

# BCFPD Meeting Minutes – 01-12-2015

BCFPD Organizational Management meeting		
1.12.2015	1:00pm	Willow Creek Community Church
Meeting called by	Lew Bender, PhD – Management Consultant	
Type of meeting	Meeting to discuss dynamics of the BCFPD leadership team	
Facilitator	Lew Bender	
Note taker	Paul Struck	
Timekeeper	N/A	
Attendees	Dr. Tom Long, Tom Rowan, Marvin Hill, Paul Heinze, Paul Struck, Lew Bender	
<b>Purpose/Agenda: Discuss/review current organizational dynamics of the BCFPD Board of Trustees and leadership team</b>		
	Lew Bender	
Discussion	<p>Mr. Bender facilitated a discussion with the BCFPD Board of Trustees (BoT) to continue discussing and reviewing the current issues of the District.</p> <p>We re-drew the current organizational hierarchy of the District, including BoT, Chief, Finance Director and Deputy Chief, explaining the DC is not an employee of PSI (and not the District).</p> <p>Lew re-iterated the current organization structure has inherent flaws because it creates a situation where the DC can go directly to PSI with District issues and not the Chief. Regardless of who is in the role will not resolve this issue.</p> <p>He also went on to explain there needs to be collaboration between the Finance Director and Fire Chief. Without this, there is little chance things would improve within the District and amongst the Leadership Team.</p> <p>The Trustees agreed to continue working on speaking with One Voice on any/all matters related to the District.</p> <p>There was agreement to include the Chief, Finance Director and DC in the next session so that Lew could gain more insight into the other Leadership Team members.</p>	
The meeting concluded and there was discussion about scheduling additional meeting with Lew Bender for another similar session to track status and discuss progress.		
Conclusions	Full agreement from all attendees to continue working together as a leadership team, remove barriers of communication and opaqueness and strive to improve as an organizational unit.	
Action Items	Person Responsible	Deadline
Need to plan next meeting	Lew Bender, All	TBD