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**FAYETTEVILLE CITY COUNCIL
SPECIAL MEETING MINUTES
DOROTHY GILMORE THERAPEUTIC RECREATION CENTER
1600 PURDUE DRIVE, FAYETTEVILLE
JANUARY 14, 2026
10:00 A.M.**

Present: Mayor Mitch Colvin;

Council Members Stephon Ferguson (District 1); Malik Davis (District 2); Antonio Jones (District 3); D. J. Haire (District 4); Lynne Greene (District 5); Derrick Thompson (District 6); Brenda McNair (District 7); Shaun McMillan (District 8); Deno Hondros (District 9) (arrived 10:06 a.m.)

Others Present: Douglas Hewett, City Manager
Lachelle Pulliam, City Attorney
Kelly Strickland, Assistant City Manager
Jeffery Yates, Assistant City Manager
Jodi Phelps, Assistant City Manager
Kevin Dove, Fire Chief
Roberto Bryan, Police Chief
David Steinmetz, Development Services Assistant Director
Byron Reeves, Public Services Assistant Director
Rose Rasmussen, Internal Audit Director
Michael Gibson, Parks, Recreation, & Maintenance Director
Loren Bymer, Marketing & Communications Director
Chris Lowery, Strategic Planning and Analytics Manager
Andrew Brayboy, Senior Corporate Performance Analyst
Willie Henry, Chief Information Officer
Tiffany Murray, Chief Financial Officer
Yamile Nazar, Human Relations Director
John Jones, Office of Community Safety Director
Christopher Cauley, Economic & Community Development Director
Michelle Brooks, Interim Budget and Evaluation Director
Jennifer Ayre, City Clerk
Members of the Public
Members of the Press

1.0 CALL TO ORDER

Mayor Colvin called the meeting to order at 10:00 a.m.

2.0 INVOCATION

The invocation was offered by Council Member Haire.

3.0 PLEDGE OF ALLEGIANCE

The Pledge of Allegiance was led by the Mayor and City Council.

4.0 APPROVAL OF AGENDA

MOTION: Council Member Greene moved to approve the agenda.

SECOND: Council Member Jones

VOTE: UNANIMOUS (9-0)

6.0 OTHER ITEMS OF BUSINESS

6.01 Strategic Planning Overview

-Process

-History

-Action Plans

Mayor Colvin provided the history of the strategic planning retreats and stated staff then require time to implement the programs and initiatives causing the projects to sometimes be too late, to be able to be funded. Mayor Colvin stated he thought it would be beneficial for the Council to have a check-in on the priorities that were from the last strategic planning retreat and allow Council Members to ask questions.

DRAFT

Mr. Chris Lowery, Strategic Planning and Analytics Manager, and Mr. Andy Brayboy, Senior Corporate Performance Analyst, introduced themselves and their background.

Process

Mr. Lowery stated we are looking at the process, the history of how we got to the FY26 priorities and the action plans. Mr. Brayboy stated it is important to think about why we do things through the goals, purpose, mission, and vision. Then we work to achieve those through the processes, objectives, and core values. We can then decide what we want to do through the five Council priorities, daily operations, initiatives, capital projects, and outcomes. When we start with the why, it shapes the how and what. The strategic plan framework timeline was reviewed. Mayor Colvin stated the focus for today should be between the pre-work and strategic planning retreat.

Discussion ensued regarding long-term planning, changing goals, and priorities to be forward thinking.

High performing organizations create long-term strategies that provide direction, identifies outcomes, and is the basis for performance analysis. The strategic planning goals, organizational alignment, mission, and vision statement were presented. Goals could be consolidated to best fit how the City is now and where it wants to be.

Discussion ensued regarding partnerships, the citizen survey, and how we could request surveys after every interaction.

The City Council objectives for each goal was presented.

History

Mr. Lowery provided the history of last years strategic plan. It took place February 11-12, 2025, and allowed Council to focus on the strategic goalkeeping priorities, understand the operating and fiscal landscape, and short and long-term outcomes. Foundational takeaways included current budget and fiscal pressures, workforce recruitment and retention challenges, infrastructure demands, system stressors, what the City and County mandates, and how we could collaborate. These discussions created “guard rails” to ensure the goals and priorities were ambitious but achievable. The Strengths, Weaknesses, Opportunities, and Threats (SWOT) analysis was reviewed. The strategic priorities were presented. Four of the priorities were from a previous year, but priority 4 was new.

Action Plans

Mr. Brayboy stated each priority has a list of actions, however, not all are reported on or started at the same time. The focus is to work on tasks long-term.

Priority One (1) - Ongoing commitment to a comprehensive approach to community safety; Priority Two (2) - Enhance economic growth throughout the City; Priority Three (3) - Continue the City’s commitment to revitalization efforts and housing needs; Priority Four (4) - Evaluate and expand transportation and other connectivity for residents; and Priority Five (5) - Increase Parks and Recreation opportunities for youth engagement and interaction.

Discussion ensued regarding bus stops, amenities at each and the cost associated with updating the bus stops.

Mr. Lowery explained how the Council Request Tracker (CART) is used to track the Council Agenda Item Requests that are approved by Council, which is then reported back to Council after completion. This may include simple initiatives or full projects. Mayor Colvin recommended adding Priorities to the Council Agenda Item Request Form.

Discussion ensued.

Ms. Jodi Phelps, Assistant City Manager, provided the federal and state draft action plans. Every two years an action plan is created and is broken into policy and funding. It is done on a two-year cycle because it is the second year of the biennium and congressional election cycle. There are not many changes in the second year to maintain momentum. The State priorities stay the same because they do a two-year budget cycle. They do a long session and short session and this is the short session year. The City has strong advocacy in the local delegation.

Discussion ensued.

7.0 ADJOURNMENT

There being no further business, the meeting was adjourned at 11:53 a.m.

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Respectfully submitted,

JENNIFER L. AYRE
City Clerk
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MITCH COLVIN
Mayor

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