

**Heritage Alliance
Of Northeast Tennessee and Southwest Virginia**

eMeeting Board of Trustees

January 5, 2024

An eMeeting was called by President Fred Counts on January 5, 2024, at 4:59 PM to approve a recommendation for the new Executive Director.

The search committee recommended that Heritage Alliance contract with Megan Tewell to fill the position of Executive Director.

Starting date will be January 15, 2024, at an annual salary of \$40,000. Salary is based on no more than 8 hours of work per day, 5 days per week, with weekends and other work responsibilities performed as needed. Raises and performance bonuses will be determined on a yearly basis, with a Board-approved performance plan (supervised by the Board President) guiding all future raises and bonuses.

As a committee recommendation, a second is not required.

The motion to hire Megan Tewell as Executive Director was approved by a vote of 8-0 with one abstention.

Terry Countermine

Dana Ensor

Cari Jarman

Charlene Cleveland

Nick Andrews

Meghan Kieta

Hal Hunter

Fred Counts

Abstaining: Jack VanZandt

Absent: Pat Wolfe, Mike Floyd, Mark Edmonds.

Meeting was closed on January 11, 2024, at 8:59 AM.

Respectfully Submitted, Hal Hunter, Secretary