

Bella Vista Lutheran Church

Board of Directors Meeting Minutes		
August 9, 2009	2:00 pm	Pastor Hass' Office
Called by	Bob Svehla, Chairman	
Type of meeting	Scheduled Board Meeting	
Facilitator	Bob Svehla, Chairman	
Note taker	Norm Roesener	
Attendees	R. Benson, M. Bernthal, J. Hughes, N. Roesener, R. Svehla, Pastor Hass	

Call to Order / Opening Prayer / Devotion		
10 Minutes	Bob Svehla / Pastor Hass	
Discussion	Bob called the meeting to order. Pastor read from a book entitled <i>Leadership Prayers</i> .	
Conclusions	The verse and prayer was about God's love for us. God knows us completely and yet He still loves us unconditionally.	
Action Items	Responsibility	Deadline
Outreach	All	

Approval of July 19, 2009 Meeting Minutes		
5 Minutes	Bob Svehla	
Discussion	Bob had several changes to correct typos.	
Conclusions	The minutes were unanimously approved as amended.	
Action Items	Responsibility	Deadline
Re-issue to Board and update web site with these minutes	Norm Roesener	8/09/09

Discuss Performance Evaluation/Compensation Proposals		
45 Minutes	Ad Hoc Committee	
Discussion	We reviewed the latest changes to the proposed Performance Evaluation document. We reviewed the Senior Pastor Evaluation Protocol and the Evaluation Increase / Incentive Protocol.	
Conclusions	We made the final changes to the Performance Evaluation document. We approved the Senior Pastor Evaluation Protocol. We made some changes to the Evaluation Increase / Incentive Protocol.	
Action Items	Responsibility	Deadline
Update the changes and issue to the Board Members	Committee	8/10/09

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Discuss Board of Director's Covenant of Conduct		
10 Minutes	Bob Svehla	
Discussion	We reviewed the latest update of the Board of Director's Covenant of Conduct Document.	
Conclusions	We unanimously approved the updated document.	
Action Items	Responsibility	Deadline
Send electronic copy to Linda for publication	Norm Roesener	8/09/09
Post this document on the web site	Norm Roesener	8/09/09

Discuss Election Procedure for Board Members		
10 Minutes	Bob Svehla	
Discussion	We reviewed the revisions to the Election of the Board of Directors procedure. Pastor will announce / explain to the Congregation on Sunday, August 16th the documents they have received and the corresponding timetable leading to the election at the Congregational Meeting on October 25 th .	
Conclusions	Distribute Election of Board of Directors and Covenant of Conduct documents (8/16); Close of Nominations (9/12); Candidates Training Meeting (10/3); Certify Candidates & BOD Meeting (10/4); Consecration Sunday (10/18); Congregational Meeting (10/25);	
Action Items	Responsibility	Deadline
See dates listed in the Conclusions section above	ALL	Various
Send electronic copy to Norm and to Linda for publication	Bob Svehla	8/09/09

Discuss Ministry Plan		
10 minutes	Pastor Hass	
Discussion	Pastor reviewed his updated proposed Ministry Plan Overview document. Pastor said he is still refining it with his staff. It addresses "What we have to do" and "How we are getting there" for the balance of 2009, 2010 and 2011.	
Conclusions	The Board is convinced this document will help the Congregation better understand the direction of the church and its goals.	
Action Items	Responsibility	Deadline
Revise Ministry Plan Overview document	Pastor Hass	9/14/09

Discuss Church Debt Philosophy		
10 Minutes	Bob Svehla	
Discussion	Pastor said that he is adverse to debt. He does not see any reason to be paying 4-5% interest on borrowed money while we have a large amount of unrestricted funds earning only 1% interest. Pastor also shared the proposed format to be used for the 2010 Budget Presentation on October 25 th .	
Conclusions	Everyone agreed it does not make sense to be paying a higher interest rate on mortgages when we have large cash reserves earning far less interest. Everyone felt the new format (while different) will be easier for everyone to understand.	
Action Items	Responsibility	Deadline
Pastor and Walt to prepare a Debt Reduction Proposal	Pastor Hass	9/14/09

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Set Date for Next Meeting		
10 Minutes	All Board Members	
Discussion	Bob stated because we have so much to accomplish prior to the Congregational Meeting on October 25 th , the Board needs to meet more often.	
Conclusions	The next three (3) meetings will be Sunday, August 23, 2009 at 2:00 p.m., Monday, September 14, 2009 at 7:00 p.m. and Sunday, October 4, 2009 at 2:00 p.m.	
Action Items	Responsibility	Deadline
See dates listed in the Conclusions section above	ALL	Various

Open Discussion – Proposal for New Sanctuary Sound System		
10 Minutes	Pastor Hass	
Discussion	Pastor said we finally have an “apples to apples” comparison on the new Sanctuary Sound System RFP’s. The low bid and preferred vendor quoted \$32,000.	
Conclusions	Since this amount has not been approved by the Congregation, a Special Congregational Meeting will need to be held to decide on whether to make this expenditure and the source of funds.	
Action Items	Responsibility	Deadline
Pastor to prepare the New Sanctuary Sound System Proposal	Pastor Hass	8/16/09

Open Discussion – Special Congregational Meeting		
10 Minutes	Pastor Hass	
Discussion	The Board of Directors recommends we should go ahead with the new Sanctuary Sound System. Since the funding has not been previously approved, a proposal to and a vote by the Congregation is required.	
Conclusions	Ramona Benson made a motion to hold a Special Congregational Meeting for the purpose of approving the funds to purchase and install a new Sanctuary Sound System. John Hughes provided the second. The motion was unanimously approved. Meeting to be scheduled for August 30 th .	
Action Items	Responsibility	Deadline
Announce Special Congregational Meeting	Pastor Hass	8/16 & 8/23
Prepare Handout with Current Financial Status and Proposal	Pastor Hass	8/23/09

Closing Prayer		
5 Minutes	Norm Roesener	
Discussion		
Conclusions	Norm gave the closing prayer.	
Action Items	Responsibility	Deadline
Closing Prayer for next meeting	Jennifer Niederklein	8/23/09

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Adjournment		
1 Minute	Bob Svehla	
Discussion		
Conclusions	The meeting was adjourned at 5:55 PM.	
Action Items	Responsibility	Deadline
N/A		

MEETING SCHEDULE:

SUNDAY, AUGUST 23, 2009 @ 2:00 PM
MONDAY, SEPTEMBER 14, 2009 @ 7:00 PM
SUNDAY, OCTOBER 4, 2009 @ 2:00 PM