V I R G I N I A:

At a recessed meeting of the Washington County Board of Supervisors held Saturday, September 29, 2012 beginning at 8:30 a.m., and ending on Sunday, September 30, 2012 4:45 p.m. at the Jubilee House Retreat and Conference Center at 822 East Main Street, Abingdon, Virginia the following were present:

PRESENT:

Joseph C. Straten, Chairman
Phillip B. McCall, Vice Chairman
William B. Gibson
Dulcie M. Mumpower
Odell Owens
Randy L. Pennington
C. Wayne Stevens, Jr.

Nadine Culberson, County Administrator
Lucy E. Phillips, County Attorney

Tyler St. Clair, Retreat Facilitator

The purpose of this recessed meeting was for a Board of Supervisors retreat.

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1. Call to Order

The meeting was called to order by Mr. Joe Straten, Chairman of the Board, who welcomed everyone in attendance. Conduct of the Retreat was turned over to Retreat Facilitator Tyler St. Clair.

Session 1: Enhance Board Relationships/Brief Team Building

This session was devoted to getting to know fellow Board members by sharing the values and events that have shaped their lives.

Session 2: Overview of the Local Elected Leadership Model

An overview of how this approach can help localities achieve both long and short term outcomes was provided. Ms. St. Clair prepared the group for the next session of visioning and setting directions.

Session 3: Identify Board's Long Term Vision for the County: Initial Brainstorm

Breaking into two small groups, the Board used brainstorming to build lists of long-range changes it would like to make in the County and the best aspects of the County that Board members would like to retain. From these, target areas/vision themes were developed.

The Board recessed at 12:15 p.m. for lunch and the session reconvened at 1:00 p.m.

Session 4: Identify Board's Long Term Vision for the County: Agreement

The Board used the lists in the prior session to begin to work on the characteristics of the County's core identity and to begin to identify strategic targets.

Session 5: Develop Desired Future States for Vision's Strategic Targets

The Board developed more desired future states for the County and policy positions and/or priorities in support of the vision.

Session 6: Overview Results/Plan for Day Two

Ms. St. Clair recapped the day's work and set the stage for the next day's agenda.

The Board recessed at 5:00 p.m. for the evening and the session reconvened at 8:30 a.m. Sunday, September 30, 2012 with all members present except for Mr. Bill Gibson. Mr. Gibson joined the Retreat at 10:00 a.m.

Session 7: Goal Setting

Ms. St. Clair presented copies of the draft vision document. The Board began to establish specific goals to be addressed over the next three years.

The Board recessed at 12:15 p.m. for lunch and the session reconvened at 1:00 p.m.

The goal setting session continued.

Session 8: Create Plan to Hire a New County Administrator

The Board began this session by identifying challenges and opportunities facing a new County Administrator. The Board also discussed the desired traits and competencies for a County Administrator. Ms. St. Clair talked at length concerning the recruiting and hiring process. She helped the Board determine a timeline for the process. She also discussed using a company that specializes in Executive Searches. She detailed the standard procedure used in executive searches including approximate costs and timelines.

Session 9: Develop Plan/Action Steps for Follow Up on Board's Vision, Goals, and Hiring County Administrator

Ms. St. Clair led the Board through Action Steps to follow to continue to develop the vision/goals and to hire a County Administrator.

2. <u>Adjourn</u>

By consensus, the Board agreed to adjourn the Retreat at 5:00 p.m.

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Prepared by:

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Nadine S. Culberson
County Administrator

Approved by the Washington County Board of Supervisors:

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Joseph C. Straten
Chairman