

**FAYETTEVILLE CITY COUNCIL  
STRATEGIC PLANNING RETREAT MINUTES  
TRANSIT COMMUNITY ROOM  
505 FRANKLIN STREET, FAYETTEVILLE, NC  
JANUARY 22, 2019  
5:30 P.M.**

Present: Mayor Mitch Colvin

Council Members Katherine K. Jensen (District 1); Daniel Culliton (District 2); Tisha S. Waddell (District 3); D. J. Haire (District 4); William J. L. Crisp (District 6); Larry O. Wright, Sr. (District 7); Theodore Mohn (District 8); James W. Arp, Jr. (District 9)

Absent: Johnny Dawkins (District 5)

Others Present: Douglas Hewett, City Manager  
Karen McDonald, City Attorney  
Kristoff Bauer, Deputy City Manager  
Telly Whitfield, Assistant City Manager  
Barbara Hill, Interim Assistant City Manager  
Rebecca Jackson, Strategic Performance Analytics  
Director  
Chris McMillan, SPA Management Analyst  
Lydian Altman, Consultant, UNC School of Government  
Dale Smith, Consultant, UNC School of Government  
Pamela Megill, City Clerk  
Members of the Press

**CALL TO ORDER**

Mayor Colvin called the meeting to order at 5:30 p.m. and welcomed everyone in attendance.

**1. Getting Started**

Ms. Lydian Altman, Consultant, UNC School of Government, provided an overview of the "Commitment to High Performance" and the factors that support a High Performing Organization.

Employees - Everyone embraces a strategic direction and commits to the change needed to accomplish vision. Employees are empowered, engaged, and well-equipped for their work. Teamwork exists throughout the organization. Focus on learning, continuous improvement, and innovation. Quality outcomes and service expectation.

Council - Systems that support high performance and results. High but attainable goals. There is discipline, focus, and willingness to take responsibility. Inspirational leadership and high organizational morale. Clarity of purpose and roles. Focus on learning and continuous improvement, and innovation. Culture embraces this.

Ms. Altman also provided an overview of Council's operating principles and discussion guidelines.

**2. Clarify 8 Targets for Action**

Council members and Executive Team members were placed in four small groups. Each group was assigned two of the eight Targets for Action for clarification.

1. Stormwater Policy direction.
2. Murchison Road and corridor redevelopment.

3. Develop comprehensive review of Broadband capabilities in City to leverage City's fiber assets to improve speed, liability, and coverage.
4. Develop an Internship Program.
5. Ensure Parks and Recreation Capital Bond Projects are on time and on budget.
6. Young Adult Engagement Program.
7. Review changes to the Unified Development Ordinance.
8. Complete Comprehensive Land Use.

### **3. Accountability**

Discussion ensued regarding methods to receive updates to strategic priorities, some of the potential mediums that can be provided, and use of work sessions to help keep everyone accountable for the work that is being done and/or pursued.

### **4. Wrapping Up**

Mr. Hewett thanked everyone for attending and participating in tonight's meeting.

Mayor Colvin thanked the facilitators for their work, and stated he would like to have a strategic planning session/meeting once every quarter year.

### **ADJOURNMENT**

There being no further business, the meeting adjourned at 8:14 p.m.