

**MCC RESTRUCTURE MEETING MINUTES,
TUESDAY, AUGUST 5, 2025 @ 5:30 PM**

MCC members present: Greg Frazier, Joe Austin, Billy Harmon, Charlie Young, Beverly Austin, Maudie Peters, Jerri Chism, Lisa York

Conference Call: David Mims

Not present: Margine Mims, Edwin Mims, Don Martin, Carolyn Martin, Brandi Cave

Summary of Minutes: Conflict Resolution Discussion

The meeting opened with a candid and critical dialogue addressing past actions that have led to deep divisions, mistrust, and controversy within the MCC organization over the past two years. Members shared personal reflections and concerns about alleged behaviors and decisions that contributed to the breakdown in trust.

Key Issues Raised:

- **Missed Opportunity for Reconciliation:**
President Greg Frazier was asked why he did not attend the Special Board Meeting on September 12, 2024, which was intended to address internal conflicts and initiate a strategic reset. He responded that the meeting was not “legal,” despite its sanctioning in the bylaws and its subsequent approval in the September 19, 2024 meeting minutes.
- **Unilateral Communication with External Entities:**
Concerns were raised about unauthorized contact with the Hogg Foundation regarding MCC Board matters. President Frazier acknowledged that NTCC’s Fiscal Agent had sent a letter to the Foundation, but noted that other individuals were frequently emailing and calling the Foundation independently.
- **Lack of Transparency and Consensus:**
It was alleged that certain Board members continued to engage the Hogg Foundation without informing or consulting the full Board, contributing to further mistrust and fragmentation.

Additional Concerns:

- Allegations of backstabbing and undermining fellow members
- Claims of individuals seeking others’ positions
- Accusations of character assassination
- Failure to resolve issues through open dialogue
- Confusion over committee roles and responsibilities
- Misinterpretations of Facebook algorithms affecting communications
- Members working in silos, leading to ineffective marketing and fractured collaboration

These unresolved tensions have led to stagnation within the Board and a shift away from the organization’s core mission of serving the community.

Proposed Path Forward:

David Mims asked whether reconciliation was possible. Only Jerri Chism expressed optimism, citing her respect for Mrs. Mims. However, Mr. Mims suggested that the Board be dissolved due to the depth of internal divisions.

As a next step, it was proposed that David Mims serve as a neutral third-party mediator. He would be tasked with completing the Restructure and Operation Plan required by the Hogg Foundation. The current Board and Committee Chairs would then review the plan and related materials before submitting them to the Foundation for approval—offering MCC a potential path to resume its mission and operations.

The meeting focused on addressing organizational challenges and restructuring needs within the Morris County Collaborative, with David Mims expressing concerns about internal conflicts, lack of progress, and the need for sustainable community impact through effective program implementation. Mr. Mims discussed plans for reorganizing the board and establishing a new structure with clear roles and accountability, including the potential hiring of an executive director and development of a comprehensive plan for the Hogg Foundation. Administrative matters were addressed, including the need for new equipment, background checks, and plans for awareness programs, while the group also agreed to conduct site visits to assess operations at other organizations.

Discussions and Next Steps:

- David: Executive Board: Consider restructuring the organization with a linear top-down approach instead of the current structure
- David: Develop a plan for hiring an executive director who would report to the Executive Board
- David: Put together a comprehensive proposal for reorganizing the Morris County Collaborative structure, including programs needed to submit to the Hall Foundation to get funding restrictions removed
- David: Establish clear communication protocols for addressing conflicts directly with the involved parties
- David: Create a system for tracking program impacts and collecting data on community outcomes
- David: Move from developmental stage to implementation stage with sustainable programs
- David: Explore additional grant opportunities beyond the Hogg grant
- David: Focus on what's best for the organization rather than individual agendas
- Lisa: Travel and meet with Hogg grantee organizations to determine their function, structure, and standard operating procedures
- Lisa: Prepare a comprehensive report for the Board with recommendations for restructuring MCC's current operations
- Beverly: Ensure Lisa has proper access to all MCC social media accounts and passwords
- Beverly/Maudie/Lisa: Potentially split up visits to different organizations to gather information about their operations and community engagement
- David: Consider implementing a new organizational structure with an executive board, advisory board, and hired director
- David: Focus on developing sustainable programs that impact the Morris County community
- Lisa: Check into the best background check options through DPS for board members

- Lisa/Beverly: Post announcements of MCC events on Facebook and distribute to churches
- Beverly: Take pictures at events and send them to Beverly for PowerPoint presentations and social media
- Maudie: Purchase recording equipment for meetings
- Greg, Jerri, Maudie: Implement background checks for all individuals who will be working with children
- Lisa: Pay the following bills: Club Plumbing, Anchor Safety, More Pest Control, and cleaning supplies

Summary

Organizational Structure and Conflict Resolution

David discussed the proposed structure for the organization, emphasizing a linear top-down hierarchy with an Advisory Board that provides input but does not run the organization. He expressed the frustration with ongoing conflicts and suggested that the group needs to address issues directly rather than relying on external facilitators. David stressed the importance of focusing on the organization's goals and working together, highlighting the talent within the group while urging open communication and resolution of personal issues.

Morris County Collaborative Structure Concerns

David expressed concerns about the organizational structure of the Morris County Collaborative, highlighting a lack of progress in implementing sustainable programs despite being in the development stage for six years. He emphasized that the current structure, which allows equal voting power among members, creates natural conflicts of interest and prevents the organization from achieving its goals. David suggested that the organization needs to move from the planning stage to the implementation stage, where they can track the impact of their programs on the community, but this progress is hindered by internal disagreements and a lack of support for initiatives based solely on who brings them to the table.

Board Unity and Integrity Challenges

Jerri Chism expressed frustration with internal conflicts and accusations within the board, emphasizing a lack of support and integrity among members. She denied allegations of theft and highlighted past contributions, while calling for honest communication and collaboration. Jerri urged board members to address issues directly rather than engaging in backstabbing and gossip, and she emphasized the importance of unity, particularly among African American members.

Board Restructuring for Organizational Progress

David expressed frustration with ongoing conflicts and distrust within the organization, emphasizing that the current board structure is a significant issue. He suggested dissolving the board to move forward and reminded the members that negative information from the meetings will reach funders. David also highlighted the importance of making decisions based on common business sense and the need to communicate effectively, particularly regarding personnel matters. He concluded by advocating for giving the remaining board members a chance to make decisions for the organization's betterment.

Enhancing Progress and Collaboration

David expressed concerns about the organization's lack of progress over the past six years and emphasized the need for sustainable community impact through effective implementation of programs. He suggested that the current board structure may be hindering progress and proposed focusing on individual committee work rather than board politics. David also highlighted the importance of results-oriented leadership and expressed a desire for honest communication and collaboration among board members.

Morris County Collaborative Board Reorganization

Maudie Peters discussed the need to reorganize the Morris County Collaborative due to the expiration of terms for several board members, including herself and Greg, as per the bylaws. She emphasized that the current issues stem from a lack of willing and qualified candidates rather than the bylaws themselves. She further suggested that the group needs to focus on attracting new members who are committed to serving on the board, rather than simply electing new officers. The discussion concluded with an agreement to consider David's proposal for reorganization, though there was some confusion about the outcome of a recent Zoom call regarding officer elections. Beverly expressed that Tammy Heinz from the Hogg Foundation expressed at the July 17, meeting that since there was no election on May 20, 2025, there is technically no president since the present term of the current president had expired. The assumption was, since there was no election, that the position of "President" is vacant and unfilled, it does not mean that there is a continuation of any terms that have expired including Maudie Peters. If this assumption is not correct, then it should be addressed in writing by the Hogg Foundation representatives.

MCC Social Media Accountability Plan

Maudie expressed concerns about the lack of MCC presence on social media and stated that the Franklin County Rural Health Clinic (FCRHC) had numerous posts and that Beverly was "advertising" for them. Beverly requested Maudie to provide evidence of FCRHC's activity on Facebook and stated that allegation was not correct. Beverly stated that the FCRHC has their own social media channels and a dedicated person that does their marketing and social media marketing.

Rural Health Clinic Project Updates

Beverly explained her role as a project director for Franklin County Rural Health Clinic was disclosed at a Board meeting. Beverly shared her experience of accompanying Mrs. Mims to see Dr. Latortue when she was very ill. Dr. Latortue who made her feel better. She emphasized the importance of posting such positive experiences on social media to encourage others to seek medical help. Beverly also discussed her work with various organizations and the implementation of resources through the Morris County Collaborative's website.

Beverly explained that the post she put on Facebook for FCRHC, a Partner with MCC who screens clients sent to his clinic, is from the visit that Mrs. Margine Mims had with Dr. Latortue. Beverly stated she posted the photo so that other senior citizens and followers could see the importance of visiting a doctor, a goal that MCC advocates for Morris County, and that it was not to "advertise for FCRHC" or any other organization. Mrs. Mims had been very ill and her visit to the doctor made her feel better, she was visibly happy during the 3-hour visit, and the photo revealed this. Beverly stated that there is a general lack of

understanding among the MCC Board members of how Facebook's algorithm works and that the next Facebook page news feed would be set up differently. Beverly requested more photos of activities that MCC members were engaged in if there were concerns with a lack of presence on social media.

Maudie also expressed that she needs to access "links" on the Facebook page to help her find resources, however, it was not clear what she was asking as Facebook typically is not a resource for "links for resources."

Maudie expressed concern about accessing certain information for MCC. Beverly clarified that Lisa York also has access to the MCC Facebook page. Beverly has not had MCC password credentials, with exception of Facebook and Instagram, since 2023, but provided Lisa the list of User Codes and Passwords of all MCC accounts she possessed for Lisa to contact and set up her own credentials. However, the credentials may not work due to the changes in personnel.

Enhancing Board Collaboration and Structure

David emphasized the need to follow rules and regulations and criticized the lack of accountability within the organization. David proposed a plan for the organization's future, including the establishment of an advisory board, committee chairs, and a director who would be accountable for their performance. He warned that without addressing these issues, the organization risks becoming unsustainable and potentially closing its doors. David emphasized the need for open communication and collaboration among board members to address issues effectively, highlighting past missed opportunities to resolve conflicts. He criticized the lack of structure within the organization compared to external partners like Hogg, urging the adoption of clear bylaws and policies. David also stressed the importance of leadership, budgeting, and maintenance to ensure the organization's success, advocating for a reorganization to move forward.

Grantee Site Visit Planning Meeting

The group discussed plans for Lisa York to travel and meet with grantees to assess organizational structures and operations, with a focus on determining how to potentially restructure MCC's current operations. After debate about whether to conduct meetings in person or via Zoom, they agreed to split site visits between Bastrop and Nacogdoches, with Lisa offering to visit one location while Beverly and Maudie would visit the other two. Lisa emphasized the importance of seeing operations firsthand to understand how other organizations manage community partnerships and grant funding, noting that these insights could be valuable for implementing similar strategies at MCC. Joe Austin suggested that with the technology existing today, it would be better to set up the fact-finding meetings on Zoom, rather than traveling long distances which would require a lot more time. The Board decided to revisit the issue of travel arrangements if Lisa cannot obtain the necessary information through phone or Zoom calls

Organizational Restructuring and Funding Plan

The group discussed restructuring the organization to improve performance and sustainability. David proposed hiring a director with a performance-based salary tied to funding and donations and developing a comprehensive plan to present to the Hogg Foundation for approval. They agreed to continue existing approved programs while postponing new initiatives until the new structure is implemented. David will present the

restructuring plan to the board for approval, with the goal of securing funding and resuming operations by October.

Administrative and Safety Updates

The board discussed and approved several administrative matters, including the need to order a new microphone for professional meetings and the implementation of background checks for board members and future staff dealing with children. They approved payment of various bills including plumbing, safety certification, pest control, and cleaning supplies. Maudie announced plans to establish an awareness program at the building.

Minutes recorded on zoom and transcribed on 8/13/25.

Submitted by Beverly Austin/Marketing and Communications/EDC Chair