

# Bella Vista Lutheran Church

Board of Directors Meeting Minutes		Amended (10/4/09)
<b>September 14, 2009</b>	<b>7:00 pm</b>	<b>Pastor Hass' Office</b>
<b>Called by</b>	Bob Svehla, Chairman	
<b>Type of meeting</b>	Scheduled Board Meeting	
<b>Facilitator</b>	Bob Svehla, Chairman	
<b>Note taker</b>	Norm Roesener	
<b>Attendees</b>	M. Bernthal, J. Hughes, J. Niederklein, N. Roesener, R. Svehla, Pastor Hass	

Call to Order / Opening Prayer / Devotion		
<b>10 Minutes</b>	<b>Bob Svehla / Pastor Hass</b>	
<b>Discussion</b>	Bob called the meeting to order. Pastor read Ephesians 4:11-13. These verses address equipping God's people to do His work so that the body of Christ may be built up until we all reach unity in the faith and in the knowledge of the Son of God.	
<b>Conclusions</b>	How do we indentify leaders and how do we nurture them? We need to pray that He will make the potential leaders known or obvious to us. Pastor then lead us in prayer.	
<b>Action Items</b>	<b>Responsibility</b>	<b>Deadline</b>
<b>Outreach</b>	<b>All</b>	

Approval of August 23, 2009 Meeting Minutes		
<b>5 Minutes</b>	<b>Bob Svehla</b>	
<b>Discussion</b>	Bob suggested some changes with regard to the required timing for having a Board Vacancy Proposal in place.	
<b>Conclusions</b>	The minutes were unanimously approved as amended.	
<b>Action Items</b>	<b>Responsibility</b>	<b>Deadline</b>
<b>Issue to BOD Members updated minutes and put on web site</b>	<b>Norm Roesener</b>	<b>9/16/09</b>

Approval of August 30, 2009 Special Congregational Meeting Minutes		
<b>5 Minutes</b>	<b>Bob Svehla</b>	
<b>Discussion</b>	There were no suggested changes.	
<b>Conclusions</b>	The minutes were unanimously approved as submitted.	
<b>Action Items</b>	<b>Responsibility</b>	<b>Deadline</b>
<b>Minutes will be put on web site</b>	<b>Norm Roesener</b>	<b>9/16/09</b>

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Discuss Ministry Plan		
<b>20 minutes</b>	<b>Pastor Hass</b>	
<b>Discussion</b>	Pastor said he will finalize the Ministry Plan after his Staff Meeting on 9/16. The staff has identified 51 members (leaders) currently engaged in discipleship. This will be the 2009 Base on which the 2010 goal will be set.	
<b>Conclusions</b>	The Ministry Plan document to be issued to the Congregation is coming together nicely. Jennifer offered some formatting suggestions and Pastor said he would be working with Deb Roesener to put it in its final format for presentation to the congregation.	
<b>Action Items</b>		<b>Responsibility</b>
<b>Complete Ministry Plan</b>		<b>Pastor Hass</b>
<b>Publish to the Congregation</b>		<b>TBD</b>

Preliminary Look at 2010 Budget		
<b>15 minutes</b>	<b>Pastor Hass</b>	
<b>Discussion</b>	Pastor showed the Board a Preliminary 2010 Budget. This version showed a faster payback of our outstanding loans which would necessitate the use of Money Market funds.	
<b>Conclusions</b>	The Board suggested that a "balanced" budget be prepared for distribution on Sunday, October 11, 2009. Then based on the results of Consecration Sunday, October 18, 2009 a revised "balanced" budget could be presented showing the faster payback of our outstanding loans.	
<b>Action Items</b>		<b>Responsibility</b>
<b>Complete a "Balanced" Budget</b>		<b>Pastor Hass &amp; Walt Heyne</b>
<b>Complete a Revised "Balanced" Budget</b>		<b>Pastor Hass &amp; Walt Heyne</b>

Discuss Leadership Development Plan		
<b>15 minutes</b>	<b>Pastor Hass</b>	
<b>Discussion</b>	Pastor said he will use " <i>Developing the Leaders Around You</i> " by John Maxwell for his Leadership Development Plan curriculum.	
<b>Conclusions</b>	Pastor has used this curriculum in the past to develop new leaders in business and at St. Paul's in Enid, OK.	
<b>Action Items</b>		<b>Responsibility</b>
<b>Complete Leadership Development Plan</b>		<b>Pastor Hass</b>

Discuss Performance Evaluation Methodology		
<b>30 Minutes</b>	<b>Bob Svehla</b>	
<b>Discussion</b>	We reviewed the Performance Evaluation Form, the Evaluation Protocol, the Compensation and Incentive document and the Proposed Evaluation Schedule.	
<b>Conclusions</b>	The Performance Evaluation Form and the Proposed Evaluation Schedule were approved. Bob will make revisions to the Evaluation Protocol and the Compensation and Incentive documents.	
<b>Action Items</b>		<b>Responsibility</b>
<b>Evaluation Protocol &amp; Compensation and Incentive Documents</b>		<b>Bob Svehla</b>

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Set Future Meeting Dates		
<b>10 Minutes</b>	<b>All Board Members</b>	
<b>Discussion</b>	Bob reminded the group we still have much to accomplish prior to the Congregational meeting on October 25, 2009.	
<b>Conclusions</b>	The next two (2) meetings will be Sunday, October 4, 2009 at 2:00 p.m. and Wednesday, October 7, 2009 at 7:00 p.m.	
<b>Action Items</b>	<b>Responsibility</b>	<b>Deadline</b>
<b>See dates listed in the Conclusions section above</b>	<b>ALL</b>	<b>Various</b>

Open Discussion – Candidate Questionnaire		
<b>10 Minutes</b>	<b>Pastor Hass</b>	
<b>Discussion</b>	Pastor reviewed the Candidate Questionnaire that he will use when reviewing the requirements of the nominated candidates for Board of Directors.	
<b>Conclusions</b>	One additional question regarding the ability to serve as an “alternate” Board Member in case of a vacancy will need to be added.	
<b>Action Items</b>	<b>Responsibility</b>	<b>Deadline</b>
<b>Finalize Candidate Questionnaire</b>	<b>Pastor Hass</b>	<b>9/15/09</b>

Closing Prayer		
<b>5 Minutes</b>	<b>Bob Svehla</b>	
<b>Discussion</b>		
<b>Conclusions</b>	Bob gave the closing prayer.	
<b>Action Items</b>	<b>Responsibility</b>	<b>Deadline</b>
<b>Closing Prayer for next meeting</b>	<b>Jennifer Niederklein</b>	<b>10/04/09</b>

Adjournment		
<b>1 Minute</b>	<b>Bob Svehla</b>	
<b>Discussion</b>		
<b>Conclusions</b>	The meeting was adjourned at 8:55 PM.	
<b>Action Items</b>	<b>Responsibility</b>	<b>Deadline</b>
<b>N/A</b>		

# **Bella Vista Lutheran Church**

## **MEETING SCHEDULE:**

**SUNDAY, OCTOBER 4, 2009 @ 2:00 PM**

**WEDNESDAY, OCTOBER 7, 2009 @ 7:00 PM**