



**Village Council
Agenda for Special Meeting of December 3, 2024
Assembly Hall
395 Magnolia Road, Pinehurst, NC 28374
Pinehurst, North Carolina
9:00 AM**

1. Call to Order
2. Regular Business
 - A. Fiscal Year 2026 Strategic Planning Retreat
3. Motion to Adjourn

Vision: The Village of Pinehurst is a charming, vibrant community which reflects our rich history and traditions.
Mission: Promote, enhance, and sustain the quality of life for residents, businesses, and visitors.
Values: Service, Initiative, Teamwork, and Improvement.



**Fiscal Year 2026 Strategic Planning Retreat
ADDITIONAL AGENDA DETAILS:**

FROM: Shannon Konstantinou, Village Clerk
CC: Village Council; Doug Willardson
DATE OF MEMO: 12/02/2024

MEMO DETAILS

ATTACHMENTS

1. Strategic Retreat Agenda

Goal	Strategic Objective	#	Agenda Item
Welcome			
Affirm Vision, Mission, & BSC			
Implications of Pinehurst & Moore County population growth (Taylor/Morgan)			
Safeguard the community	Deliver effective fire and rescue services	1.1	FIRE Birdie Report
	Deliver effective police services	1.2	Police Staffing Discussion
Support high-quality neighborhoods, development, and appearance	Ensure codes and ordinances protect the character of Village Neighborhoods	2.1	ETJ Development (Farrell)
		2.2	Comprehensive Plan Review Process
		2.3	Highway Corridor Overlays
		2.4	Pinehurst South Small Area Plan (Farrell)
	Enforce codes and ordinances to protect the character of Village neighborhoods	2.6	Overall Code Enforcement
		2.7	STR Enforcement (Ficklin)
Maintain and enhance the appearance of public spaces	2.8	NA	
Break			
Support a thriving business community	Support the downtown business community	3.1	Downtown Parking
		3.2	Village Place & Water Tanks
		3.3	Downtown Events
		3.4	"Walking" Downtown
	Support businesses in business districts outside of the Village Center	3.5	NA
Support and promote transportation mobility and connectivity	Provide a safe and effective multi-modal transportation system	4.1	Streetlights
		4.2	Multi-Modal Transportation Plan
		4.3	Highway 5 Improvements
		4.4	Traffic Circle Alternative from DOT
	Maintain high-quality streets	4.5	Pavement Condition Index
Lunch			
Preserve the quality of the environment	Manage stormwater systems	5.1	Proposed Stormwater Projects
	Provide effective and efficient solid waste	5.2	NA
	Conserve natural resources	5.3	Deer Overpopulation (Ficklin/Morgan)
Promote active living and cultural opportunities	Provide recreation programs and facilities	6.1	Summer Programming
		6.2	West Pinehurst Park
		6.3	Harness Track Cost Recovery (Morgan)
	Provide cultural events and opportunities	6.4	4 th of July Parade
		6.5	Smaller Scale Events
	Provide library and archive services	6.6	Library/Archives Construction
Professionally manage a high-performing organization	Communicate with and engage the community	7.1	Website and Communications (Pizzella)
	Provide a high level of customer service	7.2	Survey Process
	Continuously improve and innovate	7.3	Strategic Planning Process
	Maintain Village assets	7.4	NA
Break			
Attract and retain an engaged workforce	Provide a supportive and rewarding work environment	8.1	Salary Study
		8.2	Turnover

Goal	Strategic Objective	#	Agenda Item
		8.3	Holidays
		8.4	Employee Recognition
		8.5	Training of Board & Committee Members
Maintain a healthy	Meet or exceed established financial targets	9.1	NA
Discussion on use of AI in Village Operations			
Review Decisions Made			

Note: The December 10th Work Session will include an updated financial analysis based on decisions made during the retreat.