

PERSON COUNTY BOARD OF COMMISSIONERS
MEMBERS PRESENT

December 7, 2023
OTHERS PRESENT

Gordon Powell
C. Derrick Sims
Charlie Palmer
Kyle Puryear- Absent
Jason Thomas

Katherine M. Cathey, County Manager
Michele Solomon, Clerk to the Board

The Board of Commissioners for the County of Person, North Carolina, met in regular session on Thursday, December 7, 2023 at 9:00 a.m. This meeting was set as the Board's Strategic Planning Retreat. The Retreat location was in the Commissioners' Boardroom 215 in the Person County Office Building located at 304 S. Morgan Street, Roxboro, NC.

Chairman Powell called the meeting to order. Chairman Powell announced that Commissioner Puryear was not able to attend the meeting due to work responsibilities and obligations.

DISCUSSION/ADJUSTMENT/APPROVAL OF AGENDA:

A **motion** was made by Commissioner Sims and **carried 4-0** to approve the agenda as adjusted with the addition of Closed Session # 2, and the approval of an Ordinance Approving Rezoning Map Amendment Application RZ-02-23.

December 7, 2023

An Ordinance Approving Rezoning Map Amendment Application RZ-02-23

WHEREAS, on October 12, 2023 Person County received a Rezoning/Map Amendment Application from Public Service Company of North Carolina, Incorporated (d/b/a Dominion Energy North Carolina) to rezone +/- 485.68 acres of land known as the Moriah Energy Center site, located at 6401 Helena-Moriah Rd. in Person County from Rural Conservation ("RC") and Residential ("R") to General Industrial ("GI") (hereafter "RZ-02-23");

WHEREAS, on November 9, 2023 the Person County Planning Board voted 5-1 to recommend approval of RZ-02-23;

WHEREAS, on December 4, 2023, after conducting a properly noticed public hearing, the Person County Board of Commissioners voted unanimously to approve RZ-02-23 and the Statement of Consistency associated with the amendment recommended by the Person County Planning staff;

WHEREAS, N.C. Gen. Stat. § 160D-601(c) requires that a, "A development regulation adopted pursuant to [i.e. Chapter 160D] shall be adopted by ordinance"; and

WHEREAS, out of an abundance of caution the Board of Commissioners seeks to ensure that its actions comply with all legal requirements;

NOW THEREFORE, be it ordained by the Person County Board of Commissioners the following:

Section 1. Rezoning Application RZ-02-23 is hereby approved.

Section 2. The Board of Commissioners finds that RZ-02-23 is reasonable and in the public interest and consistent with the *Person County & City of Roxboro Joint Comprehensive Land Use Plan*, specifically, Guiding Principles 2.1, 2.4, and 2.7, to facilitate sustainable economic growth.

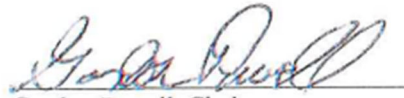
Section 3. This action relates back to and has an effective date of December 4, 2023.

Section 4. Any ordinance or resolution inconsistent with this ordinance is hereby repealed.

[This area has been left blank intentionally. Signatures are on the following page.]

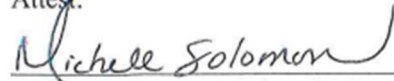
December 7, 2023

Adopted this 7th day of December, 2023.



Gordon Powell, Chairman
Person County Board of Commissioners

Attest:



Michele Solomon, Clerk to the Board



A **motion** was made by Commissioner Palmer and **carried 4-0** to approve an Ordinance Approving Rezoning Map Amendment Application RZ-02-23.

December 7, 2023

STRATEGIC PLANNING:

County Manager Katherine Cathey stated that this meeting is Part II of the Strategic Planning Meeting, and that she would like the Board to revisit the values, mission, and vision, that were discussed at the last Strategic Planning Meeting on October 24, 2023. She stated that she would like the Board to review what was drafted, and to work on goal setting that supports values and mission. She stated that there is a Department Head retreat on December 14, 2023, and the focus of the retreat will be to look at the board's goals and develop strategies to support those goals. She presented the following slideshow with retreat notes inserted to help develop and implement a Strategic Plan for Person County.



Agenda

- Values, Vision and Mission
- Goal Setting
- Next Steps
 - ❖ Strategies
 - ❖ Adoption
 - ❖ Progress Reports

Values, Vision and Mission

Values



Community - We are welcoming, inclusive, and accessible. We are family-friendly, celebrate our traditions and foster strong community spirit. We prioritize public safety and personal wellbeing.



Opportunity - We work to create economic growth, financial security, and personal and professional enrichment for individuals and businesses to prosper.



Stewardship - We take responsibility for our natural, historical, economic and human resources. We act resourcefully, promote equity and sustainability, and seek efficiency and innovation.



Service - We provide high-quality customer service as public servants who share a vision for and commitment to our community. We build and sustain relationships and achieve excellence through teamwork.



Professionalism - We adhere to ethical standards and take ownership of our responsibilities. As knowledgeable leaders in our community, we exercise kindness, respect, empathy, courage, creativity, humility, and flexibility.



Transparency - We act with honesty, integrity, and respect. We are accountable to the public. Communication is a priority.

Values



Community

Opportunity



Stewardship

Service



Professionalism

Transparency



December 7, 2023

Vision and Mission



VISION

Person County is a safe, thriving, and diverse community where people come to live, work, learn, play, serve, and grow.

MISSION

We provide effective government that enhances the quality of life for individuals and businesses in Person County by preserving our local history and resources, facilitating economic growth, and supporting lifelong learning.



Mission:

We provide effective government that enhances the quality of life for individuals and businesses in Person County by preserving our local history and resources, facilitating economic growth, and supporting lifelong learning.

Vision: Person County is a safe, thriving, and diverse community where people come to live, work, learn, play, serve, and grow.



Community - We are welcoming, inclusive, and accessible. We are family-friendly, celebrate our traditions and foster strong community spirit. We prioritize public safety and personal wellbeing.



Opportunity - We work to create economic growth, financial security, and personal and professional enrichment for individuals and businesses to prosper.



Stewardship - We take responsibility for our natural, historical, economic and human resources. We act resourcefully, promote equity and sustainability, and seek efficiency and innovation.



Service - We provide high-quality customer service as public servants who share a vision for and commitment to our community. We build and sustain relationships and achieve excellence through teamwork.



Professionalism - We adhere to ethical standards and take ownership of our responsibilities. As knowledgeable leaders in our community, we exercise kindness, respect, empathy, courage, creativity, humility, and flexibility.



Transparency - We act with honesty, integrity, and respect. We are accountable to the public. Communication is a priority.

Goal Setting

Goals



- Developed and adopted by the governing body and communicate broad initiatives or activities.
- Should be a 2-4 year view of priorities that the local government establishes to achieve the vision of the community.
- Focus on creating 3-5 goals that describe guardrails rather than specific actions.
- Key Questions
 - ❖ Do the goals support the mission and vision?
 - ❖ Are the goals realistic?
 - ❖ Are they easy to read and understand?
 - ❖ Are they measurable?

Strategies

- The action steps needed to be taken to achieve the broad goals of the community.
- Describe specific tasks, outputs and/or outcomes, typically within a 1-2 year completion period.
- The number of strategies assigned to each goal will vary and are typically between 3 and 7.
- Key Questions
 - ❖ Are the strategies realistic in terms of budget?
 - ❖ Do the strategies identify a timeframe for completion?
 - ❖ Have key personnel responsible for those strategies been identified?
 - ❖ Can you, as the manager, report progress to the elected officials?

Example – Goals and Strategies

Rolesville, NC

GOALS

Community Connection FOSTER OPPORTUNITIES TO BUILD CONNECTIONS AND CREATE CIVIC LIFE	Mindful Growth PROMOTE DEVELOPMENT WHILE MAINTAINING A SMALL-TOWN CHARACTER
GOALS Provide a broad view of our values and vision, and information opportunities and resources to neighboring communities Consider opportunities for shared services and best practices with neighboring communities Build partnerships with other county and community partners to address regional needs Create opportunities to recognize the historic and diverse	GOALS Implement the Plan First Vision Plan Create a disaster plan of emergency preparedness, recovery, and development Foster a resilient community with sustainable economic growth and development Develop a unified and coordinated vision for land use and transportation, address housing needs and
Planned Investment BUILD COMMUNITY ASSETS TO MEET GROWING NEEDS	Organizational Excellence ENSURE RESOURCES ARE USED FOR THE GREATEST BENEFIT
GOALS Increase efforts to recruit the county's workforce Expand open space and recreation facilities Grow public safety and emergency services Develop a plan to build and enhance infrastructure, including roads, bridges, and greenways	GOALS Monitor and measure the county's financial strength Address organizational staffing needs Foster innovation and growth with the community Recruit and retain outstanding personnel by providing a culture that values professional development

STRATEGIES



Organizational Excellence

GOAL 16: RECRUIT AND RETAIN OUTSTANDING PERSONNEL BY CREATING AN INNOVATIVE CULTURE THAT VALUES PROFESSIONAL DEVELOPMENT

16.1 Support the organizational mission and values by consistently communicating them to employees.

- Current employees provided copy of Strategic Plan
- Core values reviewed during bi-monthly performance coaching
- Created report to update plan progress
- New hires receive Strategic Plan at onboarding
- Incorporated into FY 21-22 budget development

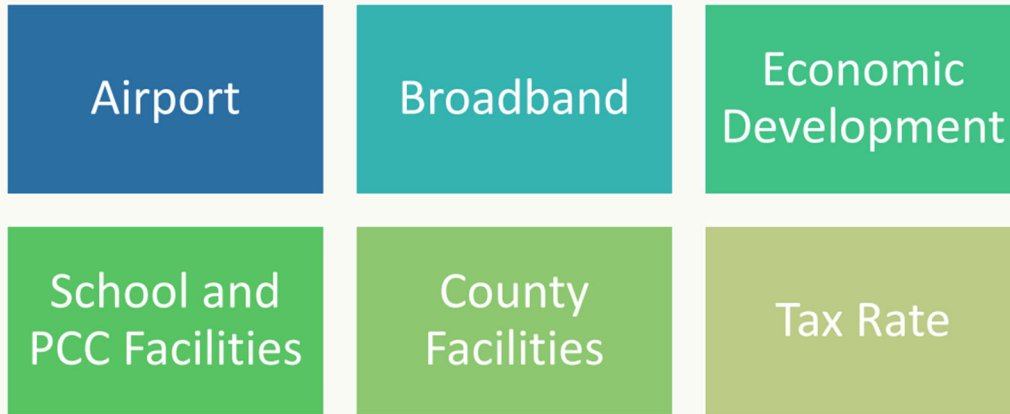
Assigned to: Finance

16.2 Develop and fund a Town-wide training plan. Implement and track progress from the plan.

- Town-wide plan developed that addresses training and wellness, implementation underway
- Funding was included in FY20-21 budget
- New HR Director is assessing needs, will develop plan

Assigned to: Human Resources

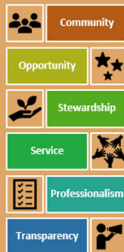
Goals



Goal Setting

Vision: Person County is a safe, thriving, and diverse community where people come to live, work, learn, play, serve, and grow.

Mission: We provide effective government that enhances the quality of life for individuals and businesses in Person County by preserving our local history and resources, facilitating economic growth, and supporting lifelong learning.



December 7, 2023

Next Steps

- Strategies
- Adoption
- Progress Reports

Questions?

CLOSING REMARKS AND ADJOURNMENT

Cathey advised the Board that the next step would be for staff to define additional goals, and expand upon goals established today, to create strategies for implementation of the Strategic Plan. She advised that once this has been done, and strategies are completed to support the goals, she would bring it back before the Board for adoption, anticipating a January 2024 meeting date.

It was the consensus of the Board that they were in agreement with the next steps in the process to adopt a Strategic Plan, and had no questions of Cathey at this time.

CLOSED SESSION #1

A **motion** was made by Commissioner Sims and carried 4-0 to enter into Closed Session at 10:31 a.m. per General Statute 143-318.11(a)(4) for the purpose of discussion of matters relating to the location or expansion of industries or other businesses in the county(economic development) with the following individuals permitted to attend: County Manager Katherine Cathey, Clerk to the Board Michele Solomon, Economic Development Director Brandy Lynch, and Economic Development Commission Chairman Phillip Allen..

Chairman Powell called the Closed Session #1 to order at 10:32 a.m.

A **motion** was made by Commissioner Sims and carried 4-0 to return to open session at 11:11 a.m.

CLOSED SESSION #2

A **motion** was made by Commissioner Sims and carried 4-0 to enter into Closed Session #2 at 11:13 a.m. per General Statute 143-318.11(a)(5) to establish, or to instruct the public body's staff or negotiating agents concerning the position to be taken by or on behalf of the public body in negotiating (i) the price and other material terms of a contract or proposed contract for the acquisition of real property by purchase, option, exchange, or lease; or (ii) the amount of compensation and other material terms of an employment contract or proposed employment contract with the following individuals permitted to attend: County Manager Katherine Cathey, Clerk to the Board Michele Solomon, and Finance Director Amy Wehrenberg.

A **motion** was made by Commissioner Sims and carried 4-0 to return to open session at 11:19 a.m.

ADJOURNMENT:

A **motion** was made by Commissioner Sims and **carried 4-0** to adjourn the meeting at 11:19 a.m.

Michele Solomon
Clerk to the Board

Gordon Powell
Chairman

December 7, 2023