,000.00	-1,666.91
68317 Travel/Meals/Mileage	3,429.57	4,576.00	-1,146.43
Total 68310 NEW BUSINESS DEVELOPMENT	**10,627.59**	**15,576.00**	**-4,948.41**
68320 EXISTING INDUSTRY			
68322 Programs		1,875.00	-1,875.00
68324 Events	643.44	2,500.00	-1,856.56
68328 Travel/Meals/Mileage	1,645.88	3,190.00	-1,544.12
Total 68320 EXISTING INDUSTRY	**2,289.32**	**7,565.00**	**-5,275.68**
68340 WORKFORCE DEVELOPMENT			
68346 Travel/Meals/Mileage	772.91	1,815.00	-1,042.09
Total 68340 WORKFORCE DEVELOPMENT	**772.91**	**1,815.00**	**-1,042.09**
69200 MARKETING-COMM RELATIONS			
69202 Website		10,000.00	-10,000.00
69204 External Marketing	11,530.92	20,625.00	-9,094.08
69206 Internal Marketing	53,074.98	41,000.00	12,074.98
69210 Training	3,891.91	15,000.00	-11,108.09
69214 Materials/Research	6,719.09	26,400.00	-19,680.91
69220 Travel/Meals/Mileage	4,609.05	4,662.00	-52.95
69225 Marketing In-Kind		7,500.00	-7,500.00
Total 69200 MARKETING-COMM RELATIONS	**79,825.95**	**125,187.00**	**-45,361.05**
Total 68300 PROGRAM OF WORK-MARKETING	**93,515.77**	**150,143.00**	**-56,627.23**

Iredell County Economic Development Corporation

Budget vs. Actuals: FY_2024_2025 - FY26 P&L

July 2025 - May 2026

	TOTAL		
	ACTUAL	BUDGET	OVER BUDGET
Income			
43400 PUBLIC SUPPORT			
43401 Iredell County	414,334.00	414,334.00	0.00
43405 City of Statesville	145,324.00	145,324.00	0.00
44800 Town of Mooresville	178,251.00	178,251.00	0.00
44820 Town of Troutman	28,846.00	28,846.00	0.00
47270 County Position Funding	30,000.00	30,000.00	0.00
Total 43400 PUBLIC SUPPORT	**796,755.00**	**796,755.00**	**0.00**
46400 PRIVATE SUPPORT			
46401 Private Campaign Pledges	167,093.78	178,750.00	-11,656.22
46410 Sponsorships	3,000.00		3,000.00
46410.2 Annual Meeting	28,750.00	20,000.00	8,750.00
46410.3 Ticket Sales	14,183.51		14,183.51
Total 46410 Sponsorships	**45,933.51**	**20,000.00**	**25,933.51**
Total 46400 PRIVATE SUPPORT	**213,027.29**	**198,750.00**	**14,277.29**
47250 REVENUES			
47260 SICDC Administrative Contract	55,200.00	55,000.00	200.00
47262 Iredell Ready - Iredell County	60,000.00	60,000.00	0.00
47264 SVL Chamber Rent	15,740.01	15,740.12	-0.11
47290 Interest-Savings, Short-term CD	20,029.00	9,166.63	10,862.37
Total 47250 REVENUES	**150,969.01**	**139,906.75**	**11,062.26**
Total Income	**$1,160,751.30**	**$1,135,411.75**	**$25,339.55**
Expenses			
60900 BUILDING EXPENSES			
61000 Mooresville Office			
61100 Rent/Utilities	31,377.35	32,083.27	-705.92
61110 Cleaning	825.00	2,200.00	-1,375.00
61150 Other Expenses	5,724.49	1,826.00	3,898.49
Total 61000 Mooresville Office	**37,926.84**	**36,109.27**	**1,817.57**
62800 Statesville Office			
62810 Rent/Utilities	25,605.80	25,723.50	-117.70
62830 Cleaning	1,430.00	2,200.00	-770.00
62840 Other Expense	862.25	1,826.00	-963.75
Total 62800 Statesville Office	**27,898.05**	**29,749.50**	**-1,851.45**
Total 60900 BUILDING EXPENSES	**65,824.89**	**65,858.77**	**-33.88**
65000 OPERATIONAL EXPENSES			
65010 Accounting/Audit	20,215.10	21,600.00	-1,384.90
65030 Insurance (Property/Director)	3,369.76	4,500.00	-1,130.24
65040 Bank Charges	309.35	869.00	-559.65
65045 Equipment Leasing	4,873.43	5,038.00	-164.57
65049 Computer Monitoring	14,489.05	13,400.00	1,089.05
65060 Postage	296.55	913.00	-616.45

Iredell County Economic Development Corporation

Budget vs. Actuals: FY_2024_2025 - FY26 P&L

July 2025 - May 2026

	TOTAL		
	ACTUAL	BUDGET	OVER BUDGET
Total Expenses	**$975,173.09**	**$1,075,948.27**	**$ -100,775.18**
NET OPERATING INCOME	**$185,578.21**	**$59,463.48**	**$126,114.73**
NET INCOME	**$185,578.21**	**$59,463.48**	**$126,114.73**

Iredell County Economic Development Corporation

Balance Sheet

As of May 31, 2026

	TOTAL
Assets	
Current Assets	
Bank Accounts	
11020 EDC Checking - 4854	207,694.28
11050 EDC Money Market - 5409	537,949.64
11058 Allegacy Fed Credit Union	318,142.23
11060 Petty Cash	75.00
Total for Bank Accounts	**$1,063,861.15**
Other Current Assets	
12100 990 Payment Receivable	1,809.04
Total for Other Current Assets	**$1,809.04**
Total for Current Assets	**$1,065,670.19**
Fixed Assets	
15000 Furniture and Equipment	40,556.54
15100 Computers	23,599.59
15215 Telephone System	3,271.02
15400 Leasehold Improvements	19,414.61
15600 Accumulated Depreciation	-45,803.58
Total for Fixed Assets	**$41,038.18**
Other Assets	
16100 Rent Deposit	3,938.92
21200 Lease Asset	300,552.45
Total for Other Assets	**$304,491.37**
Total for Assets	**$1,411,199.74**
Liabilities and Equity	
Liabilities	
Current Liabilities	
Accounts Payable	
20000 Accounts Payable	1,607.32
Total for Accounts Payable	**$1,607.32**
Other Current Liabilities	
23000 ST Lease Liability	57,933.93
27500 Retirement Liability	9,308.44
28100 Deferred Rent Revenue	1,315.00
Total for Other Current Liabilities	**$68,557.37**
Total for Current Liabilities	**$70,164.69**
Long-term Liabilities	
22000 LT Lease Liability	260,058.26
29000 Rent Security Deposit	1,250.00
Total for Long-term Liabilities	**$261,308.26**
Total for Liabilities	**$331,472.95**

Iredell County Economic Development Corporation

Balance Sheet

As of May 31, 2026

	TOTAL
Equity	
32000 Net Assets	894,148.58
Net Income	185,578.21
Total for Equity	**$1,079,726.79**
Total for Liabilities and Equity	**$1,411,199.74**

ICEDC Foundation

Profit and Loss

July 1, 2025-May 31, 2026

	TOTAL
Income	
42000 REVENUES - ICEDC FOUNDATION	
42400 PUBLIC SUPPORT	8,250.00
Total for 42000 REVENUES - ICEDC FOUNDATION	**$8,250.00**
42500 Private Campaign Pledges	18,250.00
Total for Income	**$26,500.00**
Gross Profit	**$26,500.00**
Expenses	
64000 EXPENSES - ICEDC FOUNDATION	
64200 PROGRAMS	
64308 Community/Collaboration	3,576.50
64320 Marketing Materials/Research	13.00
Total for 64200 PROGRAMS	**$3,589.50**
Total for 64000 EXPENSES - ICEDC FOUNDATION	**$3,589.50**
65000 EXPENSES - IREDELL ALLIANCE	
65001 OPERATIONS	
65010 Accounting/Audit	8,300.00
65040 Bank Charges	250.00
65089 License & Software	102.00
Total for 65001 OPERATIONS	**$8,652.00**
Total for 65000 EXPENSES - IREDELL ALLIANCE	**$8,652.00**
Total for Expenses	**$12,241.50**
Net Operating Income	**$14,258.50**
Other Income	
82000 Interest Income	122.65
Total for Other Income	**$122.65**
Net Other Income	**$122.65**
Net Income	**$14,381.15**

ICEDC Foundation

Balance Sheet

As of May 31, 2026

	TOTAL
Assets	
Current Assets	
Bank Accounts	
Checking/Savings	
10150 Foundation Checking - 0225	27,409.12
10250 Foundation MMkt - 3667	45,961.59
Total for Checking/Savings	**$73,370.71**
Total for Bank Accounts	**$73,370.71**
Total for Current Assets	**$73,370.71**
Total for Assets	**$73,370.71**
Liabilities and Equity	
Liabilities	
Current Liabilities	
Accounts Payable	
20000 Accounts Payable	500.00
Total for Accounts Payable	**$500.00**
Total for Current Liabilities	**$500.00**
Total for Liabilities	**$500.00**
Equity	
32000 Unrestricted Net Assets	58,489.56
Net Income	14,381.15
Total for Equity	**$72,870.71**
Total for Liabilities and Equity	**$73,370.71**

Iredell Ready

Profit and Loss

July 1, 2025-May 31, 2026

	TOTAL
Income	
43200 REVENUES - Iredell Ready	
43400 PUBLIC SUPPORT	
43405 Iredell - Statesville Schools	30,000.00
43410 Mitchell Community College	30,000.00
Total for 43400 PUBLIC SUPPORT	**$60,000.00**
Total for 43200 REVENUES - Iredell Ready	**$60,000.00**
47900 Sales	945.28
Total for Income	**$60,945.28**
Gross Profit	**$60,945.28**
Expenses	
65001 OPERATIONS	
65082 Board/Stakeholder Meetings	423.92
65400 Bank Service Charges	25.00
Total for 65001 OPERATIONS	**$448.92**
68300 MARKETING - Iredell Ready	
68305 License/Software	140.00
68310 Programs/Events	6,086.09
68315 Advertising	2,400.00
68320 Forum	300.00
68325 Social Media	10,600.00
68330 Marketing/Materials/Research	8,485.21
68335 Video	3,616.81
68340 Branding/Website Design	10,000.00
68345 Collateral	245.00
Total for 68300 MARKETING - Iredell Ready	**$41,873.11**
Total for Expenses	**$42,322.03**
Net Operating Income	**$18,623.25**
Other Income	
70000 Interest Income	4,104.71
Total for Other Income	**$4,104.71**
Net Other Income	**$4,104.71**
Net Income	**$22,727.96**

Iredell Ready

Balance Sheet

As of May 31, 2026

	TOTAL
Assets	
Current Assets	
Bank Accounts	
10006 Allegacy Federal Credit Union	159,062.58
10100 Iredell Ready Chkg - 9463	245,935.77
Total for Bank Accounts	**$404,998.35**
Total for Current Assets	**$404,998.35**
Fixed Assets	
10200 Equipment	7,845.00
10205 Accumulated Depreciation	-1,147.00
Total for Fixed Assets	**$6,698.00**
Total for Assets	**$411,696.35**
Liabilities and Equity	
Liabilities	
Current Liabilities	
Accounts Payable	
20000 Accounts Payable	1,180.62
Total for Accounts Payable	**$1,180.62**
Total for Current Liabilities	**$1,180.62**
Total for Liabilities	**$1,180.62**
Equity	
32000 Unrestricted Net Assets	387,787.77
Net Income	22,727.96
Total for Equity	**$410,515.73**
Total for Liabilities and Equity	**$411,696.35**

Brett Alkins is the Chief Operating Officer (COO) at EnergyUnited, overseeing diverse teams across operations, engineering, member support, technology and communications. Brett's role is pivotal in ensuring the cooperative delivers safe, reliable, affordable and sustainable energy while positioning the organization for future energy demands and industry changes. Brett prioritizes member satisfaction and engagement, and drives initiatives to promote energy efficiency, renewable energy adoption and economic development.

Brett holds a Bachelor of Science in Chemical Engineering from Clemson University.

Since joining EnergyUnited in 2015, Brett has held various leadership roles, including Director of Sales & Marketing and Vice President of Energy Services. His background includes leadership positions in business development with global organizations like Caterpillar Inc., Johnson Matthey PLC and Clean Energy Fuels Corp. With diverse experience across energy materials and manufacturing, he has led high-profile teams and projects globally that have delivered sustainable growth.

Brett is an active member of Rotary and serves on the East Carolina University Honors College Advisory Committee. He lives in the Lake Norman area of Charlotte with his wife and three sons.

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Business. Life. Location.

President's Report
Program of Work/Budget

June 25, 2026

Our Key Pillars

6 Key Pillars

Existing Industry
New Business Development
Product Development
Workforce & Talent
Marketing & Research
Collaboration & Community

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Business. Life. Location.

Executive Highlights (Top-Level Wins)

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- 219 Project Leads
- $1.229 Billion in New Investment Announced
- 801 New Jobs Created
- 1,713,000 SF Occupied
- 377 Business Referrals & Assistance Activities
- 106 Industry Visits to Support Existing Businesses
- 9 Industrial Sites Supported
- Record Engagement Growth
  - Website traffic up **55%**
  - Newsletter Subscription Up **10%**
  - Iredell Ready Website traffic up **264%**
  - Iredell Ready Social followers up **19%**
- 6+Months Operating Reserves & Clean Audit Achieved

Supporting Our Existing Industries

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- Industry Visits: **Goal 80 → Achieved 106**
- SBO Projects: **Goal 25 → Achieved 26**
- Business Referrals: **Goal 200 → Achieved 377**
- Industry Councils Attendees: **Goal 120 → Achieved 4 Hosted, 141 Attendees**
- Business Pulse Survey: **Completed 100 responses**
- Launched **“In the Know”** Monthly Existing Industry Newsletter

We exceeded engagement goals and **deepened relationships with our existing industries.**

New Business & Investment Growth

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FY25-26

- Project Leads: **Goal 150 → Achieved 219** (+36 over last year)
- Site Visits: **Goal 25 → Achieved 26** (+11 over last year)
- Jobs Created: **Goal 250 → Achieved 801**
- Capital Investment: **Goal $125M → Achieved $1.129B**
- Expanded national reach through site selector trips and marketing missions

Record growth in investment and **expanded national reach** through targeted marketing and site selector engagement.

Product & Site Development

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- Site Readiness Projects: **Goal 3 → Achieved 9**
  2 Duke Energy Site Readiness, Golden Leaf Grant, 4 Entitlements Supported
- Development Councils Attendees: **Goal 50 → Achieved 70**
- New Site Selection/Real Estate Contacts: **Goal 25 → Achieved 66**
- Drone Marketing Videos: **Goal 4 → Achieved 4**

We significantly expanded our **ready-to-market sites and industry relationships**.

Workforce & Talent Development

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- Workforce Forum Attendees: **Goal 100 → Achieved 102**
- Workforce Councils Attendees: **Goal 50 → Achieved 85**
- Career Events: **Goal 4 → Achieved 10**
- Website Traffic: **Goal 7,000 → Achieved 25,000, 264% Increase**
- Social Media Growth: **Goal 10% → Achieved 19%**

We are building a **strong, aligned workforce pipeline** to support industry growth.

Marketing Visibility & Engagement

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- EDC Newsletter Growth: **Goal 10% → Achieved 10%**
- EDC Social Media: **Goal 10% → Achieved 9%**
- EDC Website: **Goal 25,000 → Achieved 39,300 Visitors – 55% Increase**
- Media Partnerships: **Goal 2 → Achieved multiple major placements with 6+ media organizations**
- Marketing Collateral: **Produced 14 Marketing Brochures and Ads for Print**

We strengthened our **regional and statewide visibility and brand awareness.**

Partnership & Community Impact

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- New Private Investment: **Goal $77,500 → Achieved $72,000 (near goal)**
- Retention: **Goal 85% → Achieved 92%**
- Event Revenue: **Goal $25,000 → Achieved $46,000**
- Annual Meeting Attendance: **Goal 250 → Achieved 364 (Sold Out)**
- Investor Engagement: **Exceeded attendance expectations across all Council Meetings**

Strong community and investor support continues to **grow and outperform expectations**.

Organizational & Financial Strength

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- Staff Development Completion: → **Goal Achieved 100%**
- Budget Variance: **Goal ±5% → Achieved +10% (expected to narrow by EOY)**
- Investor Retention: **Goal 85% → Achieved 92%**
- Operating Reserves: **Goal 6 months → Achieved**
- Audit: → **Goal Achieved Clean Audit**
- Implemented New Technology and Operations Efficiencies (AI tools, system upgrades, SOPs)

Iredell EDC remains **financially stable, disciplined, and well-positioned for the future**.

Cash Position As of June 15, 2026

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Iredell EDC Operating: $163,882.22
Iredell ED Money Market: $559,433.27
CD: $324,260.26
Total EDC: $1,047,575.75

Foundation Checking: $27,409.12
Foundation Money Market: $45,961.59
Total Foundation: $73,370.71

Alliance/Iredell Ready Checking: $245,935.77
Alliance/Iredell Ready CD: $161,121.42
Total Iredell Ready: $407,057.19

FY2627 Budget

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Budget Overview

1) Funding/Formula Model for Iredell EDC Public Sector Allocation (Adopted October 2023)
2) Operational Costs (Public Sector), Marketing & Programmatic Costs (Private Sector)
3) Public Sector Funding revaluated annually based on population, and 4-year performance property tax
4) Increase in Operational Costs, estimated ~ 5% a year
5) February - EDC submits a formal funding request to each Public Sector Partner for review and approval by their Board
6) June – Iredell EDC budget reviewed and approved by the Iredell EDC Board of Directors
7) July – Start of Iredell EDC New Fiscal Year – Public Sector Partners Pay in July/August and January/February

For FY26-27 Total Calculated Operating Expenses $1,029,915
Total Public Funding: $959,587

FY2627 Budget – Revenue

REVENUE	FY26-27	FY25-26	FY24-25
Public Revenue	$ 959,587	$ 856,755	$ 817,000
Private Revenue	$ 246,465	$ 237,642	$ 186,283
Other Revenue	$ 87,663	$ 87,171	$ 110,000
Total Revenue	**$ 1,293,715**	**$ 1,181,568**	**$ 1,113,363**

Public Sector Revenue, Increased by:

- Iredell County 56% $535,521
- Mooresville 27% $242,616
- Statesville 14% $151,320
- Troutman 3% $30,130

Private Revenue

- Retain Private Investor Campaign Revenue 2025-2028, accounts for attrition
- $26,465 In Kind
- $25,000 Annual Meeting Revenue (Increase by $5,000)

Other Revenue:

- $60,000 SICDC Management Contract
  $10,000 Interest Income – CD
- SVL Chamber Renewal of Lease through 2027

* Expect an additional $80,000 in Revenue in Foundation

FY2627 Budget – Operations Expenses

Operations Expenses	FY2627	FY2526	FY2425
Building	$ 74,604	$ 71,862	$ 70,484
Operations	$ 122,095	$ 113,862	$ 108,039
Salary & Benefits	$ 833,216	$ 833,182	$ 722,366
Total	**$ 1,029,915**	**$ 1,018,906**	**$ 900,889**

Rent/Building Expenses:

- Escalation in Rent 2% and 3% (Mvl and Svl)

Operational Expenses:

Total $1,029,915

- $959,587 Public Sector Allocated to Operations
- $24,465 InKind, $46,863 Private Sector Funds (Ops/Travel and Dues/Subscriptions)
- Accounting/Audit – Slight Increase in Audit Expense
- Computer Monitoring – Server Upgrades
- Phone/Data MVL Internet increase

Payroll:

- 6 Positions Funded (Did not hire workforce position in FY2526)
- Retirement increased from 14.35% to 15%
- Disability/Worker's Comp Slight increase
- Payroll Taxes Increase
- Health Insurance Budgeted Reflects 32% increase incurred in FY2526 Dec 25, plus 10% increase FY2627 Dec 26
- Salaries – 5% Increase, Dec Bonus

FY2627 Budget – Programming Expenses

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Programs		FY2627		FY2526		FY2425
New Business	$	20,000	$	17,500	$	14,500
Existing Industry	$	11,500	$	8,500	$	7,000
Workforce	$	3,000	$	2,000		
Total	**$**	**34,500**	**$**	**28,000**	**$**	**21,500**

New Business:

- 2 x Development Council, Client/Project Meetings and Biz Dev Efforts – Increased budget FY2627

Existing Industry

- 4 x Industry Leaders Councils – Increased budget FY2627

Workforce

- Slight increase for Mileage/Meals/Travel Expenses
- Program/Marketing Funding in Iredell Ready Budget

FY2627 Budget – Marketing/ Expenses

Marketing Expenses		FY2627		FY2526		FY2425
Website	$	10,000	$	10,000	$	2,000
External Marketing	$	27,000	$	27,500	$	21,700
Investor Relations	$	41,000	$	41,000	$	38,506
Community Partners	$	30,000				
Training	$	15,800	$	15,000	$	17,000
Materials/Research	$	49,000	$	29,000	$	57,000
Travel/Meals Expenses	$	8,000	$	4,662	$	5,000
Special Projects	$	41,000				
Pivot PR InKind	$	7,500	$	7,500		
Total	**$**	**229,300**	**$**	**134,662**	**$**	**141,206**

Community Partnerships: $30,000

- CLT Alliance $25,000, Local Community Meetings/Events

Training: $18,000

- NCEDA Board and EDPNC Advisory Council Travel Expenses

Materials Research: $49,000

- Community Overviews Town/City, Industrial Sites Drone/Video, Photography, Pop-Up Banners, Promotional Items

Special Projects: $41,000

- Future Growth Study

FY2627 Workforce – Attainment NC Grant

IREDELL
ECONOMIC DEVELOPMENT CORP

- **AttainmentNC** – Grant Funding Workforce Development Position
- Contract Position $100,000/year for 2 years (Total $200,000)
- Recommend Grant to the Foundation – Iredell Ready
- Met with Partners – ISS, MSGD, MCC all are supportive
- Call Scheduled with MyFutureNC on June 25 to discuss MOU, questions from partners
- All partners must sign the MOU to move forward – ISS, MSGD, MCC, EDC
- Anticipated July/August 2026 Start
- **Motion from Board to provide executive committee the authority to move forward with the MOU**

IREDELL
ECONOMIC DEVELOPMENT CORP

Questions

Iredell County Economic Development Corporation

DRAFT FY26-27

Scheduled to be Approved by Board June 2026

Economic Development REVENUE		Budget FY26-27		Budget FY25-26		Budget FY24-25	
Public Support							
43401	Iredell County	$ 535,521	$ -	$ 414,334		$ 392,120	56% 23,988 + $7,200 Requested One Time Increase SICDC PIF
43405	City of Statesville	$ 151,320	$ -	$ 145,324		$ 139,768	14% $5,996
44800	Town of Mooresville	$ 242,616	$ -	$ 178,251		$ 167,536	27% $11,565 + $52,800 Requested One Time Increase SICDC PIF
44820	Town of Troutman	$ 30,130	$ -	$ 28,846		$ 27,656	3% $1,284
47270	County Position Funding	$ -		$ 30,000		$ 30,000	Moved to Base Funding 2026
47280	Iredell Ready Administrative	$ -		$ 60,000		$ 60,000	Moved to Base Funding 2026
	Public Revenue Total	**$ 959,587**		**$ 856,755**		**$ 817,080**	Total Increase in Operations $42,832 + $60,000 (SICDC)
Private Support							
46400	Private Campaign	$ 195,000		$ 195,000		$ 152,000	$21,500 Funds Budgeted in Foundation $60,000 Iredell Alliance = Total FDN $81,500
46405	Private Campaign InKind	$ 26,465		$ 22,642		$ 19,283	$7,500, Hilton Garden Inn $1,500
46410	Sponsorship Revenue	$ 25,000		$ 20,000		$ 15,000	Private/Inkind/Sponsorship + FDN = $246,465 + $81,500 = $324,142
	Private Revenue Total	**$ 246,465**		**$ 237,642**		**$ 186,283**	
Other Revenue							
47260	SICDC Contract	$ 60,000		$ 60,000		$ 60,000	MBPE Contract Industrial Park Admin
47290	Interest Income	$ 10,000		$ 10,000		$ -	
47295	Misc Income			$ -		$ -	
47269	Iredell Ready - Iredell County			$ -		$ 35,000	County Program Funds ended Fy24-25
47264	SVL Chamber Rent	$ 17,663		$ 17,171		$ 15,000	2026 $1471.89 per contract - exp 2027
	Other Revenue Total	**$ 87,663**		**$ 87,171**		**$ 110,000**	
	Revenue Total	**$ 1,293,715**		**$ 1,181,568**		**$ 1,113,363**	$334,128 - Private/Other Revenue

Economic Development EXPENSES		Budget FY26-27	Budget FY25-26	Budget FY24-25	
Mooresville Office 60920					
62100	Rent/Utilities	$ 35,700	$ 35,000	$ 34,384	MVL escalation annual 2%, 5 year lease exp 2027
62110	Cleaning	$ 1,500	$ 2,400	$ 2,400	1 x a month
62140	Other	$ 5,000	$ 2,000	$ 2,000	Maintenance - Need new light fixture MVL Conf Room
62150	Total Mooresville:	**$ 42,200**	**$ 39,400**	**$ 38,784**	
Statesville Office 62800					
62810	Rent/Utilities	$ 28,904	$ 28,062	$ 27,300	SVL escalation annual 3%, 5 year lease exp 2027
62830	Cleaning	$ 1,500	$ 2,400	$ 2,400	1 x a month
62840	Other	$ 2,000	$ 2,000	$ 2,000	Maintenance
	Total Statesville:	**$ 32,404**	**$ 32,462**	**$ 31,700**	
	Building Total:	**$ 74,604**	**$ 71,862**	**$ 70,484**	
Operational 65000		**Budget FY26-27**	**Budget FY25-26**	**Budget FY24-25**	
65010	Accounting/Audit	$ 23,000	$ 22,000	$ 22,000	Audit, 990 Filing, Accounting Fees
65030	Insurance (Property/Directors)	$ 3,800	$ 4,500	$ 3,800	Insurance
65040	Bank Charges	$ 400	$ 950	$ 950	Includes Fraud Protection + ACH Fees
65045	Equipment Leasing	$ 5,700	$ 5,500	$ 5,200	Printer Lease & Maintenance
65049	Computer Monitoring	$ 17,500	$ 14,500	$ 15,000	Computer Equipment/monitoring -2 New laptops, Server upgrades
65060	Postage	$ 1,000	$ 1,000	$ 1,500	Mail Annual Report/Christmas Card
65070	Office Supplies	$ 4,000	$ 4,000	$ 4,000	
65080	Phone/Data	$ 8,030	$ 6,200	$ 4,800	Increase MVL Internet $3,108, SVL Internet $1560, Office Phone $3,365
65081	Cell Phone	$ 4,800	$ 6,100	$ 5,500	2 Device Upgrades May (Jenn, Sharon)
65082	Board Expenses	$ 6,700	$ 5,500	$ 4,500	8 x a year
65083	Operations Travel-Meals	$ 7,000	$ 7,000	$ 8,500	Not included for Public $
65085	License & Software Fees	$ 5,700	$ 5,700	$ 5,300	Zoom, Microsoft, Adobe, Podio, Quickbooks, Event Expresso, Zoom Prospector, ARC GIS, Read Ai, Claude
65088	Dues/Subscriptions	$ 8,000	$ 8,000	$ 8,000	Not included in Public $ - NCEDA, IEDC, SEDC, CREW, NAIOP, RE, CECD, ULI
65090	Legal/Contract Services	$ 2,500	$ 2,500	$ 2,506	
65160	Miscellaneous	$ 5,000	$ 5,000	$ 4,700	
65170	InKind Expenses	$ 18,965	$ 15,412	$ 11,783	SVL Chamber $2,350, SVL Country Club $4,095, PCS $11,020, Hilton Garden Inn $1,500
	Operations Total:	**$ 122,095**	**$ 113,862**	**$ 108,039**	$ 33,965
Payroll 66000					
66010	Salaries	$ 595,896	$ 621,340	$ 539,578	Bonus 5%
66020	Insurance: Disability/Life/WC	$ 14,100	$ 12,500	$ 10,000	Increase 12% Disability/Life/Life Insurance Policy
66030	Payroll Processing Fee	$ 2,100	$ 4,000	$ 5,700	No increase
66040	Payroll Tax (State/Med/SS)	$ 47,500	$ 44,903	$ 42,358	Increase in Payroll Taxes
66050	Retirement	$ 86,500	$ 83,683	$ 68,565	Estimated increase to 15% - was 14.35%
66060	Insurance Health & Dental Group	$ 87,120	$ 66,756	$ 56,165	32% Increase Dec 26, 5 month lower w/Ops, Projected increase of 10% Dec 27
	Payroll Total:	**$ 833,216**	**$ 833,182**	**$ 722,366**	

Iredell EDC FY2627 Marketing/Programs Budget Breakdown

Program of Work: #68311 #68324
Developers Council 2 x - $6,000
Industry Leaders Council 4 x year - $6,000

Marketing-Comm Relations #69200
Website Updates $10,000 – General Changes, tweaks

External Marketing - $27,000 #69204
2 Targeted Site Selection Trips (Craig/Jenn)
- EDPNC Site Selection Consultant Mission Trips x 2, $4,000

2 Marketing Trips (Craig/Jenn)
- Select USA w/EDPNC, Washington, DC $5,500
- Consultants Forum, $5,500

2 Real Estate Conferences
- NAIOP Statewide Conference Pinehurst Feb 17-19 $2,000
- Regional Broker/Developer Networking Event - $4,000

2 Existing Industry
- Manufacturing Conference Winston-Salem (Spring), $700
- MD&M East/Battery Show Charlotte (Spring) $500

2 Workforce
- NCWorks Partners Conference Greensboro (Fall), $1,000
- ApprenticeshipNC Annual Conference (Spring), $600

Other State, Regional, and Local Networking Events
- Other NAIOP, ULI, CBJ Heavy Hitters, Emerging Issues, NC Chamber, CREW, $3,200

Investor Marketing $41,000 #69206
Annual Meeting Luncheon - $25,000 (August)
Annual Meeting Report - $5,000 (Print/Design)
Investor Meetings $3,500 x 2 - $7,000 (Jan/May)

Community Partnership $30,000 #69208
CLT Alliance Investment - $25,000
Small Business Series/Chamber Partnership - $2,500
Local Events Chambers, Downtown Alliances, CVB, Boys & Girls Club, United Way - $2,500

Training/Professional Development - $15,800 #69210
IEDC Conference CEcD Required Professional Development for Certification – Fall (New Orleans) - $3,000 Jenn
NCEDA (Fall/Spring/Summer, Board Retreat) Required Board Member, $3,200 Jenn
EDPNC Advisory Board Mtgs Required 4 x Year $1200 Jenn
NCEDA Fall Conference/Emerging Leaders (Fall) $1500, Evan
NCEDA Annual Conference (Summer) $1000, Todd
NCEDA Practitioners Forum High Point, NC $800, Sharon
Women's Economic Development Network Learn & Lead $500, Sharon
NAIOP Essentials of the Development Process Program $800, Craig
NCEDA Spring Conference (Spring) $800, Craig
SEDC Annual Conference (Summer), $1,000, Craig
Other Professional Development - $2,000

Marketing Materials $49,000 #69214
Advertising - $10,000
Annual Report - $6,000
Community Overviews Town/City - $6,000
Industrial Sites Videos - $7,000
Photography - $5,000
Popup Banners - $4,500
Promotional Items - $5,000
Other Marketing - $5,000

Travel/Meals/Mileage/Lodging $8,000 #69220
Associated with External & Marketing Travel

Special Projects: $41,000 #69221
Future Growth Study

Marketing In Kind $7,500 #69220
Pivot PR - $7,500 (Press Release, Media Alerts)

Iredell Ready #68320
Workforce Advisory Council 4 x year - $4,000 (Iredell Ready Alliance Budget)
Workforce Forum - $10,000 (Iredell Ready Alliance Budget)

FY2627 Economic Development Strategy and Metrics

Pillar 1: Existing Industry
Goal: Support the stability and growth of our local industry and small businesses by understanding their collective needs, helping find solutions to their challenges, providing resources, and connecting them to networks.

- Proactively build relationships with our local industries to provide them with a single point of contact to available programs, resources, partners, and allies to support their continued growth and expansion in Iredell.
    - 80 Industry Visits/Pulse Checks
    - 200 Referrals and Responses to Inquiries
    - Convene industry leaders for networking, shared learning, awareness, and industry collaboration
    - Host 4 Industry Leaders Councils with 125 Participants Annually
- Serve as an ombudsman for existing industry and small business by facilitating support from local, regional, and state partners
    - Participate in 2 Industry Conferences (Manufacturing NC and Emerging Issues Forum)
    - 25 Small Business Ombudsmen Projects
    - Participate in local boards and support for Iredell Ready

Pillar 2: New Business Development
Goal: Attract new investment and job creation by promoting key assets and cultivating relationships with partners focused on targeted industry clusters.

- Conduct Targeted Industry Cluster Analysis and identify market advantages, assets, and initiatives to assist in supporting attraction and expansion
    - Coordinate requests for proposals, information, and site visits for companies considering Iredell County
    - Lead 100 economic development projects and 25 site visits
    - Create 250 New Jobs and Secure $125 M New Investment
- Coordinate requests for proposals, buildings and sites, utility needs, permit/zoning, and incentives
    - Support local government and projects through planning and development process
- Build relationships with site selectors, real estate contacts, and allies to identify and respond to project opportunities
    - Participate in 2 Site Selection Consultant Events (SEDC and NCEDA)
    - Meet with Iredell EDC Investors and lead generation partners to keep Iredell County top of mind
- Diversify lead pipeline for projects by building relationships with brokers, developers, site selectors, utilities, regional and state economic development allies.
    - Participate in 2 Targeted Marketing Trips (EDPNC SSC and CLT Alliance SSC Trip)
    - Leverage relationships and travel with Select CLT, EDPNC, Utilities, SEDC, IEDC, and NCEDA (Select USA)
    - Build List of Site Selectors/Real Estate Brokers/Developers – minimum 25 new contacts to CRM
    - Meetings with Iredell EDC Investors and Lead Generation partners – minimum 25 meetings with investors and lead generation partners

Pillar 3: Product Development:
Goal: Maintain and strengthen Iredell County's competitiveness by identifying building and site opportunities, diversity of product, infrastructure expansion, and programs to support expansion.

- Leverage site readiness programs with local governments, state partners, and utilities to extend infrastructure necessary for targeted industrial site development
    - Support 3 sites with site readiness annually
- Work with public and private sector partners to develop and market shovel-ready sites, speculative development, and redevelopment opportunities for potential projects.
    - Update Product Pipeline Development Map through GIS
    - Develop Aerial/Drone Video Tours of Industrial Sites (Target 4 Videos)
    - Partner with Regional EDOs on Real Estate Broker/Developer Event
- Share market information and project trends with the real estate community, investors, economic development allies, and government partners to encourage development
    - Host Developer's Council 2 x Year (Spring/Fall)
    - Attend 2 Real Estate Conferences – NAIOP Carolinas/Charlotte Chapter Events & ULI Carolinas
- Manage the marketing and development of Mooresville Business Park East under the direction of South Iredell Community Development Corporation
    - Project Manage road development project and Golden Leaf Grant project and meet deliverables for Fall 2026.

Pillar 4: Workforce & Talent
Goal: Through "Iredell Ready" partnership, promote career awareness, exploration, engagement, and alignment of initiatives to strengthen our workforce pipeline for targeted industries.

- Support the development, retention, and attraction of talent through strategic initiatives to strengthen the workforce pipeline to meet the needs of local industry
    - Increase credentials and post-secondary degrees
    - Increase internships and apprenticeships - (Workshop and Centralized Hub)
    - Support the creation of quality jobs that pay good wages and raise the median household income
- Enhance industry and partner connections through convening, coordination, and alignment of partner initiatives
    - Host Workforce Forum (Q1 2027)
    - Host 2 Council Meetings and 2 Advisory board meetings
    - Cultivate Corporate Partner Investor Level
- Increase engagement with "Iredell Ready" through marketing and coordination with partners on events
    - Create Marketing Materials to support partner efforts (career flyers, social media tiles, photography, videos, career fair booth, and swag)
    - Increase awareness to all audiences (website and social engagement 10%)
    - Participate in partner career events to promote Iredell Ready
    - Create Career Pathway Awareness Videos Partnership with WAME Inside Iredell
    - Create Industry Engagement Materials for K-12 Opportunities
- Identify best practices by benchmarking workforce development initiatives through local, regional, and state partners
    - Participate in 3 workforce education events (ApprenticeshipNC, NCWorks Conference, and NC Chamber Education Forum)

Pillar 5: Marketing & Research

Goal: "Tell Our Story" to build brand awareness as a competitive location by amplifying our strengths, assets, workforce, quality of life, buildings and sites, and advantages for target industry sectors

- Compile market data, trends, and business intelligence to inform stakeholders on local and regional market competitiveness
    - Produce and update marketing collateral to highlight community assets and resources
    - Community One Pagers – Create One Pagers for TRM, SVL, MVL and update IRE
    - Investor Relations Materials: Annual Report, Investor Directory
    - Update photo library, Produce Pop-Up Booths, Purchase Promo Materials
- Identify strategic opportunities with media coverage, editorial and advertising placement to position and promote Iredell County's key strengths
    - Enhance and grow our reach and engagement through our website and digital media platforms Increase newsletter subscribers, website visitors, and social engagement by 10%
    - Leverage Videos to promote Real Estate/Sites
    - Leverage SSC, Real Estate Internal/External List to promote Assets and Product.
- Partner with local, regional, and state partners to promote Iredell and share priorities that benefit our existing industries and local communities
    - Partnership with WAME on Inside Iredell
    - Strategic Advertising in partnership with EDPNC in Site Selection Magazine, Trade & Industry, NC Business Economic Development Guide, and other select opportunities
    - Seek out and respond to media opportunities, editorial and advertising placement to position and promote Iredell County's key strengths

Pillar 6: Community & Collaboration

Goal: Support strategic initiatives through partnership with local, regional, and state partners that are vital to strengthen our economy, build local assets, enhance our quality of life and maintain a positive business climate.

- Conduct Future Growth Study Convening with key stakeholders to achieve better communications and collaboration among stakeholders
- Broaden support and investment in our efforts by building relationships with our community
- Participate on strategic organizational boards, taskforces, and committees (local, regional, and state)
    - SVL Chamber, MVL Chamber, CLT Alliance, Centralina RC, EDPNC, NCEDA
    - SVL Downtown, MVL Downtown
    - Education & Workforce Committee, MVL CVB
- Share business intelligence and insights with our local elected boards
- Support strategic investments in vital infrastructure including public education, transportation, water, sewer, broadband, and energy
    - Host 2 Investor Meetings (1 Breakfast and 1 After Hours) and 1 Annual Meeting
    - Achieve strong participation and engagement in Councils (Development, Workforce, and Industry Leaders Council)
- Invest in new technologies and leverage partner research capabilities to make data driven decisions and measure our community's competitiveness
- Participate in initiatives with our local, regional, and state partners to bring forth new opportunities that support the growth of our local communities
- Provide professional development opportunities for staff to strengthen knowledge and capabilities

FY2526 Work Plan Priorities

Pillar 1: Existing Industry (Todd)
Goal: Support the stability and growth of our local industry and small businesses by understanding their collective needs, helping find solutions to their challenges, providing resources, and connecting them to networks.

- 80 Industry Visits/Pulse Checks (20 Quarterly) – Todd
  - 106 Industry Visits/Pulse Checks
- 25 Small Business Ombudsmen Projects (5 Quarterly) - Todd
  - 26 SBO Projects
- 200 referrals/assistance requests to business (50 Quarterly) Todd Primary - All Team 4 per a month each team member
  - 377 Referrals/Assists
- 4 Industry Leadership Councils – 120+ Attendees (30 Quarterly) – Todd
  - 4 Meetings with 141 Attendees
- 2 Attend Industry Conferences - Todd
  - Attended the NCWorks Partnership Conference in October 2025
  - Attended MFGCON NC in April 2026
  - Attended Battery Show/MD&M Charlotte in May 2026
- Publish Business Pulse Survey (Q4 2025) - Todd/Evan/Sharon
  - Collected 100 responses and published survey in Fall
- Participate in Local Boards and support for Iredell Ready – Sharon/Todd/Jenn
  - SHRM Chapter Statesville, Chamber ED/Workforce Development Comm, NCWorks Partners Meeting, SVL Downtown Commission, MVL Downtown Commission, Career Bridge Advisory Board MGSD, Boys & Girls Club Board of Directors, Economic Vitality Committee DSDC, Leadership Statesville Advisory Board
- Develop "News You Can Use" monthly communication to Industry Leaders Council – Todd/Sharon
  - Launched in February – 5 delivered this year

Pillar 2: New Business Development (Craig/Evan/Todd)
Goal: Attract new investment and job creation by promoting key assets and cultivating relationships with partners focused on targeted industry clusters.

- 150 Project Leads - Craig/Evan/Todd Existing Industry
  - 219 Project Leads (+36 increase over last year)
- 25 Site Visits -Craig/Evan
  - 26 Site Visits (+11 increase over last year)
- 250 New Jobs Craig/Evan/Todd Existing Industry
  - 801 New Jobs
- $125 Million in New Investment Announced - Craig/Evan Todd Existing Industry
  - $1.229 Billion Announced and 1,713,000 SF Occupied
- 2 Targeted Site Selection Trips – Craig
  - EDPNC Greenville, SC Q1 2025 and Atlanta, GA Q3 2026

- 2 Marketing Trips – Jenn/Craig
    - Consultants Forum, Charlotte Q3 2026
    - Select USA, Washington, DC Q4 2026

Pillar 3: Product Development (Craig/Evan)
Goal: Maintain and strengthen Iredell County's competitiveness by identifying building and site opportunities, diversity of product, infrastructure expansion, and programs to support expansion.

- Support Site Readiness for 3 Sites – Craig/Evan
    - 9 Sites Supported
    - Jackson Shaw/Cornelius Road (Planning/Rezoning/Annexation, MVL)
    - Mooresville Business Park East (Road Infrastructure/Sewer Extension, Johnnie Meadows, MVL) Golden Leaf Grant road infrastructure underway
    - Alliance Industrial (planning, meeting with Mayor, annexation approved, MVL)
    - Larkin Industrial Park (Planning/Rezoning/Annexation, SVL)
    - Compass Data Center/Stamey Farm (Planning/Council/Easement/Rezoning/Annexation, SVL)
    - TPA Group (extension of agreements with SVL and TRM and sewer discussion with TRM)
    - 2 sites have been selected by Duke Energy for candidates with the Site Readiness Program
- 2 Development Councils 50+ Attendees – Craig/Evan
    - 2 Development Councils (Oct/Apr) – 70 Attendees
- 2 Real Estate Conferences Craig/Jenn
    - NAIOP Carolinas Conference (Feb) & ULI Carolinas Conference (Mar)
- 4 Drone Videos Completed - Craig/Evan
    - 4 Videos Completed – Larkin SVL, TPA Group SVL, TPA Group TRM, Northside TRM
- SICDC - Complete Road Development project and Golden Leaf Grant by Sept 2026 Craig
    - Construction underway, on scheduled to be completed by Sept and underbudget
- Diversify lead pipeline – Craig/Evan/Todd
    - Diversified Leads Pipeline from Lead Sources – 14.6%
    - Increased Direct Leads 7.2%, Broker Leads 6.9%, Site Selector Leads by .5%
- Build Real Estate and Site Selection Contacts – Total 25 New Contacts Craig/Evan
    - Total Contacts Added: 66 Contacts
    - 19 Real Estate Brokers, 41 Site Selection Consultants, 6 Developers

Pillar 4: Workforce & Talent (Jenn/Sharon/Todd)
Goal: Through "Iredell Ready" partnership, promote career awareness, exploration, engagement, and alignment of initiatives to strengthen our workforce pipeline for targeted industries.

- Host Workforce Forum – 100+ Attendees – Jenn/Joseph
    - March – 102 Attendees
- Host 2 Workforce Councils – 25+ Attendees – Jenn/Joseph
    - August/December – 85 Attendees

- Host 3 Workforce Steering/Advisory Board Meetings – Jenn/Joseph
  - August, January, April
- 4 Career Exploration/Career Fair Events Participated in Annually – Sharon/Todd/Jenn
  - 10 Events Supported
  - NCWorks Career Fairs – 10/25 & 3/26
  - NF Woods IR Presentations – 10/23 & 10/30
  - Careers on Wheels – 10/25
  - NF Woods, Dress for Success – 4/26
  - ISS Career Fair – 4/26
  - MGSD Career Fair – 4/26
  - Internships Workshop 1/14
  - Apprenticeship Workshop 4/29
- 3 Career Videos Produced - Sharon
  - Career on Wheels, Inside Iredell, Career Fairs (MSGD and ISS)
- Corporate Profiles on www.iredellready.com – Sharon/Jenn
  - Corporate profiles launched and active for all Iredell Ready Partners
- Participated in Workforce Partner Meetings/Initiatives – Sharon/Todd/Jenn
  - Crosby Scholars – 5k Run
  - United Way Love United Campaign & Annual Grants Committee
  - SVL Chamber Education & Workforce Committees Monthly
  - NCWorks Career meetings Monthly
  - Career Bridge MSGD
  - STEAM Trailer ISS
  - Boys & Girls Club
  - Leadership Statesville
  - State CTE Director Forum x 2 Greensboro
- Social Media Engagement/10% Increase – Sharon – All Team Support
  - 1,403 July 1 to 1,670 Current - 19% Increase
- Website Visitors/7,000 a year – Sharon/Evan
  - Goal of 7,000 visitors to 25,000 visitors – 264% Increase
- Marketing Collateral – Sharon
  - New Postcards Printed Q2 2026
  - Bracelets ordered Q4 2025
- Advertising Support – Sharon
  - Iredell Free News Ads – Digital and Print – Ongoing
  - Career on Wheels Q3 2025
  - Career Fairs – ISS/MSGD Q1 2026
  - Career Pathways – MSGD Q1 2026
  - Iredell Ready Workforce Forum Q1 2026

Pillar 5: Marketing & Research (Sharon/Evan)
Goal: "Tell Our Story" to build brand awareness as a competitive location by amplifying our strengths, assets, workforce, quality of life, buildings and sites, and advantages for target industry sectors

- 1 Newsletter Monthly/10% Increase in Subscribers - Sharon – All Team Support
  - Grew from 2,294 July 1 to 2,513 June 1 – 10% Increase
- Social Media Engagement/10% Increase – Sharon – All Team Support
  - 4,218 July 1 to 4,583 Current - 9% Increase
- Website Visitors/25,000 a year – Sharon/Evan
  - Goal of 25,000 visitors to 39,300 visitors – 55% Increase
- Investor Materials: Sponsorship Materials, Investor Directory, Investor Reports, Annual Report – Sharon/Joseph/Evan/Jenn
  - Iredell EDC Sponsorship Collateral Q1 2026
  - Investor Directory – Updated Quarterly
  - Annual Report & Sponsorship Materials Completed Q1 2026
- Marketing Collateral Development: Site Selection Brochure, Community Overviews (SVL, MVL, TRM, IRE) – Sharon All Team Support
  - New Iredell EDC Folder Design Q2 2026
  - Community Overview One-Pager Q2 2026
  - Featured Property One Pagers Q2 2026
  - Investor Flip Books – Investor Page Q4 2025
  - Business Pulse Survey Q3 2025
- 2 Media partnerships or Strategic Advertising Opportunities (Iredell Free News, WAME, Business NC ED Guide, EDPNC Advertising Partnership) – Sharon/Jenn
  - Inside Iredell - WAME Partnership Q1 2026 Ongoing
  - Business In Focus Featured Article Q3 2025
  - Iredell Free News – Iredell Ready Ads and editorial Ongoing
  - Queen City News – Story Growth of Iredell County - #1 Fastest Growing County in Region Q1 2026
  - Business NC Economic Development Guide Q1 2026
  - Charlotte Business Journal – Support featured stories on growth Ongoing

Pillar 6: Community & Partnership (Jenn/Joseph/Sharon)
Goal: Strengthen Collaboration with partners, investors and organizations to advance local economic and community priorities.

- Reach $77,500 Campaign Goal for New Private Investment – Jenn/Joseph – All Team Support
  - $72,000 New Investment through Investor Campaign
- Events Revenue Goal $25,000 Jenn/Joseph/Sharon – All Team Support
  - $46,000 Sponsorship Revenue – Annual Meeting and Councils
- 2 Investor Breakfasts – 65+ Attendees – Jenn/Joseph/Sharon – All Team Support
  - Investor Meeting, Jan 2026, Featured Motorsports to Defense, Merino Mill, 111 Attendees
  - Investor Meeting, April 2026, Featured 321 Coffee, OverFlow, 85 Attendees
- 1 Annual Meeting – 250+ Attendees – Jenn/Joseph/Sharon – All Team Support
  - Annual Meeting, August 2025, 364 Attendees – Sold Out
- 8 Board Meetings - Jenn/Joseph
  - 8 Board Meetings held

- Participation in 3 Local, Regional, State Board/Committees (Chambers, Centralina, NCEDA, EDPNC) - Jenn
    - Centralina Regional Council Economic Development Council Board Member 4 x Year
    - North Carolina Economic Development Association Board Member and Co-Chair Spring Conference 6 Meetings x Year
    - Economic Partnership of NC Economic Development Advisory Council – Appointed Member 4 x Year
    - International Economic Development Council Professional Development Advisory Committee – Vice Chair 4 x Year
    - Local – MVL Chamber Board and SVL Chamber Board – monthly

Pillar 7: Organizational Excellence (Jenn/All Team)
Goal: Advance the operational strength and internal culture of Iredell EDC by fostering innovation, streamlining processes, and investing in professional development to build a high-performing, collaborative, and future-ready team.

- 100% Staff complete Annual Professional Development Goals and Training – All Team
    - Goal Met – Staff completed work plans and performance reviews. Professional Development Goals were included as part of their work plan priorities.
- 2 New Technology or process improvements implemented – All Team
    - Integrated Microsoft Forms to intake sponsorship names for Annual Meeting
    - Reorganized Invoice and Billing to manage outstanding invoices, exploring accounts receivable function in Settle.
    - Subscribed to Ai to streamline tasks for administrative support and efficiency
    - Moved to new phone system that integrates with our mobile phones – Verizon
    - Working with ProfitPCS IT Vendor to update our Internal Server
    - Upgraded Team to Microsoft Office 11
- Develop Plan/Processes for Event/Council Execution, Roles and Responsibilities – All Team
    - Drafted SOP for Councils to clarify roles and responsibilities
    - Working on SOP with Joseph for Operations
- Quarterly Performance Dashboard and KPI Report Delivered (Jan/April/June/Sept) Jenn – All Team
    - Board Report and KPI Report Delivered

Pillar 8: Financial Stewardship & Sustainability (Jenn/Joseph)
Goal: Ensure long-term financial health through disciplined budgeting, diversified revenue streams and transparent management.

- Annual Budget to Actual Variance within +/-5% - Joseph/Jenn – All Team
    - + 10% as of 6/1/2026, anticipate that will narrow by end of year
    - + in Variance includes the decision to pause hiring of a workforce manager
- 85% Retention in Private Sector Revenue – Investors Billed Ontime Joseph/Jenn – All Team
    - 92% Retention Rate - $20,500 Investor Non-Renewal Revenue
- Minutes and Financials timely and accurate – Joseph/Jenn
    - Met, set goal to complete minutes within 72 hours of meeting, utilize AI

- Maintain 6-month operating reserves at all times – Joseph/Jenn
  - Currently have 12-month operating reserves
- Clean Audit – Joseph/Jenn – All Team
  - Clean Audit Achieved in February
- Track Contracts in Centralized Place Joseph/Jenn – All Team Support
  - SOP for Document Management of One Drive
  - Created Invoice and Bill Management/Tracking Document
- Identify Security Risk Items and determine preventive measures – Joseph/Jenn
  - Working with ProfitPCS IT Firm to upgrade Internal Server for Corporate Documents that do not need to be stored in the Cloud
  - Moved to ACH for all Vendor and Investor Checks, to prevent check fraud
  - Updated Financials Policies
  - Our IT Firm completed a Backup of all Files Stored on an External Hard Drive
  - Ensure Team has initiated Two-Factor for Microsoft and Logins

myFUTURENC
2 million by 2030

AttainmentNC Concept Note

A Unified Strategy to Catalyze Career & Employer-Connected Learning in North Carolina

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1. Executive Summary

AttainmentNC is a bold, scalable business model led by myFutureNC to create and support **local collaboratives** that drive measurable improvements in postsecondary attainment and fuel broad-based economic growth and upward mobility for all communities. To reach the 2 million by 2030 attainment goal requires more adult learners to earn a degree or credential, yet K–12 serves as the foundation for long-term talent pipelines, with career development plans in middle and high school anchoring Career & Employer-Connected Learning. Focused on **Career & Employer-Connected Learning** through **practical experiences**, AttainmentNC will prioritize **economically disadvantaged high school students** as a required target population for every participating county collaborative, ensuring equitable access to high-value pathways during the critical transition from school to career. In addition, each collaborative will select **one additional focus population**—such as adult learners, justice-involved individuals, military-connected families, or individuals with intellectual and developmental disabilities (IDD)—based on local context and need. This dual-focus structure guarantees both early exposure and inclusive career mobility across the learner continuum. This work is directly aligned with the goals of **Governor Stein's Council on Workforce and Apprenticeships** which addresses statewide labor shortages, and expands opportunity for North Carolinians most disconnected from the workforce. This will be a **cohort-based program** that drives collaboratives through a two year process of advancing **relevant, industry focus areas** for designated **target populations**.

By leveraging **what's been proven to work (programs, practices, policies)**, anchoring efforts in **local ecosystems**, and focusing on **high-need industries that account for local market needs (ex: healthcare, advanced manufacturing, education, skilled trades, agriculture)** and **priority populations**, AttainmentNC will seed a sustainable infrastructure for **growing, replicating, and scaling** talent pipelines across North Carolina.

Access to financial aid is a critical enabler of Career & Employer-Connected Learning. AttainmentNC will integrate FAFSA completion and financial-aid navigation into county plans, leveraging our statewide partner, the NC State Education Assistance Authority (NCSEAA), which leads this work in North Carolina. With newly expanded "Workforce Pell" for high-quality short-term credential programs taking effect in 2026, this integration will open faster, affordable on-ramps to in-demand careers—especially in healthcare, advanced manufacturing, education, skilled trades, and agriculture.

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2. Definition: Career & Employer-Connected Learning (CECL)

Career & Employer-Connected Learning refers to a coordinated set of educational experiences, programs, and pathways that intentionally connect learners—of all ages and backgrounds—to the knowledge, skills, and real-world work experiences needed to succeed in the workforce.

It encompasses a **broad spectrum of opportunities** that blend classroom learning with career exposure, skill development, and hands-on application. These experiences may vary by community or population but share a common goal: to **prepare individuals for meaningful careers** in high-demand fields while meeting the needs of local and regional employers and economies.

Career & Employer-Connected Learning includes, but is not limited to:

- **Career Awareness & Exploration** (e.g., job shadowing, mentoring, career fairs)
- **Career Planning and Advising** (e.g., 8th- and 10th-grade Career Development Plans [CDPs] in partnership with schools, individual advising)
- **Financial Aid Navigation & FAFSA Completion** (e.g., FAFSA/verification support, state aid like the Next NC Scholarship and NC Need-Based Scholarship, and aid acceptance counseling) delivered in partnership with NCSEAA and local teams.
- **Career Preparation Programs** (e.g., dual enrollment, Career & Technical Education [CTE])
- **Hands-on Learning and Work Experience** (e.g., internships, pre-apprenticeships, registered apprenticeships, on-the-job training)
- **Targeted Transition Supports** (e.g., reentry employment programs, military transition support, employer-led upskilling)

Any intentional strategy that helps individuals explore, prepare for, and transition into a meaningful career—whether led by education, workforce, business, or community partners—falls within the CECL continuum, **driving economic mobility for North Carolinians while strengthening regional prosperity and the state's economic competitiveness.**

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3. Case for Action

Why Career & Employer-Connected Learning?

- **Youth and adults** need pathways that connect education to real employment opportunities.
- **Employers** need reliable pipelines for skilled, locally rooted talent.
- **Communities** benefit from strategies that bridge sectors, uplift economic mobility, and reduce disparities.
- **North Carolina's education and business leaders** underscore the need for cross-sector collaboration in light of technological shifts disrupting the workforce (see EdNC, September 2025). These shifts heighten the urgency of building adaptive, employer-connected pipelines that prepare learners for rapidly evolving industries.

Why does financial aid access matter? Completing the FAFSA is one of the strongest predictors of immediate college enrollment; seniors who complete it are ~84% more likely to enroll right away, with even

larger gains for students from lower-income backgrounds. North Carolina communities actively track and mobilize around FAFSA completion because it unlocks federal Pell and state aid like the Next NC Scholarship and NC Need-Based Scholarship. Congress recently expanded Pell eligibility ("Workforce Pell") to high-quality **8–15 week** programs beginning **AY 2026–27** (effective July 1, 2026), creating new, affordable pathways into non-degree credentials aligned to North Carolina's priority industries. Our role is to **activate local uptake** of these opportunities, while NCSEAA leads financial-aid policy, tools, and training statewide.

What's the problem and who's affected?

- **58% of North Carolinians ages 25–44 hold a postsecondary degree or credential**, but two-thirds of jobs in the state require education beyond high school—highlighting a significant skills gap.
- **Over 334,000 North Carolinians ages 25–44 have some college but no degree**, and counties with higher rates of these adults consistently have lower overall attainment.
- **Over 10,600 active registered and pre-apprentices** are currently supported by ApprenticeshipNC—an increase, but still not meeting industry demand.
- **73% of graduates with a paid internship land a degree-relevant first job**, compared to **just 44% without internship experience**.
- **Only 1 in 3 high school students are aware of Career & Employer-Connected Learning opportunities** like internships or apprenticeships, making early awareness in K–12 essential.
- **North Carolina has over 134,000 opportunity youth** (ages 16–24 not in school or working), with the highest rates in rural counties.
- **Military spouses in North Carolina face unemployment rates as high as 20–24%**, significantly above the civilian average.
- **Only 49% of people released** from NC state prisons in 2021 were **employed within one year**.
- **Individuals with Intellectual or Developmental Disabilities (IDD)** face lower-than-average workforce participation. The employment rate for working-age North Carolinians with disabilities is about **42%,** which is **35 percentage points lower** than their peers without disabilities.

Social Capital as a Driver of Economic Growth

Access to strong networks—or social capital—is essential for individual careers and community vitality, especially in rural areas and counties with declining educational attainment. The ncImpact Initiative demonstrates that cross-sector collaboration is an effective lever for expanding these networks—connecting individuals to opportunities, resources, and relationships that foster economic mobility. By strengthening social capital, AttainmentNC's strategy supports economic development and improves outcomes for learners who have historically been underserved.

National Alignment & Supporting Evidence

AttainmentNC's approach is informed and reinforced by leading national research and best practices. Multiple respected organizations highlight both the need for cross-sector, data-driven solutions and North Carolina's leadership in this space.

- Georgetown University's *Great Misalignment* report (2024) cites myFutureNC as a strong example of how states can build robust data systems connecting education and jobs.

- The *Bridging the Middle-Skills Gap* report (2025) calls for actions that align directly with AttainmentNC's priorities:
    - Integrate career guidance with advising and student supports
    - Expand work-based learning and employer partnerships
    - Provide support services to help adults complete credentials
    - Improve labor market data collection and access
- Education Strategy Group's New Skills Ready Network offers a proven framework for building and sustaining cross-sector networks—one we are adapting to drive impact at the county level across North Carolina.
    - Why Intermediaries Matter: Lasting alignment across education and workforce sectors requires a neutral, third-party convener. Intermediaries bridge competing priorities, translate between organizational languages, and keep focus on shared outcomes.
    - Networked Learning for Greater Impact: Communities tackling similar challenges should not work in isolation. Intentional spaces for connection enable practitioners to share strategies, troubleshoot challenges, and amplify collective impact. This networked approach transforms isolated efforts into a coordinated movement.
    - As highlighted by a recent EdNC report, education and business leaders in North Carolina are urging deeper collaboration to address the workforce disruptions caused by technological change. AttainmentNC provides a statewide framework for doing exactly that—linking local collaboratives to the shared priorities of employers, educators, and policymakers.
- AttainmentNC also draws on Jobs for the Future's nationally recognized Work-Based Learning framework and Strada Education Foundation's recent findings on the value of high-quality WBL experiences in driving stronger employment outcomes for learners.
- Advisory-informed design. In spring–summer 2025, myFutureNC convened three advisory groups—**justice-involved/reentry**, **military transition**, and **employer-led strategies**—to shape this concept. Their guidance affirmed that there is no single "silver bullet"; rather, cross-sector teams can achieve what no organization can do alone. This north-star question—**"What can we do together that we can't do alone?"**—anchors AttainmentNC's approach.

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4. Theory of Action

If we invest in place-based, cross-sector collaboratives that:

- Focus on **target populations**
- Leverage **proven strategies** (career development plans, apprenticeships, wraparound supports)
- Align with **state goals and labor market needs**
- **Share learning and replicate success** across a connected network of communities
- **Embed financial-aid completion workflows** (FAFSA + state aid) and acceptance counseling—delivered with NCSEAA—so learners can *use* the aid they qualify for.
- **Integrate wraparound supports and accessibility strategies** to ensure IDD learners can succeed in career & employer-connected pathways

Then we will:

- Expand **career-connected pathways**
- Drive postsecondary **attainment gains**
- Create **sustainable, replicable models** for scale across NC
- Ultimately increase **economic mobility** and meet workforce demands

This is not a program—it's an **adaptive infrastructure** for sustainable systems change, one community at a time.

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5. Goals and Measurable Outcomes

Overarching Goals

1. Expand access to high-quality Career & Employer-Connected Learning in high-need industries.
2. Increase enrollment in and completion of career-aligned credentials.
3. Create pipelines for historically underserved populations to access family-sustaining careers.

Key Metrics

**Two-year projections. We have set these baseline metrics as initial indicators of success over the two-year cohort window. Importantly, the systems and infrastructure established through AttainmentNC are designed for lasting impact. As collaboratives sustain and scale their work, these numbers will continue to grow beyond the initial window—truly representing a "gift that keeps on giving" through long-term systems change.*

- **16 county collaboratives launched** (8 per track)
- **1,600 learners served** across cohorts (minimum)
- **400 new career development plans** implemented across priority populations
- **1,000 new apprenticeship and pre-apprenticeship placements across participating counties over the two-year cohort period.** This reflects the expanded focus on high school engagement and alignment with statewide employer and industry partnerships Once counties are identified and the cohort is finalized, myFutureNC will work with partners to refine targets that reflect achievable growth based on regional capacity..
- **150 local employers engaged**
- **100+ credentials earned** in each industry focus
- **100% of collaboratives** report implementation milestones, success stories, and sustainability plans
- Number of **job placements** facilitated through work-based learning or apprenticeship pathways (target to be finalized upon cohort selection).

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6. Evaluation Framework

Evaluation will track:

- **Process:** Team formation, stakeholder engagement, career development plan usage
- **Outputs:** Participants served, credentials earned, apprenticeships created
- **Outcomes:** Post-program employment, credential attainment, disconnection reduction, FAFSA completion rates, Pell/Next NC Scholarship and NC Need-Based Scholarship uptake, and aid acceptance-to-enrollment conversion in ANC counties.

Methods include:

- Shared dashboards
- Quarterly coaching check-ins
- External analysis and storytelling

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7. Focus Areas

Each county collaborative will select at least **one high-need industry** and at least **one target population** to move forward over the two years. They will identify their relevant industry focus and target population based on North Carolina data and local context and need.

High-Need Industries

1. Advanced Manufacturing
2. Education*
   AttainmentNC will align with state and nonprofit partners advancing innovative teacher apprenticeship models (see **Addendum B: BEST NC Teacher Apprenticeship in North Carolina 2025), ensuring local collaboratives can contribute to strengthening North Carolina's educator workforce.*
3. Healthcare
4. Skilled Trades
5. Agriculture

Required Focus Population:

• Low-income high school students participating in career development plans, internships, apprenticeships, or dual enrollment programs.

Additional Focus Population (each county selects one):

• Adult learners (first-generation, low-income, or rural)
• Justice-involved youth and adults
• Transitioning military and military spouses
• Opportunity Youth (ages 16–24 not in school or employed)
• Individuals with Intellectual and Developmental Disabilities (IDD)

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8. Cohort Model

Strand 1: Attainment Ready (24-month commitment)
Focus: Implementation, Scaling, and Sustainability

For counties with strong cross-sector partnerships and either some exposure to Career & Employer-Connected Learning or a clearly expressed interest in expanding these strategies.

Strand 2: Attainment Rising (12-month commitment with opportunity to advance into Strand 1)
Focus: Strategy Design, Capacity-Building, and Planning

For counties that are in the early stages of building cross-sector collaboration and demonstrate a willingness to design and convene a local team. These counties may have limited direct experience with Career & Employer-Connected Learning, but show a clear interest and commitment to exploring and advancing these strategies.

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9. Participant Expectations and Supports

Eligibility Criteria

Strand 1: Attainment Focused (Ready)
Counties in this strand are expected to demonstrate an existing foundation for scaling and implementing Career & Employer-Connected Learning. Eligibility criteria:

- Have an **active, functioning cross-sector collaborative team**.
- Include representation from **K–12 school districts, community colleges, higher education institutions, workforce, economic development, local government, and employers.**
- Demonstrate prior engagement, exposure, or clearly expressed interest in advancing Career & Employer-Connected Learning strategies (e.g., registered apprenticeships, career development plans, pre-apprenticeships, or similar initiatives).
- **Hire or designate a dedicated staff resource** responsible for coordinating the work of the collaborative, ensuring continuity, and serving as the primary liaison with myFutureNC.
- **Commit to a long-term sustainability plan**, including actively seeking funding and institutional support to extend and embed the work beyond the two-year engagement period.
- Agree to a **shared Memorandum of Understanding (MOU)** among collaborative partners.
- Commit to a **24 month engagement** aligned to AttainmentNC's goals and metrics.

Strand 2: Attainment Aware (Rising)
Counties in this strand are earlier in their readiness journey and will receive structured support to build their foundation. Eligibility criteria:

- Demonstrate a **clear commitment to establishing a cross-sector team** during the planning year.
- Identify **at least three confirmed partners** at the time of application (e.g., a school district, employer, community college, workforce board).
- Agree to participate in facilitated **team-building and strategic planning** activities.

- Commit to a **12-month planning phase**, culminating in a **shared MOU among all required collaborative partners** and readiness to move into implementation.

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10. Leadership and Partner Roles

AttainmentNC will be led through a multi-tiered approach that ensures statewide alignment, localized flexibility, and accountability for measurable results. It will be coordinated and stewarded by **myFutureNC** in its role as the **intermediary** and **backbone organization**, providing leadership, strategic guidance, and operational management.

myFutureNC's Role as Intermediary

myFutureNC will:

- Serve as the **coordinating hub** for statewide policy alignment, funder engagement, and local support.
- Manage the **grantmaking infrastructure**, including disbursement, reporting, and compliance for all participating counties.
- Facilitate coaching, data infrastructure, storytelling, convenings, and shared learning.
- Align this work with the **state's attainment goal** and the **Governor's Workforce Council priorities**.

Statewide Advisory Committee

To guide implementation, ensure coherence, and maintain accountability, myFutureNC will convene a **Statewide Steering Committee** composed of senior leaders from participating state agencies, funders, industry representatives, and content experts. The Committee will:

- Provide **strategic advice** and help set shared priorities.
- Offer insight into **state policy shifts, funding opportunities, and best practices**.
- Ensure **resource alignment** and minimize duplication across initiatives.
- Elevate policy recommendations and identify opportunities for scale.

Committee meetings will be held routinely, with working groups formed as needed (e.g., data and evaluation, industry-specific strategy, communications).

Strategic Partner Engagement

As AttainmentNC moves from concept to implementation, myFutureNC is actively engaging a range of state, regional, and sector-specific partners. These conversations are designed to ensure alignment, secure commitment, and integrate the expertise of organizations essential to scaling career and employer-connected learning across North Carolina.

We have completed or scheduled discussions with:

- Employer & Industry Leaders

- Education Systems & Supports
- Workforce & Economic Development
- Sector-Specific Partners
- Storytelling & Communications

A detailed summary of ongoing and scheduled partner engagement is provided in **Addendum A: Strategic Partner Engagement**.

Local Governance

Each participating collaborative will:

- Develop a **joint Memorandum of Understanding (MOU)** among core team members, outlining roles and resource contributions.
- Submit a **shared implementation plan** with goals, strategies, and timeline milestones.
- Engage in continuous communication with the myFutureNC team and participate in **statewide convenings** and **progress reviews**.

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11. Communications Strategy

Recruitment Phase (Fall 2025)

- Branded outreach campaign
- Local partner nomination toolkit
- Priority outreach through local school districts, workforce development boards, local community colleges, four-year institutions, economic developers, employers and local chambers

Ongoing

- Monthly updates, webinars, and storytelling spotlights
- Dashboard showcasing county progress
- Shared communication toolkit for all collaboratives
- Alignment with the **Governor's Council on Workforce and Apprenticeships efforts:**
    - **Scaling CECL** in alignment with state labor needs
    - **Focusing on opportunities** for underserved groups
    - **Strengthening career development plan use** across populations
    - **Driving outcomes** via local solutions with measurable impact
    - **Building statewide momentum** through replicable, supported infrastructure
- Financial-aid action cadence (with NCSEAA): FAFSA campaign toolkit, counselor training, family nights, and weekly use of NC FAFSA trackers to surge support where completion lags.

Innovation and Future Alignment

Looking ahead, myFutureNC and its partners are exploring development of a **student-facing AI career planning agent** that would leverage NCCareers.org data to provide personalized, real-time guidance on career pathways, financial aid, and training opportunities. This innovation would allow AttainmentNC to engage directly with students, enhancing reach and equity. While not currently within the initial funding scope, the framework is ready for future inclusion pending dedicated investment.

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12. Estimated Budget

Note: *myFutureNC is actively seeking philanthropic support to fully fund AttainmentNC. This represents work that extends beyond the organization's normal operating expenses. Dedicated funding will ensure the successful launch, sustainability, and impact at scale.*

Item	Description	Year 1	Year 2	Total
Strand 1: Attainment Focused	8 Collaboratives (Pass-through funding)	800,000	800,000	1,600,000
Strand 2: Attainment Aware	8 Collaborative (Pass-through funding)	800,000	800,000	1,600,000
myFutureNC Staff Support and Technical Assistance	20% of 8 RIMs 20% Support Team (TBD) 75% Project Manager	400,000	400,000	800,000
Contracted Services	Subject Matter Experts 6 @ $50,000 annually	300,000	300,000	600,000
Program Evaluation	Contracted-External	100,000	100,000	200,000
Hosted Convenings		75,000	75,000	150,000
Travel		20,000	20,000	40,000
Program Supplies		5,000	5,000	10,000
PROGRAM TOTAL		**$ 2,500,000**	**$ 2,500,000**	**$ 5,000,000**

Addendum A: Strategic Partner Engagement

This addendum provides a comprehensive list of organizations and leaders already engaged in conversations around AttainmentNC, along with those scheduled for upcoming meetings. During these conversations, we also asked partners to identify potential funding gaps; two partners flagged specific proposals, which are linked within this addendum.

Addendum B: BEST NC Innovative Teacher Apprenticeship in North Carolina 2025

This addendum includes the full BEST NC preliminary proposal outlining the TeachReadyNC apprenticeship pilot, which serves as a complementary strategy to strengthen the educator pipeline in alignment with AttainmentNC's education focus. This document is not publicly circulated and, while it can be shared in the context of the AttainmentNC concept note, we ask that it not be shared beyond this purpose.

AttainmentNC

A Statewide Business Model to Advance Career & Employer-Connected Learning

MEMORANDUM OF UNDERSTANDING (MOU)

Between myFutureNC and [County/Collaborative Name]

Effective Date: July 1, 2026

Duration: *24 months ("Ready" Cohort), beginning July 2026*

Fiscal Agent:
Name
Email, Phone
Address Line 1
Address Line 2
EIN

Purpose

This Memorandum of Understanding (MOU) outlines the shared commitments between **myFutureNC, Inc.** and **[County/Collaborative Name]** ("the Collaborative") as participants in **AttainmentNC** .

myFutureNC partners with counties to connect schools, colleges, and employers so more people–especially those in targeted populations–gain **employer-led career-connected learning** experiences, earn **industry-valued** credentials, and move into high-demand careers that **pay a family-sustaining wage** . This MOU defines what your county will receive through participation, and what your collaborative commits to providing in return.

What Participants Receive

1. Funding and Resources

- Implementation funding (up to $100,000 per year to ensure daily focus on the collaborative work (e.g. to support a dedicated Project Manager, etc.)
    - Funding will be distributed in four installments of $50,000 each following execution of this Memorandum of Understanding. Payment periods are June 2026, December 2026, June 2027, and December 2027, contingent upon continued participation in AttainmentNC.
- Access to shared tools, communications materials, and evaluation supports.
- Assistance identifying additional funding and sustainability strategies.

2. Customized Support

- Coaching and facilitation from your Regional Impact Manager (RIM) and the myFutureNC team.
- Support to scale your county's plan for career and employer-connected learning.
- Access to state and national level advisors, partner organizations, and subject-matter experts.
- Project manager cohort support.

3. Learning Network and Recognition

- Statewide visibility through stories, showcases, and reports.
- Eligibility for recognition as an AttainmentNC Model County.
- Cohort model to connect and learn with other counties based on target industry and/or populations.

4. Evaluation and Data

- Access to data dashboards, data tools, and technical assistance to measure impact.
- Support from myFutureNC's evaluation team to document outcomes, challenges, and lessons learned.

What Participants Commit To

By signing this MOU, the Collaborative agrees to:

1. Build and Maintain a Cross-Sector Collaborative

- Maintain an active **Core Team** that meets at least monthly and includes representation from K-12 education, postsecondary education, workforce/economic development, employers, and community members.
    - Ensure at least one employer serves in a formal leadership role within the Core Team (e.g., co-chair, industry lead, or executive sponsor).
- Designate a Project Manager (the Collaborative Project Manager or similar role) who is solely responsible for coordinating the collaborative's work, tracking progress toward goals, managing communication across partners, and facilitating cross-sector leadership meetings.
    - The Project Manager should dedicate their time to supporting the county's AttainmentNC work and have demonstrated skill in collaborative facilitation and a working knowledge of career-connected learning, local workforce priorities, and the K–12 to postsecondary to workforce pipeline.
- Identify a Fiscal Agent responsible for administering the grant funds and hiring the Project Manager within 30-45 days.

2. Implement Career-Connected Learning

- Develop a Local Implementation Plan that names the specific targeted industry and targeted population.
- Participate in quarterly coaching calls.
- Participate in annual statewide convenings (2-3 total).
- Submit quarterly updates and a short annual progress summary.

3. Activate untapped talents engagement

- Identify at least one untapped talent population aligned with local workforce needs.
- Partner with community organizations to strengthen outreach and recruitment.
- Expand pathways that connect these learners to career-connected learning, credentials, and employment opportunities.
- Track engagement and outcomes to inform improvement and impact.

4. Employer Engagement & Leadership

- Strengthen partnerships with local employers to expand work-based learning and apprenticeships.
    - Identify and engage at least one employer willing to: Co-design career-connected learning experiences; Provide or expand work-based learning placements; Participate in strategic decision-making
- Create or scale programs that connect learners to local careers.
- Share success stories and lessons with other counties.
- Coordinate with myFutureNC in public messaging related to the Collaborative's participation in AttainmentNC.

5. Sustainability and Scalability

- Develop a sustainability plan that identifies how your work will continue beyond this MOU.
- Identify a fiscal or funding strategy by month 18
- Align efforts with broader community and economic development plans.
- Serve as a mentor to new counties joining the network.

Contribute to the cohort -wide (16 counties) AttainmentNC goals. Individual county targets will be established collaboratively by myFutureNC and the county, proportional to county population size.

- 1,600 learners served
- 400 new career development plans, meaningfully connected to local workforce needs and opportunities (NCcareers)
- 1,000 new work-based learning placements and opportunities, including apprenticeships and pre-apprenticeships, across participating counties over the two-year cohort period
- 150 local employers engaged
- 100+ credentials earned
- 100% of collaboratives report implementation milestones
- Number of job placements facilitated through work-based learning or apprenticeship pathways

Shared Principles

All participants agree to:

- Work collaboratively and transparently.
- Center learner and employer opportunity in every decision.
- Use data to guide improvement.
- Celebrate shared wins and learn from challenges.

Terms and Conditions

- This MOU remains in effect for 24 months from the effective date.
- Collaboratives' members agree to participate in the work from July, 2026 through July, 2028.
- A member's position may be declared vacant if:
    - A member resigns, through written notice to myFutureNC
    - A member fails to attend more than two meetings without prior notice
- If a member's position is declared vacant, the Collaborative will recruit another member to fill the position.
- A member may be asked to resign if the member does not maintain its commitments as outlined in this MOU.
- This MOU and the Collaborative's participation in AttainmentNC may be terminated by either party upon thirty (30) days' written notice to the other party. Upon such notice, the parties shall agree on terms of such termination, including the return of any unspent funds which have been disbursed from myFutureNC to the Collaborative.
- Any subsequent changes to the terms or scope of this MOU must be mutually agreed upon and formally documented in a written amendment signed by both parties.

Signatures

myFutureNC, Inc.

Name: Cecilia Holden

Title: President & CEO

Signature: _____

Date: _____

myFutureNC, Inc.

Name: John A. Fraley

Title: Chair, myFutureNC Board of Directors

Signature: _____

Date: _____

For [County/Collaborative Name] Core Team Members

Organization Name: ___[Prefill]_____

Representative Name: ___[Prefill]_____

Title: ___[Prefill]_____

Signature: _____

Date: _____

For [County/Collaborative Name] Core Team Members

Organization Name: ___[Prefill]_____

Representative Name: ___[Prefill]_____

Title: ___[Prefill]_____

Signature: _____

Date: _____

For [County/Collaborative Name] Core Team Members

Organization Name: ___[Prefill]_____

Representative Name: ___[Prefill]_____

Title: ___[Prefill]_____

Signature: _____

Date: _____

IREDELL EDC BOARD REPORT – June 25, 2026

PRESIDENT'S REPORT

Past:
June 2, Industry Leaders Council
May 28, SVL Chamber Board Meeting
June 16-19, NCEDA Board Meeting/Annual Conference
June 18, Future Growth Study Work Session #2
June 23, Doosan Bobcat Apprentice Recognition Ceremony
June 25, EDC Board Meeting – Budget Approval
June 25, AttainmentNC MyFutureNC
June 26, NCCMA Presentation
July 13-14, NCEDA Board Retreat
July 30, UNC CH, Basic Economic Development Course Presentation – Iredell Ready

Highlights Past Month:
New Hire – Joseph Wiles Welcome!
Investor Campaign – Total New Revenue $72,500 – Goal $77,500
Annual Meeting Sponsorship - $30,000 Confirmed
New Sponsorship Brochure

NEWS & RANKINGS
RANKINGS FLYER

VICCI, Inc., A Major Motorsports Company Considers Investment In Troutman
Iredell EDC Announces the Presenting Sponsor for Their 2026 Annual Meeting, Duke Health Lake Norman Hospital
The Keith Corporation Expands Industrial Platform with Major Larkin Acquisition
Jackson-Shaw Secures Approval for LKN Crossing Industrial Project in Mooresville
2026 First in Opportunity Strategic Economic Development Plan
Mooresville, Iredell County, and Statesville Approve Budgets While Holding Tax Rates Steady
Target Buys Land In New Iredell County Retail Development for $755,000
Iredell EDC Hosts Their Industry Leaders Council Sponsored BY NFP At Merino Mill
Gordon Recyclers, Inc. Subsidiary Acquires Assets of Lowe Fur & Herb, Inc.
North Carolina To Grow for Sixth Straight Year According to UNC Charlotte Forecasts
NCDOT To Expand Chronically Bottlenecked Lake Norman Road, Add Sidewalks
Joe and Katy Kindred Unveil Plans For New Restaurant in Downtown Mooresville This Year
AMH Gets Early Nod for Expansion of Mooresville Rental Community
Iredell County to Host Flag Day Ceremony on June 12
Governor Stein Announces State's New "First in Opportunity" Strategic Economic Development Plan

Investor Relations
(Since July 1, 2025)

NEW/INCREASED INVESTORS	Investment Level	Increased Amount	Total
Interior Elements (NEW)	Contributor	$1,500	$1,500
Allegacy Federal Credit Union (NEW)	Contributor	$1,500	$1,500
Thomas & Hutton (NEW)	Contributor	$1,500	$1,500
WithersRavenel (NEW)	Contributor	$2,000	$2,000
Jenison Construction (NEW)	Contributor	$1,500	$1,500
Trane Technologies (NEW)	Partner - iR	$3,500	$3,500
Design Collaborative (NEW)	Contributor	$1,500	$1,500
LSP3 (NEW)	Contributor	$1,500	$1,500
Hilton Garden Inn Charlotte/Mooresville (NEW - In Kind)	Contributor	$1,500	$1,500
DeBotech, Inc.	Contributor	$500	$1,500
Princeton Communities	Partner	$500	$3,500
J.C. Steele & Sons, Inc.	Contributor	$500	$1,500
Structure Medical	Partner	$500	$3,500
First Citizens Bank	Contributor	$500	$1,500
Interstate Development	Contributor	$500	$1,500
Bell Construction Company	Partner	$2,000	$3,500
Stamey Land Company	Contributor	$500	$1,500
Kooks Headers	Contributor	$500	$1,500
Pope McMillan	Contributor	$500	$1,500
TOTAL NEW REVENUE		**$22,500**	**$37,000**

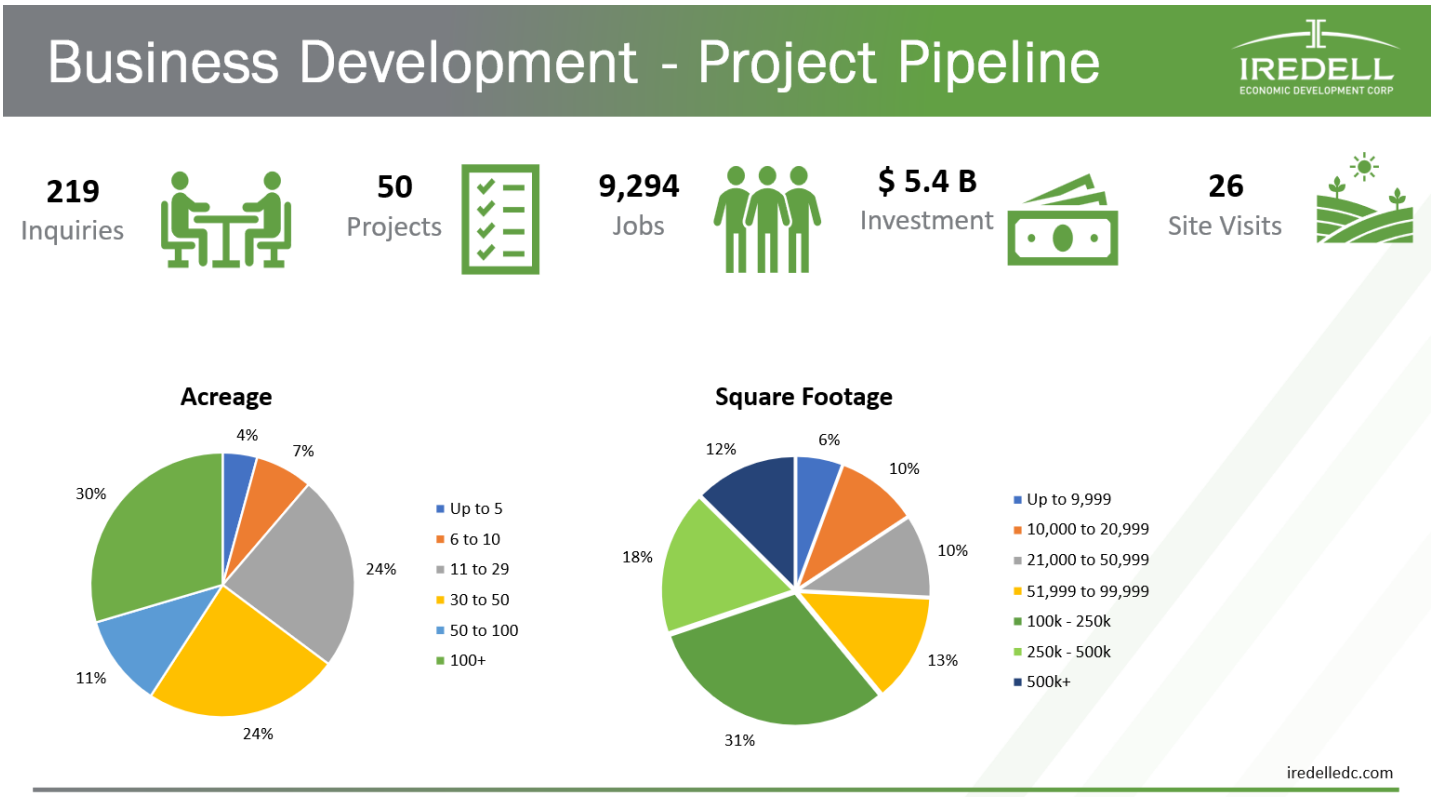
$72,500 in New Investment for Campaign
Current Investors up for renewal Past Due – need support with reaching out to these from the Board:
Raymer Oil - $3,500
Mikaw Corp - $1,500
Howard Hanna Allen Tate – $1,500
URBANPORT - $1,500
Gilbane - $3,500

Prospective Investor: $5,500 to Goal!

500 Club – Let's schedule time to meet	**Duke Health – Increase Engagement**
Atlantic Forklift Services – Reviewing	**ESP Associates – Reviewing**
BOA/Elena Phillips – 1/13 Jenn will contact	Fourth Elm – Scheduled
Branch Civil – Reviewing	**Hoopaugh Grading Company, LLC Reviewing**
Carter Bank – Michael Gander	Kennedy Site Solutions – Not ready to join
Chase Bank – Prospect	Kimley Horn – Troutman TIA – Jenn to schedule
Concorde Construction – Reviewing	Maya Hotels – Lisa emailed info 8/18/25
Corcoran HM Properties – Scheduled	Sunbelt Rentals – Scheduled
CPL Architecture & Engineering – Reviewing	Whiting-Turner – Scheduled

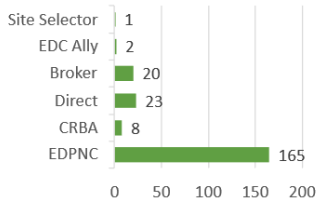
BUSINESS DEVELOPMENT & PRODUCT DEVELOPMENT

- Continued strong interest in Mooresville Business Park East (MVL), Overhill Industrial Center (MVL), Crossroads Commerce Center (SVL), Larkin Regional Commerce Center (SVL) and Northside 77 (TMN).
- Alliance Industrial Co (MVL) annexed June 15 – 280,000sf Connector Road/Mazeppa Flyover
- Cornelius Road Industrial Park (MVL) rezoned and annexed 5.18.2026 – over 800,000sf across 4 buildings to be built spec all at one time beginning 2026.
- Continued good site visit activity and multiple projects considering TMN, SVL and MVL.
- Strong existing building interest from consultants and brokers– several facilities under active negotiation.

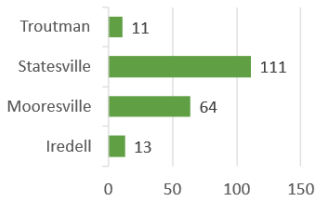


Business Development – Project Activity

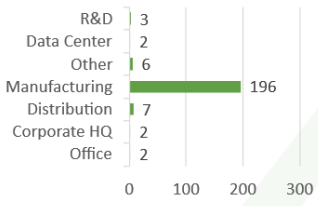
Project by Source



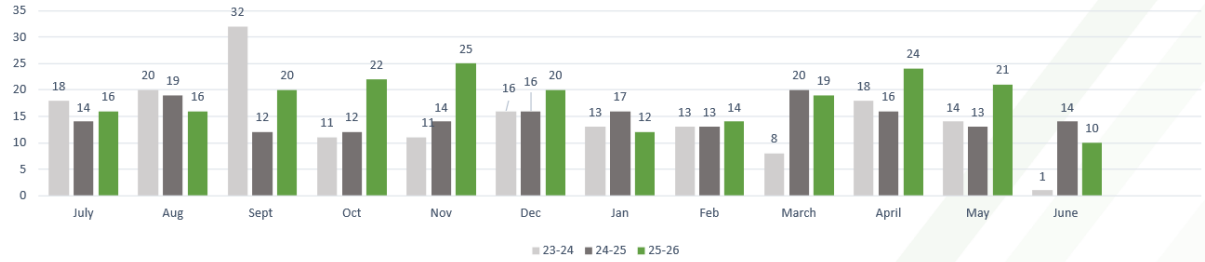
Submissions by Location



Project by Site Type



Project Inquiries by Month



Product Development

New Product Development

Location	Municipality	Space Available (SF)	Building Investment ($80/sf)	Date Available
Statesville Commerce Center	Statesville	115,000	$21,000,000	Immediate
Park 4077	Statesville	200,000	$48,000,000	Immediate
Innovation Park	Statesville	12,000	$1,000,000	Immediate
Overhill Park	Mooresville	60,000	$4,800,000	Immediate
Mooresville Business Park East Lot 9	Mooresville	112,000	$9,000,000	Immediate
Crossroads Commerce	Statesville	200,000	$16,000,000	Immediate
Alliance Mooresville at 77	Mooresville	282,620		Q2 2027
LKN Crossing Industrial Park	Mooresville	800,000	$80,000,000	Q2 2027
4077 Industrial Park	Statesville	230,000	$18,000,000	TBD
	Total	**2,011,620**	**$197,800,000**	

Product Development

Existing Class-B Manufacturing Space			
Location	**Municipality**	**Space Available (SF)**	**Expansion (SF)**
607 Meacham Rd	Statesville	300,000	100,000
820 Cochrane St	Statesville	100,000	N/A
930 Meacham Rd	Statesville	160,000	N/A
125 Lulu Ln	Statesville	312,000	N/A
289 Rolling Hills Rd	Mooresville	51,000	N/A
111 Badger Ln	Statesville	301,000 (Sublease)	N/A
1035 Mecklenberg Hwy	Mooresville	165,000	35,000
	Total	**1,088,000**	

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Existing Industry

107 Engagements

376 Referrals

26 SBO Clients

Industry Leaders Council
Aug- Iredell Health (29)
Nov- CR Onsrud (43)
Feb- Christian Mission (35)
June 3 – NFP (38)

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EXISTING INDUSTRY

- **Site Visits/Pulse Checks/Engagements** – Synergistic Solutions LLC, WT Burnett, Debotech, Piedmont Healthcare, Builder's FirstSource, Weslacova, RMC Advanced Technologies- NanoXplore
- **Small Business Ombudsman** – Grant opportunities, networking, events, workforce development
- **Existing Industry Expansions** – Multiple companies in various phases

- **Industry Leaders Council (ILC)** – 31 business leaders attended the ILC on June 3rd at Merino Mill, in the Picasso's Restaurant, and Sponsored by NFP Insurance. The topic was Property and Casualty & Healthcare Benefits "STATE OF THE MARKET" which included what to expect in today's market, strategies to save money, protect your balance sheet, and retain talent. The problem: Insurance costs are collectively rising 8%-12% year over year. Toured the Small Business Innovation Hub and DEHN USA and had a great networking lunch.

WORKFORCE/IREDELL READY

- Iredell-Statesville Schools will be officially unveiling their Mobile Stem Unit at their August School Board meeting.
    - Mobile learning lab that will move from school to school targeting middle school students grades 5th to 8th.
    - The trailer will be upfitted with equipment used by key Iredell Industries including Advanced Manufacturing, Animal Science, Aviation, Health Sciences, Information Technology, and Skilled Trades (Construction, Welding, Electrician, and Automotive).
- Doosan Bobcat, along with Mitchell Community College and ApprenticeshipNC, is hosted an Apprenticeship Recognition Ceremony.
- Call scheduled to discuss AttainmentNC Grant with MSGD, ISS, MCC, and MyFutureNC

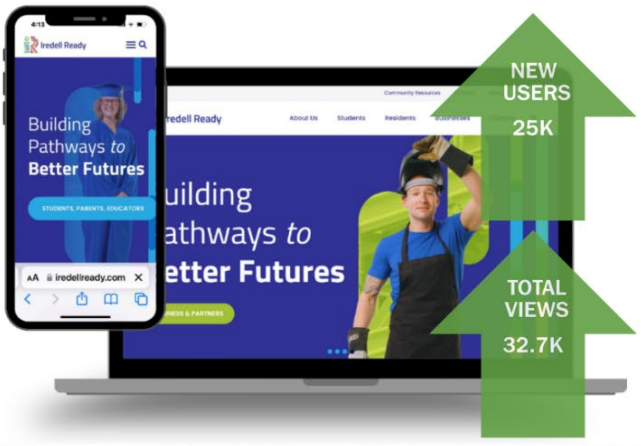
Iredell Ready

IREDELL
ECONOMIC DEVELOPMENT CORP

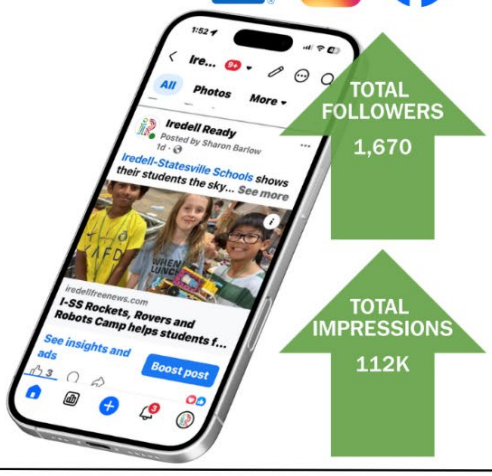
Iredell Ready

IREDELL
ECONOMIC DEVELOPMENT CORP

Website Growth



Social Media Growth



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Reporting Period 7/1/2025 – 5/31/2026

MARKETING & RESEARCH

- Completed New Iredell EDC Presentation Folder and Site Selection Flyers
- Newsletter Open Rate Remains at 43%
- Designed New Graphics Promoting the 2026 Annual Meeting
- Initiating Design for the 2026 Annual Report