



**NOTICE OF
LUBBOCK ECONOMIC DEVELOPMENT ALLIANCE, INC. ("LEDA")
BOARD OF DIRECTORS REGULAR BOARD MEETING**

WEDNESDAY, SEPTEMBER 24, 2025

LEDA Board Room, McDougal Companies Building, 1500 Broadway, Suite 501, Lubbock, Texas

LEDA Board meetings are available to all persons regardless of disability. If you require special assistance, please contact the LEDA office at 749-4500 or write 1500 Broadway, Suite 600, Lubbock, Texas 79401, at least 48 hours in advance of the meeting.

Note: On occasion the LEDA Board may consider agenda items out of order.

8:30 a.m. - LEDA Board convenes in Open Session and may immediately recess into Executive Session.

1. Executive Session

- a. The Board will hold an executive session in accordance with Texas Government Code Section 551.087 to (1) discuss or deliberate in regard to commercial or financial information that LEDA has received from business prospects seeking to locate, stay or expand, in the Lubbock area, or (2) to deliberate the offer of a financial or other incentive to business prospects described in (1) above. This will include the project and goals update and monthly activity reports from Director of Business Retention and Innovation Carolyn Rowley and Director of Business Recruitment Chris Rankin and reports related to financial, budget, audit, matters related to property and workforce training projects. Others may also participate in this report including, but not limited to, John Osborne, Jana Johnston, Christine Allen, Bailey Armendarez, Sydney Coleman, Natalia Moore, Jorge Quirino, Morgan Finney, Ubong Okpon, Mayor Mark McBrayer, City Manager Mr. Jarrett Atkinson, members of City Council, and Brianna Brown, Director of Business Development with the City of Lubbock.
- b. The Board will continue in executive session in accordance with Texas Government Code Section 551.072 to deliberate the purchase, exchange, lease or value of real property.
- c. The Board will continue in executive session in accordance with Texas Government Code Section 551.071 (1) and 551.07 (2) to discuss legal matters.
- d. The Board will continue in executive session in accordance with Texas Government Code Section 551.074 to deliberate the appointment, employment, goals, compensation, evaluation, reassignment of duties, discipline or dismissal of



employee(s) or to hear a complaint or charge against an employee(s).

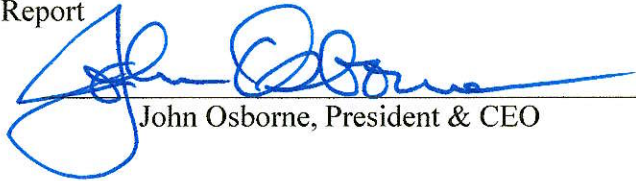
2. Open Session

- a. Minutes
 - i. Consider the approval of the minutes from the August 27, 2025 LEDA Regular Meeting of the Board of Directors.
- b. Financial Report
 - i. Consider approval of the LEDA August 2025 financial report.
- c. Proposed Budget for Fiscal Year 2025-2026
 - i. Consider a resolution approving the proposed LEDA budget for Fiscal Year 2025-2026.
- d. Proposition 4 – Texas Water Fund
 - i. Consider a resolution approving support for Texas Proposition 4 to allocate a portion of state sales tax revenue to the Texas Water Fund.
- e. Workforce Development
 - i. Presentation of project update and monthly activity reports.
- f. Marketing and Communications
 - i. Presentation of project update and monthly activity reports.
- g. Economic Development Projects
 - i. Consider action, if needed, including the adoption of resolutions to offer financial or other incentives to business prospects or other matters considered in Executive Session and ratification of Performance Agreements that have been approved by the Board.
- h. Fiscal Year 2024-2025 Incentive Goals Plan
 - i. Consider a resolution regarding achievement of the Fiscal Year 2024-2025 Goals Plan for the employees of Lubbock Economic Development Alliance.
- i. Salary Compensation for Fiscal Year 2025-2026
 - i. Consider a resolution to approve salary compensation for Fiscal Year 2025-2026.
- j. Fiscal Year 2025-2026 Incentive Goals Plan
 - i. Consider a resolution regarding adoption of the Fiscal Year 2025-2026 Incentive Goals Plan for the employees of Lubbock Economic Development Alliance.



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- k. Covenant Lubbock Adult Market Board Appointment for CEO
 - i. Consider a resolution approving John Osborne, CEO, to join the Board of Directors for Covenant Lubbock Adult Market.
- l. Architectural Review Committee
 - i. Update on recent meetings of the ARC.
- m. CEO Report
 - i. Employment Data – August 2025
- n. Chairman's Report



John Osborne, President & CEO

CERTIFICATE OF POSTING

This is to certify that a true and correct copy of the foregoing Agenda has been posted this 18th OF August, 2025, at 2:45 o'clock PM on the City of Lubbock official Bulletin Board at 1314 Avenue K, as written notice of the date, place, and subjects of the Lubbock Economic Development Alliance.