

Staunton City Council Retreat

August 10/11, 2021

Frontier Culture Museum, Dairy Barn Lecture Hall

Agenda

Tuesday, August 10th

12:00 p.m. Lunch

12:30 p.m. Call to Order

Introductory Remarks

- Introductions
- What we heard during our interviews with Council members – Common Themes
 - Lack of trust
 - Communications
 - Affordable housing
 - Infrastructure
 - Economic Development
 - West End
 - Public Safety
 - Schools
 - Equity
 - The recent citizen web survey
 - Setting vision, priorities, and goals
 - Majority/minority relationships and realities
- Suggested goals for the retreat:
 - Continue building a City Council team
 - Review the results of the recent citizen web survey
 - Review the Staunton Vision for 2030 and the Priorities Statement
 - Revise the vision, priorities, and goals as appropriate
 - Establish timelines for accomplishing objectives
 - Identify key values and operating principles that should guide governance

- Address issues that are inhibiting Council's effectiveness
- Gain a better understanding of Council/staff roles and responsibilities
- Understand the reality of majority rule but respect the position of the minority
- Themes that may run throughout the retreat:
 - Council dynamics and processes
 - Council/manager roles, responsibilities, and relationship
 - Communications and public engagement
- Ground rules
 - Everyone participates
 - Engage
 - Be honest
 - Listen to each other
 - Respect different opinions
 - No idea is too outlandish
 - Seek to understand
 - Ask questions
 - Seek consensus (formal action at a future Council meeting)
 - Use the parking lot for issues that may evade consensus or require more background
 - Let's enjoy ourselves and each other as much as possible and not take ourselves too seriously
 - We will take breaks when it seems appropriate

Questions for Each Council Member:

- *What event or experience most influenced you to get involved in Staunton city government?*
- *After your time on Council has ended, for what do you want most to be remembered?*
- *What do you hope is accomplished at this retreat?*
- *What are some of the things that you think every Council member can agree on?*
- *Is there an elephant in the room that needs to be addressed before the retreat ends?*

Discuss a Vision for the City of Staunton's Future

- *Describe the City of Staunton in the future (5, 10, 20 years). What will be different as a result of this Council's initiatives?*

Staff Briefing on the Staunton Vision for 2030

Review the Results of the Recent Citizen Web Survey

Consider Revisions to the Staunton Vision for 2030

- *Identify those goals on which there is broad agreement*
- *Identify goals for further discussion and possible amendment*
- *Consider adding or deleting goals based on today's environment*

Consider Priorities to Address the Goals of Today's Vision

- *Review the last adopted priorities for relevance*
- *Identify priority objectives to implement the major goals identified in today's vision*

4:45 p.m. Review the Day's Work

- *Any immediate feedback?*
- *Confirm tomorrow's agenda.*
- *Is there anything else that we should talk about tomorrow?*

5:00 p.m. Adjourn

Wednesday, August 11th

9:00 a.m. Call to Order

Review the Previous Day's Work

- *Do you have any thoughts to share from your reflection on yesterday's work?*
- *Is there anything from yesterday that needs to be addressed again?*
- *Considering the agenda, what are the most important things that we should talk about today?*

Establish Timelines for Accomplishing Priorities

Discuss Immediate Needs and Ongoing Activities

- *What issues need immediate (within FY 2022) action?*
- *What ongoing activities need to continue and be brought to conclusion?*

Mid-term Goals

- *What three things would you like the Council and staff to accomplish over the next 18-24 months?*

Longer Term Planning

- *What longer term projects would be beneficial and worth initiating?*
 - *It might require a multi-year commitment of resources.*
 - *The payoff might be further out.*
 - *The impact might be greater and longer lasting.*

Discuss Values and Operating Principles (the “How”)

- *What is important in how the City operates, in citizen, Council, and staff interactions and relationships?*
- *What approaches will not change regardless of the issues being addressed and the goals being pursued?*
- *What processes, rules and procedures are important for good governance?*
- *What does Council need from staff to assist in its deliberations and policy decisions?*
- *Are there any obvious limitations affecting good governance?*
- *What can be done to overcome any limitations?*

12:00 p.m. Break for Lunch

12:30 p.m. Reconvene

Organizing for Success

- *What is needed to accomplish the tasks?*
 - *What assets have you got presently that can be utilized?*
 - *What limitations are you facing, if any? (staff, finances, time, consensus, commitment, statute, policy, practice, etc.)*

- *What can you do to overcome the limitations?*
- *What is Council's role in ensuring success? What does Council need from staff?*
- *What information would be useful to Council to provide accountability: periodic reports, financial reports, project progress reports?*
- *How will your plan and progress with implementation be communicated to the public?*
- *How and how often will the work plan be reviewed and modified?*

1:45 p.m. Wrap Up

- *Is there any unfinished work?*
- *What next steps do you want to take?*

Facilitators' responsibilities and comments

Final comments from the Mayor, Council members, and the City Manager

2:00 p.m. Adjourn