



**CENTRALINA**  
REGIONAL COUNCIL

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## **Granite Quarry Council Retreat 2022**

*March 4, 2022*

# Getting Started

- Welcome Remarks & Introductions
- Objectives & Agenda Review
- Review Ground Rules
- Parking Lot
- Icebreaker

# Retreat Objectives



Affirm council roles and working relationships to aid in decision making



Build understanding of the growth and its impact on the Town



Develop a Town vision and set of goals for the next five years



Discuss ARPA opportunities to make strategic investments in Town priorities

# Agenda Overview

## Today

- Welcome Remarks & Meeting Objectives
- Warm-Up Activity
- Values in Action
- *Stretch Break*
- Vision for the Future Part II
- Goals to Achieve the Vision
- ARPA Next Steps
- Wrap Up & Next Steps



# Ground Rules

## **Retreat success needs full participation.**

- Be here now.
- One speaker at a time.
- No silent objectors.
- Silence cell phones.

## **Assume you have something to learn**

- Practice mutual respect.
- Practice active listening.
- Respect comments and ideas of others.

## **Ask for what you need.**

- Seek clarity on issues.
- There is no such thing as a dumb question.
- Check for understanding when needed.



# Parking Lot



# It's December 31, 2027....

Write the headline for an article describing the town's greatest accomplishment in the last **five** years?





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# Values in Action

# Purpose of Values

How We Act & Treat Others

- Defines organizational culture
- Sets expectations for how we will behave and act
- Sets expectations for how people will be treated
- *Applies to internal team and external customers, the public*

# Values: Pre-Retreat Interviews

A word cloud of values from pre-retreat interviews. The words are arranged in a dense, overlapping cluster. The most prominent words are 'Community', 'CHRISTIANITY', 'COMPROMISE', 'TEAMWORK', and 'OpenMinded'. Other visible words include 'Appreciation', 'Selflessness', 'WISDOM', 'commitment', 'RESPECT', 'Communication', 'Public Service', 'Passion', 'PERSONABLE', 'Family-Oriented', 'Selflessness', 'Inclusivity', 'GOOD JUDGEMENT', 'Honesty', 'FAIRNESS', 'conscientious', 'Good morals', and 'INTEGRITY'. The colors used are primarily teal, red, and dark blue.

Appreciation Selflessness WISDOM  
commitment  
Community  
CHRISTIANITY  
RESPECT Communication  
COMPROMISE  
confidence Public Service Passion  
PERSONABLE Family-Oriented  
Selflessness Inclusivity GOOD JUDGEMENT Honest  
TEAMWORK  
OpenMinded  
FAIRNESS INTEGRITY  
conscientious Good morals

# Keys to Success Themes

## Qualities of a Person or Their Actions or Behaviors

- Patience
- Compassion - Understanding
- Accountability
- Openness
- Curiosity
- Enthusiasm
- Honesty, Integrity
- Commitment
- Reliability, Trustworthiness

## Acts or Behaviors

- Engagement, Outreach, Participation
- Compromise
- Respect
- Communication
- Teamwork, Reciprocity
- Appreciation, Recognition
- Support, Guidance

# Prioritization Exercise

Use dots to select the top 6 qualities or acts that are essential to a highly functioning Board-Staff team

# Small Group Discussion

In small groups, complete the “Values in Action” worksheet.

Discuss and define each core value for the Granite Quarry Board-Staff team.

# Stretch Break



*Part II*

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# **Vision for the Future**

# Purpose of a Vision

*What we aspire to be in the future*

- Declares where your community wants to be in the future, framed in an aspirational, forward-thinking manner
- Connects and inspires stakeholders
- Is memorable and unique to the community
- Is “the north star” – what everyone is working to achieve

# Vision Inspiration

*Granite Quarry will be...*

- Existing Plans
  - 2016 Downtown Master Plan
  - 2022 Parks and Recreation Plan
- Board Vision and Priorities
- Session 1 “Will Be” brainstorm

# What You Said

- Granite Quarry is a **safe**, prideful **family**-friendly community with **high quality** parks, development and excellent **quality of life**.
- Granite Quarry will aspire to be a **growing connected community** with **high quality** development, all while improving community partner relationships as well as providing a **safe, small-town quality of life**.
- Granite Quarry will be a **safe, small town** of **high quality** and enthusiastic **residents**.
- Granite Quarry will be committed to being a **safe community** with a **small-town** feeling, with enthusiastic **high-quality growth**.
- Granite Quarry will be a **safe community, family friendly**, working environment, with good schools.
- Granite Quarry will be a **safe community** for our **residents, local businesses** and **community partners** while fostering a **family-friendly** environment with a **small-town** feel.

# Option 1: Reinforcing Qualities of Today

Granite Quarry, a small, safe and family-friendly community, will deliver a high quality of life for residents, local businesses and community partners.

# Option 2: Past, Present, Future

Solid as the rock it was founded on, Granite Quarry will be a growing, connected and family- friendly town that provides a high quality of life for all.

# Option 3: Oriented to the Future

Granite Quarry aspires to be a multi-generational town of excellence where all residents, businesses and partners can feel safe, be connected and thrive.

# Options Summary

## **Option 1 Theme: Reinforcing Qualities of Today**

- Granite Quarry, a small, safe and family-friendly community, will deliver a high quality of life for residents, local businesses and community partners.

## **Option 2 Theme: Past, Present, Future**

- Solid as the rock it was founded on, Granite Quarry will be a growing, connected and family-friendly town that provides a high quality of life for all.

## **Option 3 Theme: Oriented to the Future**

- Granite Quarry aspires to be a multi-generational town of excellence where all residents, businesses and partners can feel safe, be connected and thrive.

# Stretch Break





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# Goals to achieve the Vision

# What Are Goals?

**Goals are tied to the vision statement and give it further definition.**

Key characteristics:

- Lead with an action verb
- Clear and unambiguous
- Balance being attainable and sufficiently ambitious
- Reflects what the organization can influence
- *Avoid a long list of goals – it will dilute impact given limited resources and capacity.*



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# Preferred Vision

- Insert during stretch break



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**ARRPA**  
**Next Steps**

# Wrap-up & Next Steps

## Wrap-up

- Review “Parking Lot” Items
- Evaluations
- Closing Remarks

## Retreat Report

- Coming soon!

**Thank You!**

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