



VISION WORKSHOP

Friday, July 26, 2024, at 10:00 am

Various Locations

(see agenda detail for locations and times)

Guidelines for effective interaction:

- Participate. Ask questions. All input is valid.
- Share thoughts respectfully. Be honest and candid.
- Seek first to understand all sides of an issue.
- Be respectful of others.
- No defensiveness. Respect constructive criticism.

Agenda:

1. Fly'n B Park Shelter

The board of directors met with senior staff at Fly'n B Park to discuss the history and get an overview of the house on the property and to have a tour of the inside. The board also heard a presentation from HRMD Park Ranger Sandy Holcomb who shared with them how they use the park to run activities and teach classes as well as how popular the educational events at this park are. The board asked various questions about the house and shelter and wanted to know what the Bowen family's wishes were for the property. Director Dickerson said he thought that the board voted in 2021 to remove the structure and asked what had changed. General Manager Stanley responded that while the board voted to demolish the building it was also instructed at the time not to demolish prior to having a plan for replacement and checking in with the historical society, Wind Crest, and Douglas County. There was also a request after the vote was taken from the board to revisit the conversation before taking action. Director Schierholz requested to have updated cost estimates on the alternatives presented in November 2021 and gather public input prior to deciding on how to proceed.

The board gave directions to staff to update the costs of the alternatives and to work with Community Relations Manager Sherry Eppers on community input which would include an open house at the shelter for community input.

2. Key Performance Indicators

Chairperson Anderson asked staff if tracking and reporting is cumbersome? Director Rysner said he likes the idea of tangible metrics. Director Dickerson said we need to guard against the scope becoming overwhelming for staff. The consensus of the board was to take the approach recommended by staff to proceed with establishing metrics and reporting. Of the 118 metrics identified by Directors Schierholz and Jones, staff

identified 57 to remove. Director Jones asked where employee safety would fall on this chart and was told that is on hold to allow time for our new Safety and Wellness Coordinator to get up to speed on current processes and procedures of the District. The board and staff were polled and asked which report they preferred to work on first with Community Dashboard ranking 1, Budget/Audit 2, and Project Tracker 3. The subcommittee will meet with staff to finalize the list of key performance indicators to include on the Community Dashboard prior to bringing it back to the full board for approval. This will be added as an agenda item for a future board meeting after staff and the board subcommittee have a chance to meet.

3. Visioning /SWOT Analysis (Strengths, Weaknesses, Opportunities, and Threats)

Facilitator, Samuel Wallace of Peak Facilitators, provided instruction for the visioning exercise. Board and staff individually created a headline, sub headline, bullets and quotes for a future news story about Highlands Ranch. The group shared their story ideas. There were several common themes for how board and staff would like the Metro District to be known for including: sense of community, innovation, well maintained, relevant programs for all ages, and low property taxes.

For the next exercise, Samuel broke board and staff into three groups to identify Strengths, Weaknesses, Opportunities, and Threats. Generally speaking, strengths and weaknesses are internal to the organization and opportunities and threats are external. After each group completed the exercise, the full group prioritized all the items. Below are the priorities identified.

Strengths

- a) Quality, amazing staff
- b) Financial strength / debt free/ low mil levy

Weaknesses

- a) Division within Board
- b) Succession planning
- c) Growth limitations
- d) Need people to know who we are
- e) Staffing levels

Opportunities

- a) Historic Park
- b) Innovation
- c) Citizen engagement
- d) Organizational partnerships
- e) Changing demographics

Threats

- a) Legislature / ballot initiatives
- b) Reserve uncertainty / cost escalations

Staff will use the list of priorities above as they prepare the proposed budget.

4. Wrap Up

The board gave the following directions to staff.

- a) Update cost of Fly'n B House alternatives and gather public input.
- b) Work with subcommittee on Key Performance Indicators – Community Dashboard then present back to full board for approval.
- c) Staff to review themes from vision workshop and discuss possible recommendation for new vision and mission statement.
- d) Staff to incorporate priorities from Strength, Weakness, Opportunities, and Threat exercise in preparation of 2025 budget.

5. Highlands Ranch Metropolitan District Adjourned

The Vision Workshop meeting ended at 5:00 pm.