

**Agenda for the Board of Commissioners  
Multnomah County, Oregon  
Multnomah Building, Room 315  
501 SE Hawthorne Ave. Portland, Oregon  
Wednesday, April 6, 2011 @ 10:30 am**

**SPECIAL MEETING BOARD RETREAT**

**Special Meeting Retreat on Mission, Vision, Values, and Goals Statements.  
Presenter: Alanna Hein, Facilitator & Principal, Hein Consulting Group (90  
min)**

Attendees: Chair Jeff Cogen, Vice-Chair Kafoury, Commissioners Loretta Smith, Judy Shiprack & Diane McKeel

Facilitators: Alanna Hein and Molly Rodriguez Keating

Staff:

- Joanne Fuller, Interim COO
- Sherry Swackhammer, CIO
- Marissa Madrigal, Chief of Staff - Chair
- Beckie Lee, Chief of Staff – District 1
- Christopher Warren, Chief of Staff – District 2
- Matthew Lashua, Chief of Staff, District 3
- Corie Wiren, Chief of Staff, District 4
- Lillian Shirley, Director, Health Dept.
- Mindy Harris, Interim Director, County Management
- Kathy Tinkle, Interim Director, County Human Services
- Julie Neburka, Principal Budget Analyst

Chair Cogen called the special meeting to order at 10:35 am, welcomed everyone for participating. The Board Clerk confirmed that today's retreat was being digitally recorded and public notice had been given of the meeting.

Ms. Hein stated that she would assist the Commissioners in defining a Mission, Vision and Values statement to provide an overarching framework for decisions that impact Multnomah County government and the community. She said the discussion will focus on the shared and diverse values they have for leadership, to be followed by discussion of the core mission and vision for the County.

Ms. Hein discussed why having a Vision, Mission, and Values are important and can provide clear direction and actionable vision and accountability. She said they define fundamental direction, common purpose and shared beliefs and lead to teamwork and collaboration. She compared values of the Board of Commissioners to those of the Directors.

She discussed shared criteria and reviewed Chartpad #1 which included:

- Common understanding
- Informs how we work together
- Capturing the essence
- Clear Direction
- Informs Leadership
- Clear Picture
- Needs consistency over time
- Neutral expressions of principles
- Need for tough decisions

The Board heard and read the lyrics of a rap song by Lupe Fiasco about vision. They reviewed sample mission statements from other counties in Oregon and discussed what they believed most important in a mission statement. Ms. Hein reviewed the values based on previous conversations with each Commissioner, and with the Directors. Ultimately, social justice was held the strongest board value, while integrity was held the strongest by the departments. They reviewed Mission Statements and prioritized their importance and significance as it applies to Multnomah County and the Board of Commissioners.

Chartpad #2 included what makes for a good discussion at the next retreat:

- Speak the truth
- Respectful
- Listen/talk
- Investment
- Openness
- Honesty
- Trust opinion valued
- All comment
- Moves along
- Appropriate deliberation
- Boundaries consistent with Charter

The next Retreat was reconfirmed for May 3<sup>rd</sup>, 1:30 – 3:00 pm in the Commissioners' board room.

The meeting was adjourned at 12:03 pm.

Submitted by  
Lynda Grow, Board Clerk  
For the Multnomah County  
Board of Commissioners  
4/18/11