

**TCMA Board of Directors**  
**Minutes of the Meeting of September 23, 2025**  
Meadowview Hotel, Kingsport, Tennessee 4:00 p.m.

1. Call to Order: in attendance – President Jay Evans, Vice President Chris McCartt, Secretary Jennifer Moody, Directors Marc Woerner and Molly Mehner, Executive Director Pat Hardy, and ICMA representative Randy Reid.
2. On a McCartt motion, Woerner second with all members voting yes, the minutes of the meeting of April 29, 2025, were approved.
3. On a McCartt motion, Mehner second with all members voting yes, the Board approved of presenting a plaque on the occasion of his retirement, honoring and thanking Randy Reid for his years of service to TCMA.
4. On a McCartt motion, Moody second with all members voting yes, it was decided to try and hold the Spring 2028 conference at Paris Landing State Park, provided they respond adequately to our RFP, and that if that does not work out, to hold the conference in middle Tennessee.
5. On a McCartt motion, Mehner second with all members voting yes, the Nomination and Recognition Committee recommended slate of Association officers for 2025-26 was approved. The slate will be presented to the full membership for final approval.
6. A discussion was held to consider presenting the TCMA awards at a TCMA conference rather than at the TML conference. It was decided to continue presenting the awards at TML but to make an announcement of the selections at each TCMA annual business meeting.
7. A discussion was held concerning MTAS employees serving on city councils. It was decided that the TCMA President should write a letter to IPS Vice President Dr. Herb Byrd III and the MTAS Executive Director requesting that they develop a policy to address this issue, and that they meet with the TCMA Board of Directors to discuss the policy. This was decided on a Woerner motion, McCartt second with all members voting yes, and adding that the desire here is to maintain good relations and a strong partnership with IPS and MTAS.

8. The Executive Director's annual evaluation results were presented. The results were positive, and the Executive Director will be given his annual 2% increase effective January 1, 2026.
9. A discussion was held regarding Pat Hardy's desire to retire at the end of January 2026. On a Moody motion, Mehner second with all members voting yes, it was decided to advertise the position for 21 days.
10. Randy Reid from ICMA gave a report.
11. TCMA Executive Director Pat Hardy gave a report.
12. There being no other business, on a McCartt motion, Woerner second with all members voting yes, the meeting was adjourned.