

Adams County

Board Retreat Agenda

South Parks, 9500 Riverdale Road, Brighton



WHY ARE WE HERE? Purpose of the Retreat:

- 1) Celebrating successes and Review lessons learned
- 2) Review the Key Focus Areas for the future
- 3) Discuss specific Commissioner Goals
- 4) Set the Budget Goals for 2026 – 2027 +
- 5) Create Strategic Goals for 2035
- 6) Build connection, understanding, relationships
- 7) Have some fun!!

Meeting Agreements

- No phone or computer use: we have breaks to be able to handle, and can also take time if needed
- Assume positive intent and lead with positive reactions and engagement
- Model the behavior you would like to see from others
- Focus on the topic at hand – we can capture questions and get back to them later
- Full and honest participation

8:30 – 4:00 Thursday, February 5th

Time	Topic	Leading	Attending
8:30	Gather and Breakfast		Commissioners,
9:00	Welcome and Purpose, Agenda Review, Operating Agreements	Sheryl	Sheryl, Sarah
9:15	Celebrating the Successes What were the 2 - 3 biggest successes of the past year? <ul style="list-style-type: none">- What were the outcomes created?- How did those outcomes tie back to the Board or County Goals- What can we replicate to make other initiatives successful?- What was the role of the Board in that success?	Sheryl	

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9:30	Review of the Lessons Learned What (over the past year) were 2 - 3 issues that were frustrating or didn't go well? <ul style="list-style-type: none">- What happened to make you say they weren't a success?- How were the initiatives tied to the Board or County Goals?- What can we learn from those lessons (what should we do differently, avoid doing, etc.) to be successful in the future?- What was the role of the Board?	Sheryl	
10:15	Break		
10:30	Role of the Board Vision Board Activity <ul style="list-style-type: none">- What do you see as your role as an individual Board member?- What is the role of the Board as a team?- What is the role/what are the expectations of the Board Chair?- What (that we can affect or control as the BoCC or individuals) has to change to make this a reality?	Sheryl	
11:30	Knowledge Building What would be helpful to the Board in terms of knowledge as you approach the budget and decision making this year? Please bring or prepare reports and updates that you want to see about:		

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	<ul style="list-style-type: none"> - Staff sharing updates and information - Staff requesting direction - Staff requesting a decision (vote of the Board) 		ELT+ will join at 2:00 (Managers & Heidi)
12:00	Lunch Break	Sheryl	
12:30	Decision Architecture: How the Board Gives Direction and Makes Decisions The Accountability Factor <ul style="list-style-type: none"> - How does the Board currently give direction - How does the Board currently make decisions? - How does the Board communicate those decisions? - What happens when a new potential priority is presented as an opportunity? - What happens when a new Board is seated and those priorities change? 		
1:30	Board Activity		
2:00	Individual Commissioner Goals: What is the “why” behind your Goals?		
2:45	Strategic Planning: Update Key Focus Areas and Outcomes (10+ years)		
3:45	Wrap up and Close	Sheryl	

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8:30 - 3:00 Friday, February 6th

Time	Topic	Leading	Attending
8:45	Gather and Breakfast		BOCC and ELT + (Managers, Heidi) Bettina starting at 1030
8:55	Welcome, Purpose & Agenda, Ground Rules	Sheryl	
9:00	Board Activity		
9:30	Review Work Done		
9:45	Strategic Goals: What are 2 – 3 WIG's (Wildly Important Goals) for the Organization?		
10:15	Break		
10:30	Budget Goals <ul style="list-style-type: none">- Are there any new/additional 2026 – 2028 Goals that should be funded in the budget?- What does this mean (what has to stop/what will not be funded/what has to happen)?- What are the important questions to ask?- What does success look like?		
12:00	Lunch		

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12:30	What/So What/Now What?: What Does All of This Mean Moving Forward? <ul style="list-style-type: none">- How do we talk about what is truly important?- How do we focus on the policy level and not the details?- How do we retain information and report on information that is important to the Board?- How do we create and foster a sense of public trust and pride in our County government?- How do we give and make clear and committed direction and decisions?- What is the role/responsibility of each Board member and the Board as a whole here?- Knowing you will never be able to know 100% of everything about everything (yet still have to make decisions), how can we help you feel comfortable with staff expertise, knowledge, experience, and support as your safety net for making decisions?	Sheryl	
1:30	Board Activity		
1:45	Break		
2:00	Board Conversation: What's Important Moving Forward	Sheryl	
2:15	Board Fun in 2026 A Look Ahead: Wishes and Commitments		
2:45	Wrap Up and Close for the Day		

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