



VILLAGE BOARD MEETING

VILLAGE OF HARRISON**From:**

Alissa Van Eperen, Finance Director/Treasurer
Meghan Winkler, Clerk/HR Manager
Chad Pelishek, Village Manager

Meeting Date:

March 31, 2026

Title:

Creation of Village Vision, Mission, Core Values, and Strategic Goals.

Recommended Action:

Motion to Approve the Vision, Mission, Core Values, and Strategic Goals for the Village as presented, unless other input or thoughts are requested by the Village Board.

Issue:

None.

Background and Additional Information:

In late 2024, the Village contracted with Allyson Brunette Consulting to facilitate an organizational exercise involving all Village employees and the Village Board. The purpose of this was to gather input about the community and establish a foundation for developing a vision statement, mission statement, and core values. A summary report was distributed following the collaboration; however, these items were not finalized.

As the community continues to grow, it is important for the Village to clearly communicate to residents, developers, visitors, and other stakeholders what the community stands for and the direction it intends to pursue. Establishing a vision, mission, and core values will help provide that clarity.

As discussed during the 2026 budget visioning session, adopting these guiding principles represents an important step as the Village continues to grow and plan for the future. They will also support the Village's transition to a more formalized approach to employee goal setting and performance evaluation. These principles establish a clear framework for measuring accomplishments and help ensure that staff efforts remain aligned with the priorities and strategic direction established by the Village Board.

The attached document outlining the proposed vision statement, mission statement, core values, and strategic goals was developed based on the results of the 2024 study.

Budget Impacts:

None.

Attachments:

- Organizational Framework Sheet