



Minutes for the City Council Strategic Management Workshop

203. S Main, Cibolo, TX 78108

March 28, 2026, 8:49 AM - March 28, 2026, 4:11 PM

1. Call to Order

Workshop was called to order by Mayor Latimer at 8:49a.m. Members Present: Mayor Latimer, Councilmembers: McGlothin, R. Roberts, Cunningham, Sanchez-Stephens, D. Roberts, and Brown.

2. Workshop Overview

Mr. Reed gave an overview of the workshop with the theme of "Recasting Your Vision".

3. Opening Remarks (8:30AM - 9:00AM)

Mayor Latimer delivered her philosophy on leadership focusing on Trust and "What is Your Why?".

3.A. Mayor's Leadership Philosophy

4. Trend Analysis Recap (9:00AM - 9:50AM)

Mr. Reed recapped the Trend Analysis with Council.

5. Morning Break: Community Engagement - Easter Egg Hunt (9:50AM - 10:20AM)

Mayor Latimer called for a break at 9:50a.m. to attend the Easter Egg Hunt at the MEC. Meeting was reconvened by Mayor Latimer at 10:34a.m.

6. Problem Space to Solution Space (10:30AM - 11:30AM)

6.A. Stormwater Management

Mr. Reed facilitated a discussion on Stormwater Management with Council and Saif Al Haddad.

6.B. Growth and Development

This item was tabled due to time constraints.

7. Working Lunch (11:30AM - 12:45PM)

7.A. Core Strategies Initiative Review

Mr. Reed went over the Core Strategies Initiative with Council.

8. 2025 Strategic Plan Accomplishments (12:45PM - 1:45PM)

Each Department gave examples to Council of their accomplishments in the past year.

9. Investments for the Future (1:45PM - 3:15PM)

Mr. Gomez briefed Council on Parks, Roads, the 5-Year CIP Plan, the Public Safety Facility & Animal Services Facility, and the South CCN Update & Project #1 Next Steps.

9.A. Parks

9.B. Roads

9.C. 5-Year CIP Plan Review

9.D. Public Safety Facility & Animal Services Facility

9.E. South CCN Update & Project #1 Next Steps

10. Future State & Workshop Kick-Off (3:15PM - 4:15PM)

10.A. Budget Discussion Kick-Off

Mr. Reed briefed council on the upcoming budget workshops.

10.B. Visioning: Purpose, Challenges, and Future State

Mr. Reed facilitated a discussion on Visioning: Purpose, Challenges, and Future State.

11. Closing & Evaluation (4:15PM - 4:30PM)

11.A. Plus/Delta

Council discussed with Mr. Reed what they felt went well with the Workshop and what they felt could be improved for the next one.

12. Adjournment

Councilwoman Cunningham made the motion to adjourn the workshop at 4:11p.m. Motion was seconded by Councilman McGlothlin. For: All; Against: None. Motion carried 6 to 0.

PASSED AND APPROVED THIS 14TH DAY OF APRIL 2026.



Kara Latimer
Mayor

ATTEST:



Valerie A. Chapman, TRMC
City Secretary