

# Langlade County Strategic Planning Steering Committee Mtg

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22 June 2020 / 2:30 - 5:10 PM

## ATTENDEES

Tim McKeough - NTC Facilitator, Dennis Clark, Angela Close, Pam Resch, Ron Barger, John Medo, Ben Pierce, Don Scupien. Absent – Judy Nagel and Robin Stowe.

## AGENDA

### Last Meeting Follow-up

1. None - this was the first meeting. Tim review the overall process and meaning of strategic planning summarizing what was presented at the county board meeting on June 16, 2020.

### New Business

- **Opening Comments:** Introductions, guidelines for participation, and a short review of the 1:1 meetings Mr. McKeough held with steering committee members prior to meeting as a group kicked off the meeting. Additional discussion on the 1:1 meetings follows later in the meeting.
- **Mission Statement:** There was a lengthy discussion around the current mission statement. General consensus was that it was too long to be effective. The committee reviewed different meanings of mission statement and other county mission statements presented by Mr. McKeough. It was felt important that the mission not only reflect on what the county has to do (mandated/essential) but also have a vision of continuous future improvement of the county. One key point was that the Mission Statement is for all employees and Board members; not just the Board. It must be embraced and executed daily by the entire Langlade

group. The following was written up and agreed upon as a working new Langlade County Mission Statement that will be continually reviewed and changed if needed.

- *To provide essential services (health, safety, economic well-being, environmental stewardship) in a fiscally responsible manner. We enhance and promote innovation that enriches our community, natural resources and businesses.*

In upcoming sessions, the steering committee will discuss and validate whether a Vision Statement should be added to further clarify what the County stands for. The Vision Statement would focus on where the County wants to go, what it wants to be seen as standing for in the future. Some of the existing Mission Statement not incorporated into the new Mission Statement could be incorporated into the County Vision Statement.

- **Core Values:** The next topic was to define the core values for Langlade County. Core Values as presented by Mr McKeough are the beliefs and principles that Guide Langlade County. They are there to provide direction for the representatives and employees of the county on how to behave and conduct themselves. An initial brainstorming session produced 21 possible core values. Through discussion and consolidation, the committee came up with 8 core values as a draft to be reviewed and changed if needed throughout the strategic planning process. However, the committee felt very positive about these defined core values. They are:
  - Respect thru Diversity
  - Integrity thru Transparency
  - Continuous Improvement
  - Stewardship
  - Shared Purpose
  - Can Do (attitude/spirit)
  - Teamwork
  - Excellence
- **Key Items/Categories to help define the strategic plan:** Mr. McKeough prior to this steering committee session conducted one-one phone call sessions with each steering committee member to assess goals and needs from the perspective of each member. Ideas and themes of those talks were shared with the group. From those ideas, Mr McKeough came up with 5 categories to help

better define what will be the strategic goals and objectives of the strategic plan.

These categories were presented as:

- Internal Processes/Efficiencies
- Internal Financial Responsibilities
- Outside/Community Facing Projects
- Mandated Services
- Outside funding/income

These 5 categories were agreed on to move forward in terms of defining next steps, which is a shared vision for Langlade County and specific goals and objectives to achieve that vision. Mr. McKeough also explained/clarified the ask of the questionnaire that he sent out prior to the meeting. There was not time to go over the results. Anyone who did not fill out the questionnaire is asked to do so and email to Mr. McKeough. He will compile the results and bring to the next steering committee meeting.

The steering committee will decide at the July 13<sup>th</sup> meeting if Mr. Mckeough should attend the July or August County Board meeting to provide an update on the progress of the workgroup.

Meeting was adjourned at 5:10PM.

Next Scheduled Steering Committee Meetings to be held in the CB room:

July 13, 2020 from 2:30 - 5:00 PM

July 27, 2020 from 2:30 - 5:00 PM

Additional meetings will be scheduled as needed.