



# City of Hampton

22 Lincoln Street  
Hampton, VA 23669  
www.hampton.gov

## Council Approved Minutes - Final City Council Special Session

*Mayor Donnie R. Tuck*  
*Vice Mayor Jimmy Gray*  
*Councilmember Eleanor Weston Brown*  
*Councilmember Steven L. Brown*  
*Councilmember Linda D. Curtis*  
*Councilmember W.H. "Billy" Hobbs*  
*Councilmember Chris Snead*

*STAFF: Mary Bunting, City Manager*  
*Cheran Cordell Ivery, City Attorney*  
*Katherine K. Glass, CMC, Clerk of Council*

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**Wednesday, September 19, 2018**

**9:00 AM**

**Community  
Development  
Conference Room, 5th  
Floor, City Hall**

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### **Council Retreat - Part II - Strategic Priorities**

#### **CALL TO ORDER**

Mayor Tuck called the meeting to order at 9 a.m. All members of the City Council were present with the exception of Councilman Hobbs who had previously notified the group that he would join the retreat later in the morning. Also present were Mary Bunting, City Manager; Cheran Cordell Ivery, City Attorney; and Katherine Glass, Clerk of Council in addition to Suzanne Puryear and Zin White, facilitators. Jim Oliver, another facilitator, was scheduled to arrive later in the morning.

**Present** 6 - Councilmember Eleanor Weston Brown, Councilmember Steven L. Brown, Councilmember Linda D. Curtis, Vice Mayor Jimmy Gray, Councilmember Chris Snead, and Mayor Donnie R. Tuck

**Excused** 1 - Councilmember Billy Hobbs

**DONNIE R. TUCK PRESIDED**

#### **AGENDA**

1. [18-0308](#) Briefing on the Community Plan Update Process

**Attachments:** [Presentation](#)

At about 10 a.m., Terry P. O'Neill, Director of Community Development, gave a presentation on the upcoming Community Plan Update process. Other staff present during this time were: Assistant City Managers Brian DeProfio and Steven Bond and the following: Bonnie Brown, Jonathan McBride, Anna Hammond, Mike Hayes, David McCauley, Bruce Sturk, and Hui Shan Walker. The presentation concluded at about 11 a.m. and the staff departed.

There was a break from about 11 a.m. until 11:11 a.m. During the break, Councilman Hobbs arrived.

**Present** 7 - Councilmember Eleanor Weston Brown, Councilmember Steven L. Brown, Councilmember Linda D. Curtis, Vice Mayor Jimmy Gray, Councilmember Billy Hobbs, Councilmember Chris Snead, and Mayor Donnie R. Tuck

2. [18-0279](#) Retreat Activities - Strategic Priorities (Continued from July 6, 2018)

Attachments: [Remarks - Jim Oliver](#)

**We are Hampton - a vibrant waterfront community, celebrating and embracing over 400 years of history and innovation to create an even more dynamic future.**

The following summary was provided by the retreat facilitators:

The members of Hampton City Council and key members of City administration convened in a retreat on September 19, 2018. This meeting was a follow up to the Council retreat held on July 6, 2018. The goals of the retreat were to:

- continue discussions begun in the July retreat;
- review the City's strategic priorities;
- identify Council roles in the upcoming community strategic planning process; and,
- explore further the Council's effectiveness through teambuilding and communication.

After Mayor Tuck opened the retreat by welcoming all the participants, the group discussed their experience with the changing Council dynamics since the July retreat. They stated that the exercises they had done in July around the importance

of connections had been valuable and put into practice. The Guiding Principles, which they adopted, have been incorporated in their communications and their work. New Council members remarked that they felt included and valued, enabling the new Council to be productive right away.

Mr. White led the group through exercises designed to ensure Extroverts and Introverts could participate fully, while appreciating different perspectives and experiences. Common themes emerged from these exercises:

- Appreciating different perspectives
- Listening
- The importance of learning about others
- Connections are important
- Good to spend time with one another
  - o To get to know one another better
  - o Continued commitment to activities together
- Look for common ground

City Staff from the Department of Community Development reviewed the City's Strategic Priorities with the Council:

- Economic Growth
- Living With Water
- Place Making
- Education
- Safe and Clean Community
- Family Resiliency and Economic Empowerment
- Good Government

In response to Council members' questions, the City Manager provided amplified descriptions of the priorities to ensure that all had a clear understanding of the priorities. She also provided examples of policies, programming, and successes that were a result of working to these priorities. The Council members all agreed these priorities remained strategic and relevant. The members acknowledged that the work on priorities is concurrent and requires a balance of meeting immediate needs and addressing a long term vision. The constant necessity to build economic capacity, in the near and long term, is reflected in these strategic issues.

The Community Development staff then presented information about the community strategic planning process. This process takes place approximately every five years and offers an opportunity to talk to the community about the Council's vision. Community-based strategic planning is bigger than an organization's strategic plan. A community planning process brings citizens, businesses, the faith community, nonprofit organizations and other interested parties together to talk about the City and its strategic priorities. The community-based planning process will kick off on

October 30 at the Convention Center and will represent the beginning of a high tech and high touch campaign to garner community perspectives. Focus groups will be formed to include subject matter experts and the general public to engage in more in-depth conversations about community needs and wants.

The retreat participants discussed the roles of Council members in support of the strategic planning process. The first role is that of cheerleader and advocate for the process. Council members are urged to attend the kick off and to encourage their constituents to attend. Council members may serve as ex-officio members of focus groups and, as appropriate, convene neighborhood meetings. The council members may serve as explainers and educators, providing meaningful data and context to citizens, while injecting realism (what the City can and cannot do) into discussions. The group as a whole fully grasps the importance of ongoing communication throughout the planning process - communication in and communication out, using many different communication avenues. The Council members recognized the complex balance between the involvement of fewer people, who may be very well informed, with the connection of many people, who may not be as well informed. There must be a continual effort to bring citizens to the table, with an appreciation that individuals, regardless of their level of knowledge, will have differing opinions. Throughout the process, the members of Council will be thinkers and learners.

Mr. Oliver reminded the Council members of the intricacy of decision making at the Council level - balancing the integrity of immediacy with long term vision. He stated that citizen engagement now operates in a modern paradigm, which requires different responses. Local government officials no longer serve solely as trustees in this new assertive citizen model. Their role is not limited to informing, but is now one of empowering. The Council will continue to face the challenges of the current political environment and the pervasiveness of social media throughout the community planning process.

The retreat concluded with a final challenge from Mr. White. He asked the group to recall what they said they were willing to give to their work on Council and what they hoped to get from their public service. Then, Council members were urged to keep some fundamental questions in mind as they faced the tests that would confront them in their leadership and governance roles:

- Who are we being?
- How well do we know our community?
- Are we doing what we said we would do?
- For, or to, whom?
- How will we know?

The Council members' love for Hampton and their personal connection to the city

and its residents will serve as guiding lights as the Council works with City administration and citizens to advance the vision, constantly balancing today's needs with tomorrow's promise.

A break was taken at 12:08 for lunch at which time Councilman Brown departed. The retreat continued.

**Present** 6 - Councilmember Eleanor Weston Brown, Councilmember Linda D. Curtis, Vice Mayor Jimmy Gray, Councilmember Billy Hobbs, Councilmember Chris Snead, and Mayor Donnie R. Tuck

**Excused** 1 - Councilmember Steven L. Brown

**ADJOURNMENT**

The meeting adjourned at 12:53 p.m.

**Contact Info:**  
Clerk of Council, 757-727-6315, [council@hampton.gov](mailto:council@hampton.gov)

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Donnie R. Tuck  
Mayor

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Katherine K. Glass, CMC  
Clerk of Council

Date approved by Council \_\_\_\_\_