

**MINUTES OF THE MEETING  
BOARD OF DIRECTORS  
JANUARY 26, 2026**

President Scott Ury called the meeting to order via zoom at 1:00 p.m. Members present were Kim Bakehouse, William Littrell, Joshua Miller, Nathan Pfaff, Randall Rushing, Toni L. Snell, and Gerald Thurston. Staff members present were Executive Vice President/General Manager, David A. Johnston; Director of Administration and Finance, Julie Wilke; Director of Operations and Maintenance, Robert Mayo; Director of Member Services, Brent Goforth; Assistant Director of Engineering-Project Manager, Nathan Hermetz; and Executive Assistant, Stephanie Theis. Attorney Blane Osman was present. Assistant Director of Engineering-Project Manager, Hank Stewart and Attorney Ron Osman were absent. Guest, Brittany Thomas, was also present.

**INVOCATION**

Mr. Bill Littrell gave the invocation.

**APPROVAL OF MINUTES OF PREVIOUS MEETING**

It was moved by Mr. Pfaff and seconded by Mrs. Snell to approve the December 15, 2025, board minutes. Motion carried.

**APPROVAL OF MEETING AGENDA**

Mr. Miller made a motion to approve the meeting agenda. Mr. Pfff seconded the motion. Motion carried.

**APPROVAL OF CONSENT AGENDA**

It was moved by Mr. Thurston seconded by Mr. Bakehouse to approve the Consent Agenda as follows:

- a. Memberships
- b. Finance Committee Meeting
  - i. Finance Committee Agenda
  - ii. Finance Committee Minutes
  - iii. Memberships Applied
- c. Written Staff & General Manager Reports

Motion carried.

**UNFINISHED BUSINESS**

Mr. Hermetz gave an update on the IFA Grid Resiliency Grant.

**NEW BUSINESS**

**Appoint SIPC Annual Meeting Delegates – Scott Ury**

President Ury appointed the following as Voting Delegates for the SIPC Annual meeting to be held on March 26, 2026:

Mr. Scott Ury  
Mr. Nathan Pfaff  
Mr. Jerry Thurston  
Mr. Randall Rushing

Mr. Joshua Miller  
Mrs. Toni L. Snell  
Mr. William E. Littrell  
Mr. Kim Bakehouse

**Appoint SouthWater Board Member – Scott Ury**

President Ury appointed Mr. Joshua Miller as the SouthWater Board member.

**Appoint Operation Roundup Member – Scott Ury**

President Ury appointed Mrs. Toni L. Snell as the Operation Roundup Member.

**2025 Year End Financial Report-Julie Wilke**

Mrs. Wilke presented the 2025 Year End Financial report.

**2025 Revenue Deferral to 2026**

Mr. Johnston presented information regarding deferred revenue with a recommendation to defer \$300,000 to 2026 to be evenly spread January 1, 2026, through December 31, 2026. After discussion, it was moved by Mr. Thurston and seconded by Mr. Pfaff to defer \$300,000 as recommended. Motion carried.

**REPORTS**

**Attorney Report**

Attorney Blane Osman provided a legal report.

**AIEC**

Mr. Thurston provided an AIEC report.

**SIPC**

Mr. Johnston, President Ury, Mr. Littrell, and Mr. Rushing provided SIPC reports.

**Correspondence & Miscellaneous – David A. Johnston**

Mr. Johnston distributed several items of correspondence for Board Members to review.

Mr. Johnston asked the Board Members to review the Safety Report.

Mr. Hermetz presented the 2025 Outage Report.

Mr. Hermetz presented the 2025 Engineering Statistics.

Strategic Priorities Updates were given as follows:

1. Mrs. Wilke: Long Term Financial Plan, Equity Management, Capital Credits, 10 yr. Forecast
2. Mrs. Theis: Sick Leave Report, Employee Development and Education, and Succession Planning
3. Mr. Goforth: Economic Development, EV Plan, Communications
4. Mr. Mayo: Fleet Unit Expenses, Bid Plans
5. Mr. Hermetz: Construction Work Plan and Long-Term Rate Philosophy and Development Plan

**Safety**

Mr. Goforth provided the Safety report.

It was moved by Mr. Pfaff and seconded by Mrs. Snell to approve the Attorney, AIEC, SIPC, General Manager & Staff Reports, and the Safety Report. Motion carried.

**EXECUTIVE SESSION**

Mr. Pfaff moved to go into Executive Session at 3:01 p.m. The motion was seconded by Mr. Miller. Motion Carried.

Mr. Pfaff moved to come out of Executive Session at 4:30 p.m. The motion was seconded by Mr. Miller. Motion Carried.

Mr. Littrell moved to approve the discussed compensation adjustments for non-union personnel. The motion was seconded by Mr. Pfaff. Motion Carried.

Having confirmed that Brittany Thomas meets all eligibility requirements under Article 4 of the Bylaws, Mr. Littrell moved to appoint Brittany Thomas to the Board of Directors to fill the vacancy for the Alexander County seat created by the resignation of Lamar Houston. The motion was seconded by Mr. Thurston. Motion carried.

President Ury adjourned the meeting at 4:38 p.m.

**NEXT MEETING DATE**

The next regular meeting is Monday, February 23, 2026, at 9:00 a.m.

\_\_\_\_\_  
Scott Ury

\_\_\_\_\_  
Gerald P. Thurston

\_\_\_\_\_  
Kim Bakehouse

\_\_\_\_\_  
William Littrell

\_\_\_\_\_  
Joshua Miller

\_\_\_\_\_  
Nathan Pfaff

\_\_\_\_\_  
Randall Rushing

\_\_\_\_\_  
Toni Snell