

**MORRIS COUNTY COLLABORATIVE
MINUTES OF AUGUST 19, 2025 VIA ZOOM
EDITS AND NOTES TAKEN BY BEVERLY AUSTIN, COMMITTEE CHAIR**

Quick recap

Board Members present: Jerri Chism, Billy Harmon, Joe Austin, Sr.,

Board Members on Zoom or on the phone: Charlie Young, Don Martin

Attendees (non-voting) present: Greg Frazier, Maudie Peter, Beverly Austin

Facilitator on Zoom: David Mims

Office Manager Present: Lisa York

Total attendees: 10

Board Members Absent: Margine Mims, Edwin Mims, Carolyn Traylor

The board meeting focused on organizational restructuring and conflict resolution, with discussions centered around leadership roles, board composition, and the need for a neutral third-party facilitator to address ongoing internal issues. Administrative matters were reviewed, including financial reports, event planning, and various organizational approvals, while concerns were raised about potential conflicts of interest among members. The board concluded by discussing the importance of seeking legal advice before making major decisions about the organization's structure and agreed to explore options for professional mediation and restructuring by a December 1st deadline.

Next steps

- David Mims: Decide on the direction of the organization and communicate this to the Hogg Foundation
- David Mims : Consider restructuring the organization from a working board to an Executive Board with an Advisory Committee
- Board: Consider hiring a facilitator to restructure the organization
- David Mims: Clarify leadership roles and board membership based on bylaws
- David Mims: Address the Hogg Foundation's concerns to prevent potential withdrawal of funding

- Board: Seek legal opinion on potential conflict of interest regarding David serving as third-party facilitator by next week. Various board members to seek a legal opinion and bring to next meeting on September 2, 2025.
- Board: Make final decision on appointing David as third-party facilitator after receiving legal advice.
- David Mims: Explore creating an Executive Board consisting of people not currently involved in the organization
- David Mims: Consider establishing an Advisory Committee with representatives from local organizations
- David Mims: Follow the bylaws consistently to address organizational governance issues
- Billy Harmon Motioned, Jerri Chism 2nd: Review and vote on the tabled minutes at the next board meeting. Table Page 1 of the Minutes through the bullets on the second page ending with "Members working in silos..."
- Don Martin: Consider item 4 on the agenda as suggested by Don
- Board: Consider investing in a recording system for meetings. This was approved but did not hear a motion.
- Brandi Cave and David Mims: Determine next steps regarding bank account management at Texas Heritage Bank under Morris County Collaborative
- David Mims: Exploring restructuring the organization with an Executive Board and Advisory Committee. Discussion only.
- Beverly: Requested that the Treasurer Deposit the \$200 check made payable to Morris County Collaborative for personal care items for homeless people and provide a receipt. Brandi Cave stated it was best to go to the bank and cash the check. Greg Frazier stated he would go to the bank and cash the check. Discussion only.
- Beverly: Purchase six 3-hole binders for MCC agenda and minutes within the approved \$600 budget. Motion was made by Billy Harman and seconded by Jerri Chism. Motion carried. No dissents.
- Beverly: Make a \$150 deposit to Lakeview Convention Center for the women and teens retreat. Motion was made by Joe Austin, Sr., and seconded by Jerri Chism. Motion carried. No dissents.

- Don Martin or Jerri Chism: Go to the post office to get the bank statement
- Beverly: Arrange for NTCC to make copies of MCC documents (Minutes and Agendas for years, 2020-2025) Two sets one for the MCC Building and one in storage. Motion carried in VII, Item 1. Discussion only.
- Beverly: Continue organizing and updating the MCC website posting minutes and agendas.
- Beverly: To Bring the \$200 check to tomorrow to Lisa to give to Greg Frazier to cash.
- David Mims: After Board approval, develop an extensive program plan to submit to the Hogg Foundation. Discussion only.
- David Mims: Restructure the organization from a working board to an Executive Board model. Discussion only.

Summary

Event Logistics Planning Meeting

Greg Frazier began the meeting. They reviewed the agenda and minutes from a previous meeting, with Darryl offering a prayer to begin. The meeting was scheduled to last over an hour, with various participants joining via phone and Zoom.

Board Leadership and Structure Challenges

David Mims discussed concerns about conflict resolution and organizational structure, with Beverly defending her role in recording meeting minutes through Zoom's AI tool. David emphasized that the Hogg Foundation and Tammy Heinz have made it clear that the board needs to make its own decisions about leadership and structure rather than seeking external direction. The discussion highlighted that the organization has been effectively shut down for 7-8 months, with the board making little progress on restructuring and instead engaging in repeated discussions about board positions and leadership roles.

Organizational Conflicts and Leadership Challenges

The meeting focused on ongoing organizational conflicts, particularly regarding the presidency and board composition. David expressed frustration that the group had not resolved leadership issues after several months, suggesting they either find a solution or dissolve the organization. David emphasized the need for reconciliation and proper handling of the Hogg Foundation grant. The group also discussed postponing the approval of meeting minutes until the next meeting to avoid recording unresolved conflicts.

Tabling Minutes and Leadership Discussion

The board discussed tabling the first two pages of meeting minutes, including the conflict resolution discussion and related bullet points, until the next board meeting. Beverly expressed confusion about why the minutes were being tabled since she had already submitted them to the Board for their review days prior to the meeting. But agreed to proceed with tabling them as requested by Mr. Harmon until September 2. The motion to table the minutes was approved by the board. Following this, the David Mims addressed the importance of leadership and cooperation within the organization, emphasizing that effective leadership requires willing followers and mutual support.

Biblical Unity and Organizational Focus

Charlie Young led a discussion about the importance of following biblical principles and maintaining unity within the congregation, emphasizing the need to prioritize Christ above personal opinions and organizational politics. He expressed concerns about the organization's focus shifting away from its core mission and the negative impact of internal conflicts. The conversation touched on issues related to the bylaws and past leadership decisions, and others sharing their perspectives on how the organization had evolved and the challenges faced. The discussion concluded with a call for moving forward and addressing ongoing concerns, including financial matters and trust issues among members. Pastor Young reiterated that David Mims is the best person for the restructure and to find ways to keep him.

Restructuring Organization for Trust

David Mims proposed restructuring the organization by replacing the current working board with an executive board and advisory committee. He suggested that the executive board should be composed of individuals not currently involved in the organization to avoid conflicts of interest. The advisory committee would be non-voting and focused on bringing programs and funding opportunities to the organization. David emphasized that trust among current members is lacking and that significant changes are needed for the organization to move forward. Board members discussed the need to hire a facilitator to implement these changes, but David stressed that the problem lies with the current members' inability to work together, not with the facilitator. That there has been paid facilitators in the past to resolve conflicts, yet the conflicts still exist.

MCC Financial and Administrative Updates

Lisa York discussed several administrative matters, including a tax return pending signature and a meeting request from the Business and Professional Women's organization for next Tuesday. Brandi Cave reviewed the MCC financial report, noting that year 4 ended with an

extension of \$98,000 and year 5 has already incurred some expenditures, with expected revenue of \$167,386. Beverly also addressed a \$200 check for Morris County Collaborative.

City Development and Event Planning

Beverly reported on several city developments, including the approval of Proposition M and the allocation of a \$90,000 check for economic development projects, with plans to install a new sound system and music downtown. Maudie Peter discussed an upcoming event on September 13th at the Hilton Garden Inn in Longview, which will host representatives from 254 counties. The board approved a motion to purchase 6 three-ring binders and pay approximately \$600 for copying and storing minutes from 2020-2025. Beverly also requested a \$150 deposit for the women's retreat at the Longview Convention Center.

David Mims Role in Restructuring

The meeting discussed the appointment of David Mims as a neutral consultant to facilitate restructuring of the Morris County Collaborative. While some members expressed concerns about potential conflicts of interest, David explained he was willing to serve without payment to honor his mother, the organization's founder, but ultimately decided to step away if need be due to concerns about the organization's direction and the use of external consultants. The group also approved motions regarding the Women & Teen's Retreat Lakeview Convention Center and the Today & Tomorrow's Youth budgets and continue certain existing programs during the restructure.

Board Conflict Resolution Discussion

The board discussed concerns about potential conflicts of interest among members, particularly regarding family relationships and church attendance. David expressed his willingness to serve as a third-party facilitator for the board restructure, but also suggested that the board might prefer to hire a professional mediator instead. Beverly emphasized the importance of moving forward with the restructure, citing a recent Evaluation by Texas A&M Learning Team that highlighted the need to reduce conflicts and improve productivity. The board agreed to consider their options and make a final decision on how to proceed with the restructure on September 2, 2025.

Third-Party Neutral Selection Discussion

The board discussed the need for a third-party neutral to help resolve a pending issue, with David proposed as the candidate. Brandi Cave expressed concerns about making decisions without proper legal advice, citing past mistakes and emphasizing the importance of getting things right. The board agreed to seek legal opinions from attorneys

Ricky Shelton or Mr. Nelson before proceeding, with a deadline of December 1st for restructuring.