

EWTG Board of Directors Meeting Minutes

Wednesday, October 15, 2025

5:30 – 7:00 PM

Zoom Meeting

Board Position	Name	Present
President	Coleen McCarthy	x
President-Elect	Terri Peirce	x
Finance Director	Jennifer Moussa	x
Conference Director	Alida Bennett	x
Operations Director	Tricia Schulze	
Affiliates Director	Bobbie Lehrmann	x
Communications Director	Colleen Couch	x
Education Director	Jessica Hyde	x
Membership Director	Poornima Siddapur	x
Professional Development Director	Sarah Melecki	x
Engagement Director	Chan McDermott	x
Community Service Chair	Yvonne Campos	
Nominating Chair	Aelia Akhtar	
Scholarship Chair	Retha Youell	x
CMP Management	Melanie Bowman	x
CMP Management	Becky Gray	

- Segue – Coleen McCarthy called the meeting to order at 5:33 pm.
- Approval of Minutes- Coleen McCarthy
The September 17, 2025, minutes were presented. **Jessica Hyde made a motion to approve the September 17, 2025, minutes as presented. Chan McDermott seconded the motion. No discussion. The motion carried unanimously.**
- EWTG Calendar and EWTG Scorecard – Coleen McCarthy
 - Reminder to add events on the EWTG Calendar and avoid overlapping with other events.
- President’s Report - Coleen McCarthy
 - Report submitted.
 - The November Board Meeting is canceled due to its proximity to the Annual Conference.
 - The December 17 Board Meeting will proceed as scheduled. All 2026 Board Members and Committee Chairs will be invited to attend in addition to existing Board and Chairs.
 - Coleen encouraged all outgoing Board Members to engage with the incoming 2026 Board members early to ensure a smooth leadership transition.
- Finance Director Report – Jennifer Moussa
Jennifer Moussa provided a review of the September 2025 Balance Sheet and Budget vs Actual reports. **Sarah Melecki made a motion to approve the September 2025 financials as**

presented. Poornima Siddapur seconded the motion. No discussion. The motion carried unanimously.

- IDS – Ratification of the Online Vote – GrowthZone Website Redesign – Melanie Bowman
An online email vote was conducted on September 29, 2025, regarding the proposed website redesign on the *GrowthZone* platform. **Colleen Couch was the first to respond by email with a motion to approve the website platform change to GrowthZone with the proposed contract. The motion was seconded online by Coleen McCarthy. The final vote was 8-0 in favor (two by formal motion/second, and six additional positive votes. The motion carried. There was no further online discussion.**

The Board reviewed the statistics of the September 29, 2025, online vote regarding the GrowthZone website platform. **A motion was made by Jessica Hyde to ratify the online vote approving GrowthZone as the new EWTG website platform. Sarah Melecki seconded the motion. No discussion. The motion carried unanimously.**

- IDS – 2026 Board of Director Nominations – Chan McDermott
A slate of officers was presented for the 2026 Board of Directors and Chair appointments as follows:

Position	2026 Director/Chair	Agency
President	Coleen McCarthy	HHSC
President Elect	Terri Peirce	DIR
Finance Director	Jennifer Moussa	HHSC
Conference Director	Alida Bennett	HHSC
Operations Director	Tricia Schulze	TDI
Membership Director	Lucie Prieto	DMV
Education Director	Jessica Hyde	DSHS
Professional Development Director	Sarah Melecki	HHSC
Communications Director	Karren Rotan	HHSC
Engagement Director	Monica Dirba	DIR
Affiliates Director	Crystal Zhang	TxDOT
Nominations Chair	Chan McDermott	HHSC
Community Service Chair	Kimberly McConic	HHSC
Scholarship Chair	Colleen Couch	HHSC

Sarah Melecki made a motion to approve the 2026 slate of officers and chairs as presented. Poornima Siddapur seconded the motion. No discussion. The motion passed unanimously.

- IDS – Scholarship Applications – Retha Youell

Retha presented three (3) scholarship applications for Quarter 4, which has been previously reviewed and scored by the Scholarship Committee. All applicants have met the scoring matrix requirements. The Scholarship Committee submitted the following recommendations for Board consideration:

- Kimberly McConic - Leadership Texas - \$3,900
- Shannon Creekmur - Leadership America - \$6,000
- Emily Herrington - Conference Registration - \$275

A motion was made by Sarah Melecki to approve scholarship applications for Kimberly McConic, Shannon Creekmur and Emily Herrington as presented. Chan McDermott seconded the motion. No discussion. The motion carried unanimously.

- President-Elect – Terri Peirce

- The draft Strategic Plan was shared with the Board by Terri Peirce.
- Board members were requested to review the draft and submit any edit requests or suggestions to Terri Peirce by the end of October.
- Sarah Melecki recommended that the Strategic Plan be developed as a more collaborative, ongoing interactive document.

- Conference Committee – Alida Bennett

- The Conference will be November 16-17 at Kalahari Resort in Round Rock.
- No further report.

- Operations Committee – Tricia Schulze

- No report.

- Membership Committee – Poornima Siddapur`

- Report submitted.
- The membership drive promotion approved at the September Board Meeting will be emailed to members by the end of this week. Reminders will be sent weekly throughout October, and the promotion will also be featured on social media.
- A discussion was held regarding declining membership renewal trends and potential causes for the decrease.

- Education Committee – Jessica Hyde

- Report submitted.
- November: No mini-course due to conference
- December : “make-up” mini-course with ERS to get to 8 educational events
- TBD: Carrie Williams, Texas Hospital Association is interested in speaking in early 2026.

- Professional Development Committee– Sarah Melecki

- Report submitted.
- The committee has developed a ‘conference greeter’ role for the Annual Conference. A staging area will be in place near registration on Sunday and Monday. Volunteers are needed to support.
- There is a goal to have a one-on mentor for all mentee requests in 2026. Volunteer mentors are needed to reach the goal. No experience is needed, and training will be provided.

- Communications Committee – Colleen Couch
 - Report submitted.
 - The committee is meeting to begin designing the organization of the new website while we wait to hear the next steps from GrowthZone
 - Investigated LinkedIn sponsored ads. EWTG will have two paid advertisements: promoting registration and promoting sponsorship opportunities.
 - Newsletter articles are due by Monday, October 20.

- Engagement Committee– Chan McDermott
 - Report submitted.
 - Engagement Committee hosted a fall members’ event, “Working with Ikigai” with presenter Nicole Pletka.
 - New Member Orientation, Oct. 27, 12 – 1 p.m.
 - Holiday Luncheon -Peached Social House (6500 N Lamar Blvd), Dec. 10, 2025, 12:00 – 1:00 p.m.
 - Chan proposed the topic of AI Board to discuss the use of AI Notetakers in ESTs and other EWTG meetings and consider developing a policy regarding their use.

- Affiliates – Bobbie Lehrmann
 - Retha Youell shared recommendations to increase engagement with Affiliate Members.
 - A recommendation was made to survey Affiliate Members with the goal to increase engagement.
 - There is no Brazos meeting scheduled at this time.
 - Bobbie has continued outreach to the west Texas connections and will share this information with the new Affiliates Director during the transition.

- Community Service Committee – Yvonne Campus
 - No report.

- Nominating Committee – Aelia Akhtar
 - No further report.

- Scholarship Committee– Retha Youell

The scholarship application for Quarter 3 ended September 30, 2025. According to the website:

“All applications for the EWTG Professional Development Conference and Audrey Selden Leadership Texas/America Scholarship must be submitted during the 3rd Quarter application period by the 3rd Quarter deadline.”

The Scholarship Committee recommends that the deadline for applications for the conference be moved to October 30. The Board approved. Retha will submit language to be shared by email with members. An electronic vote will be held for any applications received with those votes to be ratified on the December board meeting.

- Conclude / Adjourn – The meeting adjourned by consensus at 7:01 pm.