GOAL (STRATEGIC INITIATIVE): Council Effectiveness- Advance consensus, trust, and influence through greater efficiency and participatory leadership.

Engage a broader community consensus among expanded/newly created committees, advisory boards, key community organizations and businesses; while improving efficiency, influence through partnerships, coalitions and advocacy. As part of Annual Budget, adopt a prioritized Strategic Plan which directs staff priorities and resources, encourages longer-range (5-10 year) continuity, and is regularly evaluated for success or adaptation. Increase influence/"clout" thru coalitions and smart strategies to achieve desired policy wins and acquire new/continuing resources.

| Who | | s. | When | _ | PERCENT | | % Complete Calendar Year/ Quarter | | | | | | | | | | |
|------|-----|--|-------|----------|----------|----|-----------------------------------|----|---|-----|----|-------|-----------|---------|----------------------|-------|-------------|
| | | | START | DORATION | COMPLETE | 25 | 4 5 | 26 | 7 | 8 9 | 27 | 11 12 | 28 | 15 16 1 | 29 7 18 19 | 20 21 | 30 + |
| CE 1 | | "Get To Yes." Achieve Greater Business Meeting Efficiency, Consensus, Cordiality through: a. With improved staff/council pre-meeting briefings, act on issues which are ripe for decisions, otherwise analyze them in staff reports or monthly remote salient issues day-time workshops (thus Council meets twice/month). b. Give clear and consistent policy direction to Manager, Attorney, Clerk (delegation to other staff is reserved to Town Manager, per Charter). c. Revisit/revise meeting agenda ordinance to shorten meetings by limiting agenda (no new items without unanimous consent), moving Council member comments among first items of meeting business, reviving "hard stop" time, using Parliamentary Procedure as needed, and ending meetings with "Good of the Order." Attorney time and additional scheduling, workshop accommodations. \$7.5K. Q3- Q1 2026 and continuing. Status- Ensure decorum through Code of Conduct adoption? | 3 | 3 | 25% | - | - | | | | 10 | | 11 | | | 20 21 | 22 |
| CE 2 | | Empower dynamic new Town Manager to lead "wearing many hats" such as: A. Liaison (effective and regular communication) with many groups including: neighboring communities, outside agencies, interest groups while coordinating with Councilmembers as "ambassadors" (League of Cities, local businesses and NPBCC, new "Heart of Juno" Village Center Association, homeowners and civic associations, Forum Group, Loggerhead Marinelife Center, Foundations/Not For Profits, FPL/Next Era Energy, NPBCC, PBBOCC, PBLC, PBTPA, FIND, FDEP, etc.). Evaluate existing/recommend new Interlocal Agreements/Memorandums of Understanding. B. Strengthen/form effective coalitions of coastal/small towns to lobby BOCC, State, or others for funding. Neighbors/ coalition parts include: N. Palm Beach, Tequesta, Jupiter, Palm Beach Gardens, Jupiter Inlet, Lake Park. Seek appointed seats on targeted regional agency Boards. C. Anticipate annexation on proactive not reactive basis. D. Solidify, recommend, negotiate new or expanded Interlocal or Mutual Aid Agreements as advisable. E. Ensure responsiveness to residents (e.g. Text the Manager APP) F. Mentor senior Staff for advancement and Succession Plan. G. Improve Council meeting efficiency through thorough pre-meeting briefings of Council members. More external meetings additional staff Time. Salary | 3 | 15 | 75% | | | | | | | | | | | | |
| CE3 | 727 | Continue or begin new town and community volunteer-sponsored special events (festivals, arts, etc.) promoting commUNITY and fellowship among residents. Council and staff time. Q3 and continuing. Cost indeterminate. | 3 | 10 | 75% | | | | | | | | | | | | |
| CE 4 | | Accommodate more public/resident engagement through listening events (coffee and/or roundtables outside of Council meetings). Delegate more autonomy and give careful consideration to Town committees and advisory board recommendations. For greater customer service implement website complaint/comment/Q & A portal and/or "Ask the Manager". Q3 2025 \$25K | 3 | 10 | 50% | | | | | | | | | | | | |
| CE 5 | | Form active/effective regional coalition of towns to lobby BOCC or others to overcome strategic disadvantage of small towns (median 6199 of 411 per FLC). Enhance communication, interlocal agreements (N Palm Tequesta, Jupiter, PB gardens, Jupiter Inlet, Lake Park (other munis, and County, Loggerhead, FPL/Next Era Energy, PBBOCC, FIND, etc.) so not reactive including annexation, solidify mutual aid, etc. Interlocal Agreements as needed (TPA, TCRPC, etc.) More external meetings, additional staff time indeterminate. [Note: Many "small towns" in FL: median population=6199 (source: FLC)] | 3 | 10 | 25% | | | | | | | | | | | | |
| CE 6 | F | Improve Advocacy (especially State and Regional) by supporting Town Manager and Attorney in their outreach to coalitions, elected or agency officials, professional organizations, advocacy groups. Support County's Transportation Surtax with hopes of better achieving complete streets, more pedestrian friendly and multi-modal traffic safety. Indeterminate additional staff and Council time. Q4 2025 and continuing. | 4 | 19 | 25% | | | | | | | | | | | | |
| CE 7 | | Re-examine Town Charter to determine whether a different form of government may better serve the Town for efficiency of resources and decision-making. A rotating (1-2 year) Council Chairperson or ceremonial mayor, or strong Mayor may prove more cost effective and/or reduce divisiveness. Integrate with agenda-setting and meeting decorum. Add to attorney scope to assist appointed Charter Committee. See https://www.nlc.org/resource/cities-101-forms-of-local-government . \$5K est. Q1-Q3 2026. | 5 | 2 | 0% | | | | | | | | | | | | |
| CE 8 | | Provide Professional Advancement for Councilmembers striving for better Board performance/best practices for management teams. (For reference: 1. ICMA High Performing Team -Council Orientation Program (\$1K group) at https://shop.learninglab.icma.org/products/lp_4147867variant-48733277585865; 2. FLC Certification of Elected Municipal Officials 3. Framework Consulting http://fwconsulting.com/ 4. Other TBA) \$15K est. Q2 2026. | 6 | 10 | 10% | | | | | | | | | | | | |