



**TEXAS GROUND WATER ASSOCIATION
BOARD OF DIRECTORS MEETING
Saturday, October 29, 2022, 10:00 am
San Marcos Embassy Suites and Conference Center, Spring Lake Salon A
AGENDA**

1. Call to order, prayer, and Pledge of Allegiance – William McPike
2. Discussion and possible action on the approval of July 2022 board minutes
3. Discussion and possible action on financial reports – Don McElroy
4. Report from TGWA Hiring Committee with discussion and possible action – Van Schmuck
5. Discussion and possible action on TGWA Code of Conduct – Stacey Steinbach
6. Discussion and possible action on the TGWA–TWCA Management Agreement – Stacey Steinbach
7. Reports from Division Chairs:
 - a. C&D – Chris Lange
 - b. M&S – Robert Dilldine
 - c. GWS – Kelley Vickers
8. Reports from Chapter Directors:

Alex Neely, South Texas	David Dennett, North Texas
Josh Barrett, East Texas	Open, Mid-Coast
Eric McElroy, Panhandle/So. Plains	Ross Smart, Central Texas
Open, West Texas	Wendell Goss, Gulf Coast
9. Membership and programs updates, with discussion and possible action – Adeline Fox
 - a. Membership
 - b. Continuing Education
 - c. The Fountainhead
 - d. NGWA Delegates
10. Report on TGWA Annual Convention, Scholarship Auction and Awards Committee – Lisa Henley and Adeline Fox
11. Report on interim legislative matters – Sarah Kirkle
12. Report on TGWA Scholarship Foundation – Pete Brien, President
13. Water Well Drillers and Pump Installers Advisory Council Update – Bill Lange, Mike Pyburn, and Roger Russell
14. Report from TGWA Women’s Division – Jan McPike
15. Other business
16. Next board meeting (Virtual in Nov./Dec. and then Thursday, January 26, 2023, San Marcos Embassy Suites)
17. Adjournment



TEXAS GROUND WATER ASSOCIATION
BOARD OF DIRECTORS MEETING | Saturday, July 30, 2022, 10:00 am
San Marcos Embassy Suites and Conference Center | Spring Lake Salon A
MINUTES

1. Call to order – William McPike, President

William called the meeting to order at 10:11am with the following board members in attendance: John Waugh, Jason Yonce, Rodney Ball, Chad Hillis, Clark Abel, Jim Jackson, Amy Bush, Mike Miller, William Gamblin, Allan Standen, CJ Bennett, Robert Hill, Vickie Ross, Ruben Reyna, Jimmy Vela, Jacob Strunk, Jeff Brien, Eli Rodriguez, Robert Tarver, Steve Musick, Alex Neely, Roger Russell, Randy Roberts, Patrick Casarez, Robert Wagstaff, Pete Brien, Ross Smart, Mike Pyburn, Dake Jackson, Ezequiel Cervantes, Eric McElroy, Don McElroy, Chris Lange, Jaythan Browning, Bill Lange, John Julian, Terry Lowe, Josh Barrett, Kelley Cochran, Robert Dilldine, Chase Crane, and William McPike. Lacey Nivens, Stefan Stamoulis, and Bill Stoner had excused absences. Dale Felder was not in attendance. Guest: D.A. Bush.

2. Discussion and possible action on the approval of May 2022 board minutes

John Julian moved, and Rusty Tarver seconded the motion to approve minutes of the May meeting, and the motion passed unanimously.

3. Report from TGWA Transition Committee and discussion and possible action on financial matters – Mike Pyburn, Transition Committee Chair and Don McElroy, Treasurer

Financial reports. Stacey reported that we had the same amount of money we had last year. Our fiscal year ended in June with \$2400 in the black.

Dues. Mike provided an update on the transition committee. He referenced the 2023 proposed budget. He noted that CE Class income was down and still not back to pre-covid CE class numbers. We are filling a budget deficit from decline in revenue from CE classes. It was decided that adjusting membership dues would be the best plan. Dues will be based on the size of the organization within each division. The committee met in June to figure out member dues structure and to develop a transition budget. Stacey showed the dues scenarios. The committee decided on the dues structure three model with \$800 being the highest cost and proposed this to the board.

Transition budget. With the dues increase, we are projecting that we will retain 80 percent of our members. Mike highlighted the staff and expense scenarios to show transition between TWCA and TGWA staff. TWCA will share office space with TGWA staff through

transition period. Pete mentioned extending the TGWA / TGWA SF contract payments as a way to potentially help TGWA meet budget and planning and also noted the significant work TGWA does for SF.

Roger Rusell moved, and Vickie Ross seconded the motion to approve the financial reports, dues fees structure and transition budget, and the motion passed unanimously.

There was additional discussion about membership dues and clarification of number of members for each division. Division chairs weighed provided their thoughts about the increase of membership dues.

4. Discussion and possible action on TGWA Executive Director posting – Mike Pyburn

Mike mentioned appointing a hiring committee to work through the job description and distribution process. Bob Hill moved, and Patrick Casarez seconded the motion to authorize the president to create a hiring committee, and the motion passed unanimously.

Stacey reported that William will put together a hiring committee who will finalize the job posting and put it on hiring sites. TGWA staff will develop a form to submit applications online. Hiring committee could come back with recommendations at the October board meeting, but the official start date wouldn't be until Jan. 1.

5. Discussion and possible action on 2023 and 2024 TGWA Annual Conventions – Lisa Henley

Lisa reported that we are contracted in 2023 and 2024 for San Marcos. TGWA will need a contract for 2025. It was discussed to book San Marcos for 2025. Rodney mentioned getting the specs for the convention to the convention committee so they can look around. Bob reported that the social committee wants to do a cornhole/game night/bingo/bunko tournament again. They will be asking for donations for prizes. Lisa will need to check with the hotel on where the cornhole tournament could take place.

6. Report on TGWA Scholarship Foundation – Pete Brien, President

Pete reported that the group met yesterday and selected the top three candidates from 44 applicants. Looked at 10 applications for the top tier. The top 3 will be awarded \$2500, \$1500, \$1000. The next seven will get \$700. Then the remaining applicants will get \$500. This is once again a record-breaking scholarship year with the highest number of applicants and money distributed.

7. Reports from Division Chairs:

- a. C&D – Chris Lange – no report
- b. M&S – Robert Dilldine – no report
- c. GWS – Kelley Cochran reported that the division is working to bring new classes to the convention in Jan. We are hoping to offer a field opportunity on Wednesday morning and go to well site. The geoscience seminar will be on

March 31 in San Marcos and the theme will be Springs of Texas. Fountainhead content and forming a subcommittee to help provide content. Rusty recommended trying to get some credits for the contractors for the seminar.

8. Water Well Drillers and Pump Installers Advisory Council Update – Bill Lange, Mike Pyburn, and Roger Russell

Roger reported that the council met in June. The meeting mostly covered orientation of new members. The council did form a brackish water commingling subcommittee. The subcommittee will be meeting on August 11 and members are Mike, Bill, Rusty, and Roger. The general meetings are streamed. He encouraged people to look at the commingling report.

9. Membership and programs updates, with discussion and possible action – Adeline Fox

- a. Membership – Adeline reported that membership retention is good and gave everyone a heads up that dues renewal will be going out on Sept. 1.
- b. Continuing Education – She summarized the in-person classes from 2022.
- c. The Fountainhead – Recognized advertisers and contributors. Q3 content deadline will be due at the end of August.

10. Report on interim legislative matters – Sarah Kirkle

Sarah reported that TCEQ and TWDB are under sunset. Findings and decisions will go to the full legislature in 2023. Most of the recommendations for TCEQ deal with transparency, recommendations on enforcement for chemical plants, and legal aspects of surface water rights including cancellation of unused surface water rights. One groundwater issue relates to requiring public hearings in designation of a priority management area (PGMA). TWCA is gearing up on committee work for legislative agenda. She listed the subcommittees of the groundwater committee.

11. Report from TGWA Women’s Division – Jan McPike

The women’s division is working on the social event and hoping to find a Bunko game and collect donations for prizes.

12. Other business

Lacey Nivens is sick with COVID. Bill Stoner also asked to be excused for his absence. Patrick brought up the passing of Mark Collins and his grandchildren. He asked that we recite a prayer. Some TGWA members are working on a memorial at the Collins family’s church. Staff will share more details when we know them.

13. Next board meeting (Saturday, October 29, San Marcos Embassy Suites)

14. Adjournment

Josh Julian moved to adjourn at 11:56am.

Texas Ground Water Association

Statement of Financial Position

As of October 26, 2022

Balance Sheet as of 10/26/22

	TOTAL	
	AS OF OCT 26, 2022	AS OF OCT 26, 2021 (PY)
ASSETS		
Current Assets		
Bank Accounts		
1120 TGWA Chase Checking	198,339.36	54,456.64
PayPal Bank	0.00	17,615.59
Savings	5,000.52	5,000.04
Total Bank Accounts	\$203,339.88	\$77,072.27
Accounts Receivable	\$3,694.00	\$13,489.25
Other Current Assets	\$3,806.43	\$0.00
Total Current Assets	\$210,840.31	\$90,561.52
Fixed Assets	\$0.00	\$0.00
TOTAL ASSETS	\$210,840.31	\$90,561.52
LIABILITIES AND EQUITY		
Liabilities		
Total Liabilities		
Equity		
3010 Fund Balance	258,616.74	256,965.25
3021 Fund Balance Scholarship	164,937.33	164,937.33
Opening Balance Equity	-281,444.56	-286,374.76
Net Revenue	68,730.80	-44,966.30
Total Equity	\$210,840.31	\$90,561.52
TOTAL LIABILITIES AND EQUITY	\$210,840.31	\$90,561.52

Texas Ground Water Association

Statement of Activity

July 2021 - June 2022

Profit and Loss: Last Fiscal Year

	TOTAL	
	JUL 2021 - JUN 2022	JUL 2020 - JUN 2021 (PY)
Revenue		
4400 Continuing Education Income/Other Meeting Income	81,178.04	68,675.94
Annual Convention	135,364.48	75,680.00
Contribution	100.00	
Fountainhead Income	41,348.90	43,169.50
Membership Dues	106,665.00	108,005.00
Scholarship Fund Payment	10,565.00	3,350.00
Total Revenue	\$375,221.42	\$298,880.44
GROSS PROFIT	\$375,221.42	\$298,880.44
Expenditures		
5000 Accounting/Insurance/Taxes	6,347.70	11,476.58
5100 TWCA Management Fee	186,000.00	186,000.00
5500 Convention Expenses	122,383.85	479.71
5600 Travel, Registrations & Other	3,299.65	1,379.29
5750 NGWA Dues	1,850.00	
5900 Other Meeting Expenses	12,436.90	10,181.92
6000 Website and Technology	15,779.93	14,640.97
Fountainhead Expenses	10,489.11	10,202.51
Office Expenditures	14,213.09	11,795.90
Total Expenditures	\$372,800.23	\$246,156.88
NET OPERATING REVENUE	\$2,421.19	\$52,723.56
Other Revenue		
4150 Interest Earned	0.40	
Total Other Revenue	\$0.40	\$0.00
NET OTHER REVENUE	\$0.40	\$0.00
NET REVENUE	\$2,421.59	\$52,723.56

Texas Ground Water Association

Statement of Activity

July 1 - October 26, 2022

Profit and Loss: Current Fiscal Year

	TOTAL	
	JUL 1 - OCT 26, 2022	JUL 1 - OCT 26, 2021 (PY)
Revenue		
4400 Continuing Education Income/Other Meeting Income	4,419.20	13,102.40
Annual Convention	63,671.95	28,300.00
Fountainhead Income	7,085.00	20,487.40
Membership Dues	78,175.00	28,550.00
Scholarship Fund Payment		4,550.00
Total Revenue	\$153,351.15	\$94,989.80
GROSS PROFIT	\$153,351.15	\$94,989.80
Expenditures		
5000 Accounting/Insurance/Taxes	-958.16	100.00
5100 TWCA Management Fee	62,000.00	62,000.00
5500 Convention Expenses	1,318.03	55,480.88
5600 Travel, Registrations & Other	1,848.66	867.57
5750 NGWA Dues		925.00
5900 Other Meeting Expenses	5,742.95	4,989.70
6000 Website and Technology	5,891.36	3,191.57
Fountainhead Expenses	2,970.21	4,000.94
Office Expenditures	5,807.42	8,400.48
Total Expenditures	\$84,620.47	\$139,956.14
NET OPERATING REVENUE	\$68,730.68	\$ -44,966.34
Other Revenue	\$0.12	\$0.04
NET OTHER REVENUE	\$0.12	\$0.04
NET REVENUE	\$68,730.80	\$ -44,966.30

TGWA Scholarship Foundation

Statement of Financial Position

As of October 26, 2022

TGWA SF: Balance Sheet as of 10/26/22

	TOTAL	
	AS OF OCT 26, 2022	AS OF OCT 26, 2021 (PY)
ASSETS		
Current Assets		
Bank Accounts		
Savings	255,017.41	5,000.04
Scholarship Checking (6708)	84,387.31	304,653.81
Total Bank Accounts	\$339,404.72	\$309,653.85
Accounts Receivable		
Accounts Receivable (A/R)	1,650.00	6,350.00
Total Accounts Receivable	\$1,650.00	\$6,350.00
Other Current Assets		
Undeposited Funds	0.00	0.00
Total Other Current Assets	\$0.00	\$0.00
Total Current Assets	\$341,054.72	\$316,003.85
TOTAL ASSETS	\$341,054.72	\$316,003.85
LIABILITIES AND EQUITY		
Liabilities		
Current Liabilities		
Other Current Liabilities		
Annual Dues Payable	0.00	0.00
DUE TO TGWA	0.00	
Total Other Current Liabilities	\$0.00	\$0.00
Total Current Liabilities	\$0.00	\$0.00
Total Liabilities	\$0.00	\$0.00
Equity		
Opening Balance Equity	283,940.23	284,411.25
Retained Earnings	28,495.91	25,844.45
Net Revenue	28,618.58	5,748.15
Total Equity	\$341,054.72	\$316,003.85
TOTAL LIABILITIES AND EQUITY	\$341,054.72	\$316,003.85

TGWA Scholarship Foundation

Statement of Activity

July 2021 - June 2022

TGWA SF: Profit and Loss: Last Fiscal Year

	TOTAL	
	JUL 2021 - JUN 2022	JUL 2020 - JUN 2021 (PY)
Revenue		
4300 Scholarship Fund Receipts		
4310 Raffle Ticket Income	20,100.00	
4340 Donation Income	5,112.45	
4350 Auction Income	105,650.00	
Total 4300 Scholarship Fund Receipts	130,862.45	
Total Revenue	\$130,862.45	\$0.00
GROSS PROFIT	\$130,862.45	\$0.00
Expenditures		
5650 Scholarship Fund Expenses		
5650 Payments to Scholarship Recipients	24,000.00	21,200.00
5651 Raffle Prize Expenses	12,790.19	
5652 Convention Prizes Expense	344.20	
5653 Auction Payments to TGWA and Chapters	10,565.00	3,350.00
5654 Contributions from Proceeds	2,619.00	
5655 Miscellaneous Expenses	121.89	300.00
5656 MILEAGE EXPENSE	740.00	
5657 AUCTION EVENT EXPENSES	3,249.48	
Total 5650 Scholarship Fund Expenses	54,429.76	24,850.00
Bank Charges & Fees	95.00	150.00
Insurance		1,088.00
Legal & Professional Services	1,523.50	61.40
Office Supplies & Software		
Office Supplies	253.96	
QuickBooks and Other Software	1,704.13	566.68
Total Office Supplies & Software	1,958.09	566.68
Total Expenditures	\$58,006.35	\$26,716.08
NET OPERATING REVENUE	\$72,856.10	\$ -26,716.08
Other Revenue		
INTEREST EARNED	11.07	
Total Other Revenue	\$11.07	\$0.00
NET OTHER REVENUE	\$11.07	\$0.00
NET REVENUE	\$72,867.17	\$ -26,716.08

TGWA Scholarship Foundation

Statement of Activity

July 1 - October 26, 2022

TGWA SF: Profit and Loss: Current Fiscal Year

	TOTAL	
	JUL 1 - OCT 26, 2022	JUL 1 - OCT 26, 2021 (PY)
Revenue		
4300 Scholarship Fund Receipts		
4340 Donation Income	360.00	4,712.45
4350 Auction Income		45,500.00
Total 4300 Scholarship Fund Receipts	360.00	50,212.45
Total Revenue	\$360.00	\$50,212.45
GROSS PROFIT	\$360.00	\$50,212.45
Expenditures		
5650 Scholarship Fund Expenses		
5650 Payments to Scholarship Recipients	26,400.00	24,000.00
5651 Raffle Prize Expenses	12,941.77	12,790.19
5652 Convention Prizes Expense		344.20
5653 Auction Payments to TGWA and Chapters		4,550.00
Total 5650 Scholarship Fund Expenses	39,341.77	41,684.39
Office Supplies & Software		
QuickBooks and Other Software	411.46	569.71
Total Office Supplies & Software	411.46	569.71
Total Expenditures	\$39,753.23	\$42,254.10
NET OPERATING REVENUE	\$ -39,393.23	\$7,958.35
Other Revenue		
INTEREST EARNED	6.34	0.04
Total Other Revenue	\$6.34	\$0.04
NET OTHER REVENUE	\$6.34	\$0.04
NET REVENUE	\$ -39,386.89	\$7,958.39



Supporting the Texas Water Well Industry

Texas Ground Water Association
3755 South Capital of Texas Hwy, ste. 105
Austin, Texas 78704
(512) 472-7437
www.tgwa.org

Texas Ground Water Association Code of Conduct

The Texas Ground Water Association (TGWA) is non-profit organization with a vision to support the Texas water well industry. TGWA members proudly work throughout the industry to develop and protect state water supplies and provide safe drinking water to many Texans. In an effort to ensure member safety and the ability to effectively advocate for members, TGWA holds its members, staff, board, volunteers, and sponsors to the highest professional standards.

Member safety is a top priority for TGWA and behavior that is harassing, threatening, demeaning, or discriminatory will not be tolerated. In addition to protecting member safety, appropriate behavior is also critical to safeguard the integrity of TGWA and the role it serves as an advocacy and educational organization. TGWA is judged, in large part, by the individual and collective performance of its members. TGWA members and supporters must act in a manner that merits public trust and confidence.

TGWA is committed to providing an environment that is free from discrimination and harassment. Actions, words, jokes, or comments based on an individual's sex, race, ethnicity, age, religion, or any other legally protected characteristic will not be tolerated. Unacceptable behaviors include, but are not limited to:

- Harassment, intimidation, or discrimination in any form.
- Physical, written, or verbal abuse of any attendee, speaker, volunteer, exhibitor, staff member, service provider or other meeting guest.
- Actual or threatened violence toward any individual or group.
- Conduct endangering the life, safety, health or well-being of others.
- Examples of unacceptable behaviors include: verbal comments related to gender, sex, sexual orientation, disability, physical appearance, body size, race, religion, national origin, inappropriate use of nudity and/or sexual images in public spaces or in presentations, threatening or stalking any attendee, speaker, volunteer, exhibitor, staff member, service provider or other meeting guest.

Any TGWA member, conference participant, sponsor, or staff member who violates this Code during a TGWA sponsored event is subject to penalty, up to and including removal from the program and or the Association. TGWA cannot control behavior or actions that occur outside of TGWA events. However, it reserves the right to respond to actions that violate this code of conduct.

By attending a TGWA event, participants agree to abide by this TGWA Code of Conduct and understand that they may be removed as a participant if they violate any of these rules.

Signature

Date

TERRY LOWE
IMMEDIATE PAST PRESIDENT

WILLIAM MCPIKE
PRESIDENT

JOHN JULIAN
VICE PRESIDENT



**TEXAS WATER CONSERVATION ASSOCIATION AND TEXAS GROUND WATER ASSOCIATION
2023 MANAGEMENT AGREEMENT**

RECITALS

WHEREAS, the Texas Ground Water Association (TGWA or the Association) is a 501(c)(6) nonprofit association for the Texas water well industry; and

WHEREAS, the Texas Water Conservation Association (TWCA) is a 501(c)(4) nonprofit association for the Texas water industry; and

WHEREAS, TWCA has been managing the affairs of TGWA via a management agreement for approximately 40 years; and

WHEREAS, TGWA and TWCA (collectively, the “associations” or the “parties”) agree that the time has come for TWCA and TGWA to be managed separately, and

WHEREAS, TGWA is in the process of hiring its own staff, which will reduce the work done by TWCA pursuant to this 2023 Management Agreement (the “Agreement”); and

WHEREAS, TWCA has agreed to assist with TGWA’s transition to internal staff and help train its employees in 2023;

NOW THEREFORE, the parties are entering into this Agreement to describe and define the future plans of the organizations and the intended roles of the parties.

AGREEMENT

Services. Between January 1 and September 30, 2023, TWCA will wind down its services to TGWA under this Agreement.

- A. During January and February 2023, TWCA will conduct the regular business of the Association, including:
1. Execute and manage the 2023 TGWA Annual Convention, including billing related to same, and oversee the TGWA Annual Membership Meeting and Board Meeting at the event;
 2. Handle the regular business affairs of the Association, including paying of invoices, keeping financial records, setting up new employees, and overseeing administrative matters;
 3. Continue to collect 2023 TGWA member dues, maintain TGWA’s membership database and website, and ensure that the Board and members are informed of TGWA events and updates;
 4. Schedule and plan for continuing education classes, with the help of TGWA staff;
 5. Produce the Fountainhead Newsletter in February 2023; and
 6. Begin training and assigning responsibilities to TGWA staff as appropriate on all matters of the Association.
- B. Beginning in March 2023 through the end of June 2023, TWCA staff will work approximately half time for TGWA, continuing to train TGWA staff and coordinating with same on the tasks of managing the Association. Key roles of TWCA will be scheduling and planning meetings and events, overseeing administrative matters, and ensuring the financials are properly maintained. TGWA staff will be responsible for staffing 2023 continuing education classes and meetings, initiating correspondence with members and the Board, and

developing content for the fourth quarter Fountainhead Newsletter.

- C. From July through September 2023, TWCA staff will wind down its efforts. Tasks will include training TGWA staff as necessary, handing over the administrative affairs of the Association, and ensuring that all TGWA programs and responsibilities are properly maintained.
- D. TWCA will provide TGWA with legislative and policy information and training during the term of this Agreement. TGWA will be responsible for its own lobbying efforts, if any.

Fees. TGWA agrees to pay a management fee pursuant to the schedule below, to be paid monthly beginning January 1, 2023. This fee includes proportionate salaries for TWCA staff working on TGWA functions, the use of TWCA office space and coverage for related building insurance; and the use of TWCA equipment, including printers, computers, and postage machines.

Month	TWCA Fee
January	\$15,500.00
February	\$15,500.00
March	\$7,500.00
April	\$7,500.00
May	\$7,500.00
June	\$7,500.00
July	\$5,000.00
August	\$5,000.00
September	\$5,000.00

At all times under this Agreement, TGWA will pay all costs and expenses related to TGWA activities, including but not limited to:

1. Travel and other expenses of TWCA employees related to TGWA functions;
2. Postage, copies, and a proportionate share of other office supplies necessary to conduct the work of TGWA; and
3. All other TGWA-specific expenses, such as convention, board, and continuing education costs.

Indemnification. TGWA agrees to indemnify and save and hold harmless TWCA, its officers, Directors and employees from and against all claims, demands, causes of action, damages, liabilities and expenses, including attorney fees that have heretofore arisen or may hereafter arise as a result of any undertaking, act or omission, whether negligent or not, which is done or omitted to be done by TWCA, or any of its officers, Directors or employees in connection with the performance of TWCA's responsibilities under this contract; provided, however, this indemnity agreement does not apply to or include any such claims, demands, causes of action, damages, liabilities, expense or attorney fees that may arise through wanton or willful misconduct of TWCA or any of its officers, Directors or employees, except that this indemnity agreement does apply to and protect TWCA and those officers, Directors and employees who are not parties to or do not act in concert or collectively with others who engage in such wanton or willful misconduct. Whenever a claim is made which might come within the terms of this indemnification agreement, TWCA agrees to notify TGWA that a claim has been made against TWCA and further agrees not to compromise or settle any claim that comes within the terms of this agreement without prior notice to TGWA of its intent to settle such a claim and the terms of such proposed settlement.

Term. This Management Agreement shall be in effect for a period of nine (9) months beginning with the first day of January 2023 and shall continue in effect until September 30, 2023 unless canceled by either party by

giving at least sixty (60) days written notice of cancellation or request for a modification of the Agreement. This Agreement is contingent on TGWA hiring an employee to begin in advance of the 2023 TGWA Annual Convention. Should an employee not start by that time and TWCA is required to perform services beyond the scope or time indicated in this Agreement, or should the services described in this Agreement be required to extend beyond September 30, 2023, the Parties agree to negotiate an amendment to this Agreement as necessary regarding such services and appropriate fees.

TEXAS GROUND WATER ASSOCIATION

BY: _____ DATE: _____
William McPike, PRESIDENT

TEXAS WATER CONSERVATION ASSOCIATION

BY: _____ DATE: _____
Walt Sears, PRESIDENT

DRAFT