

**EMPLOYEE WELL-BEING & ENGAGEMENT COMMITTEE  
MEETING MINUTES  
TUESDAY, APRIL 14, 2026  
SECOND TUESDAY OF THE MONTH FROM 2:00 TO 3:00 P.M.**

<input checked="" type="checkbox"/> Sandra Bauman, Dean/CEO (Chair)	<input checked="" type="checkbox"/> Abby Rausch, Director of Marketing
<input type="checkbox"/> Kim Caldwell, Academic Coach & Tutor Coord.	<input checked="" type="checkbox"/> Cari Schwen, Exec. Director of Fiscal Services
<input checked="" type="checkbox"/> Rick Henry, Life Science Instructor	<input checked="" type="checkbox"/> Christy Stergar, CEC Program Manager
<input checked="" type="checkbox"/> Keri Jaynes, Math & Physics Instructor	<input checked="" type="checkbox"/> Anna Thennis, TRIO, MT 10 Program Director
<input checked="" type="checkbox"/> Amy Kong, Director of eLearning/Fac. Dev	<input checked="" type="checkbox"/> Mary Twardos, Human Resources Generalist, Recorder
<input checked="" type="checkbox"/> Courtney Radke, Nursing Instructor	<input checked="" type="checkbox"/> Joyce Walborn, Math Instructor

**Mission and Purpose:**

*The Employee Well-being and Engagement Committee is dedicated to fostering an inclusive and supportive environment where every employee feels valued, recognized, and invited to participate fully in the life of our organization. Our mission is to celebrate the contributions of our workforce, promote opportunities for social connection and community building, and provide intentional support for new employees.*

*We are committed to creating a workplace that encourages work-life balance through initiatives such as celebrations, volunteer opportunities, family-friendly activities, and the promotion of restorative breaks and physical movement. We prioritize the mental and physical well-being of our employees by offering access to wellness resources, professional development, and staff events through the Montana University system.*

*Our goal is to build a cohesive campus community by providing opportunities for team building through social activities and offering a robust support network for all employees. Through these efforts, we aim to cultivate a thriving and engaged workforce committed to the success and well-being of each individual and the organization as a whole.*

**Mastermind Discussion:**

**Agenda:**

- **Approve January Minutes:** review minutes and make edits if needed. They will be posted to the EWE webpage usually two days after the meeting.

**Workgroup report Wellness:** *Committee consists of the following members: Keri Jaynes, Amy Kong, Courtney Radke, Cari Schwen, Christy Stergar and Joyce Walborn/chair*

- 7 participants last week in Yoga Class
- Hiring Paperwork for two Yoga instructors Keri Jaynes & Virginia Reeves done 3/10/2026, payout in BW10.

**Workgroup report Engagement:** *Committee consists of the following members: Kim Caldwell, Rick Henry, Anna Thennis and Abby Rausch/chair*

- March Madness had good participation, about 7-8 from each campus. Next year hope participation will double. Maybe a bragging certificate or some cool swag. No plaque.
- Employee Appreciation Celebration
  - Holter Happy Hour, May 28<sup>th</sup>. then to Grandstreet Show/Guys and Dolls Jr.
  - 50 tickets available for the GrandStreet Show. Tickets for employee +one. Family Friendly event kids okay.
  - May be able to get more tickets if needed.
  - In the 4/13 MMM, only 5 responses.
  - Will HC Main Team this afternoon.

- Sandy suggested maybe testimonials from past attendees may encourage others to attend.
- Abby will gage attendance.
- Can open to Foundation members & Advisory Board
- 2025 did offer to students, did not get any bites
- Future alternate one-year Grandstreet next year Holter.

**New Business: Sandy**

- **Melanie Heinitz Employee Excellence Award**
  - Anna in charge of
  - Rick will present the award to the winner at the State of the College
  
- **Longevity Awards**
  - Mary in charge of
  - 6 recipients in 2026. All information can be found in the [Employee drive < Employee Wellbeing file < Employee Longevity Awards file < 2026 Longevity file](#). A current balance of 15 glasses, so after 2026 there will be a balance of 8, this balance sheet is also in the Employee drive same location as noted above.
  - Rick will present the award to the winner at the State of the College
  
- **SponCon 2<sup>nd</sup> annual *upcycling building competition and fundraiser hosted by the Rotary Club of Helena and Helena Area Habitat for Humanity***
  - Next event is May 16, 2026
  - Rick has a team
  - Sandy can fund the application fee
  - Rick or Veronica to advertise to campus HC Main Team for additional participants
  - There is a deadline to submit an application
  - 2025 HC Tent & Banner up
  - Traveling Trophy
  
- **State of the College**
  - Sandy will talk about 26 great things that happened this year in 2026
  - Rick to remind all Wellbeing & Engagement list that went out in December 2025

**Adjourned: 2:31 pm**