



**CURRITUCK COUNTY
NORTH CAROLINA**

Minutes - Special Meeting of the Board of Commissioners

February 4, 2025, 9:00 a.m.

Present:	Paul O'Neal	Chairman
	Selina S. Jarvis	Vice-Chair
	Tony Angell	Commissioner
	J. Owen Etheridge	Commissioner
	Kevin E. McCord	Commissioner
	Michael H. Payment	Commissioner
	Janet Rose	Commissioner

1. Call to Order - 9:00 AM - Board Retreat/Work Session

The Board of Commissioners held a Special Meeting in the Public Safety Emergency Operations Center, 125 College Way, Barco, North Carolina, to participate in a series of strategic planning and visioning sessions to facilitate development of the county's work plan. Budget amendments were also considered and acted upon.

All members of the Board of Commissioners were present. Staff present included County Manager, Rebecca Gay, County Attorney, Megan Morgan, Finance Director, Sandra Hill, and Public Information Officer, Randall Edwards.

Chairman O'Neal called the meeting to order at 9:08 AM.

1. Budget Amendments

County Manager, Rebecca Gay, presented budget amendments for consideration. Commissioners briefly discussed ongoing acts of vandalism at county parks, associated costs for repairs, and methods to identify those responsible. Following discussion, Commissioner Angell moved for approval of the budget amendments. Commissioner Payment seconded the motion. The motion passed, 7-0.

MOVER: Tony Angell
SECONDER: Michael H. Payment

AYES (7): Paul O'Neal, Selina S. Jarvis, Tony Angell, J. Owen Etheridge, Kevin E. McCord, Michael H. Payment, and Janet Rose

RESULT: Approved (7 to 0)

2. Quick Review-Essentials and Ethics

County Manager, Rebecca Gay, welcomed Board members, and Chairman O'Neal provided an overview of the agenda. County Attorney, Megan Morgan, highlighted session topics from "Essentials of County Government", a training recently attended by herself, the County Manager and Commissioners Jarvis and Rose. Ms. Morgan discussed open meetings law, records retention, ethics and conflicts of interest. A review of Public Records resulted in a request that all Commissioners receive cell phones to be used strictly for county business purposes.

3. Building and Managing Relationships

County Manager, Rebecca Gay, presented general information from the recent Essentials of County Government training. She discussed service requirements for counties, Board authorities, and citizen expectations. Roles and responsibilities of Commissioners, such as policy setting and funding were reviewed, as were the duties of the Chair.

Ms. Gay discussed the importance of good and open communication amongst Board members and staff and the need for accountability among Board members. Commissioners participated in a teambuilding exercise to create a positive board culture and a functional, cohesive team by beginning to identify things that hinder success. Preferred communication styles and methods and expectations for Commissioners and staff were discussed. The Board recommended performance evaluations as a way to ensure feedback is provided to staff members.

Commissioners voiced the need to revisit issues already settled to allow the new Board to discuss as a group. Commissioners agreed to funnel ideas through the Chairman, who would then communicate them to the County Manager. An exercise was facilitated to encourage Board members to share what public service means to them.

4. Strategic Planning Overview

County Manager, Rebecca Gay, reviewed the strategic planning process, beginning with developing mission and vision statements, and core values to communicate the purpose of local government to residents, staff and other stakeholders. Strategies and actions needed to achieve strategic plan goals were explained, and several examples of strategic planning efforts of other communities were shared with the Board. Commissioners

participated in an exercise to determine the Board's goals for county growth and development.

5. Review of Prior Mission and Visioning

County Manager, Rebecca Gay, facilitated exercises for Commissioners to begin developing a mission statement, vision statement, and list of core values. An old mission statement found in county records was shared with Commissioners that does not appear to have been officially adopted by previous Boards.

Following discussion and collaboration, Commissioners established the following for official adoption:

Currituck County **Mission Statement:**

- **Currituck County is committed to preserving our heritage and providing quality services while maintaining a safe, healthy, and thriving community for all.**

Currituck County **Vision Statement:**

- **A sustainable, economically diverse environment that preserves natural resources and strengthens livelihoods.**

Currituck County **Core Values:**

- **Stewardship**
- **Sustainability**
- **Transparency**
- **Flexibility**

6. Review of Prior Strategic Planning Efforts

County Manager, Rebecca Gay, briefly reviewed results of a strategic planning initiative developed by the prior Board of Commissioners. Staff will begin preparations to develop a new strategic plan for the county based on the current Board's vision and community input.

7. Review of Board-Initiated Items

Chairman O'Neal reviewed discussion items that had been submitted by Commissioners. Several key topics were presented to staff for feedback and follow-up, with many that will require further discussion at future Work Sessions. Items for discussion included federal, state and local issues and concerns, some of which are included in the Board's legislative agenda that will be presented to the General Assembly.

8. Legislative Agenda

North Carolina State Senator, Bobby Hanig, joined the meeting via video conferencing to weigh in on the Board's discussion of the county's legislative agenda. Presented with several legislative and policy issues the Board would like considered, Senator Hanig provided feedback on the requests and whether he felt they would be able to move forward in the General Assembly.

Items were selected and prioritized by the Board. The County Manager will share the updated legislative agenda with the county's lobby firm, Ward and Smith, for further discussion with Senator Hanig.

9. Scheduling and Prioritization Plan for Board Discussion

Commissioners planned to review the day's discussion at the next Commissioners meeting for the public. The Board confirmed a full-day Planning Retreat will be held at 9:00 AM on Wednesday, February 26, 2025. Commissioners prioritized Code Enforcement processes and community messaging as topics for discussion at the Planning Work Session.

2. Adjourn

Commissioner Jarvis and Chairman O'Neal exited the meeting early due to other commitments and were not in attendance at adjournment. There was no further discussion and Commissioner McCord moved to adjourn. Commissioner Angell seconded the motion. The motion passed, 5-0, and the Work Session closed at 4:40 PM.

MOVER: Kevin E. McCord

SECONDER: Tony Angell

AYES (5): Tony Angell, J. Owen Etheridge, Kevin E. McCord, Michael H. Payment, and Janet Rose

AWAY (2): Paul O'Neal, and Selina S. Jarvis

RESULT: Approved (5 to 0)