



A Note from Your President

I am truly honored to serve as your NCHEA President, and grateful for the opportunity to step into this role as of October 1. Having spent the past year as President-Elect, and many years before that serving in various volunteer roles, I've had the privilege of learning from dedicated leaders and members who care deeply about our industry. NCHEA, founded in the 1950s, has a long history of service, and I don't take lightly the responsibility—or the privilege—of helping lead it forward.

**NCHEA President
Matt Olson, CFHM**

Supervisor, Facility Services
WakeMed Cary Hospital

This year, I've chosen the theme **"Rise to the Challenge."** It's a phrase that reflects what healthcare facilities professionals do every single day. Whether you're managing a hospital, surgical center, or long-term care facility, you and your teams are the unseen force that keeps healthcare running safely, reliably, and in compliance. From maintaining precise operating room conditions to meeting rigorous state and federal regulations, we truly are the power behind healthcare—even when our work often happens behind the scenes.

That theme took on even greater meaning this year as our state faced real and unprecedented challenges. In the wake of Hurricane Helene's devastation in western North Carolina, healthcare facilities teams rose to the challenge in extraordinary ways—establishing emergency operations, restoring power and water, and working around the clock to support patient care while still meeting the strictest regulatory standards. These moments remind us just how essential our work is and how much trust is placed in us when it matters most.

Rising to the challenge also means continually investing in ourselves and one another. Through education, training, and shared experiences, we strengthen not only our individual facilities but our entire profession across the state. Our continued recognition as an ASHE Platinum Chapter speaks to that commitment, and it's something we should all take pride in. I encourage every member—and our valued industry partners—to stay engaged, learn from one another, and lean into the camaraderie that makes NCHEA so strong.

I look forward to continuing these conversations in person at the **2026 Spring Seminar in Pinehurst, March 3–5**, where we'll come together to share knowledge, build connections, and rise—together—to the challenges ahead.

As we approach the holiday season, I want to wish you and your families a joyful, restful time. Thank you for all that you do, and for the critical role you play in powering healthcare across North Carolina.

Register Today!

NCHEA 2026 SPRING SEMINAR

Tuesday – Thursday | March 3–5, 2026



- Spring Seminar Sponsorships Sales are Open
Secure your sponsorship here!
- Early-Bird Registration for Spring Seminar ends
December 31st!
- **Download the Sponsorship Preview Here**

Register Now!

Spring Seminar Announcement

The NCHEA Spring Seminar happens **March 3rd – 5th, 2026** at the Pinehurst Resort and Spa, and the Golf Committee has added something new to our Golf Offerings!

We are thrilled to announce an exciting new addition to our annual Spring FUNdRaiser Golf Event at the legendary Cradle Short Course in Pinehurst. Alongside our much-anticipated traditional FUNdRaiser tournament happening on Tuesday the 3rd, we are introducing an additional **Glow Golf Event** on Wednesday, March 4th, also on the Cradle Short Course.

Gather your three-person team and prepare for a unique golfing experience under the stars! You'll take aim at glowing pin sticks using cutting-edge GlowV2 balls, turning an already exceptional evening into something truly special.

And that's not all—our beloved "Cradle Crossing" open air bar will be fully open, serving up their famous Transfusions and a variety of other fantastic libations to keep spirits high. As your round concludes, relax around the firepit in Adirondack chairs and soak in the camaraderie and fun.

Don't miss this extraordinary opportunity to enjoy golf in a whole new light while supporting a great cause. We can't wait to see you there!

Both Golf Options will be available for Team Registration and for Sponsorship on Tuesday, December 16th at 9am!!!

Golf Options Include:

Tuesday, March 3rd:

- 18 Teams (5 Golfers Per Team) at \$800 Per Team
- Tee Times at 12:00 and 1:30

Sponsorships Available:

- 6 Lunch Sponsorships at \$500 Each
- 6 Cradle Crossing Beverage Sponsorships at \$500 Each
- 1 Registration Sponsor at \$1000 to Sign Everyone In on the Course
- Thistle Dhu Sponsor will Coordinate the Putting Contest at \$1000

Wednesday, March 4th

- 18 Teams (3 Golfers Per Team) at \$800 Per Team
- Tee Time at 8pm

Sponsorships Available:

- 5 Glow Stick Sponsorships at \$500 Each
- 5 Cradle Crossing Beverage Sponsorships at \$500 Each

Questions?

Contact larry.b.holder@gmail.com



Spring Conference Program Announcement

We are thrilled to share that our program and selected education sessions for the 2026 NCHEA Spring Conference are officially complete, and it's shaping up to be an outstanding event!

This year, we received an overwhelming number of high-quality submissions. The Education Committee, Nicholas Tribble, John Booth, Jerry Thompson, Matt Olson, Scott Martin, Bryant Cornett, and I, devoted significant time and thoughtful review to each abstract to ensure a balanced, engaging, and meaningful program for our members. A heartfelt thank-you to this incredible group for their dedication and commitment.

We want you to know that your voice shaped this program. We used the results from our most recent member survey to help guide our session selections. We heard you, and we listened.

You will see sessions in each of the categories you told us were most important:

- **Infrastructure & Technology**
- **AI & Automation**
- **Project Management & Construction**
- **Planning & Design**
- **Sustainability & Operations**
- **Standards & Regulations**
- **Best practices and lessons learned**

To all who submitted abstracts: The Planning Committee is sincerely grateful for your willingness to share your expertise. Your contributions strengthen our mission to deliver high-quality programs focused on technical and regulatory education, personal and professional growth, and strong relationships with industry-leading partners.

Introducing our keynote speaker for the NCHEA Spring Conference:

Captain Jack Becker



Highly sought after by top-tier organizations such as GE, Allied Transportation, the American Heart Association, and Truist Bank, Captain Becker delivers exhilarating insights that translate the split-second decision-making processes used by combat fighter pilots into practical strategies for business teams. His approach equips organizations to dramatically reduce errors and optimize performance in high-stakes environments.

Captain Becker is a combat-decorated U.S. Navy fighter pilot with more than 2,000 supersonic flight hours and hundreds of aircraft carrier landings. Drawing on his extensive aviation and instructional expertise, he provides audiences with tangible, actionable takeaways to achieve peak performance, elevate leadership, repeat successes, eliminate mistakes, and accelerate exponential results.

This keynote is sure to be a highlight of the conference; you won't want to miss it.

District I News

Save the Date: NCHEA District I Educational Event

January 23, 2026 | Top Golf Charlotte | 11:00 AM – 4:00 PM

Mark your calendars! NCHEA District I is excited to kick off the new year with a dynamic Quarterly Educational Event featuring Fire Door Inspection Training and Education provided by Remedi8. We will begin the day with a one-hour educational session designed to strengthen understanding of fire door inspection requirements, best practices, and common issues found in the field. Following the training, all attendees are invited to stay for lunch, networking, and golf at Top Golf Charlotte.

Event Highlights:

Fire Door Inspection Training presented by Remedi8

- **Date:** Friday, January 23, 2026
- **Time:** 11:00 AM – 4:00 PM
- **Location:** Top Golf Charlotte
- **Program:** One-hour education session, lunch, and networking/golf



More details and registration information will be shared soon. We look forward to seeing you there for a great afternoon of learning and connection!

District I Needs Your Help!

Calling All Associate Members – We Can't Do This Without You

District I is looking for dedicated Associate Members who are ready to step forward and help us continue building an engaged, high-performing, and well-supported district. Our strength comes from our members, and right now, we have a significant need for extra hands and leadership support.

What We're Looking For

Per NCHEA's Policy 122: District Associate Liaisons, each District may select one or more Associate Members who actively participate in District activities to support the District Officers. These individuals play an essential role in helping organize and execute key functions within the district.

A few important notes:

- **District Associate Liaisons are not members of the NCHEA State Board.**
- They are, however, incredibly important to district operations and success.

Why This Is Important

For years, Debbie Gilbert has been absolutely extraordinary in supporting District I. She has carried a tremendous load with grace, energy, and dedication, but no one person can do it all. To maintain the quality of our events and the momentum of our district, we need additional support from engaged Associate Members who are ready to lead alongside us.

District I News (continued)

What the Role Involves

This is a meaningful, hands-on role that directly contributes to the success of NCHEA District I.

Responsibilities include:

- Assisting with planning and organizing our quarterly meetings
- Coordinating event logistics such as booking the venue and ordering food
- Helping with check-in, setup, and on-site coordination at events
- Participating in our bi-weekly District I leadership calls
- Collaborating with district officers as a key member of the leadership team

If you enjoy bringing people together, managing details, and helping shape strong professional experiences for our membership, this is an excellent opportunity to step in and make a real impact.

We Truly Need You

District I thrives when our members are involved, and this role is vital to our success. If you or someone from your organization can step up and serve, we would be incredibly grateful.

Please reach out and let us know if you're willing to help support District I. Your leadership and involvement will make a meaningful difference!

Thank you,

District I Leadership Team

District I Chair

Deanne Avery CHC CHFM EDAC

Director, Capital Projects, Planning, Design
Construction

UNC Health Blue Ridge

deanne.avery@unchealth.unc.edu

District I Secretary/Treasurer

Jerry Shepard CHFM

Operations Manager

CaroMont Regional Medical Center

jerry.shepard@caromonthealth.org

District I Vice Chair

Michael Ladd, MSOS, CCHM, CHOP-B

Director of Safety Atrium Health

michael.ladd@atriumhealth.org

District I Associate Liaison

Debbie Kiss Gilbert, CPSM

Business Development Manager

ESP Associates, Inc.

dgilbert@espassociates.com

District II News

District II Holiday Bash

District 2 hosted a member event and Christmas party on December 12 at the Bourbon Bowl in Greensboro. The gathering was a fun, social opportunity for members to come together, enjoy one another's company, and mingle. Door prizes were provided for all attendees.

A huge thank you to Christine Fariss and Nick Tribble for creating and coordinating the event, as well as a sincere thank you to our sponsors.

Thanks to our Sponsors!

Scotties Building Services
First Onsite Restoration
Hoffman Building Technologies
Walter P. Moore
New Atlantic
Environmental Diversified Services
Applied Roofing Solutions



District III News

NCHEA District III October Meeting & Education

The NCHEA District III hosted their Fall Meeting on the afternoon of Tuesday, October 21st at the Hilton Garden Inn on Arrow Road in Raleigh. Shawnak Doshi and Ashley Head coordinated the event and education and had over 50 people in attendance.

Adam Bare—Healthcare Market Sector Leader, **Bennett Humphries**—Senior Associate and **Justin Sarfin**, PE—Project Manager with Newcomb and Boyd provided an educational presentation entitled "**Fixing the Common Trouble Areas in Your Hospital (or Designing to Avoid Trouble)**" where they discussed the hospital's space compliance challenges, specifically in Central Sterile Processing, Operating Rooms & Pharmacy Compounding Suites.

Their focus was to educate on how to plan and design to alleviate the difficulties of maintaining these areas in your hospital and/or how to diagnose and solve those issues as they arise.

This presentation was submitted to ASHE and approved for 1 CEU, which was sent out to all attendees by Deanna Jones of Newcomb and Boyd in the week after the meeting.

During our General Meeting, the membership voted on and approved the following board positions for the upcoming year for District III leadership:

Ashley Head – Chairperson

Andrew Darab – Vice Chairperson

Todd Norton – Secretary Treasurer

After the education and our quarterly general meeting, the attendees stayed for a happy hour of delicious appetizers and beverages provided by the NCHEA District III where we networked and caught up with our NCHEA Colleagues.

District IV News

NCHEA District IV Fall Education & Fishing Event



The NCHEA District IV held our Annual **Fall Education and Fishing Event** on Thursday, November 6th and Friday, November 7th in the DoubleTree by Hilton Atlantic Beach Oceanfront Hotel. We had over 55 people in attendance and 47 took part in the fishing tournament on the afternoon of the 6th hosted by Chasing Tails and 15 much appreciated boat sponsors for the event!

Our educational offerings included a Joint Commission Update and 5 additional presentations that were both inspirational and informative. Our meeting was accredited for 5 ½ CEUs through ASHE and certificates were sent out to all the educational attendees the following week by Nancy Padgett of Colliers Engineering & Design.

The weather was perfect for our afternoon on the water and everyone had a great time fishing with 15 local captains who know the area and fishing holes. Tony Miller (pictured above) won the biggest fish contest with this beautiful Red Drum but had to throw back this “grandfather fish” because it was over the limit for catches in NC.

We appreciate the support of our Educational Sponsors such as: DLR Group, Eagle Fire, inc., Grace Design Studios, Dewberry Engineers, Prime Power, Piedmont Service Group, Enpuricon, ENTAB, Barton Associates, DSA Engineering & Brady Services, Our Breakfast Sponsor: First Onsite Restoration and our Fishing Trophy Sponsor: Monteith Construction. Fishing Boat Sponsors: The East Group, Clark Air systems, Thomas Construction, Siemens, Little, United Air Filter Company, TA Loving Company, Hoffman Building Technologies, RMF Engineering, Grace Design Studios, CT Wilson Construction, Schneider Electric, Pathway Technologies, Atlantic Constructors of Eastern, NC and Colliers Engineering and Design.

We look forward to hosting this fantastic event again next year!

ASHE December Update

ASHE Advocacy Update – December

As we close out the year, this is a great moment to ensure we are each positioned for success heading into 2026. Below are two key ASHE initiatives that deserve your attention and can offer meaningful value to every NCHEA member.

Energy to Care Dashboard – Please Update Your Facility Data

ASHE continues to emphasize the importance of accurate, up-to-date information in the Energy to Care Dashboard. This platform has become a vital benchmarking and performance-tracking tool for healthcare facilities across the country.

Keeping your data current not only helps your own organization monitor trends and identify savings opportunities, but it also strengthens the national advocacy effort by clearly demonstrating the collective impact our field is making in energy efficiency, sustainability, and operating performance. If it has been a while since you reviewed your facility's dashboard entries, now is the perfect time to log in, update energy data, and verify that all contact information and facility profile details are correct. Small updates today support much larger benefits in the months ahead.

[Energy to Care Dashboard](#)

ASHE Core Competency Framework – New Resources and Growth Opportunities

ASHE has introduced a robust and thoughtfully designed Core Competency Framework, offering a holistic structure for understanding the full spectrum of skills required in the health care facilities profession. This framework provides a clear pathway for professional growth, regardless of whether you are new to the field, mid-career, or a seasoned leader.

To support members in applying these competencies in real-world scenarios, ASHE has released:

- **Four new handbooks**, each aligned with a specific competency area
- **Four Competency Clinics**, offering practical guidance, case-based learning, and opportunities to deepen expertise

These resources are an excellent way to evaluate your own development, plan for future training, and strengthen both personal and organizational capability. They also offer a shared language and structure that can help teams think more cohesively about workforce development and succession planning.

[ASHE Core Competency Framework™](#)

If you have not explored these new tools, consider setting aside time this month to review the handbooks or participate in an upcoming clinic. Investing in your competencies today supports the long-term strength of our profession and reinforces the critical role we play in safe, resilient, and high-performing healthcare environments.



**Deanne Avery, CHC, CHFM,
EDAC**
ASHE Advocacy Liaison



ASHE Sustainability Update

Be Part of NCHEA's Elite Designation

NCHEA has been an ASHE Elite chapter every year since 2015, the first year it was offered. The Elite designation is made possible by the chapter's sustainability efforts including hospitals participating in the Energy to Care Chapter Challenge. Participating is easy – benchmark your energy data in Energy Star Portfolio Manager, share with ASHE and let the NCHEA Sustainability Liaison know you are doing this. All data is confidential and secure and no one in NCHEA sees your data. The slate of facilities is complete for the 2026 award year which is based on 2025 energy data. I will be asking in March for you to participate so that NCHEA can be elite again in 2027. Are you looking for one more New Year's resolution? How about adding benchmarking your energy data in the ASHE Energy to Care database and in the EPA's Energy Star Portfolio Manager! Participate and help NCHEA achieve ASHE Elite Chapter status once again! Without the participation of our hospitals in the Chapter Challenge, NCHEA would not be an Elite chapter – so thanks to the hospitals that participate!

ASHE supports the Academic Medical Center (AMC) Sustainability Community which continues to grow and thrive. ASHE established this community with Practice GreenHealth and the Association of American Medical Colleges. It holds 5 bimonthly meetings to connect on critical topics of sustainability and climate action specific to academic medicine. There is an online platform, similar to myASHE, for sharing through emails and virtual learnings. There are currently 438 members. The membership base is quite broad with facility managers, physicians, medical students, faculty staff and professors – anyone associated with an AMC. There will be in-person meetings at PDC, ASHE HFIC and CleanMed. The latest presentation was October 14 on how US medical schools are integrating sustainability into their curricula and a recording is available through the online community. If you are interested in becoming a member (free), contact me and I will get you connected. The next webinar date is TBD in Jan/Feb.

There were two 2025 sustainability task forces. The first was Sustainability in Reliability Centered Maintenance. This task force created articles specific to the sustainability of equipment and RCM strategies which are intertwined. The priorities of sustainability and RCM have a lot of overlap. The different key concepts and phrases are synonymous. This task force looked at uniting these two topics and the verbiage being used and how it is being applied in RCM strategies. The articles will be posted on the HFM website in the upcoming weeks. The second was Sustainability Innovation. It created sustainability tips that highlight new technologies and best practices within the health care sustainability space. The tips will be listed on the ASHE Sustainability Roadmap. In 2026 there will be 2 task forces and the Call for Volunteers will be posed in myASHE.

Also, as part of my 2025 ASHE Sustainability Roundup, remember that the following resources were issued this year: ASHE Conversation Circle: Reducing Utility Spend and Saving Money, the Energy Use Benchmarking Deep Dive for U.S. Hospitals publication, ASHRAE/ASHE Guideline 43 – Operations Guideline for Ventilation of Health Care Facilities, and at the end of 2024 – the ASHRAE/ASHE Decarbonization Guidebook was published. And no 2025 ASHE Sustainability Roundup would be complete without celebrating again that NCHEA WON THE ASHE ENERGY TO CARE LARGE CHAPTER CHALLENGE!!!!

I want to offer my best wishes to all healthcare facility employees for the outstanding job they do each and every day to provide excellent healthcare across North Carolina. We are truly blessed to live in a state where excellent healthcare can be found in all areas. I hope you and yours have a wonderful holiday season, Merry Christmas and Happy New Year!



**Michael D. Roberts, PE,
CHFM, SASHE, SrHE**
ASHE Sustainability Liaison



Visit the NCHEA Store!



The NCHEA Store is officially open!

Welcome to your new spot for gear that showcases your pride, professionalism, and connection to our community. From apparel to water bottles and everyday essentials, each item is designed to help you represent your membership with confidence. Treat yourself, surprise a colleague, or spark a conversation with a prospective member by sharing something from the line. Show your affiliation, strengthen our visibility, and wear it proudly.

[Visit the NCHEA Store](#)