

**EAST CENTRAL COLLEGE  
BOARD OF TRUSTEES WORKSHOP**

**Thursday, March 28, 2019**

**CALL TO ORDER:** The Board of Trustees Workshop was called to order at 5:06 p.m. by Board President Ann Hartley. Other Board members present for the meeting were Joseph Stroetker, Prudence Fink Johnson, Cookie Hays and Audrey Freitag. Also present were President of the College Jon Bauer; Interim Vice President of Academic Affairs Robyn Walter; Vice President of External Relations Joel Doepker; Vice President of Finance and Administration Phil Pena; Director of Human Resources Wendy Hartmann; Strategic Planning Committee Tri-Chairs Michelle Smith, Megan Elbert and Wendy Pecka; and Executive Assistant to the President Bonnie Gardner.

**RECOGNITION OF GUESTS:** Dr. Bauer recognized Amanda Postma from the *Missourian* and Kevin David from CampusWorks.

**STRATEGIC PLANNING – MISSION REVIEW/VISION DEVELOPMENT:** Kevin David from CampusWorks welcomed the group and noted that the scan teams from the Strategic Planning Committee presented their findings on topics from the Future Summit earlier in the day and will be spending three hours drafting initial strategy statements on March 29.

Dr. David shared the draft values statements indicating these need to be owned by the employees. The values represent how the employees want to work together and the culture they want to work in; they are also viewed as aspirational. The values were arrived at following a survey of the entire college that produced information which was synthesized by CampusWorks into values that rose to the top. All employees were invited to participate in a Values Workshop where this information was shared and the breakout groups developed a smaller list of ten to twelve values. The committee was then asked for further analyze these values via a survey where each committee member selected his/her top six values. The results of that survey were reviewed by the tri-chairs who recommended six values. The entire committee then drafted the following values statements which will be recommended to the campus and Board for adoption:

- **Integrity** – We build trust through open and honest communication, transparent decision making, and following through on our commitments.
- **Diversity** – We value and respect all people and perspectives, ensuring all voices are heard and fostering an inclusive community that embraces our differences as essential for success.
- **Learning** – We energize our community through continuous personal and intellectual growth, curiosity, innovation, and adaptation.
- **Service** – We strengthen our region through our unwavering commitment to student success, supporting each other, and responsible citizenship.
- **Empowerment** – We equip our students and employees with the resources and tools needed to be self-reliant and courageous leaders in a changing world.
- **Collaboration** – We work with, not around, each other and rely on teamwork to accomplish our common goals.

Dr. David reminded the group that the College's mission is the reason for being; the vision is what the College wants to do (an aspirational statement). He then provided the potential mission statements drafted at the last workshop with an alternative wording provided later by Ms. Hays.

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- Enriching lives and communities through education
- Empowering our students and enriching our community through life-changing education  
Alternative: Empowering our students and enriching the communities we serve through life changing education
- Building exceptional lives through engagement, enrichment and empowerment

These were shared with the Strategic Planning Committee, with the following feedback:

- 1) The words life changing, empowerment and community were viewed favorably.
- 2) Education should be added to the last statement if it is selected.
- 3) The word quality in relation to education should be included.

Those present worked in subgroups to refine the statements and provided the following options that will be shared with the campus at the end of April in a survey requesting feedback on the mission, vision, values and strategies:

- Empowering our students and enriching the communities we serve through life-changing education.
- Enriching lives through education.

Dr. David reminded the group that, ultimately, the Board will select the mission statement. He then moved on to activities to develop a vision statement. The vision defines the long-term goal of the organization and provides a clear and specific aspiration. It should be different from the college's current position; future-oriented and ambitious; aspirational, inspirational, and/or motivational; clear and concise; drive action; and serve as a filter for all other decisions.

The subgroups developed the following vision statements for discussion:

- ECC will reach every life, improve every community.
- ECC is a dynamic, innovative college of choice in a thriving community.
- Lead our region to economic success through education.

Following discussion, it was agreed that the vision statement to be shared with employees for feedback is:

- Reaching every life, improving every community

### **ADJOURNMENT:**

**Motion:** To **adjourn** the March 28, 2019 public Board of Trustees workshop at 7:07 p.m.

*Motion by Audrey Freitag; Seconded by Cookie Hays; carried unanimously.*

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President, Board of Trustees

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Secretary, Board of Trustees