

**VILLAGE OF PINEHURST
VILLAGE COUNCIL
2013 STRATEGIC PLANNING RETREAT- DAY 2
WEDNESDAY, DECEMBER 5, 2012**

Minutes

The Pinehurst Village Council held a Strategic Planning Retreat at 8:30 a.m., Wednesday, December 5, 2012 in the Training Room of the Pinehurst Police Station, 420 Magnolia Road, Pinehurst, North Carolina. The following were present:

Ms. Nancy Roy Fiorillo, Mayor
Mr. Douglas A. Lapins, Mayor Pro-Tem
Mr. John R. Cashion, Councilmember
Mr. John C. Strickland, Councilmember
Mr. Mark W. Parson, Councilmember
Mr. Andrew M. Wilkison, Village Manager
Ms. Natalie Dean, Asst. Village Manager
Mr. Jeff Batton, Asst. Village Manager
NC State Industrial Extension Service, Dr. Deb Manzo
Mr. John Frye, Director of Financial Services
Ms. Angie Kantor, Director of Human Resources
Ms. Becky Jensen, Financial Operations Manager
Ms. Linda S. Brown, Village Clerk
And 8 spectators

1. Call to Order.

Asst. Village Manager Natalie Dean called to order Day 2 of the 2013 Strategic Planning Retreat.

2. Continuation of Strategic Objectives.

Dr. Deb Manzo and Asst. Village Manager Natalie Dean presented the following:

- Review of the framework for strategic objectives, and key results through the measures and linkages of strategic objectives.
- Create strategic objectives and identify key outcomes.
- Designate short-term vs. long-term objectives.
- Identify the needed core competencies.
- Prioritize objectives.
- Identify opportunities for innovation.

3. Balanced Scorecard.

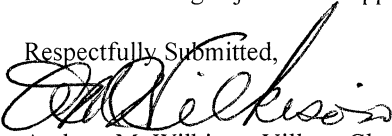
Dr. Manzo and Asst. Village Manager Natalie Dean gave an overview of the organizational scorecard cascade system and presented the four perspectives. They discussed the linkage and alignment of strategic objectives to the needs, the requirements, and expectations of the customers.

4. Wrap-Up.

Dr. Manzo and the group discussed the next steps with regard to the Strategic Planning Process.

5. Adjournment.

The meeting adjourned at approximately 12:30 pm.

Respectfully Submitted,

Andrew M. Wilkison, Village Clerk