



First Floor Conference Room, City Hall  
401 S. Johnstone Avenue  
Bartlesville, OK 74003

**MINUTES OF  
SPECIAL WORKSHOP MEETING  
OF THE  
BARTLESVILLE CITY COUNCIL**

**Monday, March 24, 2025  
5:30 p.m.**

**Mayor James S. Curd, Jr.  
918-338-4282**

**MINUTES**

**(The Notice of Meeting and Agenda was posted at 5:30 p.m. March 20, 2025)**

**City Council members present were Mayor James S. Curd, Jr., Vice Mayor Trevor Dorsey (arriving at 5:45 p.m.), and Council Members Aaron Kirkpatrick, Larry East and Tim Sherrick.**

**City staff present were Mike Bailey, City Manager, Laura Sanders, Assistant City Manager, Jess Kane, City Attorney, Jason Muninger, CFO/City Clerk, Terry Lauritsen, Director of Water Utilities, Micah Siemers, Director of Engineering, Kelli Williams, Chief Communications Officer, Matt McCollough, IT Director, Police Chief Kevin Ickleberry, Deputy Police Chief Andrew Ward, Fire Chief H.C. Call, and Elaine Banes, Executive Assistant.**

- 1. The Special Workshop Meeting of the Bartlesville City Council was called to order by Mayor Curd at 5:30 p.m.**
- 2. Roll call was conducted and a quorum established.**
- 3. The invocation was provided by Mr. Kirkpatrick.**
- 4. Citizens to be heard.**

There were no citizens to be heard.

- 5. Conduct Bartlesville City Council strategic planning session. Presented by Lori Mueller, People and Culture Program Manager for OMAG and Justin Battles, Assistant City Manager of Mustang.**

Ms. Mueller and Mr. Battles facilitated three hours of exercises in order to ascertain the Council's individual and collective goals about the direction of the community and organization. The intent of the session was to lead to a consensus of the Council's top priorities. The PowerPoint used in the session is attached to these minutes. Good discussion, ideas and goals for the future ensued. Through one exercise it was determined that the top three goals among the five Council members were to be advocates, trustees and to be strategic. Their mission after discussion and another exercise was potentially to "be united in our dedication and deep commitment to Bartlesville, focused on enhancing public service, crafting our unique identity, and working to make it a thriving community for all." This is not final and is up for further discussion, and adoption through resolution.

Current challenges reviewed included the need for effective communication and alignment among decision-makers, the impacts of intense government debates on local recruitment and business climates, and obstacles like bureaucratic obstructions and a lack of consensus in the City's vision.

In another exercise, a vision for the Council was discussed that resulted in considerations for water security, unique identity including things the Council does not want to see changed, growth derived by people moving here because they want to be like Bartlesville and assimilate new growth into the unique culture while allowing newcomers to influence the unique identity. They discussed how to achieve this vision resulting in:

1. Development and Economic Growth

- Diversification of economy – attract a variety of businesses like data analytics, aviation, solopreneurs (available high-speed internet, coop workspace, shared passions)
- Available housing, including rental property, condos, and homes for purchase
- New businesses and quality jobs
- Tap into growth potential of existing businesses
- Grow restaurants and retail

2. Community Cohesion and Identity

- Culture of volunteerism and service
- Classic Americana identity
- “Only in Bartlesville” identity (Kiddie Park, Frank & Lolas)

3. Improvements in Quality of Life and Services

- Continue investing in parks and recreation
- Maintain quantity and quality of water supply
- Grow popular restaurants and retail
- Foster an environment where freedoms are not infringed upon

Additionally, an exercise for a 2035 and 2055 vision for Bartlesville resulted in:

2055 –

- Bartlesville is known for being the most constitutionally sound and fiscally secure city in Oklahoma
- Council approves new strategy
- Bartlesville is the “Best Place to Live in Oklahoma”
- Bartlesville continues to thrive and has pinpointed our “secret sauce”
- The economy is strong
- Population has reached 50,000

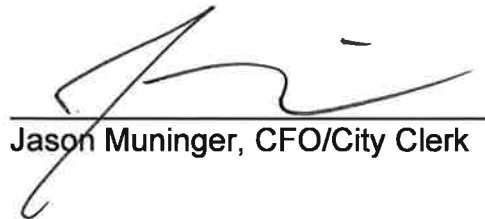
2035 -

- Council approves state-of-the-art water purification technology
- Bartlesville secures additional water rights
- Population has reached 50,000
- Optimistic economic environment (no more fear of Phillips moving to Houston)
- Reinvigorated west side
- Regional reputation as a great place to live and visit
- Pathfinder is available in all regions
- Family-friendly place to live, work, and play

Concluding the session, Ms. Mueller stated that she would compile the information and provide it back to the City Council and City management in one document to review, discuss, and amend and/or approve in a future Council meeting.

Mayor Curd thanked Ms. Mueller and Mr. Battles for their time and facilitation of the meeting.

6. There being no further business to conduct, Mayor Curd adjourned the meeting at 8:32 p.m.

  
Jason Muninger, CFO/City Clerk

  
James S. Curd, Jr., Mayor





# COUNCIL RETREAT: DESIGNING OUR FUTURE

OMAG

# INTRODUCTION

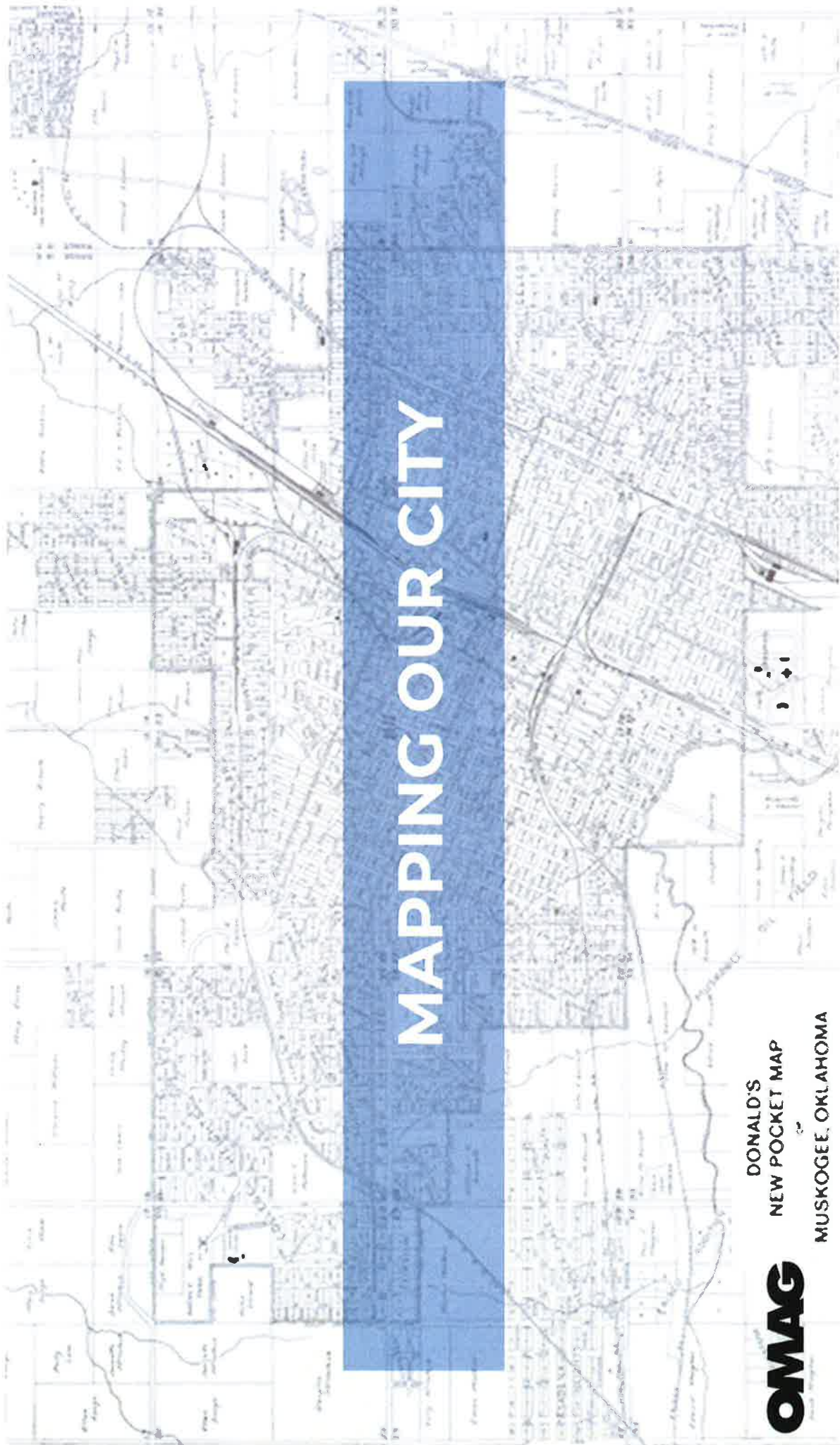
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# RETREAT GOALS

- Council purpose and focus
- How will we achieve our purpose and focus
- Develop relationships to best serve OUR community

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# MAPPING OUR CITY

DONALD'S  
NEW POCKET MAP  
MUSKOGEE, OKLAHOMA

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# COUNCIL RETREAT: DESIGNING OUR FUTURE

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What gets measured

Gets done

What gets measured with  
feedback

Gets improved

What gets measured and  
rewarded

Gets repeated

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# THE COUNCIL'S ROLE

**DUTIES:** Care | Obedience | Loyalty

**RESOURCES:** Time | Money | People

**JOBS:** Set direction for the municipality | Approve policies that move the municipality in that direction | Monitor results

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# THE COUNCIL'S ROLE

**STRATEGIC:** Visionary, innovative ideas, seeing interconnections, wants/needs, tactical ear & strategic view, long & short-term goals

**TRUSTEE:** Fiduciary, partnerships, basis of our meetings, hold the greater good, long-term considerations

**ADVOCATE:** Service, a big part of the role, can be rewarding; relationships & trust

**COMMUNITY BUILDER:** Being present, let people see the City in action, communications, connections & opportunities

**DECISION MAKER:** Reading, preparing, listening to expertise

**OVERSIGHT:** Reviews, process, evaluation

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# THE COUNCIL'S ROLE

**STRATEGIC VISION** – Big Picture

**TRUSTEE** – Steward

**ADVOCATE** – Representative/Constituent Advocate

**COMMUNITY BUILDER** – Bringing People Together

**DECISION-MAKER** – Reviewing Information and Voting

**OVERSIGHT** – Accountability

Review how you feel about each role and rank them based on how you view your role. 1 – 6, 1 being what you think is the top priority.

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# THE COUNCIL'S ROLE

**What roles do you feel you should focus on more  
(as an elected body) to enhance effectiveness?**

**STRATEGIC** – Vision, Big Picture

**TRUSTEE** – Steward

**ADVOCATE** – Representative / Constituent Advocate

**COMMUNITY BUILDER** – Bringing People Together

**DECISION-MAKER** – Reviewing Information and Voting

**OVERSIGHT** – Accountability

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**PLOW. PLANT. WATER. WEED. WAIT**



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# COUNCIL RETREAT: DESIGNING OUR FUTURE

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## WHY

your purpose, beliefs,  
cause

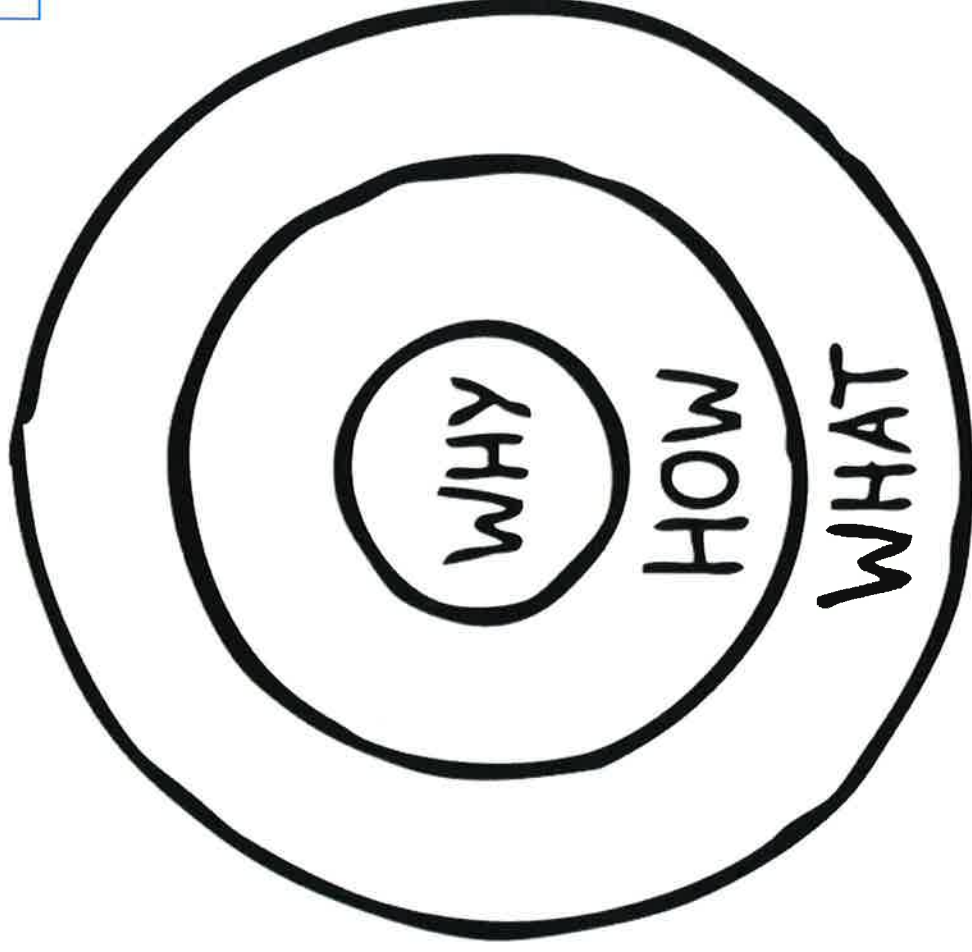
## HOW

process, actions

## WHAT

products or services;  
roles we play

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## WHAT'S OUR WHY?

Enhancing our community  
through exceptional service

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# WHAT'S OUR WHY?

Create the kind of community that attracts QUALITY individuals;  
that want to:  
live,  
work, and  
raise families  
HERE!

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# WHAT'S OUR WHY?

**Collective Summary:** We are united in our dedication and deep commitment to Bartlesville, focused on enhancing public service, preserving our unique identity, and ensuring it remains a thriving home for future generations.

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# CURRENT CHALLENGES

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# CURRENT CHALLENGES

**Collective Summary:** Key themes include the need for effective communication and alignment among decision-makers, the impacts of intense government debates on local recruitment and business climates, and obstacles like bureaucratic obstructions and a lack of consensus on the city's vision.

It's 2055, you  
open your tablet  
to read the  
news, the  
headline reads...

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Flipchart Activity



# VISION FOR THE FUTURE

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# VISION FOR THE FUTURE

A leading community  
by choice.

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# VISION FOR THE FUTURE

**Collective Summary:** Bartlesville is a vibrant, thriving community that balances growth with the preservation of its unique identity. There is an influx of quality jobs making Bartlesville a sought-after location, rather than one that needs to recruit people actively. Our community is not only safe and welcoming but also combines the amenities of a large city with the charm of a small town, providing excellent schools, healthcare, and recreational facilities where people feel valued and appreciated.



**It's 2035, you're reflecting on  
the great the Council did 10  
years ago – describe your city  
and what's happening**

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Flipchart Activity



# HOW WE ACHIEVE VISION?

## Collective Summary:

1. Development and Economic Growth
2. Community Cohesion and Identity
3. Improvements in Quality of Life and Services

**Let's Define These!**

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# BARRIERS TO ACHIEVE VISION?

## Collective Summary:

1. Communication Challenges
2. Collaboration and Consensus Challenges
3. Economic and Structural Impediments



# FOCUS

OWAG

**CONSENSUS – “MUST DO” VS. “WANT TO DO”**

## **GOAL:**

Speak with one  
voice to staff and  
community

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