



City of North Port

4970 CITY HALL BLVD
NORTH PORT, FL 34286

Meeting Minutes City Commission Workshop

CITY COMMISSIONERS
Barbara Langdon, Mayor
Alice White, Vice Mayor
Pete Emrich, Commissioner
Debbie McDowell, Commissioner
Phil Stokes, Commissioner

APPOINTED OFFICIALS
Jerome Fletcher, City Manager
Amber L. Slayton, City Attorney
Heather Faust, City Clerk

Tuesday, March 7, 2023

1:00 PM

City Commission Chambers

Commission Retreat

CALL TO ORDER

Mayor Langdon called the meeting to order at 1:08 p.m.

ROLL CALL

Present: 5 - Mayor Barbara Langdon, Vice Mayor Alice White, Commissioner Pete Emrich, Commissioner Debbie McDowell and Commissioner Philip Stokes

ALSO PRESENT:

City Manager Jerome Fletcher, City Clerk Heather Faust, City Attorney Amber Slayton, Acting Police Chief Chris Morales, and Recording Secretary Matthew Powell

PLEDGE OF ALLEGIANCE

The Pledge of Allegiance was led by Doug Thomas.

1. PUBLIC COMMENT:

There was no public comment.

2. WELCOME:

Mayor Langdon introduced Doug Thomas, Executive Vice President, Recruitment and Leadership Development, Strategic Government Resources (SGR).

Mr. Thomas provided a presentation including City Commission team building and strategic plan update, Agenda overview, introduction, high-level feedback from advance City Commission interviews, session goals and objectives, and Commission teamwork.

3. TEAM BUILDING EXERCISE AND RELATED DISCUSSIONS:

Mr. Thomas introduced the Marshmallow Challenge team building exercise and explained the rules.

Discussion took place regarding rules of the challenge.

Commissioner McDowell, Commissioner Stokes, Commissioner Emrich, and City Attorney Slayton formed a team.

Mayor Langdon, Vice Mayor White, City Manager Fletcher, and City Clerk Faust formed a team.

The teams worked separately to complete the challenge.

Mr. Thomas provided a video presentation regarding the Marshmallow Challenge including teamwork, participant success rates, result analysis, average tower heights, prototypes, benefits of exercise, and takeaways.

Discussion took place regarding reasons for success, assigning roles, confidence, teamwork, comparisons to structures, psychology of the exercise, and creativity.

4. PREPARING FOR STRATEGIC VISIONING:

Mr. Thomas provided a presentation regarding the art of strategic visioning including importance of perspectives, strategic foresight, defining polarization, national and historical trends of political values, opposing political affiliation, trust barometer, civic engagement with local government, municipal employee views, community council interactions, resident engagement, moving based on political ideology, local newspaper closures, ideological obsession, local government experience, participatory governance models, future priorities of the community, living in a volatility, uncertainty, complexity, ambiguity world (VUCA), pivoting, making mistakes, vision, and focus.

Discussion took place regarding adjustments, taking action, planning, polarization, education, communication, inclusiveness, transparency, and leading versus responding.

Mr. Thomas continued his presentation regarding strengths, weaknesses, opportunities, and threats (SWOT) assessment feedback.

Discussion took place regarding lack of housing missing from threats.

Mr. Thomas continued his presentation regarding strategic questions to discuss at the goal-setting session, goals and priorities, Commission legacy, desired changes, and 10-year vision.

Recess was taken from 3:00 p.m. to 3:11 p.m.

5. REVIEW, DISCUSS, AND CONFIRM CURRENT ORGANIZATIONAL VISION, MISSION, AND VALUES STATEMENTS:

Mr. Thomas provided a presentation regarding current City vision statement, mission statement, organizational values statement, accountability, integrity, customer service, teamwork, empowered employees, cultural diversity, and innovation.

Discussion took place regarding vision statement inserting "embracing challenges", and striking "can", mission statement inserting "leadership", accountability striking the first instance of "and" and replacing with ". We", customer service inserting "visitors", striking "with our residents, businesses, and internal staff and" and replacing with ". We strive to make a positive difference.", empowered employees inserting "with", "opportunity", and "environment, empowering employs to act", striking "authority", "through", and "ownership", cultural diversity inserting "religion", "beliefs", and "differences", and amending title to "Diversity", innovation inserting "foster" and "cutting edge", organizational values statement striking "day-to-day", and "City Commission and its staff".

Mr. Thomas continued his presentation regarding Agenda overview for the March 8, 2023 City Commission Strategic Planning Retreat Meeting.

6. PUBLIC COMMENT:

There was no public comment.

7. ADJOURNMENT:

Mayor Langdon adjourned the meeting at 4:38 p.m.

City of North Port, Florida

By: _____
Barbara Langdon, Mayor

Attest: _____
Heather Faust, City Clerk

These minutes were approved on the ____ day of _____, 2023.