



## Town of Hampden

### COUNCIL ANNUAL GOALS WORKSHOP

Saturday, March 30th, 2019 · 8:30 A.M – 2:00 P.M.  
Hampden Town Council Chambers

## Agenda

### **8:30-10:00 AM – Community Character & Core Values**

- Develop Council Core Values
- Discussion of Our Collective (Majority) Vision of Hampden in 5 years & 10 Years
- Legacy Passed to Future Councils & Priorities of this Council
  - Broad Longer-Term Goals
  - Specific Short-Term Goals

### **10:15-11:30 AM – Council Priorities**

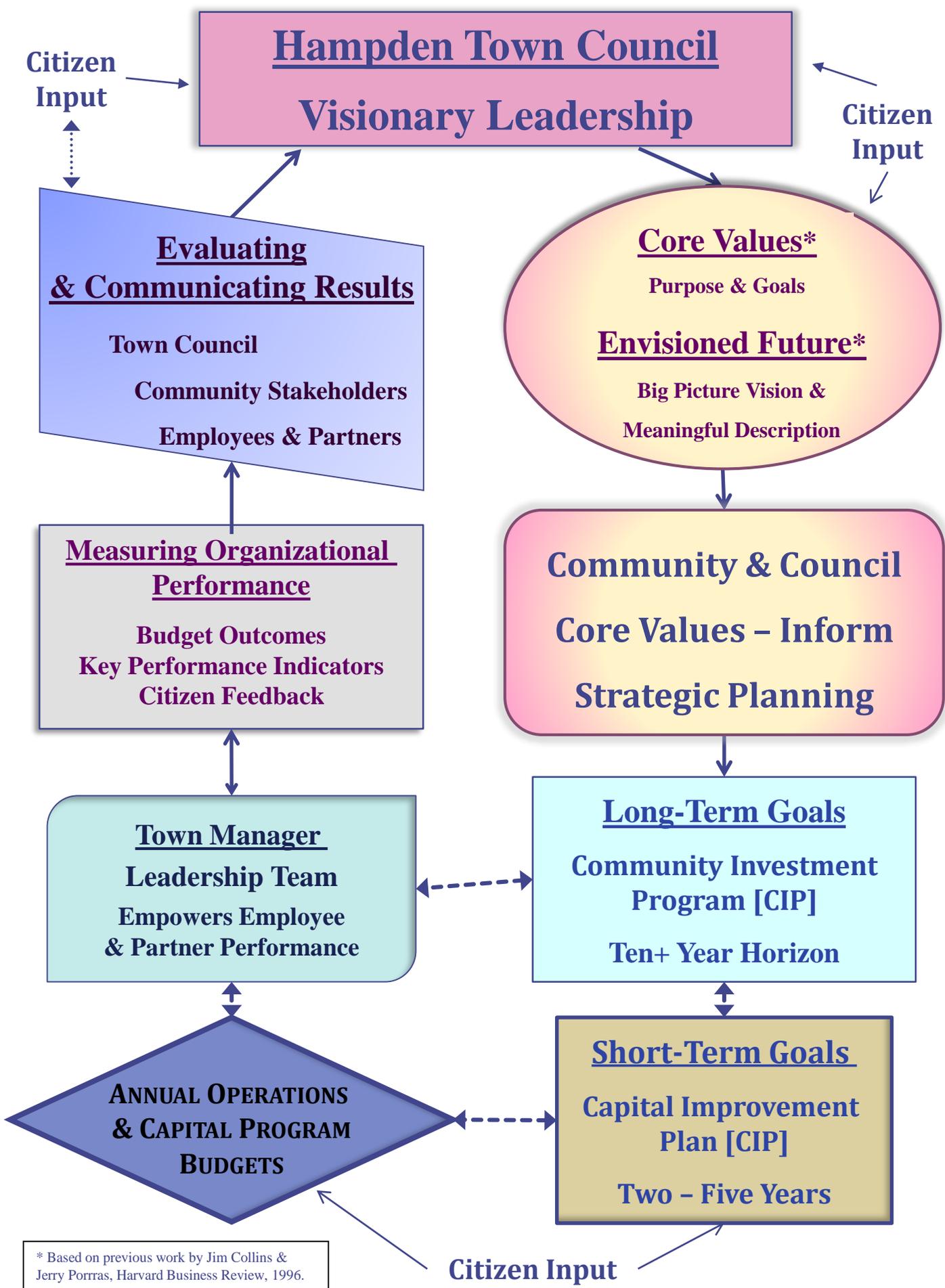
- Council Priorities for FY2020
  - Council Prioritizes 2-3 Projects to Accomplish in 2019-2020 Fiscal Year
- Council Expectations of Public Services
  - Public Works Department Operations
  - Code Enforcement & Building/Development Review
- Councilor Topics
  - Large-scale Photovoltaic Project – *Request of Councilor McAvoy*
  - Recreation Programs & Facilities – *Request of Councilor Wilde*

### **11:30-12:00 Break for Working Lunch**

### **12:00-1:30 – Budget Priorities**

- Building the Future of Hampden
  - Strong Foundation
  - Infrastructure Improvements = Economic Development
- Customer Service Needs at the Municipal Building
  - Physical Resources & Staffing Assignments
- Proactive Measures to Achieve a more “Business-Friendly” Culture
  - Opportunities in Town Center & Business Park
  - Branding & Imaging – Discussions with Epstein Properties
  - Economic Development & Budgeted Use of TIF Funds

### **1:30-2:00 – How Core Values & Priorities Inform Policy Agenda and Future Budgets**



\* Based on previous work by Jim Collins & Jerry Porras, Harvard Business Review, 1996.

## Mission, Vision & Core Values

Detailed information previously provided by Councilor Eric Jarvi for discussion and consideration.

### (1) Develop a Mission Statement for the Town of Hampden – Governing Body.

- a. A concise one sentence statement describing a clear, inspirational and memorable goal for Hampden, for example:

“The Town of Hampden will enrich the lives of our citizens through the creation of an exceptional environment and providing exemplary services to enable our community to thrive and prosper.”

### (2) Statement of Core Values.

- a. To achieve our Mission, we uphold the following **Core Values**:

2.1 Our organization exists to serve our **citizens** through openness, ensured access, encouraging involvement and accountability to our citizens.

2.2 **Employees** are our most important resource. We will attract and retain the best employees possible and invest in their personal and professional growth.

2.3 We will be **honest**, ethical and diligent and our actions will comply with all local, state and federal laws.

2.4 We will treat everyone with **dignity**, respect and fairness.

2.5 We will achieve the best possible results through effective **teamwork**, strategic partnerships and community participation.

2.6 We will provide outstanding **customer service** that is polite, friendly and responsive.

2.7 We will strive for **creative thinking** and innovation with the intent of being regionally recognized for excellence in local government.

2.8 We will strive for **growth** that balances desired service levels, economic benefits and continued stability for our community.

2.9 We will be **cost conscious** by spending funds responsibly and effectively to ensure Hampden’s short- and long-term financial strength.

2.10 We are committed to proactive, comprehensive **planning** to guide the future of our community.

2.11 We will be good **stewards** of our finite natural resources to preserve and protect our environment.

**(3) Strategic Initiatives & Action Items for Accomplishing them:**

3.1 Promote Community & Economic Well Being - *Capitalize on Hampden's healthy mix of assets, location, and heritage to diversify, grow, and strengthen the community and economic well-being of citizens and businesses.*

*3.1.a Complete and analyze a business satisfaction survey*

3.2 Strengthen Community Partnerships - *Implement a positive interactive relationship with Hampden citizens and be committed to helping citizens gain a greater understanding of and connection with the Town government.*

*3.2.a Review and update Committee and Boars policy guides mission, purpose statement and bylaws.*

3.3 Practice Good Governance - *Perform government functions effectively and efficiently while being accountable to the citizens of Hampden.*

*3.3.a Engage each Town department, Committee and Board to identify a rank list of priorities and needs*

3.3 Fund the Future - *Hampden will require a commitment to identifying and discussing revenue options and opportunities.*

*3.4.a Create a Financial Policy for Hampden.*