

**VILLAGE OF YELLOW SPRINGS, OHIO
RESOLUTION 2026-12**

ADOPTING VILLAGE OF YELLOW SPRINGS ANNUAL GOALS FOR 2026-2027

Whereas, Village Goals identify the priorities set for Village operations and resources, and are intended to guide decision-making and resource allocation; and

Whereas, Village Council has publicly collaborated as to the aspirations, needs and vision for the community within the core goal of high-quality provision of essential services;

NOW, THEREFORE, COUNCIL FOR THE VILLAGE OF YELLOW SPRINGS, OHIO HEREBY RESOLVES THAT:

Section 1. Council has affirmed the following values as the basis for their 2026-2027 Goals:

Value 1: Deepen decision-making processes with citizen participation and effective representative governance.

Value 2: Be a model employer actively working to attract and retain a skilled workforce to provide excellent services within a responsible and sustainable fiscal framework.

Value 3: Create a welcoming community of opportunity for all persons regardless of race, age, sexual orientation, gender identity, ethnicity, economic status, mental/physical ability or religious affiliation.

Value 4: Pursue a strong economy that provides diverse employment, creates a stable tax base and supports the values of the community, particularly affordability.

Value 5: Seek, in all decisions and actions, to reduce the community's carbon footprint, encourage sound ecological practices and provide careful, creative and cooperative stewardship of land resources.

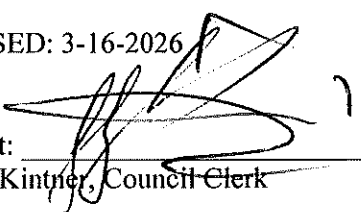
Value 6: Intentionally promote anti-racism, inclusion, equity and accessibility through Village policies, procedures and processes.

Section 2. The 2026-08-2027 Village Goals as detailed in the attached Exhibit A are hereby approved.



Gavin DeVore Leonard, President of Council

PASSED: 3-16-2026

Attest: 

Judy Kintner, Council Clerk

ROLL CALL:

Gavin DeVore Leonard __Y__ Angie Hsu __Y__ Carmen Brown __Y__

Senay Semere __Y__ Stephanie Pearce __Y__

2026–2027 Council Goals

Village Goals are the priorities established by Village Council to guide operations, resource allocation, and organizational focus for 2026–2027. They inform decision-making, budgeting, and staff capacity planning.

Core Service Provision: The Village’s primary focus is delivering essential services, including utilities, public safety, planning and zoning, finance and administration, parks and recreation, and youth services, that sustain the daily quality of life in Yellow Springs. Council goals build on these services to guide priorities beyond routine operations.

Focus Area	Goal	Outcomes	Projected Timeline	Responsible Party*
Community Engagement & Communication	Develop and launch a new user-friendly Village website designed to meet ADA accessibility standards.	Accessibility compliant website with improved features.	Estimated completion: Spring 2026	Assistant Village Manager; Digital Media Manager
	Develop a crisis plan and a Village-wide communications plan to improve community information and engagement.	Coordinated, consistent approach that improves awareness, engagement, and access to information.	Crisis plan: Summer 2026; Communications plan: End of 2026	Assistant Village Manager; Digital Media Manager ; Solicitor
Financial Sustainability & Stewardship	Identify and implement cost-cutting strategies while tracking progress on a return to a balanced budget by 2028.	A clear path, communicated during the budget process, toward a balanced budget.	Ongoing	Village Manager; Finance Director; Finance Committee; Shared Resources
	Deepen our shared understanding of the budget and clearly identify what is considered a need.	Better-informed budgeting decisions aligned with realistic short- and long-term financial expectations.	Ongoing	Village Manager; Finance Director; Finance Committee; Shared Resources
Municipal Infrastructure, Utilities, & Public Spaces	Assess Village sidewalk policy.	Fund mandate for Village-owned sidewalks or return ownership to property owners.	By August 2026	Village Manager; Solicitor
	Revisit existing parking plans.	Evaluation of Village parking needs and, if necessary, develop plan of action for new parking.	By August 2026	Village Manager
Economic Development & Downtown Vitality	Clarify role of Village in economic development, including expectations for intergovernmental communication to support long-term planning.	Discuss and then document our role; Communicate that role to relevant stakeholders; Align related staffing and budget allocations.	TBD	Councilmember Semere (Council Lead); YSDC Representatives; Village Staff
	Consider policies affecting pop-ups, markets, and micro-enterprises.	Learning about these policies in process of determining applicability to Village economic development goals.	TBD	Councilmembers Semere and Brown (Council Leads); Village Staff (Planning Director, upon hire); Chamber of Commerce; Solicitor
	Review CRA and TIF policies and consider legislation if needed.	Update CRA and TIF policies.	TBD	President DeVore Leonard (Council Lead); Village Manager; Solicitor
Housing & Affordability**	Establish Housing Committee or Commission to assess housing needs and data and develop a Village housing strategy to support affordable housing.	Document purpose/scope, outcomes, and process for housing and development-related work.	Ongoing	Village Council; Housing Committee/Commission; Village Administration; Solicitor
Organizational Leadership, Capacity & How We Work	Develop and run a thoughtful strategic planning process and complete a Council and staff supported plan.	Creation of a scope and RFP. Complete plan based on agreed upon timeline.	TBD	President DeVore Leonard (Council Lead); Village Manager; Assistant Village Manager
	Align capacity and goals for current and proposed projects to assure manageable workload and improve outcomes.	Improve staff work/life balance; Maintain focus on mutually agreed-upon goals; Increase percentage of completed goals as compared to 2024–2025.	Ongoing	Village Council; Village Manager
	Present a revised and updated Personnel Policy Manual to Council for review.	A clear, up-to-date set of personnel policies that aligns with Village operations, legal requirements, and best practices.	Estimated completion: Spring 2026	Village Manager; Assistant Village Manager; Solicitor