

	CITY OF LANDER		
	SPECIAL CITY COUNCIL MEETING		
	Tuesday, March 18, 2025, at 6:00 PM		
	City Council Chambers, 240 Lincoln Street		
	MINUTES		

1. NEW BUSINESS (NON-ACTION ITEMS)

The meeting commenced at 6:00 PM. COUNCIL MEMBERS PRESENT: John Larsen, Josh Hahn, Melinda Cox, Julia Stuble, and Mayor White. COUNCIL MEMBERS ABSENT: Dan Hahn. STAFF PRESENT: City Clerk Rachelle Fontaine.

A. Strategic Planning

Kristin Gunther facilitated a strategic planning work session. Discussion topics included: the City's Mission and Vision, council and mayoral leadership definitions, an overview of the strategic planning process including the value of a strategic plan, identifying key inputs (public meetings, surveys, and the planning processes. The Task for the meeting was identified as defining what new ideas should be reflected in an updated plan, what carries over to the new/updated plan, and plan implementation. Desired outcomes include setting clear goals, creating a united path forward for community and city staff, and creating a deliberate rather than procedural approach to planning.

Discussion concerning the City’s strengths and weaknesses ensued. Strengths included committed staff, talented department heads, day-to-day management, fiscal responsibility, community-centered approaches, improved community communications and strategic planning priorities. Concerns were expressed from a budgetary standpoint about helpers/assistants and increased staff positions. City weaknesses included: uncertain financial future, budget cuts and impact on essential services, maintaining community communications, clarity and flow of accurate information, lack of shared understanding of economic development, the current structure of government, and infrastructure challenges, including deferred maintenance. Communication between staff and council was discussed, with ideas for potential improvement. Discussion concerning the loss of tax revenue and number of non-profits. At approximately an hour and ten minutes into the meeting video/audio recording was switched to audio only due to technical difficulties. The strategic planning priorities survey indicated that infrastructure was the highest priority. The council desires continuing discussions and review of strategic planning throughout the year, actionable issues, and items the council can affect and control. The meeting concluded by discussing priorities with budget constraints and changes in mind, including exploring other funding mechanisms, organizational structure, succession planning, recruiting, and potentially creating a charter ordinance and or a city manager as opposed to a strong mayor. There was a consensus that the City needs to be mindful of not spending more and stay within its means. Kristin will provide a framework for the council and staff to use moving forward.

2. ADJOURNMENT

Being no further business to come before the council, the meeting was adjourned at 8:00 PM.

The City of Lander

ATTEST:

By: \_\_\_\_\_  
Missy White,  
City of Lander Mayor

\_\_\_\_\_  
Rachelle Fontaine, City Clerk

The meeting is available to view/listen to at <https://www.landerwyoming.org/meetings/recent> OR <https://www.youtube.com/@CityofLander>.

**CITY OF LANDER MISSION STATEMENT**

To provide a safe, stable, and responsive environment that promotes and supports a traditional yet progressive community resulting in a high quality of life.

**VISION**

Preserving the past, while embracing the future.

The City of Lander is an equal opportunity employer and does not discriminate. Qualified applicants are considered for positions without regard to race, religion, military status, sex, age, national origin, disability, sexual orientation, or other characteristics protected by law.