

HUEDC  
BOARD OF DIRECTORS  
ATTENDANCE RECORD

DATE: March 18, 2025

TIME: 6:30 p.m.

PLACE: 500 West Main Street, Mitchell, IN

MEMBERS PRESENT

Clara House  
Sharon Mitchell  
Pam Holzbog  
Bill Mitchell  
Angela Turpin  
Martha Fields  
Nancy Miller  
Charlotte Speer  
Herman Campbell\*  
Janie Johnson  
Rosie Wininger  
Vicky Bauernfiend  
Stacey Bowling  
Janet Harrison  
Dave Dedrick  
Reita Nicholson  
Richard Beaty  
Karan Jones  
Ava Kinney  
Craig Jones  
Max Bedwell

MEMBERS ABSENT

Mary Alice Brown	A
Angela Crecelius	E
Sara Luallen	A
Greg Taylor	E
Suzanne Brown	A
Bob Jones	A
Richard Dixon	A
Seth Purlee	A
Lana Sullivan	E

\* Alternate  
A Absent  
E Excused Absence

STAFF PRESENT: David Miller and Angelia Owens

GUEST PRESENT:

HOOSIER UPLANDS ECONOMIC DEVELOPMENT CORPORATION  
BOARD MINUTES

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- I. CALL TO ORDER: The meeting was called to order by Martha Fields, Chairperson.  
Opening Prayer
- II. ROLL CALL/ESTABLISH QUORUM: Roll call was done by Angelia Owens. There were (21) members in attendance. A quorum was present.
- III. APPROVAL OF PREVIOUS MINUTES: No corrections or questions.

Janie Johnson made the motion to approve January minutes. Max Bedwell seconded the motion. MOTION CARRIED

IV. FINANCIAL REPORT –December and January Reports

Nancy Miller made the motion to approve the December and January Financial Reports as mailed. Charlotte Speer seconded the motion. MOTION CARRIED

- V. OLD BUSINESS: Martha Fields passed around a Thank You card that was received for the recent donation to the Paoli Police Department for the purchase of upgraded radios. The Board is very proud they were able to assist in purchasing these much needed radios.

VI. COMMITTEE REPORTS: N/A

VII. EXECUTIVE DIRECTORS REPORT: David Miller

The CEO informed the Board of this being his 38<sup>th</sup> year with the agency. This was his 464<sup>th</sup> Board Meeting with the agency.

REQUIRING BOARD ACTION

1. Board approval on Merit % Latitude

For the past few years we have been able to set our employee merit raise percentage at 4%. This is the standard increase staff are given on their annual evaluation date upon receiving a good evaluation.

Due to the uncertainty of funding at the federal and state level at this time, I am asking the Board's approval to allow me the authority to adjust that percentage going forward in the event it is determined that funding reductions make it necessary.

Martha Fields: Would this be right before their merit increase?

David Miller: It would be that day until further notice. It's kind of an emergency thing.

Martha Fields: Is this based on our economy?

David Miller: No, this is based on our federal government.

Rosie Wininger: My only concern would be if employees compared with others.

David Miller: Everyone will know when it is done. If we do it, it will be for a full year so it will affect everyone. Hopefully we will not have to do this.

Following discussion, Rosie Wininger made the motion to approve giving the CEO the authority to adjust the employee merit raise going forward in the event it is determined that funding reductions make it necessary. Karan Jones seconded the motion.  
MOTION CARRIED

## 2. Proposed By Laws Change

The CEO needs the Board to approve the proposed change in our By Laws to delete Section 7.5 which mentions Affirmative Action. This is not allowed in new contracts we are seeing.

Following discussion, Vicky Bauernfiend made the motion to approve the recommendation of the CEO to delete Section 7.5 in our By Laws. Janie Johnson seconded the motion. MOTION CARRIED

## INFORMATION ONLY:

1. The CEO updated the Board on the December fire damage at College Hill Apartments. All three apartments that received water damage from the sprinkler system should be repaired by the first of April.
2. The CEO informed the Board of the recent audit of Aging contracts by the Family and Social Services Administration. The audit was good and no findings were noted.
3. The CEO informed the Board of the 2024 Annual Reports being on the website. No copies were printed to help with cost reduction.
4. The CEO informed the Board that the Golden Age will no longer be published. Our printing company has determined the cost of printing the paper is too expensive and they are no longer interested in assisting in providing the service. A special thank you to Cindy Bailey for her many years of developing and editing the Golden Age.

Martha Fields: The Board would like to extend their appreciation to Cindy Bailey for all her years of service to make the Golden Age so successful. She has done an outstanding job!

5. The CEO informed the Board of the Energy Assistance Program being out of funding and now there is a waiting list. We are hopeful to receive more funding so we can assist those on the waiting list.

Vicky Bauernfiend: Has the apartments in Bedford been started yet?

David Miller: No, construction should start mid-summer.

#### PROVIDED MATERIALS

- Program Director's Board Reports
- News Articles
- Letters

#### VIII. ADJOURN

Richard Beaty made the motion to adjourn the meeting. Dave Dedrick seconded the motion. MOTION CARRIED

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Reita Nicholson, Secretary

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