

Minutes of the Headwaters Groundwater Conservation District Board of Directors Regular Meeting on Wednesday February 11, 2026 at 1:30 PM at the Guadalupe Basin Natural Resources Center – Boardroom 125 Lehmann Dr., Kerrville, Texas.

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

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

Staff Present: Monica Thibodeaux, Deneise Harris, Michael Mann

Other: Richard Mosty, HGCD Attorney

2. Discussion and Possible Action, to Nominate and Vote to elect new Officers for the Headwaters Groundwater Conservation District Board of Directors for 2026, as required by HGCD By-Laws, Article IV, Section 2. The officer positions included are:

- **President**
- **Vice-President**
- **Secretary/Treasurer**
- **Assistant Secretary/Treasurer**

Director Elliott motioned to discuss nominations. Director Wendling seconded the motion.

Director Elliott nominated Chris Childs to remain as President. Director Childs agreed before the vote. Director Elliott invited Laurie Lowe to continue to serve as Vice-President. Director Wilke motioned to nominate Laurie Lowe for President. Director Wendling seconded the motion. Director Wendling, Director Wilke, and Director Lowe voted in favor of Director Lowe as President. Director Elliott and Director Childs abstained from voting. The motion passed.

Director Lowe motioned to nominate Kenneth Wilke for Vice-President. Director Wendling seconded the motion. Director Elliott nominated himself for Vice-President, Director Childs seconded the motion. Director Wendling, Director Wilke, and Director Lowe voted in favor of Director Wilke as Vice-President. Director Elliott and Director Childs abstained from voting. The motion passed.

Director Childs asked John Elliott to remain as Secretary/Treasurer, Director Elliott agreed. Director Wendling motioned to nominate John Elliott for Secretary/Treasurer. Director Wilke seconded the motion. Director Lowe, Director Wilke, Director Wendling, Director Elliott and Director Childs voted in favor of Director Elliott as Secretary/Treasurer. All in favor, the motion passed.

Director Wilke motioned to nominate the General Manager for Assistant Secretary/Treasurer. Director Elliott seconded the motion. Director Lowe, Director Wilke, Director Wendling, Director Elliott and Director Childs voted in favor of the General Manager as Assistant Secretary/Treasurer. All in favor, the motion passed.

3. **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

4. **Discussion and Possible Action, to Adopt the Annual Financial Report for the Year Ending September 30, 2025, presented by Ede & Company, CPA.**

Director Wendling motioned to Adopt the Annual Financial Report for the Year Ending September 30, 2025, presented by Ede & Company, CPA. Director Elliott seconded the motion. Director Lowe, Director Wilke, Director Elliott, Director Wendling, and Director Childs all voted in favor. The motion passed.

5. **Consent Agenda**

1. **Approval of the Regular Meeting Minutes** (November 12, 2025)
2. **Approval of Paying of the Bills**
3. **Receiving the Treasurer's Report** (November & December 2025, January 2026)
4. **Receiving the Groundwater Report** (January 2026)
5. **Public Funds Investment Policy Reporting** (November & December 2025, January 2026)

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

6. **Discussion and action relating to the GMA 9 joint planning process. The Board of Directors will provide direction to the Interim General Manager regarding the proposed desired future conditions and relevancy versus non-relevancy of the aquifers in the District and other considerations under Texas Water Code, Chapter 36.108.**

Director Wendling motioned to set the Proposed Desired Futures Conditions for HGCD, as stated in HGCD Resolution 2025-3, as part of the GMA 9 Joint Planning Process. Director Wilke seconded the motion. Director Lowe, Director Wilke, Director Elliott, Director Wendling, and Director Childs all voted in favor. The motion passed.

7. **Discussion and Possible Action, to Approve/Authorize an exception to District Rule 4, Section 4; Drilling an Exempt Well in a subdivision provided by a Public Water Supply System, Brian McDowell, landowner within the Arimak Water System.**

Director Elliott motioned to Approve/Authorize an exception to District Rule 4, Section 4; Drilling an Exempt Well in a subdivision provided by a Public Water Supply System, Brian McDowell, landowner within the Arimak Water System. Director Wilke seconded the motion. Director Lowe, Director Wilke, Director Elliott, and Director Wendling all voted in favor. Director Childs voted opposed. The motion passed.

8. **Discussion and Possible Action, Annual Review of District Rule 7 - Production Caps for Permitted Wells, as required by Headwaters Groundwater Conservation District Rule 7.B.**

After Annual Review of District Rule 7 - Production Caps for Permitted Wells, as required by Headwaters Groundwater Conservation District Rule 7.B. Interim General Manager Monica Thibodeaux recommended no changes be made. Director Wendling motioned that production caps remain unchanged. Director Elliott seconded the motion. Director Lowe, Director Wilke, Director Elliott, Director Childs and Director Wendling all voted in favor. The motion passed.

9. **Interim General Managers Report**

- **Drought Stage Outlook**
- **Discussion – Ethics and Conflict of Interest Laws**
- **Update – Monitor Well 20 Progress**
- **Update – Monthly Monitor Well Summary**
- **Update – Public Funds Investment Policy**
- **Update – Proposition 4 Communication**
- **Update – Radionuclides Project**

No Action Taken.

10. **Executive Session – Consider personnel matters regarding the General Manager position.**

*******Executive Session 2:59 – 3:24*******

11. **Discussion and Possible Action, any Action if Needed as a Result of an Executive Session.**

Director Wilke motioned to Appoint the Interim General Manager, Monica Thibodeaux as the General Manager. Director Elliott seconded the motion. Director Lowe, Director Wilke, Director Elliott, Director Childs and Director Wendling all voted in favor. The motion passed.

12. **Directors Request for Agenda Items for Next Meeting.**

Director Wilke requested additional details on the monitor well levels in the East Kerr Management Zone.

Director Wilke requested a follow-up on salary evaluation. After discussion, it was decided to await the release of the Texas Alliance of Groundwater Districts salary study survey, and possibly get additional information from Adam Foster.


13. **Adjournment**

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

APPROVED:



Laurie Lowe
Board of Directors, President



Monica Thibodeaux, HGCD General Manager
Assistant Secretary/Treasurer