



September 9, 2025 City Council Meeting

Title

Update on the Council Vision and Action Plan—Brian Vandenberg, City Manager’s Office

Summary

In March of this year, the City Council held a retreat to update its Vision and Priorities. Following the retreat, department leaders and the City Manager’s office drafted a three-year Action Plan to implement those decisions. Staff will present on what a Council Vision and an Action Plan are, the progress made on Council priorities over the past fiscal year, and the updates to the Council Vision and Priorities. Staff recommend that Council adopt the 2045 Council Vision and the 2025-2028 Action Plan.

Recommendation

Option 1. Adopt the 2045 Council Vision and the 2025-2028 Action Plan.

Fiscal Impact

There is no fiscal impact associated with adoption. Staff will make budgetary decisions to fulfill Council priorities on an ongoing basis.

Context & Analysis

In March of this year, the City Council held a retreat to discuss its Vision and Priorities. At that retreat, Councilmembers considered what updates needed to be made to the Vision since it was last revised two years ago. One of the primary changes was to elevate “A City for All” as an overarching theme for the Vision. Also during the retreat, councilmembers evaluated which of their priorities they felt were achieved or needed modification, as well as whether they needed to create new priorities to help achieve their Vision.

In preparation for the new fiscal year, City staff convened to operationalize the decisions made at the retreat into a three-year action plan. This plan (Attachment 1) is comprised of six focus areas, 31 priorities and 183 tasks designed to further Council’s 2045 Vision for Harrisonburg.

While the new Action Plan was being drafted, staff continued working to complete tasks from the existing plan. Progress made over the past fiscal year can be found in the annual Vision & Priorities

Update (Attachment 2). It should be noted that the Action Plan is not a comprehensive document outlining all city operations, and staff do incredible work every day not captured in this update. That being said, the progress made on these Council priorities demonstrates a clear commitment to carrying out the decisions of Harrisonburg's elected leaders. Staff will continue to provide annual updates on the Action Plan as well as highlight successes throughout the year.

Options

1. Adopt the 2045 Council Vision and the 2025-2028 Action Plan.
2. Provide alternate direction.

Attachments

1. 2025-2028 Action Plan
2. Vision and Priorities Staff Progress Update