

City of Tumwater City Council Retreat Notes
February 11-12, 2022
Recorded by Nancy M. Campbell

The retreat opened on Friday evening with a shared meal, updating the history map and reviewing interview feedback. On Saturday, the Council reached the following shared understanding.

Operating Agreements for Retreat

- Assume positive intent
- Create space for other voices
- Be aware of your body language
- Risk being honest
- Respect each other
- Go to the person

Defining Success

- Making progress on policy choices and challenges
- Gaining the confidence and trust of the community
- Working effectively together

Need from each other to Succeed

(In order of greatest agreement)

- Open Communication
- Honesty
- Learn from each other
- Grace
- Advice
- Patience
- Have fun

What Members are willing to invest

- Listening first and without judgement
- Being available to each other
- Sharing experience
- Willingness to learn from each other
- Risking vulnerability

Other topics that were discussed included:

Councilmembers expressed their desire to have Mayor Sullivan meet with each of them about their priorities. It was also agreed that each Councilmember will share with Mayor Sullivan their

preferred communication method. Councilmembers expressed the hope that Mayor Sullivan would check in individually with them on a regular basis.

City Priorities and Goals

The City Administrator overviewed the Strategic Priorities and Goals for 2021-2026. The Council identified its priorities for 2023-2024 which include in order of agreement: economic development, housing, MPD and climate and urban forestry. Goal areas for this period include:

- Economic Development
- Housing
- MPD
- Climate
- Trees
- Fire Department
- Transportation
- Workforce

Follow Up Issues

Issues that some Councilmembers requested follow up on included changes in the budget process to include input by members earlier in the budget cycle. Councilmembers indicated they would like input into the final priority setting early enough so there is still time to make changes in the budget process. The issue of how to reassess priorities when changes are needed was discussed.

Issues regarding the changes to the Council code were deferred and it was agreed these would be revisited in another Worksession. It was also suggested that there needs to be a Worksession on the economic development issues.

Finally, the facilitator suggests that the conversation regarding Council role be revisited. Some members see the Council's role as setting policy and delegating implementation to Mayor Sullivan and staff while other members believe the Council should be involved in administrative issues. Finding greater agreement on the role of Councilmembers will enhance working relationships between members. It is also suggested that the Councilmembers review the operating agreements, modify as needed and use them to guide their interactions.