

Town of Spring Lake
Retreat Meeting of the Board of Aldermen
Courtyard by Marriott
120 N. Fifth Street
Spring Lake, NC 28390

September 17, 2022

MINUTES

9:11 am

The Spring Lake Board of Aldermen held a retreat meeting in the Conference Room at Courtyard by Marriott, 120 N. Fifth Street, Spring Lake, NC 28390 with Mayor Kia Anthony presiding.

Board Members Present:

Mayor Pro Tem Robyn Chadwick
Alderwoman Soñia Cooper
Alderman Marvin Lackman
Alderman Raul Palacios
Alderwoman Adrian Thompson

Board Members Absent:

Others Present:

Joseph Durham, Interim Town Manager
Patricia Hickmon, Interim Town Clerk
David Erwin, LGC
Tiffany Anderson, LGC
Paul Meyer, Facilitator

1. Call to order

Mayor Anthony declared a quorum and called the meeting to order.

2. Invocation and Pledge of Allegiance

Alderman Palacios gave the invocation and led the Pledge of Allegiance.

3. Introductions- Paul Meyer, Facilitator

Mr. Paul Meyer introduced himself and briefly explained his past employment. Mr. Meyer was an Executive Director with the North Carolina League of Municipalities. Everyone in the room introduced themselves, giving their name and title.

Mayor Anthony and all the Board of Aldermen participated in conversations with the below questions, with Mr. Meyer being the facilitator to lead the group. Under each question are bullet points that represent their responses.

4. Why are we here today?

- Purpose
- Regain Trust
- Stability

- Professional

5. What are we hopeful will be accomplished today?

- Success
- Team/Unity Cohesive
- Focused
- We Know Next Steps
- Goals/Concrete Plan (6-12 months)
- Driven

6. Laying the Groundwork

A. Timeline of key happenings?

Past Practices

- Lack of Leadership
- Not Taking Responsibility
- Self-Serving Agendas
- Managers & Board Members Ex. Economic Development promises that couldn't be kept or were illegal.
- Lack of policies/consistency of Town actions
- Hiring Practices
- Lack of Boundaries between Manager/Board & Manager/Staff & Board/Staff
- Poor Governance Practices
- Quid Pro Quo
- Lack of Financial Reporting

B. Status of Spring Lake with the Local Government Commission?

- Mayor Anthony, the Board of Aldermen, and the Interim Town Manager continue to work closely and do due diligence with the Local Government Commission.

7. To move forward as a unified council and community:

A. What are our strengths?

- Communication (internal and external)
- Cohesive Board
- Positivity /Approachability
- Passion for the Community and its Future Beautification
- Staff Morale
- Fire Department
- Town of Spring Lake as Gateway to Fort Bragg (Military Community)

B. What are our weaknesses?

1. Relationships

- Fort Bragg
- Staff/Town Manager
- Local Government Commission
- Staff "not heard."
- Retribution for complaining
- County Commissioners
- N.C. General Assembly

2. No Structure System for citizens when citizens or businesses have service problems
3. Old pipes (water/sewer)
4. More Policies/Update Employee Handbook
5. Need Board Policies-How the Board will operate and communicate collective
6. Lack of information flow from Town Manager-Collective updates
7. Lack of fiscal controls/ professionalism
8. Lack of Board understanding/knowledge of finances and enterprise funds
9. Lack of training for the Board
10. Lack of Capital Plan/Infrastructure
11. Constant staff turnover (Fire & Police)
12. Old narratives as a distraction
13. History of poor performance
14. Lack of resources to pay the market rate for staff
15. Outdated operational infrastructure
16. Lack of operable equipment
17. Processes are in place, but not enough execution on enforcement and other actions due to a lack of staff/capacity.
18. New Board is vulnerable due to a lack of experience.
19. High tax rate but not enough resources generated due to low commercial and low value residential.
20. Low owner-occupied rate
21. Holding landlords to maintain property better

C. What opportunities are before us?

- Building renewed relationships with the following:
 - Fort Bragg
 - Harnett County
 - Fayetteville
 - Economic Development
 - Access to resources
 - Participation/involvement with the Town
- Desire for Natural Gas lines
 - Limits Commercial Development
 - Need relationship with utility and Harnett County
- Exiting from LGC oversight
- Professional staff
- Desire for more businesses to take root
- Sandhills Chamber is opening a business development incubator (located in Town)
- More community involvement to get things done
- State money to drive utility improvement (Capital Planning)
- Some new housing is being built
- Merge Town's Park & Recreation with Fayetteville Cumberland Parks & Recreation

D. What threats are in our way?

- Woodlake Dam

- Potential major military deployments
- Cyber Threats
- Anderson Creek development
- Highway continuing to divide the Town
- Low-value property/No Commercial Development
- Doughnut hole
- Land Locked
- Contingent loan with nonprofit housing equity
- Restore sales tax agreement with County
- Greg Isley stops serving the Town Finance Dept.
- Lack of Audit Firm for local government

8. Lunch Break 12:00 pm reconvened at 12:35 pm

9. Given our situation, what high-level goals can we set?

- A Beautiful Thriving Town
- Successful Prosperous Economic Community
- Financially Responsible Town with Pride and Growth
- A community where you want to live, work, play
- A modern and current Two with practices and policies
 - Transparent
 - Commuted
 - Integrity
 - Progressive Innovations
 - Positive

10. What do we agree to do to achieve the goals we've set? Timetable? Deliverables? Process?

- Public Commitment
- Policies/Practice/Procedures
- Finance
- Relationships
- Making the Board stronger
- Economic Development Planning
- Vision Retreat/Build A Vision

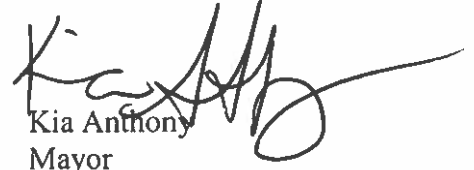
Mayor Anthony and the Board of Aldermen will be adopting goals and objectives from this retreat at a future date.

11. Adjournment


Action: There being no further business to come before the Board, the meeting was adjourned at 2:12 pm.

Motion: Alderwoman Cooper

Second by: Mayor Pro Tem Chadwick
Vote: Unanimous



Kia Anthony
Mayor

ATTEST:

Patricia Hickmon
Interim Town Clerk

