

MINUTES

1. **Call to Order**

Mayor Deasy called the Relationship Building Retreat of the Flagstaff City Council held December 16, 2020, to order at 8:30 a.m.

2. **Pledge of Allegiance and Mission Statement**

The Council and audience recited the pledge of allegiance and Councilmember Salas read the Mission Statement of the City of Flagstaff.

MISSION STATEMENT

The mission of the City of Flagstaff is to protect and enhance the quality of life for all.

3. **ROLL CALL**

NOTE: One or more Councilmembers may be in attendance telephonically or by other technological means.

PRESENT:

ABSENT:

MAYOR DEASY (virtually)
VICE MAYOR DAGGETT
COUNCILMEMBER ASLAN
COUNCILMEMBER MCCARTHY
COUNCILMEMBER SALAS
COUNCILMEMBER SHIMONI
COUNCILMEMBER SWEET

Others present: City Manager Greg Clifton; City Attorney Sterling Solomon.

4. **Introductions & Welcome**

Mr. Clifton offered opening remarks and introduced Julie Lancaster who facilitated the meeting.

5. **Cohesion & Engagement**

Ms. Lancaster provided a PowerPoint presentation that covered the following:

AGENDA
FUTURE CULTURE
ARRIVE

CURIOSITY & RAPPORT
LOW PERFORMING TEAMS
HIGH ON ADVOCACY
LOW ON INQUIRY
LEARN EACH OTHER

Council Exercise: Each Councilmember presented on the following:

- Name & role in the community
- % know each other
- Character description: 2 words
- 1 concise question
- Character strength of neighbor: 2 words

Engagement Activity: two-minutes minus six months;

- The Council broke into two groups and each person spent two minutes talking about themselves to get to know each other.

A break was held from 9:27 a.m. through 9:38 a.m.

6. Diversity of Thought and Unity of Outcomes

Ms. Lancaster continued the presentation.

AS LEADERS WE VALUE:
STRENGTHS
DIVERSITY OF THOUGHT AND UNITY OF OUTCOMES
COMMUNICATION, LARGE GROUP AND PARTNERS

Council exercise: Observations of previous councils; strengths & growth areas.

WHAT ARE THE 2021 TOPICS IN WHICH WE MIGHT HAVE DIVERGENT THINKING?

Ms. Lancaster introduced former City of Flagstaff Mayor Chris Bavasi. Mayor Bavasi discussed activism and statesmanship with the Council and offered the following advice:

- Things are very cyclical, what you discuss today will come up again for you as well as future councils.
- Important to move your meetings along, be cognizant of time. People lose interest and become fatigued and difficult to focus.
- Do your homework. People notice it if you have not done your homework.
- Do your best to make the complex simple.
 - You are privy to the inside information and that needs to be translated.
- It is important for everyone be heard.
- Call people by their names.
- Honesty is critical.
- Always stay engaged, not just when you have a passion.
- When you dispute, strive for consensus.
- Mayor Perspective
 - Develop relationships with the Council.
 - Share information with the entirety of Council.
 - Help councilmembers reach their goals.
- Get involved with organizations.

- Be able to admit when you are wrong.
- Don't take it personal, it is all business.
- Always be respectful to all – constituents and colleagues.
- Handle “beefs” with others privately.
- Study the City Charter.
- Honor the Council/Manager form of government.
- Respect staff.

Councilmember Shimoni asked Mayor Bavasi how Council can remain focused on local issues away from the divisiveness that is being seen at the state and national levels. Mayor Bavasi offered that cities have the benefit of being non-partisan and there is an opportunity to make certain that the focus is not on party affiliations but on the community as a whole. He encouraged Council to develop relationships personally and respect each other as colleagues.

Vice Mayor Daggett asked how best to talk about issues when someone is on the dissenting side. Mayor Bavasi stated that no one wants consistent 4:3 votes. Taking the time to have frequent discussions and a willingness for both sides to give a little can help find consensus on issues.

Councilmember Salas asked about balancing activism and statesmanship. Mayor Bavasi indicated that each Councilmember represents the whole and not individual groups and to be a good activist one has to be a good statesman. Seek the greater good for the community and represent the whole versus the parts.

Council thanked Mayor Bavasi for his time and his service.

7. Policy Trust

Ms. Lancaster concluded the presentation.

HOW DO WE BUILD CONSENSUS?
WHAT DOES IT MEAN TO BE A STATESMAN?
HOW DOES THAT DRIVE PUBLIC POLICY
INDIVIDUALS FORM THE TEAM
HOW CAN WE SUPPORT EACH OTHER
OUR COMMUNICATION

8. Adjournment

The Relationship Building Retreat of the Flagstaff City Council held December 16, 2020, adjourned at 11:36 a.m.

MAYOR

ATTEST:

CITY CLERK