

WAHPETON CITY COUNCIL RETREAT

November 16, 2010

Present: Mayor Sturdevant, DeVries, Dale, Hansey, Bertsch, Mitskog, Hartman, Bajumpaa, and Bohn.

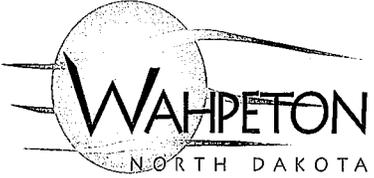
Absent: None.

Also Present: Huwe, Lies, Nelson, Thorsteinson, Priebe, MacIver, Broadland, Wayne Beyer, and Gutzmer.

Mayor Sturdevant called the meeting to order 4:09 p.m. and welcomed Tamara Anderson, facilitator of Dale Carnegie Training. Ms. Anderson stated that Eide Bailly LLP is the owner of Dale Carnegie Training in ND and MN. She stated that she would working with those present on team development, team core values, and assisting with improving the bottom line.

Following is the PowerPoint presentation from Tamara Anderson:

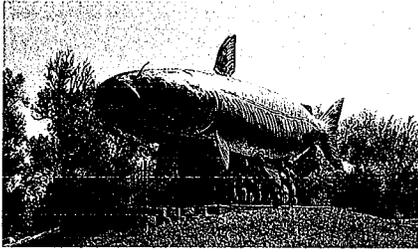
Wahpeton City Council Retreat



www.eidebailly.com

The slide features a title bar with the text "Wahpeton City Council Retreat". Below the title is a large logo for "WAHPETON NORTH DAKOTA". The logo consists of the word "WAHPETON" in a bold, serif font, with "NORTH DAKOTA" in a smaller, sans-serif font below it. The text is centered within a circular graphic element that has several horizontal lines extending from its left side, resembling a stylized sun or a signal. At the bottom of the slide, there is a small circular icon on the left and the website address "www.eidebailly.com" on the right.

What Makes You Proud.....



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The slide features a title bar with the text "What Makes You Proud.....". Below the title is a black and white photograph of a large fish sculpture, likely a walleye, standing on a grassy area. The sculpture is highly detailed, showing the scales and fins. At the bottom of the slide, there is a small circular icon on the left and the website address "www.eidebailly.com" on the right.

Dream Team



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The slide features a title bar with the text "Dream Team". Below the title is a black and white photograph of a group of people, mostly men, cheering and raising their arms in the air. They appear to be in a celebratory mood. At the bottom of the slide, there is a small circular icon on the left and the website address "www.eidebailly.com" on the right.

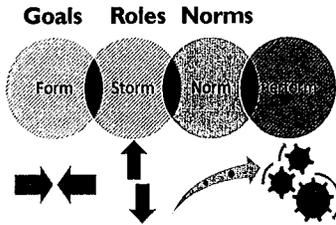
Characteristics High Performing Teams

- Purpose and Values
- Empowerment
- Relationships and Communication
- Flexibility
- Optimal Performance
- Recognition and Appreciation
- Morale

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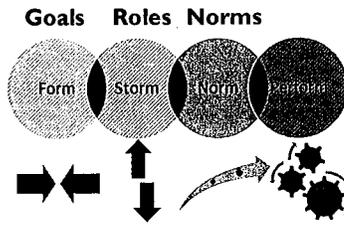
The slide features a title bar with the text "Characteristics High Performing Teams". Below the title is a bulleted list of seven characteristics. At the bottom of the slide, there is a small circular icon on the left and the website address "www.eidebailly.com" on the right.

Team Development



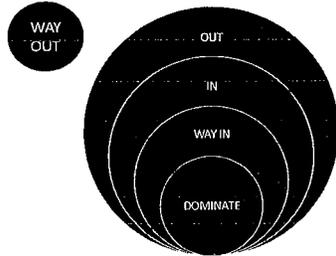
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Team Development



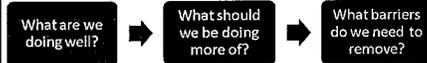
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The Hill of Influence



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Team Assessment



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What Are We Doing Well?

- Cooperation
- Respect
- Consideration of citizens
- Cost conscious
- Listen
- Research
- Committed
- Meetings well run
- Council hands off

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What Should We Be Doing More Of?

- More effective ways to communicate to public
- More proactive communication
- Understand how various city depts. Function
- Ways to maximize funding through partnerships
- Celebrate successes
- Staff empowerment
- Renewed focus on strategic long range planning
- Partner with other organizations
- Attitude of how present problems/ solutions

www.citability.com

How Do We Overcome These?

- Understand how citizens want to receive communication
- Stay up with technology
- Separate general info from specific
- Tours and education of city offices
- County park board – examine ways to partner
- Celebrate successes at holiday party
- Clear direction to empower staff
- Schedule time for strategic long range planning
- Round tables with other orgs.
- Overcome apathy



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How Will We Measure the Results?

- Establish timelines
- Less negative feedback
- Stay within budgets
- Increase sales tax collections



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Wahpeton City Council Core Values

1. Integrity
2. Positive attitude
3. Cooperation
4. Efficiency
5. Fairness

“Values aren't just words, values are what we live by. They're about the causes we champion and the people we fight for.”

—Senator John Kerry



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Responding When Opinions Differ

What makes it challenging to respond when opinions differ?

1. Emotion is involved
2. Opinions vary
3. Stakes are high



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When Opinions Differ



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State Our Opinions Effectively

My Example.....

What that tells me is.....

So I think that.....



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Practice

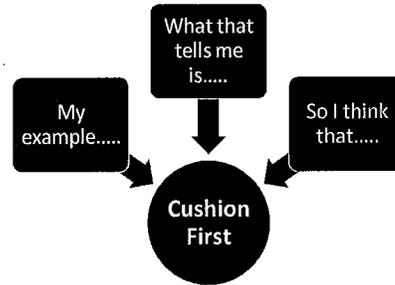
State Your Opinion.....

- Should Sales Tax dollars for Economic Development and Recreation be plugged into infrastructure type projects that benefit economic development and recreation?
- Was direct mail an effective marketing tool for the City of Wahpeton?



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Respectfully Disagree



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Practice

Respectfully Disagreeing.....

- Should long term flood funding be segregated for recreational components paid for by recreation funding and only flood related components paid by flood funding?
- In every business mistakes are made. Are city council members and employees reluctant to admit their mistakes? Why?



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Practice

Respectfully Disagreeing.....

- Do you feel the council has adequate input/ control on the use of sales tax dollars?
- Are creating senior housing alternatives a higher priority than sighting the next residential development?



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Practice

Respectfully Disagreeing.....

- Is the city funding amenities (and the marketing of) fairly?
- Customer service is the key to a successful business or government, what should our response time be and should we prioritize our response to our customers questions?



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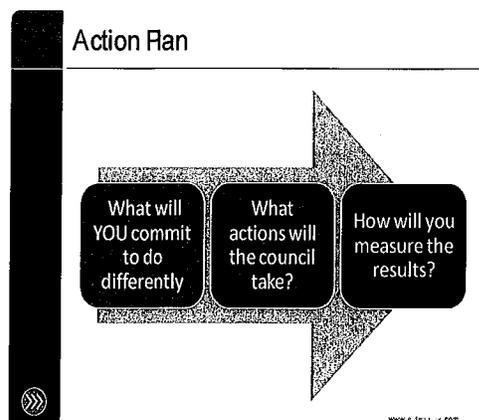
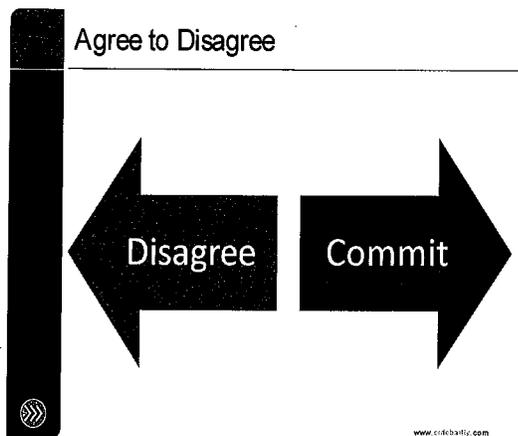
Practice

Respectfully Disagreeing.....

- Should the entire community pay for maintenance of Main Street?
- Do we need better control at committee meetings as to how committee members respond in the discussion of the subject?



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Ms. Anderson recommended that the Council and staff commit to incorporate the core values identified tonight, be willing to change and be accountable.

Meeting in recess at 6:10 p.m.

Meeting reconvened at 6:25 p.m.

Housing – Strategic Planning Discussion - Huwe presented a letter from Lutheran Social Services Housing, Inc. asking the City Council for a letter of support for an assisted living facility concept on the NDSCS Campus. Lutheran Social Services is committed to working with existing providers including St. Catherine's Living Center and Leach Home to provide a senior living option that is currently underserved in Wahpeton. Broadland said that this facility would put the property back on the tax rolls. **Motion by Hartman, seconded by Hansey and carried, recommending that the Mayor send a letter of support to Lutheran Social Services for an assisted living facility at NDSCS.**

2011 Goals – Huwe reported that staff has observed 2010 goals that aren't done or complete doesn't mean that it's not a priority. She stated that the CIP hasn't been adopted. Nelson explained that there will be a number of public meetings that it is essential to get public input for the preliminary plan. Neighborhood meetings would possibly be the best way to get attendance. He stated that there are some problems with funding and said special assessments are an on-going issue of concern and at some point the city could have too much debt. Huwe said that the Council can wait until spring 2011 to set the 2011 goals. The Council did adopt the CIP policy in 2008 that is used as a guide. There has been limited staff time available to dedicate to CIP, but there have been a number of projects in the CIP that have happened. Huwe said there is a need to know how to pay for CIP items because there can be consequences on overall taxation. She explained the West Briarwood issue. It was recommended that the city communicate better with citizens. It was also recommended that the city meet with Richland County, NDSCS, and the Park Board at least once a year. Staff will attempt to have the CIP ready in early 2011. Priebe informed the committee that there will be a review of the Comprehensive Plan in the spring and to be finalized July 1, 2011. She recommended looking at the housing study also.

Golf Course - Mayor Sturdevant stated that the Bois de Sioux Golf Board held their annual meeting last night. He reported that the city owns the property both sides of the river. He said their revenue has increased. The city has paid \$189,000 for improvements the last five years. Their estimated expenses to December 31st are \$20,000. The board has said they may have a shortfall and may need funding from the city to cover those expenses.

Town Centre Square – Huwe reported that a bid was received from Don Haugen and Ron Odegaard with Phoenix Housing, Inc. They have provided proof that they have \$260,000 in cash but have said that they need about \$670,000 to make building renovations. They provide local property management services. Priebe stated that there may be an asbestos issue to abate and said with the city they can take care of it under the Brownfield grant. This issue will be brought to the Finance Committee for review.

Mitskog left at 7:30 p.m.

Motion by Hansey, seconded by Hartman and carried, to adjourn at 7:50 p.m.

Submitted by Jerrilyn Gutzmer