



# Service Authority

B. Paul O'Meara, Jr., Chairman  
Paul Colangelo, Jr., Vice Chairman  
Harry W. Wiggins, Secretary-Treasurer  
Jim Almond, Member  
Dean E. Dickey, Member  
Joyce P. Eagles, Member  
K. Jack Kooyoomjian, Ph.D., Member  
Marlo Thomas Watson, Member

Calvin D. Farr, Jr., P.E., General Manager/CEO

## MINUTES OF BOARD OF DIRECTORS BOARD VISION WORK SESSION OF MAY 26, 2022

- Board Members Present: Jim Almond, Paul Colangelo, Jr., Dean Dickey, Joyce P. Eagles, K. Jack Kooyoomjian, Ph.D., B. Paul O'Meara, Jr., Marlo Thomas Watson, and Harry Wiggins.
- Staff : Calvin D. Farr, Jr., Sandra Hardeman, Hari Kurup, Astrid Nelson, Don Pannell, Lake Akinkugbe, Lyle Beefelt, Samer Beidas, Kathy Bentz, Rachel Carlson, Tony Piccione, Doug Shoop, Brian Sipes, Shannon Spence, Jeanetta Williams, Marcus Wilson, Tony Nguyen, April Bean and Kim Murray.
- Consultants : Mr. Rob Greenwood, Principal, and Ms. Sarah Shadid, Senior Associate/  
Ross Strategic.

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### 1. CALL TO ORDER

Chairman O'Meara opened the Work Session at 5:00 PM.

### 2. PRESENTATION

Mr. Farr provided opening remarks for the Prince William County Service Authority (Service Authority) Board of Directors' (Board) Vision Work Session. He shared that the purpose for the work session is to share employee feedback, receive Board feedback and guidance, and determine the next steps in the vision refresh. Mr. Farr introduced Mr. Rob Greenwood and Ms. Sarah Shadid from Ross Strategic.

Mr. Dickey arrived at 5:19 PM.

Ms. Shadid reviewed the Vision Work Session agenda and provided an overview of the alignment between the Board of Directors Vision, the Strategic Plan, and annual business and employee goals. Mr. Greenwood reviewed the emergent themes and key drivers that arose from interviews with over 60 Service Authority employees representing all divisions. Ms. Shadid presented the key take-aways from the interviews and the themes and priorities by each area of excellence.

Mr. Farr provided recommendations for the Board to consider in the overall vision statement and each area of excellence.

Board Members provided feedback and guidance in each area.

Ms. Shadid expressed that Ross Strategic is prepared to take the recommendations and guidance received from the Board and work with staff to provide the Board with a draft vision for 2032. Ross Strategic will also work with the General Manager to move into the strategic planning process to align strategic objectives and goals to the new vision.

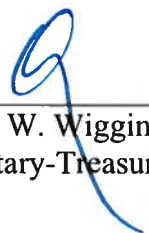
Mr. Farr thanked Board Members for their input and Ross Strategic for a seamless process. He also thanked Ms. Nelson and Mr. Akinkugbe for their efforts on this initiative.

Mr. O'Meara thanked Ross Strategic for their assistance in the process.

Mr. O'Meara stated he would be reaching out to Board Members (excluding Audit Committee Members) to formulate a Policy Committee to update documents and a create a Board Ethics policy.

3. ADJOURNMENT

The meeting adjourned at 6:52 PM.



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Harry W. Wiggins  
Secretary-Treasurer