



1100 Confroy Drive
Suite 1
South Boston, VA 24592

**BRIGHTER
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**MINUTES
BOARD OF DIRECTORS MEETING
INDUSTRIAL DEVELOPMENT AUTHORITY OF HALIFAX COUNTY, VIRGINIA
APRIL 15, 2022**

RE: MEETING: The Board of Directors of the Industrial Development Authority of Halifax County, Virginia (IDA) held a regular IDA Board meeting on Friday, April 15, 2022, at 8:30 A.M. in the IDA Conference Room.

RE: MEMBERS PRESENT: Those in attendance at the time the meeting was called to order include Mr. Rick Harrell, Dr. Nettie Simon-Owens, Mrs. Nancy Pool, Mr. Jeremy Satterfield, Mr. Ryland Clark, and Mr. Jeremy Catron.

RE: MEMBERS ABSENT: Mr. Robert Bates

RE: OTHERS PRESENT: Mrs. Kristy Johnson – IDA Executive Director, Ms. Blair Jeffress – IDA Operations Manager, Mrs. Betty Adams – Southern Virginia Higher Education Center and Mrs. Mitzi McCormick – Halifax Chamber of Commerce

RE: MEETING CALLED TO ORDER: Mr. Rick Harrell called the meeting to order at 8:30 a.m. It was determined that a quorum was present with six members in attendance.

RE: APPROVAL OF AGENDA: Mr. Ryland Clark made a motion to approve the agenda, seconded by Mr. Jeremy Satterfield, and duly carried by the Board.

RE: READING AND APPROVAL OF MINUTES: Mrs. Nancy Pool made a motion to approve the March 18, 2022 meeting minutes, seconded by Mr. Ryland Clark and duly carried by the Board.

RE: UPDATE ON THE COMMUNITY WIDE STRATEGIC PLAN:

Dr. Betty Adams shared her gratitude of being one of three co-chairs for the steering committee that helped developed the community wide strategic plan and now serving on as Chair of the implementation team. She stated that this has helped develop a road map for our community to move our community forward. She mentioned that the IDA has been involved from the very beginning to include Mrs. Kristy Johnson, Mr. Ryland Clark, and Mr. Scott Simpson. Dr. Adams stated that Mr. Jeremy Satterfield has also agreed to be a part of the implementation team.

Dr. Adams shared that this process was initiated in 2018 and launched the plan in 2019. She conveyed that although some of the process was delayed due to COVID-19 there has been tremendous progress made in the past year.

Dr. Adams stated that a leadership team has assisted with the implementation of the community wide strategic plan. She stated that this group of people consists of the non-elected leaders in the County to include Dr. Betty Adams, both Town Managers, County Administrator, IDA Executive Director, School Superintendent, HCSA Executive Director, and the Chamber President.



Dr. Adams stated that the Strategic Planning Committee spent nine months developing the plan. She mentioned that during these nine months they received support from the Board of Supervisors and both Town Councils which led to the launch of the plan. She expressed that this plan was funded by several community groups in the County. Dr. Adams stated that they created a steering committee of 26 individuals from different sectors within Halifax County such as business, education, agriculture, and government. She also mentioned that they received feedback from 2000 citizens in the community through surveys, focus groups, and interviews. She conveyed that this feedback played a big part in the development in the strategic plan.

Dr. Adams explained that the plan is made up of eleven strategic initiatives that are focused on three areas that include workforce, economy, and community. She mentioned that along with these areas there are three workgroups which include college and career readiness, small business and entrepreneurship, and quality of life. Dr. Adams stated that there are some initiatives that fall under the responsibility of other partner organizations such as the IDA. She reiterated that the Chamber is the facilitator of the plan and provides organizational and staff support.

Dr. Adams explained that at the beginning of the process a consultant completed a community assessment looking at both quantitative and qualitative factors. She mentioned that key elements and key trends were also reviewed during this initial phase. Dr. Adams stated that this community is losing population and prime age workers and families. She mentioned some of the reasons our population is declining which includes lack of jobs and concerns about the school system. She explained one of the concerns being that there is a decline in the amount of high school students receiving post-secondary education.

Dr. Adams began to review the strategic plan initiatives and led with the initiative to modernize the high school. She commended the community on their hard work and getting permission from the legislature to hold a referendum on a sales tax. She stated that the core team has worked hard to inform the community and get people to vote for this modernization. Dr. Adams mentioned that the team is continuing to push elected officials to move forward with the plan.

Dr. Adam introduced the second initiative which is establish college and career readiness. She explained the purpose of this initiative which is to find out why students who graduated from high school were not attending post-secondary education. She mentioned that a group of stakeholders developed an inventory of all the college and career readiness programs that were being offered. Dr. Adams stated that they have developed a survey to send out to parents of recent graduates and high school graduates. She mentioned these surveys were created to gauge how they felt about the programs and to understand the roadblocks.

Dr. Adams introduced the Go Tech project which is a program creating a pipeline that starts at the middle school level. She explained the purpose of the project is to connect student to the SVHEC so they can receive the credentials and go off to work. She stated that the middle school has received a GEAR UP grant, and this will start with a college and career night at the SVHEC.

Mrs. Mitzi McCormick stated that she has been connecting with Mrs. Rebecca Saunders who is the CTE coordinator to discuss work-based learning opportunities to assist with the college and career readiness initiative.



Mrs. McCormick presented the third initiative in the plan which is attracting outside jobs and investment. She mentioned that the IDA has been doing a great job at working towards this initiative by hiring Mrs. Kristy Johnson and developing a strategic plan.

Mrs. McCormick reviewed the fourth initiative which is to retain and support existing businesses. She mentioned that the Chamber has a human resource round table to look at creative solutions to encourage individuals who live here to also work here. She stated that another goal would be to update the SOVA calling marketing materials.

Mrs. McCormick reviewed the fifth initiative which is to grow small businesses and start-ups. She mentioned that this initiative has a work group in which Tom Raab leads alongside Lin Hite. She stated that during COVID our County worked together to assist small businesses and gave our \$785,000 for recovery assistance. Mrs. McCormick expressed that this initiative started with loan forgiveness and Mr. Raab personally shared with business owners that their loans had been forgiven.

Mrs. McCormick reviewed the sixth initiative which is to advance the motorsports industry in Halifax County. She stated that this initiative deals mainly with the economic development of the motorsports industry in the County.

Mrs. McCormick presented the seventh initiative which is to establish Halifax County as an industrial hemp center. She explained that there was a realization that hemp could be an excellent opportunity in the County. She mentioned the opening of Golden Piedmont labs in 2020 and the continuation of the County working towards supporting this initiative.

Mrs. McCormick highlighted that Dr. Nettie Simon-Owens and Mrs. Kristy Johnson serve on the Henrietta Lacks Life Science Center Commission. She mentioned that there is an effort to build a statue in Halifax County to honor of Henrietta Lacks near the Constitution Square.

Dr. Adams stated that in the thick of the pandemic Dr. Nettie Simon Owens led an effort to develop a strategic plan for the Henrietta Lack Commission. She stated that this a great blueprint for the commission and is looking forward to the Virginia Department of Health to join in on this effort.

Mrs. McCormick reviewed the ninth initiative dealing with broadband around the County. She stated that is in impressive how quickly this initiative has progressed over the past few years. She stated that she feels Empower Broadband is working towards finalizing this project.

Mrs. McCormick reviewed the tenth initiative which is optimizing the climate for investment in Downtown South Boston. She stated that there has been a lot of work done in this area and multiple investments has been made by the Towns. She mentioned that there are several partnerships that have developed to help this initiative.

Dr. Adams explained the project SVHEC is currently working on with Better Block. She stated that a Better Block parklet will be placed beside Factory Street Brewery. She expressed that this seating package will provide seating for the Brewery and SVHEC students. Dr. Adams stated that this seating package with have built-in seats and tables along with chess and checkers sets. She mentioned that some of the students are building 3-D chess and checkers pieces for this parklet. She expressed that she hopes to complete this project at the end of May 2022.



Mrs. McCormick reviewed the last initiative dealing with promoting resident driven place improvements in our community. She stated that the work group for this initiative has done a lot of great work by starting the Community Clean Up Day and getting the community involved.

Mr. Ryland Clark gave an update on the Better Block event happening June 10-11. He mentioned that this will be a Friday and Saturday event in Downtown Halifax. He stated that there will be games for kids, music, and food trucks. He stated that he hopes to attract the post-graduation crowd to attend the event.

Mrs. McCormick opened the floor for questions and shared that this has been an exciting process. She commended the collaboration and shared her appreciation of the Halifax IDA being a part of this process.

Mr. Rick Harrell thanked Dr. Adams and Mrs. McCormick for all their hard work in helping to better our community. He thanked everyone that was involved in creating this strategic plan and their involvement in helping push the High School project. He expressed the importance of long-term strategic plans for our community. Mr. Harrell shared the importance of being prepared to minimize the stress of the unforeseen such as the pandemic. He shared his concerns about the workforce in Halifax County and asked for advice on how the Halifax IDA could contribute to this initiative.

Mrs. McCormick stated that she feels it is important for us to stay in front of employers and consistently meet with them. She shared that both her and Mrs. Johnson are accomplishing this task by meeting with the Human Resources round table bi-monthly. She stated that they are in the process of looking at why individuals are traveling outside of the County to work. Mrs. McCormick stated that it is important to develop a relationship with the school system and grow our own talent.

Dr. Adams stated that it is important to ask companies what kind of skills and talent they need so the SVHEC can create programs to train students.

Mr. Jeremy Satterfield expressed his gratitude for Mrs. Rebecca Saunders and how he feels she will do some amazing things in Halifax County. He questioned if there was a plan to connect with the Virginia Education Strategies organization considering they have secured a multimillion-dollar grant to assist with work-based learning.

Dr. Adams stated that there was an existing work-based component within the career tech academy. She stated that this program has been popular even in the pandemic. She mentioned that they are in the process of encouraging employers to register to host youth apprentices through the Department of Labor.

Mr. Rick Harrell thanked Dr. Adams and Mrs. McCormick for their contribution.

RE: REQUEST TO ENTER INTO CLOSED SESSION: Motion was made by Mr. Jeremy Satterfield seconded by Mrs. Nancy Pool, and duly carried by the Board that the Board go into closed session pursuant to Virginia Code Section 2.2-3711. That the purposes which are to be the subject of said executive or closed meeting shall be as follows:

- To discuss a prospective business or industry, or the expansion of an existing business or industry where no previous announcement has been made of the



businesses or industry's interest in locating or expanding facilities in the community, pursuant to Virginia Code Section 2.2-3711.A.5.

- To discuss real estate matters, Virginia Code Section 2.2-3711.A.3.
- To discuss personnel matters, pursuant to Virginia Code Section 2.2-3711.A.1.
- To discuss the award of a public contract involving the expenditure of public funds, including interviews of bidder or offerors, and discussion of the terms or scope of such contract, where discussion in open session would adversely affect the bargaining position or negotiating strategy of the Board pursuant to Section 2.2-3711 A. 29. of the Code of Virginia (1950), as amended.

*Mr. Ryland Clark left the closed meeting at 11:06 a.m. and returned at 11:52 p.m.

REQUEST TO RETURN TO REGULAR SESSION

Upon motion by Mrs. Nancy Pool, seconded by Mr. Jeremy Satterfield, then duly carried by the Board, that the body return to regular session.

CERTIFICATION

Upon motion by Mrs. Nancy Pool and seconded by Mr. Jeremy Satterfield the Board voted to take a roll call certifying that to the best of the member's knowledge (i) only public business matters lawfully exempt from open meeting requirements under the Virginia Freedom of Information Act and (ii) only such public business matters as were identified in the motion by which the closed meeting was convened were heard discussed or considered in the meeting by the public.

Mr. Harrell, Yes
Mr. Satterfield, Yes
Dr. Simon-Owens, Yes
Mrs. Pool, Yes
Mr. Catron, Yes
Mr. Clark, Yes

RE: Action Taken on Items in Closed Meeting

None

RE: Reports of Standing Committees and Officers

A. Finance Committee

Current Financials

Mrs. Nancy Pool presented the March 2022 financial reports. Mrs. Pool mentioned that everything appears to be in good standing. She mentioned that the Finance Committee plans to meet in the next few weeks to discuss the audit and the FY23 budget. Mrs. Nancy Pool made a motion to approve the March 2022 financial reports. Mr. Ryland Clark seconded the motion, and the motion was then duly carried by the Board.

B. Prospects & Properties Committee

Mr. Jeremy Satterfield stated that the Committee last met on March 11, 2022. He stated that there was a lot of activity discussed regarding current and future projects. He mentioned that they will schedule another meeting in the next few weeks or so.

C. Executive Committee



Mr. Harrell stated that the Executive Committee last met on March 8, 2022. He stated that they were in the process of reviewing Mrs. Kristy Johnson's 6-month evaluation.

D. Executive Director Report

Mrs. Kristy Johnson reported that in the coming days and weeks there will be numerous community workforce and recruitment efforts with partner organizations. She stated that there is a Virginia Agriculture Development meeting in the coming weeks and that the SVRA Board will be presenting to VEDP staff as they being to return to the office.

RE: Old Business:

None

RE: New Business

A. Open Comment Period

- Mrs. Nancy Pool: None
- Mr. Ryland Clark: He thanked Kristy for assisting Hitachi Energy in their workforce recruitment efforts.
- Dr. Nettie Simon-Owens: None
- Mr. Rick Harrell: None
- Mr. Jeremy Catron: Thank you for coordinating the presentation, and he looked forward to future guests to make presentations to the IDA Board.

RE: PUBLIC COMMENT:

None

RE: NEXT MEETING DATE:

The IDA will hold the next scheduled meeting on April 15, 2022, at 8:30 A.M. in the Halifax IDA Conference Room.

RE: ADJOURNMENT:

Motion to adjourn was made by Mr. Rick Harrell seconded by Mr. Nancy Pool and then duly carried by the Board.

Respectfully Submitted:

Mrs. Kristy Johnson, IDA Executive Director

Acknowledged:

Mr. Rick Harrell, Chair