

**Minutes of the Headwaters Groundwater Conservation District Board of Directors Goals Workshop Meeting on Thursday March 26, 2026 at 5:00pm at the Guadalupe Basin Natural Resources Center – Classroom 125 Lehmann Dr., Kerrville, Texas.**

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1. **Call to Order, Pledge of Allegiance, Roll Call, and Certification of Quorum in Compliance with Texas Open Meetings Law.**

**Directors Present:** Laurie Lowe – Precinct 4, President  
Kenneth Wilke – Precinct 3, Vice-President  
John Elliott – At-Large, Secretary/Treasurer  
Jeffrey Wendling – Precinct 1  
Chris Childs – Precinct 2 (Late Arrival)

Staff Present: Monica Thibodeaux, Deneise Harris, Michael Mann (voluntary attendance)

2. **Public Comment - Any person may address the Board at any time on any agenda item of this meeting. Non-agenda items may only be addressed during the Public Comment section of this meeting; no formal action will be taken on the non-agenda items.**

N/A

3. **Discussion Only, Develop Headwaters GCD Board of Director Goals.**

Director Lowe encouraged new ideas from all the Directors. She picked out the following words from the existing HGCD Mission Statement as a starting point: Protection, Best Available Science, Quality of Groundwater and Public Education.

Director Wilke offered the suggestion based off the Mission Statement, he would like to take water samples from our Monitor Wells and eventually have a water analysis of all monitor wells, and possible future budgetary allowance.

Director Childs arrived.

Director Lowe suggested the following for broad but measurable goals:

- 1) Water Quality analysis
- 2) Pursue professional development opportunities in training for General Manager and Staff.
- 3) Budget must follow the goals.
- 4) Best Available Science, more studies and information being made available to the General Manager to cover the following:
  - a) Hydrologist reports, review of available hydrologists; incorporating pump test results
  - b) Edwards Monitor Well Project Grant purpose
  - c) Fluctuating water levels occurrences and causes
- 5) Expanding Public Education on preserving and protecting groundwater to include more publications and using additional medias.
- 6) Become more proactive in the protection of our groundwater in regards to pollution and conservation.
- 7) Create presentation on overproduction and production caps.
- 8) Prepare for the District's response to possible ASR injection project.

Discussion only, no action taken.

#### 4. **Discussion Only, HGCD General Manager Evaluation Process.**

Director Lowe requests that the General Manager devise a bullet point list of goals and turn them into action items for the next Board Meeting to address:

- 1) Review budget in regards to the goals, using the six-month mark to assess the phases and challenges of the goals and creating an action list.
- 2) Complete a formative evaluation of the budget and the effect of the action goals projects on the budget.
- 3) Create an evaluation of the General Manager position, using the job description provided at the time of hiring and using the matrix provided by Adam Foster.
- 4) Evaluation tool for the General Manager is to align the objectives with measurable milestones, a process to boost accountability and drive clear actionable progress across the district.

Discussion only, no action taken.

5. **Discussion Only, HGCD Board of Director Operating Procedures.**

Director Lowe suggested that we not set up any Operating Procedures at this time, but that a few best practice items be implemented:

- 1) Come to the Board Meeting prepared.
- 2) If you have any questions on Agenda Items, contact the General Manager before the meeting rather than during.
- 3) Notify the President visually during the meeting before speaking to ensure proper attention is granted.
- 4) Consider if a unified front is the best course of action for our District.

Discussion only, no action taken.

6. **Adjournment.**

Director Wilke motioned to Adjourn. Director Wendling seconded the motion. Director Lowe, Director Wilke, Director Elliott, Director Childs and Director Wendling, all voted in favor. The motion passed.

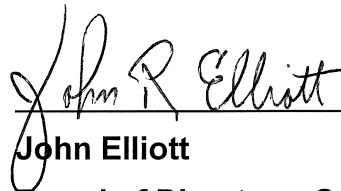
**APPROVED:**



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**Laurie Lowe**

**Board of Directors, President**



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**John Elliott**

**Board of Directors, Secretary/Treasurer**