



# City of Hampton

22 Lincoln Street  
Hampton, VA 23669  
[www.hampton.gov](http://www.hampton.gov)

## Council Approved Minutes - Final City Council Work Session

*Mayor Jimmy Gray*

*Vice Mayor Steven L. Brown*

*Councilmember Randy C. Bowman, Sr.*

*Councilmember Carolyn S. Campbell*

*Councilmember Michelle Taylor Ferebee*

*Councilmember Hope L. Harper*

*Councilmember Martha M. Mugler*

*STAFF: Mary Bunting, City Manager*

*Courtney R. Sydnor, City Attorney*

*Katherine K. Glass, MMC, Clerk of Council*

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**Wednesday, January 14, 2026**

**1:00 PM**

**Council Chambers**

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### CALL TO ORDER

Mayor Gray called the meeting to order at 1 p.m. with all members of the City Council present.

**Present** 7 - Councilmember Randy C. Bowman Sr., Vice Mayor Steven L. Brown, Councilmember Carolyn S. Campbell, Councilmember Michelle T. Ferebee, Councilmember Hope L. Harper, Councilmember Martha Mugler, and Mayor Jimmy Gray

### JIMMY GRAY PRESIDED

### AGENDA

**1. 26-0002      Update on the Strategic Plan**

**Attachments:** [DRAFT - Hampton Strategic Plan](#)

[Presentation - at time of Agenda publication](#)

[Presentation](#)

Mayor Jimmy Gray called the City Council Work Session to order and welcomed those in attendance. City Manager Mary Bunting introduced the first item on the agenda, explaining that the session would include an update on the City's Strategic Plan. She introduced Brian DeProfio, Deputy City Manager, who provided the presentation and overview of the plan.

Mr. DeProfio explained that the Strategic Plan is a five-to-seven-year, community-based plan developed with input from residents, businesses, nonprofit organizations, and institutional partners. He emphasized the City's long-standing

practice of community engagement and collaboration with the broader community, highlighting that the plan is designed to reflect community priorities and guide the City's vision, goals, and strategies. He noted that the City is not the sole solution provider and that successful implementation relies on collaboration among City staff, residents, businesses, nonprofit organizations, and other stakeholders.

Mr. DeProfio outlined the Strategic Plan update process, noting Hampton's history of engaging the community in strategic planning since the 1980s. He explained that the plan establishes a community vision, identifies priorities and goals, outlines strategies to achieve those goals, and includes performance measures to track progress. The plan is intended to be an active guiding document. Examples of prior Strategic Plan outcomes were shared, including economic development initiatives, youth engagement efforts, sports tourism, customer service improvements, and major investments in key areas of the City. He discussed the changing environment influencing the plan, including advances in technology, shifts in work patterns, online commerce, and the growing role of artificial intelligence, which has already been used to help align the plan's language across focus areas. Future service delivery improvements are expected to leverage similar tools.

Mr. DeProfio reviewed the foundational elements of the plan, including the Citywide Vision of Hampton as a vibrant waterfront community celebrating more than 400 years of history and innovation while creating a dynamic future. The Mission focuses on working together to provide outstanding public service that makes Hampton a place where people love to live, learn, work, and play. Core Values include accountability, collaboration, creativity, customer service, integrity, respect, and trust. He outlined the seven strategic priority areas: Economic Growth, Educated Citizenry, Excellence in Government, Family Resilience and Economic Empowerment, Living with Water, Placemaking, and Safe and Clean Community. He described the focus and goals of each area, including workforce development, partnerships with educational institutions, innovative governance, housing stability, coastal resiliency, public space improvements, and community safety. He noted that all priorities are considered equally important and that the plan is intended to guide both City operations and collaborative community efforts.

Mr. DeProfio explained that community checkpoint meetings are held throughout the process to share progress and gather feedback, with the next meeting scheduled for January 22 at the Hampton Roads Convention Center. Feedback from this meeting will be incorporated into the plan, with the goal of presenting the final Strategic Plan to City Council for adoption in February. Following adoption, staff will develop implementation plans and performance measures.

Council members asked questions and provided feedback regarding several aspects

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of the Strategic Plan. Discussion topics included the balance between aspirational goals and ongoing operational priorities, how implementation responsibilities would be shared between the City and community partners, and how progress would be communicated to the public. Council also asked about alignment between strategic priorities and budget decisions, the timing and structure of implementation plans, and how departments would be held accountable for advancing priority areas. Additional questions focused on the use of performance metrics, dashboards, and data to track outcomes, as well as the frequency of updates to City Council.

Mr. DeProfio responded to Council's questions by explaining that the Strategic Plan is intended to serve as both an aspirational vision and a practical framework for action. He noted that implementation plans and performance measures would be developed following adoption, allowing staff to clearly define roles, timelines, and outcomes. He explained that regular reporting would help ensure transparency and accountability, and that Council feedback would continue to shape how progress is measured and communicated.

City Manager Mary Bunting explained that the Strategic Plan is intended to be a community strategic plan rather than a City government-only plan. She emphasized that while City Council and staff have an important role in implementation through the use of local tax resources, partnerships with residents, nonprofit organizations, faith-based groups, educational institutions, and other stakeholders are critical to successful outcomes. She reinforced that the plan represents a collective effort and shared responsibility across the community.

Council members requested that future presentations include clearer examples of past successes and measurable outcomes tied to strategic priorities, particularly for public understanding. Discussion included the desire for dashboards, performance metrics, and regular updates. Mr. DeProfio indicated that performance measures would be developed following adoption, with quantitative reporting anticipated quarterly and more in-depth strategic priority updates provided annually. Additional discussion highlighted opportunities related to the City's water economy, including potential innovation districts and partnerships that could further leverage existing educational, research, and waterfront assets.

Mayor Jimmy Gray asked Council if there were any additional questions. Hearing none, he thanked Mr. DeProfio for the presentation and concluded the discussion on the Strategic Plan update.

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2. [26-0001](#) Economic Empowerment and Family Resilience First Annual Report and Phase 2 Implementation Plan

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

City Manager Mary Bunting introduced the next item and then introduced DeAnna Valentine, Director of the Office of Economic Empowerment and Family Resilience, who provided an overview of the department's first year and plans moving forward. Ms. Valentine highlighted the department's mission to advance economic mobility, dismantle systemic barriers, and foster equitable pathways for lasting economic wellbeing, emphasizing the importance of partnerships with community, faith-based organizations, nonprofits, and other stakeholders. She outlined guiding principles, impact goals, and the department's pivot from being a resource-to-resource provider to a person-centered, public-facing organization, noting the participation in the Harvard Senior Leadership Initiative for data-informed program development.

Ms. Valentine discussed key areas of focus including income and employment, financial health and asset building, workforce development, community collaboration, family resilience, and childcare availability. She shared preliminary outcomes such as 28 tabling events, 112 unduplicated workforce clients served, and employer partnerships. She also explained the importance of case management and life coaching to help residents connect with resources, achieve certifications, and secure living-wage employment. She emphasized the department's work with the Asset Limited, Income Constrained, Employed (A.L.I.C.E.) population and the need to provide tailored support for families based on household size, income, and childcare needs, highlighting the collection and use of data to improve services and measure impact.

Council members asked questions about challenges with job retention, homelessness integration, measurement of success, data collection, and community outreach. Ms. Valentine provided examples of individual success stories, the A.L.I.C.E. population, and coordination with local organizations and institutions such as Virginia Peninsula Community College. City Manager Mary Bunting and Ms. Valentine addressed follow-up questions and explained how city resources and partnerships support both immediate and long-term community needs. Council members commended the department's work and highlighted the value of additional staffing, internships, and community engagement to sustain and expand program impact.

Mayor Jimmy Gray asked Council if there were any additional questions. Hearing none, he thanked Ms. Valentine for her presentation and concluded the meeting.

**REGIONAL ISSUES**

There were no regional issues to report on.

**NEW BUSINESS**

There were no items of new business.

**CLOSED SESSION**

3. [26-0009](#) Closed session pursuant to Virginia Code Section 2.2-3711(A)(1) for mid-year performance reviews of the City Manager, City Attorney and Clerk of Council; 2.2-3711(A)(7) and (8) for consultation with legal counsel for updates concerning pending litigation and other material legal transactions and issues; 2.2-3711(A)(6) for discussion of potential investment of public funds for the benefit of a regional transportation facility, where bargaining is involved; and 2.2-3711(A)(1) to discuss the performance of council appointees to a local commission.

At 2:19 p.m., a motion was made by Vice Mayor Steven Brown and seconded by Councilmember Hope Harper, that this Closed Session - Motion be approved. The motion carried by the following vote:

**Aye:** 7 - Councilmember Bowman Sr., Vice Mayor Brown, Councilmember Campbell, Councilmember Ferebee, Councilmember Harper, Councilmember Mugler and Mayor Gray

**CERTIFICATION**

4. [26-0007](#) Resolution Certifying Closed Session

At 5:30 p.m., a motion was made by Councilmember Carolyn Campbell seconded by Councilmember Randy Bowman, Sr., that this Closed Session - Certification be approved. The motion carried by the following vote:

**Aye:** 7 - Councilmember Bowman Sr., Vice Mayor Brown, Councilmember Campbell, Councilmember Ferebee, Councilmember Harper, Councilmember Mugler and Mayor Gray

**ADJOURNMENT**

The meeting adjourned at 5:30 p.m.

**Contact Info:**  
**Clerk of Council, 757-727-6315, council@hampton.gov**

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Jimmy Gray  
Mayor

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Katherine K. Glass, MMC  
Clerk of Council

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