

# Adams County

## Board Retreat Agenda

South Parks, 9500 Riverdale Road, Brighton



<b>WHY ARE WE HERE? Purpose of the Retreat:</b> <b>1) Celebrating successes and Review lessons learned</b> <b>2) Review the Key Focus Areas for the future</b> <b>3) Discuss specific Commissioner Goals</b> <b>4) Set the Budget Goals for 2026 – 2027 +</b> <b>5) Create Strategic Goals for 2035</b> <b>6) Build connection, understanding, relationships</b> <b>7) Have some fun!!</b>	<b>Meeting Agreements</b> <ul style="list-style-type: none"><li>- No phone or computer use: we have breaks to be able to handle, and can also take time if needed</li><li>- Assume positive intent and lead with positive reactions and engagement</li><li>- Model the behavior you would like to see from others</li><li>- Focus on the topic at hand – we can capture questions and get back to them later</li><li>- Full and honest participation</li></ul>
---	--

**8:30 – 4:00 Thursday, February 5<sup>th</sup>**

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

# Adams County

## Board Retreat Agenda

South Parks, 9500 Riverdale Road, Brighton



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

# Adams County

## Board Retreat Agenda

South Parks, 9500 Riverdale Road, Brighton



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

# Adams County

## Board Retreat Agenda

South Parks, 9500 Riverdale Road, Brighton



# Adams County

## Board Retreat Agenda

South Parks, 9500 Riverdale Road, Brighton



**8:30 - 3:00 Friday, February 6<sup>th</sup>**

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

# Adams County

## Board Retreat Agenda

South Parks, 9500 Riverdale Road, Brighton



12:30	<b>What/So What/Now What?: What Does All of This Mean Moving Forward?</b> <ul style="list-style-type: none"><li>- How do we talk about what is truly important?</li><li>- How do we focus on the policy level and not the details?</li><li>- How do we retain information and report on information that is important to the Board?</li><li>- How do we create and foster a sense of public trust and pride in our County government?</li><li>- How do we give and make clear and committed direction and decisions?</li><li>- What is the role/responsibility of each Board member and the Board as a whole here?</li><li>- 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?</li></ul>	Sheryl	
1:30	<b>Board Activity</b>		
1:45	<b>Break</b>		
2:00	<b>Board Conversation: What's Important Moving Forward</b>	Sheryl	
2:15	<b>Board Fun in 2026</b> <b>A Look Ahead: Wishes and Commitments</b>		
2:45	<b>Wrap Up and Close for the Day</b>		

# Adams County

## Board Retreat Agenda

South Parks, 9500 Riverdale Road, Brighton

