



**FLUVANNA COUNTY BOARD OF SUPERVISORS
2024 LEADERSHIP PLANNING RETREAT
AGENDA**

Fluvanna County Library, 214 Commons Blvd.
Palmyra, VA 22963
August 24, 2024 at 8:00 am

Time	Item
8:00 am	BREAKFAST
8:30 am	Call to Order Pledge of Allegiance and Moment of Silence Adoption of Agenda

INTRODUCTIONS AND INTRODUCTORY REMARKS

- Suggested goals for the retreat:
 - Work as a team and develop consensus
 - Encourage input from all Board members
 - Identify major goals within the context of mission, vision, and values
 - Identify objectives and priorities to advance the goals, with assigned responsibility and timelines in the short, medium and longer range
 - Craft a work plan for the next 18 to 24 months
 - Identify longer term issues
 - Understand constraints to progress and identify means to overcome them
- Themes that may run through the day:
 - Board roles and responsibilities; dynamics and processes
 - Board/Administrator roles and relationships
 - Public engagement
 - Limitations – staff, finances, time, statutes, Dillon Rule
- Ground rules
 - Everyone participates; no one dominates
 - 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 Board meeting)
 - Silence means consent – speak up if you disagree
 - Use the parking lot for issues that may evade consensus or require more background

- Have fun
 - We will take breaks when it seems appropriate
- *Is the proposed agenda acceptable? Are there any questions at this point?*

TEAM BUILDING EXERCISE

- Tell your colleagues something about yourself that they probably don't know.
- What strengths do you bring to the Board of Supervisors team?
- What two things might people find challenging when working with you?
- What legacy do you want to leave when your term of service on the Board is over?

DISCUSS COUNTY MISSION, AND VISION

***Mission:** Fluvanna County is committed to providing an excellent quality of life for our citizens and businesses through the delivery of competitive public services and programs in an efficient and effective manner.*

***Vision:** Fluvanna County...The heart of Virginia and your gateway to the future. A great place to live, learn, work, and play.*

- *Are these statements still relevant? How might they be amended?*

DISCUSS VALUES/OPERATING PRINCIPLES

- What is important in how the County operates, in citizen, Board, and staff interactions and relationships?
- What approaches will not change regardless of the goals being pursued?

DISCUSS COUNTY OPERATIONS (IF TIME PERMITS – HARD STOP AT NOON)

- What is the County doing well?
- What is the County doing not so well?
- What is it that the County is not doing that it should?
- What is it that the County is doing that it should, or could, stop doing?

12:00 pm	LUNCH BREAK	(Lunch provided for attendees)
12:30 pm	RECONVENE	

COMMON THEMES – ISSUES MENTIONED BY MORE THAN ONE BOARD MEMBER IN THE PRE-RETREAT INTERVIEWS

- Growth: residential, business, smart growth, rural preservation; comprehensive plan
- Economic development; diversification of the tax base
- Infrastructure; water and sewer extensions, Zion's Crossroads, Fork Union, west on 250; James River Water Authority
- Projects/action items – specificity, follow through, closure, reporting, and accountability
- Long-term planning; shared vision and goals

IDENTIFY MAJOR STRATEGIC GOAL AREAS

From the 2022 Work Plan: Service Delivery, Communication, Project Management, Community Development & Enrichment, Financial Stewardship & Efficiency

Other possibilities: Government Performance (Organizational Structure & Processes), Citizen Engagement, Rural Preservation, Agricultural Production, Economic Development & Tourism, Infrastructure, Placemaking, Education, Public Safety

IDENTIFY OBJECTIVES, PRIORITIES, AND TIMELINES UNDER EACH STRATEGIC GOAL AREA; ASSIGN RESPONSIBILITIES

- a. Immediate or Ongoing Actions
 - b. Over the next 18-24 months
 - c. Longer term (as much as 3-5 years)
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ORGANIZING FOR SUCCESS

- What is needed to achieve your vision?
 - 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 information would be useful to the Board 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 plan be reviewed and modified?*
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3:45 pm WRAP-UP

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

FACILITATORS' RESPONSIBILITIES AND COMMENTS

- Retreat feedback
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4:00 pm FINAL COMMENTS FROM THE CHAIR, BOARD MEMBERS, AND THE COUNTY ADMINISTRATOR

4:30 pm ADJOURN
