

MINUTES OF DIRECTORS  
STRATEGIC PLANNING WORK SESSION

LANE TRANSIT DISTRICT

SPECIAL MEETING

Friday, November 30, 2007

Pursuant to notice given to *The Register-Guard* for publication on November 26, 2007, and distributed to persons on the mailing list of the District, the Board of Directors of the Lane Transit District held a strategic planning work session on Friday, November 30, 2007, in a meeting room at PacificSource, 110 International Way, Springfield.

Present:

Board

Debbie Davis, Treasurer  
Mike Dubick  
Greg Evans  
Mike Eyster, Vice President  
Gerry Gaydos, President, presiding  
Dean Kortge, Secretary

Staff

Mary Adams, Director of Human Resources and Risk Management  
Diane Hellekson, Director of Finance & Information Technology  
Mark Johnson, Director of Transit Operations  
Mark Pangborn, General Manager  
Steve Parrott, IT Manager  
Tom Schwetz, Director of Development Services  
Jo Sullivan, Administrative Services Manager/Clerk of the Board (Recording Secretary)  
George Trauger, Director of Maintenance  
Stefano Viggiano, Assistant General Manager  
Andy Vobora, Service Planning & Marketing Manager

Absent:

(one vacant position, Subdistrict 4)

Charlie Simmons, Facilities Services Manager

**CALL TO ORDER:** The meeting was called to order by Board President Gerry Gaydos at 8:30 a.m. on Friday, November 30. During the course of the day, the Board and staff discussed the following topics and their strategic impact on the District.

**VISION FOR THE FUTURE:** John Morgan of the Morgan CPS Group led the Board through a visioning exercise. A proposed vision for LTD had been developed based on interviews with community leaders, Board members, and management staff. The Board discussed the importance of community values and outside influences (such as fuel price, fuel availability, and climate change) in the development of the District Vision. The Vision that was developed will drive strategic planning for LTD and will be incorporated into the next update of the Strategic Plan

**STRATEGIC PLAN/BRAND PLAN:** The Board discussed a document, tentatively titled *The LTD Way*, which combines the District's Strategic Plan with the LTD Brand Plan and the HR Plan, *Looking to the Future*. The Board reviewed the current LTD Vision Statement, Mission Statement, and 10 Valued Competencies. Some minor changes were suggested to those items. The Board

agreed with the concept of a combined plan and asked that a draft plan be brought to the Board for approval in early 2008.

**LONG-RANGE FINANCIAL PLAN:** The Board reviewed and discussed three different long-range (8-year) scenarios for revenues and expenditures. The three scenarios had varying assumptions regarding the cost for fuel and growth of the LTD payroll tax. Under any realistic scenario, the impact of increased fuel prices and a softening economy point toward some financial challenges during the next eight years.

**SUCCESSION PLANNING:** Over the next several years, expiring Board member terms and retirements are expected to create turnover in Board leadership and in upper management. The Board discussed some Board member recruitment strategies and training for Board members that can help ease the Board leadership transition. The discussion of turnover of senior management will be discussed at a subsequent Board work session.

**FUNDING ISSUES:** This agenda item, which involved discussion of federal United Front requests, preparation for the reauthorization of the Federal Transportation Bill, and State Legislative requests for 2009, was postponed to a future Board meeting.

**ADJOURNMENT:** After a brief review of the day, the work session was adjourned at 4:45 p.m.

  
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Board Secretary

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