

TOWN OF DEWEY-HUMBOLDT
TOWN COUNCIL STRATEGIC PLANNING RETREAT MINUTES
March 20, 2025 and March 28, 2025 at 10:00 a.m.

A COUNCIL RETREAT OF THE DEWEY-HUMBOLDT TOWN COUNCIL WAS HELD ON MARCH 20, 2025 AND MARCH 28, 2025, AT LA QUINTA INN AT 4499 E. STATE ROUTE 69, PRESCOTT, ARIZONA.

1. Attendance

March 20, 2025

Present: Town Councilmembers (CM) Jason Chisholm, Thomas Mallette, Michael Donovan, Denise Rogers, Vice Mayor (VM) Terry Nolan, Mayor Matthew Fenn, Town Manager Dan Field, Town Clerk Beth Evans, Executive Assistant Chelsea Varney

Absent: Town Councilmember (CM) Jeremiah Barron

March 28, 2025

Present: Town Councilmembers (CM) Jason Chisholm, Thomas Mallette, Michael Donovan, Denise Rogers, Vice Mayor (VM) Terry Nolan, Mayor Matthew Fenn, Town Manager Dan Field, Administrative Assistant Patty Wardle, Public Works Supervisor Jade Peddie, Building Official Marty Joanou, Executive Assistant Chelsea Varney

Absent: Town Councilmember (CM) Jeremiah Barron

2. Strategic Planning Workshop “Council Retreat” – Discussion with no legal action taken. There was no policy formulated or motions made.

A. Purpose and Goals of the Retreat

- a. Identify strategic priorities for the Town for 2025
- b. Establish a consistent decision-making and project management process.
- c. Enhance collaboration between council, city staff, and community. Improve council-staff communication and accountability

B. Discussion on Council Manager Form of Government

- a. Clarification of roles between council and town manager
- b. Council’s role: Policy, budget, strategic direction, representation, and oversight – not providing direct management of staff
- c. In order to promote unity and effectiveness, by acknowledging “majority rules”, council emphasized having one voice after they make a decision.
- d. Communication gaps cited as a major source of dysfunction; need for clearer processes. Emphasized the importance of trust, unified communication, and transparency.
- e. Overextended Staff needs clear prioritization, direction, delegation, and freedom to implement without interference.

C. Organizational Culture and Team Dynamics

- a. A call for maturity, accountability, discipline, trust, and mutual respect with regard for long-term thinking
- b. Recognize council decisions and acknowledge that public pressure must not derail progress
- c. Highlighted importance of developing and sustaining a culture of leadership behavior where council holds itself and each other accountable and consistently models accountability.

D. Collaboration vs. Coordination

- a. Collaboration is defined as shared labor toward common goals, going beyond coordination and communication. True collaboration means co-laboring toward shared goals.
- b. The council acknowledged the need for consistent messaging and shared understanding.
- c. Defining shared models and tools to support joint efforts.

E. Major Challenges Highlighted

- a. EPA mistrust from past actions and prior transparency issues.
- b. Fear of public backlash, recalls, or losing elections. Acknowledgement that only a small, vocal minority often dominates public discourse. Need to not give into the "Mob Mentality".
- c. Council personality conflicts. Emphasis on strategic leadership, not reactive politics.

F. Identify Key Strategic Priorities

- a. **Blue Hills Exit / Ingress & Egress** – Critical due to wildfire risk and community safety concerns
- b. **Public Works Building** – Discussion on temporary vs. permanent structure; needs definition of purpose, design, and timeline; needs discussion on budget, location, and future use scenarios of long-term value of town properties and long-term town goals.
- c. **Superfund / EPA Coordination** – Need to realign strategy, reduce costs, improve public messaging, reduce legal/consulting costs, increase and rebuild trust and clarity, and streamline communication with EPA

G. Implementation

- a. Education, discussion, and agreement on implementing a change management process:
 - i. Disruption → Awareness → Vision → Strategy → Conflict → Action → Resolution
- b. Possibly implement a 90-day pilot period of a new process with refinement over time to stay on track.
- c. Finalize each agenda item discussion with clear motions per Robert's Rules and following discussion to maintain focus and accelerate decisions .

H. Next Steps

- a. Possibly have staff prepare an agenda for April 8 Study Session to include the possibilities for the Public Works Building. Council would need to designate council members or assign staff members to gather costs, maintenance needs, and site data for public works. There must be considerations for maintenance and operational costs.
- b. Goal to develop process tools such as Gantt charts and other visual trackers to monitor progress. Goal to develop a framework for evaluating and progressing all future town initiatives.
- c. Schedule quarterly sessions for accountability, reflection, and progress tracking with Signature Leadership.
- d. Council is committed to pushing to identify and develop a long-term town vision (25–50 years out) to guide decisions like land use and infrastructure in addition to the desired short-term actions and goals. Continue the General Plan.

3. **March 20, 2025 concluded at 4:30 p.m. and March 28, 2025 concluded at 1:30 p.m.**


Matthew Fenn, Mayor

ATTEST: 
Beth Evans, Town Clerk

CERTIFICATION

I hereby certify that the foregoing minutes are a true and correct copy of the minutes of the Special Meeting of the Town Council of the Town of Dewey-Humboldt, Arizona, held on the 20th day of March, 2025. I further certify the meeting was duly called and held and that a quorum was present.

Dated this 24th day of June, 2025.


