



City of Prescott

City Council - Workshop Meeting

January 20, 2026 | 9:00 AM
Highlands Center for Natural History
1375 S Walker Road
Prescott, AZ 86303

AGENDA

The following Agenda will be considered by the **Prescott City Council** at its **Workshop Meeting** pursuant to the Prescott City Charter, Article II, Section 13. Notice of the meeting is given pursuant to Arizona Revised Statutes, Section 38-431.02. One or more members of the Council may be attending the meeting through the use of a technological device.

Viewing & Participation

Public comments to the Council may be submitted through the City website: [Public Comment Form](#)

1. **CALL TO ORDER**
2. **ROLL CALL**
3. **DISCUSSION**
 - A. Presentation, Discussion & Consideration for the City of Prescott Council Strategic Planning Retreat & Workshop Day I.
4. **ADJOURNMENT**

Upon a public majority vote of a quorum of the City Council, the Council may hold an executive session, which will not be open to the public, regarding any item listed on the agenda but only for the following purposes:

- (1) Discussion or consideration of personnel matters (A.R.S. §38-431.03(A)(1));
- (2) Discussion or consideration of records exempt by law (A.R.S. §38-431.03(A)(2));
- (3) Discussion or consultation for legal advice with the city's attorneys (A.R.S. §38-431.03(A)(3));
- (4) Discussion or consultation with the city's attorneys regarding the city's position regarding contracts that are the subject of negotiations, in pending or contemplated litigation, or in settlement discussions conducted in order to avoid litigation (A.R.S. § 38-431.03(A)(4));
- (5) Discussion or consultation with designated representatives of the city to consider its position and instruct its representatives regarding negotiations with employee organizations (A.R.S. §38-431.03(A)(5));
- (6) Discussion, consultation or consideration for negotiations by the city or its designated representatives with members of a tribal council, or its designated representatives, of an Indian reservation located within or adjacent to the city (A.R.S. §38-431.03(A)(6));

(7) Discussion or consultation with designated representatives of the city to consider its position and instruct its representatives regarding negotiations for the purchase, sale or lease of real property (A.R.S. §38-431.03(A)(7)).

CERTIFICATION OF POSTING OF NOTICE

The undersigned hereby certifies that a copy of the foregoing notice was duly posted at Prescott City Hall on 1/15/26 at 11:00 a.m. in accordance with the statement filed by the Prescott City Council with the City Clerk.

Sarah M. Thornhill

Sarah M. Thornhill, City Clerk



TO: MAYOR AND CITY COUNCIL
AGENDA: January 20 Strategic Planning Workshop I
DATE: January 20, 2026
DEPT: City Clerk
ITEM #: 3.A
SUBJECT: Presentation, Discussion & Consideration for the City of Prescott Council Strategic Planning Retreat & Workshop Day I.

ITEM SUMMARY

This item is for the Prescott City Council to meet with all Executive Staff and facilitators Michelle Ferguson, Janae Janik and Julie Gieseke with Raftelis to conduct a strategic planning retreat focusing on the City's mission, values, and strategic priorities.

BACKGROUND

None.

FINANCIAL IMPACT

There is no direct financial impact associated with this item.

RECOMMENDED ACTION

This item is for discussion only. No formal action will be taken.

ATTACHMENTS

1. Strategic Plan Retreat Agenda

MEMO

To: Mayor Rushing and Members of the City Council
Dallin Kimble, City Manager
From: Michelle Ferguson, Executive Vice President
Date: January 12, 2026
Re: Retreat Preparation

My colleagues Janae Janik, Julie Gieseke, and I look forward to being with you on January 20-21. The purpose of this memo is to share the agenda and ask you to give some thought to a few items before next week.

Logistics

Location: Highland Center for Natural History
1375 Walker Rd, Prescott, AZ 86303

When: Tuesday, January 20, 2026
9:00 AM to 4:00 PM

Wednesday, January 21, 2026
9:00 AM to 2:00 PM

Preparation

Several agenda items will benefit from preparation. Please spend a few minutes reviewing these prompts and prepare to participate in the retreat.

“This I Believe...”

Each member of the City Council will be given 5-7 minutes to share "what they believe" about the future of the Prescott community. This exercise is loosely based on the "This I Believe" essay format initiated by Edward R. Morrow on National Public Radio in the 1950s. Today, there is an international organization that engages people in writing and sharing essays describing their core values that guide their daily lives. You are invited to share what you personally believe to be true about the future of Prescott.

- Tell a story: Be specific. Take your belief from the events of your life that have shaped how you look at and experience the Prescott community.
- Be positive: This is what you DO believe, not what you DON'T believe. Avoid speaking in the editorial "we" and make sure this is about what you believe about Prescott. Speak in the first person.
- Be personal: Write in words and phrases that are comfortable for you to speak.

Governing Together

Each member of the governing body is asked to share their thoughts on “Governing Together” in response to the following questions:

- What does good governance look like to you?
- What values are important to you in governing?
- What is important to remember when your position is the prevailing decision, and what is important to remember when your position is not the prevailing decision?
- What type of relationship do you hope to have with your colleagues on the City Council?
- What type of relationship do you hope to have with the City Manager and Executive Staff?
- What do you hope this City Council will be known for?

Governance Roles

Local elected officials must play various roles. This exercise is designed to identify how six specific roles relate to effective governance for each member of the City Council. Using the chart on the following page, each member of the City Council is asked to identify the activities that you are engaged in when performing each role and then rank – from 1 to 6 (with one being your most preferred and six being your least preferred).

Governance Roles and Description	What activities are involved in performing this role?	Which roles come most naturally to you?	To enhance effectiveness, which roles could the group pay more attention to?
Strategic/Vision – Big Picture Thinker • The focus here is on decisions that can have significant impact on the City. Can be long-term or short-term. • Often focuses on the future and what might make a significant difference; seeing possible connections and relationships; thinks beyond present data and constraints.			
Trustee – Steward • While listening and respecting constituent views, the trustee feels responsible to the City as a whole and to future residents. • The trustee will make uncomfortable decisions that may run counter to constituent wishes because the decision is in the interest of the greater good.			
Representative – Constituent Advocate • In this role, the Council member acts as a “customer service representative.” • The Council member is a conduit between residents and the City services. • Often, residents see this Council member as most responsive to their individual concerns.			
Community Builder – Bringing People Together • In the community builder role, the Council member focuses on relationships and consensus-building. • The community builder fosters relationships and is able to work through differences. • Community is not just a casual word to the member who gravitates to this role.			
Decision-Maker • The decision-maker sees his/her role much like a judge - information is presented, and the decision-maker votes it up or down. • This is not an easy role, but often it is a more passive role in contrast to that of the community builder.			
Oversight • In this role, the member may retain a measure of distance from the staff. • The focus is on the accountability of staff to the governing body.			

Sharing Expectations

We enter every relationship, interaction, and conversation with certain expectations. Those expectations are typically based on unspoken assumptions about how the other person will interact and respond to us. The purpose of this exercise is to articulate – and say out loud – what we expect and need from one another in order to be effective. As you consider your expectations, it is important to say both those expectations you have that are already being met and those expectations you have that you hope are shared among the members of the governing body.

Please take a few minutes to consider your relationship with your colleagues on the City Council and the City staff, your hopes for the governing body, and what you expect from each. Staff will also be asked to articulate their hopes and expectations for the City Council.

What expectations do I have for my Council colleagues? What do I need from my Council colleagues to be successful?	What am I willing to give my colleagues?

What expectations do I have for the City staff? What do I need from the City staff to be successful?	What am I willing to give the City staff?

Norms

- Listen with respect
 - Let others finish before you start talking
 - Be attentive to the speaker
 - Disagree agreeably
- Be:
 - **BOLD**
 - Positive and realistic
 - Candid and honest
 - Patient and self-aware
 - Engaged and fully present
- Strive for consensus
 - Look for opportunities to agree
 - Remember the power of “if” and “and”
- Have fun!

Agenda

Day One: Tuesday, January 20 – 9:00 AM – 4:00 PM

Setting the Stage

- Welcome and introductions
- Agenda review
- Norms and expectations for the retreat

“This I Believe...”

Each member of the City Council will be given an opportunity to share their "beliefs" about the future of Prescott.

True Today – True in Ten Years

Each person will be asked to share their response to the following questions:

- What are three things that are true about Prescott today that you hope will still be true ten years from now?
- What are three things that are not true about Prescott today that you hope will be true ten years from now?

Prescott’s Strategic Plan

Staff will share an update on their discussions about the strategic plan. The Council will be asked to reflect on the Plan’s Vision, Mission, and Strategic Priorities.

Vision

Prescott is a thriving and scenic community in the heart of Arizona, rooted in western heritage and strong hometown values, where individuals, families and businesses enjoy outdoor adventures, vibrant cultural events, a prosperous economy, and the promise of a bold tomorrow.

Mission

We enhance quality of life as stewards of our natural and built environment and through outstanding city services that engage our community, preserve our past, and ensure a safe and vibrant future.

Strategic Priorities

- Public Safety
- Dynamic Economic Environment
- Infrastructure
- Preserving and Protecting the National Environmental
- Good Governance

Sharing Expectations

We will reflect on your thoughts in preparing for this session and articulate the expectations you have for one another as you govern and work together.

- What do you need from your City Council colleagues to be successful?
 - What are you willing to give?
- As a governing body, what do you need from the staff?
 - What are you willing to give the staff?
- What does the staff need from the City Council in order to be successful?
 - What is the staff willing to give the City Council?

Closing – A Six Word Slam

As the first day comes to a close, each participant will be asked to create a “Six Word Slam” – a brief phrase – that crystallizes the first day’s experience for them.

Day Two: Wednesday, January 21, 2026 – 9:00 AM to 2:00 PM

Setting the Stage

We will debrief Day One and ensure expectations are properly aligned for Day Two.

Governing Together - Roles and Effectiveness

We will introduce six roles typically fulfilled by governing body members. We will discuss how each member of the City Council relates to each role, and how that contributes to (or detracts from) group effectiveness.

The City Council will explore a series of questions sharing their individual thoughts on what it means to govern well together.

The Ideal Council Member

We will consider how different groups (the public, the staff, and your City Council colleagues) might describe an “ideal” member of the City Council.

Next Steps

The City Manager will share with the Council what you can expect moving forward.

Closing/Adjourn

As the retreat comes to a close, each participant will be asked to share a parting thought on how they feel about the work done over the two days.