

Thursday – February 15, 2018 - 8:45 p.m.
The Collider - 1 Haywood Street

Annual Retreat

Present: Mayor Esther E. Manheimer, Presiding; Vice-Mayor Gwen C. Wisler; Councilman Brian D. Haynes; Councilman Vijay Kapoor; Councilwoman Julie V. Mayfield; Councilwoman Sheneika Smith; Councilman W. Keith Young; City Manager Gary W. Jackson; City Attorney Robin T. Currin; and City Clerk Magdalen Burleson

Mayor Manheimer welcomed everyone to the City Council Annual Retreat.

Mayor Manheimer then convened the retreat and introduced Ms. A. Tyler St. Clair, who would be facilitating the treat. Ms. St. Clair said that the purpose of the retreat is to assist City Council in reaffirming its vision and priorities and to develop roles and operating guidelines that maximize its success as an elected body.

Ms. St. Clair reviewed the purpose of the retreat which would be to enhance the ability of the Asheville City Council to work together and make effective policy decisions through team building, a review and renewal of its vision and 3-year priorities, and a discussion of governance roles.

Goals consisted of (1) Learn more about fellow Council Members, including new ones, in a team building session that looks at life experiences and values, including one's commitment to public service; (2) Understand the Local Elected Leadership Model and how it is useful in assuring an aligned and productive relationship among Council Members and staff; (3) Provide background on Vision and Priority development so that each Council Member has needed information for reviewing the Vision and Priorities; (4) Gain an understanding of each individual Council Member's perspectives on important leadership issues, assets, needs, and desired change initiatives for the City; (5) Use this review to evaluate and renew the Council's Vision and its Strategic Target Areas, including identification of any new areas of emphasis that may have arisen; (6) Using criteria, review Council's 3 Year Priorities (now approaching year 3) to form the basis of the Manager/staff's work plan and provide guidance as needed; (7) Identify specific results desired for calendar year 2018; (8) Discuss roles, responsibilities, and ways of working together that maximize the Council's ability to effectively share leadership; and (9) Identify next steps and responsibilities to follow up on retreat discussions.

Ms. St. Clair reviewed the roles of Council Members and the facilitator.

Ms. St. Clair performed a team building exercise that looked at life experiences and values, including their commitment to public service.

There was then a review of governance model that the Council used as a framework for collective leadership and to ensure the proper alignment of Council and staff work.

Council and staff then reviewed the background and outlined the approach used to develop the Council's Vision and Priorities in 2016, along with actions that have been taken to align staff work.

Closed Session

At 11:32 p.m., Councilwoman Smith moved to go into closed session to (1) to prevent disclosure of information that is privileged and confidential, pursuant to the laws of North Carolina, or not considered a public record within the meaning of Chapter 132 of the General

Statutes. The law that makes the information privileged and confidential is N.C. Gen. Stat. sec. 143-318.10 (a) (3). The statutory authorization is contained in N.C. Gen. Stat. sec. 143-318.11 (a) (1); and (2) qualifications, competence, performance, character, fitness, or conditions of appointment of an individual public officer or employee. The statutory authorization is contained in N.C. Gen. Stat. § 143-318.11(a)(6); and to prevent the disclosure of information that is confidential pursuant to N.C. Gen. Stat. § 160A-168, the Personnel Privacy Act. The statutory authorization is contained in N.C. Gen. Stat. § 143-318.11(a)(1). This motion was seconded by Vice-Mayor Wisler and carried unanimously.

At 12:31 p.m., Vice-Mayor Wisler moved to come out of closed session. This motion was seconded by Councilman Young and carried unanimously.

In a small group exercise, individual Council Members brainstormed about their assets, strengths, current initiatives, needs and potential changes for the City of Asheville that will ensure its desired future.

Council then evaluated and ensured their commitment to Council's Vision and Strategic Target Areas, ensuring that the future describes what is most important for Asheville's desired.

Council discussed strategies that will be useful in furthering the Vision's impact as a governance tool. Then Council identified any areas of emphasis that should be included/incorporated within Council's Priorities.

Council then wordsmithed the current Asheville City Council's 2036 Vision.

At 5:03 p.m., Mayor Manheimer recessed the retreat until 8:45 a.m. on Friday, February 16, 2018, at the The Collider.

Friday – February 16, 2018 - 8:45 a.m.
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Continuation of Retreat

Present: Mayor Esther E. Manheimer, Presiding; Vice-Mayor Gwen C. Wisler; Councilman Brian D. Haynes; Councilman Vijay Kapoor; Councilwoman Julie V. Mayfield; Councilwoman Sheneika Smith; Councilman W. Keith Young; City Manager Gary W. Jackson; City Attorney Robin T. Currin; and City Clerk Magdalen Burleson

Council reviewed their wordsmithing of the 2016 Vision that they worked on the first day.

Council then reviewed their 3-Year Priorities (currently entering Year 3) to evaluate progress and ensure that these remain the needs and projects on which staffing and resources should be focused. They then narrowed the focus of the Strategic Work Plan to identify goals/projects that will be important to complete by the end of calendar Year 2018.

The Council was in agreement for the following next steps: (1) Facilitator will send the report to the City Manager; (2) City Manager will send report to City Council; (3) City Manager will develop a new strategic work plan to address the priorities, which will then become goals; (4) possible City Council worksession to address what it will take to accomplish the goals and the resources required, with consideration of whether the Finance Committee should review the Plan first; (5) City Council to readopt the Vision and ratify the Plan; and (6) City Council to consider new roles in sharing/communicating the vision and its successes.

At 3:06 p.m., Mayor Manheimer adjourned the meeting and announced that City Council will gather later in the evening for dinner.

City Clerk

Mayor