

**MEETING OF THE BOARD OF TRUSTEES  
HEARTLAND COMMUNITY COLLEGE  
Community Commons Building, Room 2012  
1500 W. RAAB RD., NORMAL, IL 61761  
AUGUST 15, 2023  
5:00 PM – BOARD WORKSHOP & DINNER**

**MINUTES**

Members Present: Becky Ropp, Janet Hood, Mary Campbell, Josh Crockett, Cecelia Long, Tom Whitt, Andria Merkle

Members Absent: Jeff Flessner

Others Present: Keith Cornille, Nora Dukowitz

Chair Becky Ropp called the meeting to order at 5:16 pm. Roll call was taken. There was no public comment.

This meeting served as a continued discussion of Board end statements from the Board's recent retreat. Ropp reviewed a draft document she created with possible end statements. Trustee Crockett put together a similar document that was also reviewed. Some examples were taken from other institutions or previous Board discussions. Discussion ensued.

There was conversation about how goals are intended to support end statements and create a pathway for the next 5-10 years for the College's future.

Trustee Campbell inquired as to who is the audience for the end statements and supporting goals. Ropp stated her intention for the Board was to provide the Board's end statements and goals to the President as drivers for the strategic plan. The audience really is the whole community; however, Ropp stated, what the Board determines will provide very valuable guidance to the College's leadership.

Discussion ensued regarding an overarching statement(s), goals, and metrics and how they build upon each other and how specific the Board should get.

Trustee Cecelia Long stated that the work of the Board should provide guidance but not micromanage the College's leadership. Others generally agreed.

Ropp asked the Board to start with the most general level statement(s) and work from there. It was clarified that whatever the Board comes up with can be amended, though time is needed to see if results come to fruition or if new direction is needed. The statements should be broad enough to stand the test of time to a certain degree.

Trustee Janet Hood said the Board needs to be working on budget as part of the end statement/goal setting process. Achieving the goals the Board might want to achieve will take proper funding.

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Trustee Long said Heartland should be a model for community leadership and wants the College to hold its partners to a certain standard. For example, companies that get tax abatements should pay their employees fairly. Trustee Hood would like to have additional discussion on this topic.

The end statements conversation will continue. Other board dinners are scheduled for this topic, the next being in January of 2024.

A motion to adjourn was made by Trustee Andria Merkle and seconded by Trustee Campbell. The motion pass unanimously and the meeting adjourned at approximately 5:55 pm.

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Becky Ropp, Chair

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Josh Crockett, Secretary