At a Retreat of the Orange County Board of Supervisors held on Saturday, January 20, 2024, beginning at 9:00 a.m., in the Conference Room of the Airport, 11275 Aviation Way, Orange, Virginia. Present: R. Mark Johnson, Chairman; Keith F. Marshall, Vice Chairman; Eduward M. Van Hoven; Crystal D. Hale; and J. Bryan Nicol. Also present: Theodore L. Voorhees, County Administrator; Glenda E. Bradley, Deputy County Administrator; Stephanie R. Straub, Assistant County Administrator for Operations; Ashley N. Jacobs, Management Analyst; and Alyson A. Simpson, Chief Deputy Clerk.

RE: WELCOME AND OPENING REMARKS

Theodore L. Voorhees, County Administrator, welcomed the members of the Board to its bi-annual Strategic Planning Retreat and provided brief opening remarks on the planned agenda for the Retreat, which included a Board-led morning session and a staff-led afternoon session.

RE: OVERVIEW AND PURPOSE OF RETREAT

Chairman Johnson provided an overview of the planned agenda for the morning session and discussed the purpose of the Retreat, including identifying goals and priorities. He highlighted the importance of cohesion and trust among the Board members in order to advance win-win solutions for the citizens and the community.

RE: IDENTIFYING TOP FIVE ISSUES

Chairman Johnson led the Board in an exercise where they individually identified what they felt should be the top five priorities or short-term issues to be addressed by the Board as a whole. Upon completion of the list by each Board member, staff consolidated the results and summarized overlapping areas of priority or issues to be addressed.

RE: BOARD DISCUSSION OF PRIORITIES

Collectively, the Board reviewed its list of top five issues, including the overlapping areas tabulated by staff. From that list, the Board discussed and selected items to become part of its Strategic Priorities.

RE: OTHER BOARD-LED DISCUSSION

Following identification of the priority areas, discussion ensued among the Board and staff regarding: communicating the expectations of the Board to staff; empowering staff to be proactive, customer-service oriented, problem solvers; needs of the County; short-term and long-term goals; a staff analysis of revenue and tax options and alternatives; language to be incorporated into a mission and vision statement; recreation opportunities; the Schools and CTE opportunities; planning and zoning staffing and philosophies; needed work on the Subdivision and Zoning Ordinances; customer service processes; regional water supply planning efforts; Rapidan Service Authority; and growth and development philosophy.

RE: RECESS AND RECONVENE

The Board recessed for lunch around 12:45 p.m. and reconvened around 1:15 p.m.

RE: OVERVIEW OF STRATEGIC PLANNING

Ashley N. Jacobs, Management Analyst, opened the afternoon session by providing a summary of strategic planning efforts and why those efforts were important to local government organizations. She presented a demonstration of *ClearPlans*, a web-based software program that would be used to organize and manage the Board’s Strategic Plan upon completion and adoption.

RE: STRATEGIC PLANNING; THEN, NOW, AND FUTURE

Ms. Jacobs presented a PowerPoint presentation that highlighted the prior Board of Supervisors' visioning and strategic planning work in 2012 and accomplishments under the priority focus areas over the last decade. She also reviewed the Board's current strategic priorities. Ms. Jacobs shared feedback with the Board that had been received through the Senior Leadership Team as part of a recent SWOT analysis. Lastly, she summarized staff's feedback on future considerations for prioritization by the Board.

RE: DISCUSSION OF FOCUS AREAS

Collectively, the Board discussed its desired focus areas, understanding those areas would be finalized and presented for formal adoption at a later date.

RE: DISCUSSION OF MISSION AND VISION STATEMENTS

Collectively, the Board discussed proposed language for its mission and vision statements, understanding those statements would be finalized and presented for formal adoption at a later date.

RE: SHORT-TERM AND LONG-TERM PRIORITIES

Brief discussion ensued among the Board regarding establishing short-term and long-term priorities under each of the established focus areas.

RE: IDENTIFICATION OF ACTION STEPS

Staff summarized what had been identified as action items throughout the course of the Retreat, which were reviewed and initially agreed upon by the Board.

There was understanding among the Board and staff that the work from the Retreat (focus areas, mission and vision statements, priorities, action items, and the like) would be presented for formal consideration and adoption at a later date.

RE: ADJOURN

There being no further business to discuss, the Board concluded its Retreat at 4:35 p.m.

R. Mark Johnson, Chairman	Theodore L. Voorhees, County Administrator