



MCWRA's December 2025 Strategic Planning Update Workshop Overview

PLANNING COMMITTEE

NOVEMBER 5, 2025

SCHILLING PLACE, SALINAS

Staff Efforts on Strategic Planning Update Workshop

Staff Kickoff held on Sept. 25 to gear up for the annual update workshop scheduled for 12/8/2025

1. Strategic Plan overview
2. Reviewed last year's workshop
3. Discussed Spring 2025 Surveys and responses

Held Numerous Smaller Staff Group Meetings in Mid-October and early November

1. Brainstormed Accomplishments
2. Identified Challenges
3. Discussed Opportunities
4. Explored themes for possible presentations and breakout groups

Working on Agenda and workshop materials over the next month



Strategic Plan Update Workshop

February 18, 2025 Agenda

Workshop Objectives:

- Review and discuss governance roles, best practices and strengthen teamwork.
- Review the successes of the final year of the MCWRA five-year strategic plan.
- Review and discuss the upcoming strategic planning process and key milestones.

Agenda

- Welcome and Review Workshop Agenda and Ground Rules
- BOD Icebreaker
- Discuss Characteristics of Effective Governing Bodies
- Staff Presentation of Strategic Plan Final Update, Goals and Results
- Hear the General Manager's Vision for the Next Several Years
- Review Interview Themes – Successes, Staff Appreciation, and Preview Potential Goals for the Coming Year
- Breakout Groups: Key Challenges
- Wrap Up and Next Steps



Workshop Feedback – Evaluation Forms

Successes?

- Staff presentations showcasing they are meeting goals
- Hearing from the Board about their backgrounds and interests in water
- Breakout groups and face-to-face time with Directors
- Hearing everybody's ideas and finding ways to effectively incorporate into the Agency's mission

Areas for Improvement?

- The Governance section felt more like training and not open to a dialogue from all participants
- The facilitators weren't tuned in to the Agency and the timing was off
- Don't combine regular BOD business with Strategic Planning
- There wasn't enough time to dig deeper into topics
- Needed more breakout sessions or rotate the Directors



Strategic Plan Update Workshop

Proposed Agenda for December 8, 2025

Workshop Objectives:

- Review and discuss governance roles and updated bylaws.
- Present successes over the last year and the key areas of focus for the next year.
- Preview the upcoming strategic planning process.

Agenda

- Welcome and Review Workshop Agenda and Ground Rules
- Staff Presentations on the Implementation of the Strategic Plan
- Breakout Groups: How can we realize Opportunities?
- Hear the General Manager's Vision for the Next Several Years
- Discuss Governance Manual and updated Bylaws
- Breakout Groups: How can we realize Opportunities?
- Preview Next Strategic Planning Effort and Survey Themes
- Wrap Up and Next Steps



Next steps

1. Prepare for the Dec. 8th update workshop
 - a) Agency facilitated
 - b) BOD Workshop format
2. Staff is preparing content
 1. Agenda
 2. Presentation
 3. Workbook materials
3. Final check in with the Planning Committee on December 3rd

