

Wednesday November 12, 2025

**Sturdivant-Progress Water Supply Corporation**  
**241 Village Bend Rd Mineral Wells, Texas 76067**  
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**Officers** present:

**President** – Scott Royal  
**Vice-President** – Jeff Smith  
**Secretary-Treasurer** – Penny Snow  
**Assistant Secretary-Treasurer** – Shawn McDougal

**Directors** present:

Steve Byrom  
Nathan Buschow  
Sarah Hahs

**Not Present-**

Mike Johnson  
Jeff Stow

**Employees Present-** Jeremy Payne, Dawn Booth, Rebekah Da Vault

**Call to Order / Invocation / Verification of Quorum:**

Called to Order by **President- Scott Royal** at 5:02 pm. Date 11/12/2025 The meeting began with prayer led by **Officer- Shawn McDougal**.

**A Quorum** was verified, 7 of 9 Directors present.

**Visitors:** Laura Fell

**Approval of the minutes-**

A motion was made by **Director Steve Byrom** to approve minutes from October 8, 2025. **Officer-Shawn McDougal** seconded the motion. Approval was unanimous.

**GM Report:**

- FM 3028 project was completed and passed inspection.
- Add H&H/Tincher Project to December Agenda

A motion was made by **Director Steve Byrom** to approve GM Longevity Bonus Program for Employees to be effective 12/1/2025. **Officer-Shawn McDougal** seconded the motion. Approval was unanimous.

A motion was made By **Director Sarah Hahs** to approve GM pay and benefits for Employees to be effective 12/1/2025. **Director Steve Byrom** seconded the motion. Approval was unanimous.

A motion was made by **Director-Steve Byrom** to adjourn the meeting at 6:52 pm. **Director-Sarah Hans** second the motion. Approval was unanimous and the meeting was adjourned

*Presiding Officer,* \_\_\_\_\_

*Secretary-Treasurer,* \_\_\_\_\_