



In advance of the session, please use pages 2-6 to gather your initial thinking in each of the Framework arenas. Please print and bring any advance notes you make.

Council Goal Setting Session Worksheets

City of Leavenworth Council + Staff Retreat
Tuesday, August 26th, 2025



2025 Proposed Enhanced Framework for Goal Setting Retreat
Evolution from 2016 to 2025

2016 Original Framework

Established and reaffirmed through 2020

1. Revenue & Fiscal Health
<ul style="list-style-type: none"> • Maintain compliance with adopted Financial Policy • Preserve or improve bond rating • Ensure utility services are self-sustaining • Build adequate reserves
2. Infrastructure
<ul style="list-style-type: none"> • Comply with regulatory requirements • Implement street reconstruction • Improve utility and facility infrastructure • Expand parking capacity
3. Economic Development & Growth
<ul style="list-style-type: none"> • Preserve and grow Bavarian theme • Diversify economic base • Support future growth • Expand downtown footprint
4. Transparency & Accountability
<ul style="list-style-type: none"> • Improve citizen communications • Enhance website functionality • Increase public understanding • Provide engagement metrics
5. Community Building
<ul style="list-style-type: none"> • Address housing affordability • Improve residential transportation • Promote service affordability • Provide safe community environment

Bullets represent some of the topics discussed at past retreats, synthesized

2025 Enhanced Framework

Building on proven foundation to update current priorities

1. Community Sustainability & Growth Management
<i>Integrates: Community Building + adds Tourism Impact Management</i>
<ul style="list-style-type: none"> • E.g. Housing affordability and workforce retention • Tourism/resident balance • Community character preservation • Demographic sustainability
2. Infrastructure Investment & Asset Management
<i>Enhances: Infrastructure with systems-focused approach</i>
<ul style="list-style-type: none"> • E.g. Strategic capital project prioritization • Deferred maintenance management • Asset lifecycle planning • Opportunity for NEEDS vs. WANTS evaluation framework
3. Economic Resilience & Financial Strategy
<i>Combines: Revenue & Fiscal Health + Economic Development</i>
<ul style="list-style-type: none"> • E.g. Financial sustainability and fiscal health • Economic diversification strategies • Bavarian theme as economic asset • Revenue optimization
4. Governance & Regional Collaboration
<i>Expands: Transparency & Accountability + adds Environmental Stewardship</i>
<ul style="list-style-type: none"> • E.g. Enhanced citizen communication • Regional coordination and partnerships • Environmental stewardship and climate action • Intergovernmental relations

Bullets represent some potential topics, not intended to be exhaustive

Focus Arena 1: Community Sustainability + Growth Management

In advance of the retreat, use this to gather your initial thinking around each arena of focus. Note 1-3 key items for discussion as a group.

<p style="text-align: center;">Good News</p> <p><i>What's already in place here? What's going for us? What are notable areas of strength, achievement?</i></p>	<p style="text-align: center;">Areas of Concern</p> <p><i>What's missing? Where are there gaps? What weaknesses or deficits come to mind?</i></p>
<p style="text-align: center;">Relevant Opportunities</p> <p><i>What intersections do you see with other initiatives? What opportunities are emerging that could be relevant here?</i></p>	<p style="text-align: center;">Relevant Threats</p> <p><i>What could become a problem if not addressed? What threats or challenges are you aware of here?</i></p>
<p style="text-align: center;">Success Indicators</p> <p><i>In 2-3 years, what shifts or changes do you want to see? What evidence would demonstrate that this was a Council priority?</i></p>	

Focus Arena 2: Infrastructure Investment + Asset Management

In advance of the retreat, use this to gather your initial thinking around each arena of focus. Note 1-3 key items for discussion as a group.

<p>Good News <i>What's already in place here? What's going for us? What are notable areas of strength, achievement?</i></p>	<p>Areas of Concern <i>What's missing? Where are there gaps? What weaknesses or deficits come to mind?</i></p>
<p>Relevant Opportunities <i>What intersections do you see with other initiatives? What opportunities are emerging that could be relevant here?</i></p>	<p>Relevant Threats <i>What could become a problem if not addressed? What threats or challenges are you aware of here?</i></p>
<p>Success Indicators <i>In 2-3 years, what shifts or changes do you want to see? What evidence would demonstrate that this was a Council priority?</i></p>	

Focus Arena 3: Economic Resilience + Financial Strategy

In advance of the retreat, use this to gather your initial thinking around each arena of focus. Note 1-3 key items for discussion as a group.

<p>Good News <i>What's already in place here? What's going for us? What are notable areas of strength, achievement?</i></p>	<p>Areas of Concern <i>What's missing? Where are there gaps? What weaknesses or deficits come to mind?</i></p>
<p>Relevant Opportunities <i>What intersections do you see with other initiatives? What opportunities are emerging that could be relevant here?</i></p>	<p>Relevant Threats <i>What could become a problem if not addressed? What threats or challenges are you aware of here?</i></p>
<p>Success Indicators <i>In 2-3 years, what shifts or changes do you want to see? What evidence would demonstrate that this was a Council priority?</i></p>	

Focus Arena 4: Governance + Regional Collaboration

In advance of the retreat, use this to gather your initial thinking around each arena of focus. Note 1-3 key items for discussion as a group.

<p>Good News <i>What's already in place here? What's going for us? What are notable areas of strength, achievement?</i></p>	<p>Areas of Concern <i>What's missing? Where are there gaps? What weaknesses or deficits come to mind?</i></p>
<p>Relevant Opportunities <i>What intersections do you see with other initiatives? What opportunities are emerging that could be relevant here?</i></p>	<p>Relevant Threats <i>What could become a problem if not addressed? What threats or challenges are you aware of here?</i></p>
<p>Success Indicators <i>In 2-3 years, what shifts or changes do you want to see? What evidence would demonstrate that this was a Council priority?</i></p>	

ADDITIONAL NOTES AND THOUGHTS

Use this space to take additional notes, or gather your thoughts throughout the session

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