

# VisionTrust International, Inc.

Board Minutes from August 18, 2017

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**Attendance: Members: Matthew Storer, Jeff Behan, Ernest Taylor, Steve Smith, Betsy Mabry, Linda Strohmeyer, Karin Daun.**

**Absent: Daniel Rodriguez, Chaiyun Ukosakul, Manuel Haro**

**Staff presenter: Jim Ross**

Meeting Location: VisionTrust Office, 3710 Sinton Rd STE 100, Colorado Springs and GoToMeeting  
**9:00 AM to 1:00 PM**

- 1) Behan opened meeting and introduced Jeff Davis, Operations Coor and Don Lampe, VP Mktg & Dev.
- 2) Prayer & Word – Mabry led prayer and Behan led discussion on Proverbs 12:25b and Eph. 4:15.
- 3) Approve March 10, 2016 Minutes – Smith motioned to approve. Daun seconded. Approved.
- 4) Accept Jeff Woda’s resignation from the Board 1-1-17. Smith motioned to approve. Strohmeyer seconded. Approved.
- 5) CEO Mid-Year Report – Storer
  - a) People and Culture – Best Christian Workplace mid-year check point shows a 2% improvement over 2016.
  - b) Children and Programs – On track for 79% of goal of 80% in completing 4 of the 5 top priorities for each country.
  - c) Financial Sustainability – On track with 46% of goal for general funds raised. Expenses are on track as well.
  - d) Partner Experience – 58% is 2016 donor retention score. Staff will attempt to calculate a check point retention score in September.
  - e) Jim Ross shared an ICD Report – Jim explained how ICD has aligned focus on quality improvements through rubrics, country plans, country monthly reports, using the “4 of 5 top priorities” focus. Jim also explained status of building child development measures of impact. Status is that this project is in Phase 2 of three phases, it is on track for completion.
  - f) Betsy Mabry shared a Spiritual Discipleship Report – Betsy shared 2017 statistics, highlighting 730 new believers this year with 600 Bibles delivered.
- 6) Staffing – Behan/Smith
  - a) Ernie Taylor – Ernie’s retirement is now deferred and a new part-time employment agreement is being drafted. Smith will send out final agreement to the board and a e-vote will be conducted by the Board.
  - b) Matt Storer, CEO –
    - i) Approve CEO/Board Operating Agreements. Smith motioned to approve. Taylor seconded. Approved.
    - ii) Approve CEO Compensation. Smith motioned to approve a 3% cost of living increase on Storer’s total salary retroactive to January 2017. Strohmeyer seconded. Approved. David Kuritar will complete a compensation benchmark of like organizations and present findings to Behan and Storer.
    - iii) Report on CEO 360 Feedback – Storer/Behan shared that Storer received a 4.2 out of 5 rating. Storer is taking action to improve a couple of the weaker areas and will include objectives in his annual performance plan for 2018.
- 7) Board Document Storage – Mabry and Strohmeyer work with Kuritar on creating a process for keeping and storing Board documents. Storer requested Kuritar to create a list of the most requested documents desired by auditors.

- 8) Board Committee Reports –
- a) Executive Committee
    - i) Committee will rework charter and have ready for next board meeting.
    - ii) CEO has been invited to participate (without voting privileges) in Executive Committee Meetings.
    - iii) Behan requested an ad hoc committee be formed to update the VisionTrust’s bylaws before November. Bylaws Ad Hoc Committee includes Executive Committee members, Storer, Taylor and Strohmeyer.
  - b) Governance Committee
    - i) Strohmeyer lead discussion on searching for new Board members, focusing on competencies where the Board may be weak. Financial and fundraising expertise are priorities with legal skills being secondary. Committee is seeking candidate suggestion from all Board members.
    - ii) Manuel Haro requested a six month leave of absence. Taylor made a motion to accept the leave of absence. Smith seconded. Approved.
    - iii) CEO emergency succession planning is now in the early stages. Storer is reviewing an emergency succession planning provided by the Governance Committee and will begin drafting this fall a plan as time permits.
  - c) Strategic Planning Committee
    - i) Approve new charter dated 7-25-17. Smith motioned to approve. Strohmeyer seconded. Approved.
  - d) Development Committee
    - i) Approve new charter dated 8-17-17. Smith motioned to approve. Strohmeyer seconded. Approved.
    - ii) Committee shared the following 2017 plan:
      - (1) Challenge the board to own a fundraising goal for a specific project. Board agreed to raise \$25,200 to support 2 villages in India for one year.
      - (2) Attend and drive attendance to regional meetings near them. Four regional fundraisers are confirmed: Indianapolis, Colorado Springs, Columbus and Houston.
    - iii) Prepare now for President’s Weekend 2018, Oct 11-14 at Broadmoor, Colo Sprgs.
  - e) Finance Committee
    - i) No charter created at this point.
    - ii) Mid-year Financial Report was provided and reviewed.
    - iii) 2016 Audit was emailed to the Board during the meeting. Behan will conduct a Board e-vote to review and accept the audit.
    - iv) Approve Behan as Treasurer in Haro’s absence. Smith made the motion. Strohmeyer seconded. Approved.
- 9) Other Business –
- a) Update mission statement. In general, the Board agreed on the new wording, but agreed that the punctuation needs to be improved. Storer will improve punctuation and send final version to Board, making a motion to approve via an e-vote.
- 10) Behan closed meeting in prayer.

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Betsy Mabry

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Date