



**CITY OF LANDER
SPECIAL CITY COUNCIL MEETING**

**Tuesday, March 18, 2025 at 6:00 PM
City Council Chambers, 240 Lincoln Street**

AGENDA

<https://us06web.zoom.us/j/86390219523?pwd=J0tS9b4YRYTA3WXcLhYiCPlhxZave4.1>

Meeting ID: 863 9021 9523

Passcode: 599358

1. NEW BUSINESS (NON-ACTION ITEMS)

A. Strategic Planning

2. ADJOURNMENT

Upcoming Council Meetings:

Special Meetings:

6:00 Tuesday April 15, 2025, City Council Chambers

6:00 Tuesday April 22, 2025, City Council Chambers

6:00 Tuesday May 20, 2025, City Council Chambers (if needed)

Regular Meetings:

6:00 Tuesday April 8, 2025, City Council Chambers

6:00 Tuesday May 13, 2025, City Council Chambers

Work Sessions:

6:00 Tuesday March 25, 2025, City Council Chambers

6:00 Tuesday April 22, 2025, City Council Chambers

6:00 Tuesday May 27, 2025, City Council Chambers

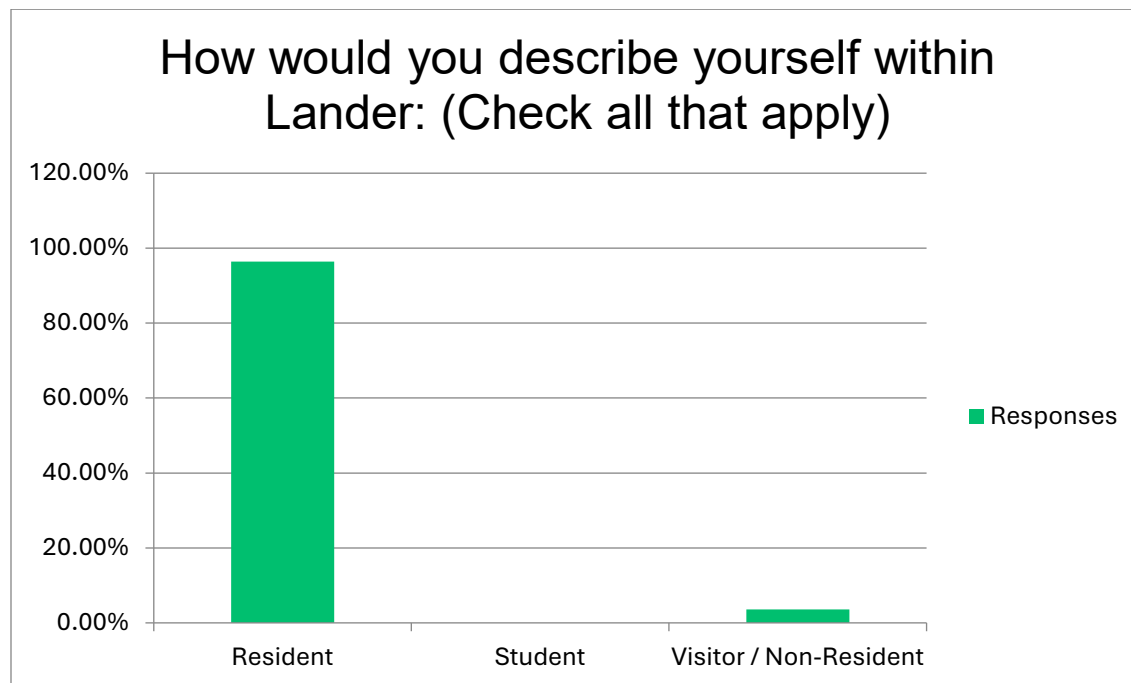
All meetings are subject to cancellation or change.

Purpose

The purpose of this document is to provide summarized comments of the Lander Master Plan Survey results. Results may include comments from the community for the Parks & Recreation plan theme. The information below does not summarize findings from the Parks & Recreation Plan survey.

Question 1 – Describe Yourself

When respondents were asked to describe themselves within Lander, 96.38% of respondents said they were residents. The two remaining options were students or visitors, no respondents said they were students while the remaining 3.62% said they were visitors or non-residents.



Question 2 – What Respondents Love Most About Lander

Access to Outdoors

Lander's **proximity to outdoor recreation**—mountains, trails, and public lands—was a consistent highlight. Residents value the ability to engage in activities like hiking, fishing, and climbing year-round.

Key Quotes:

- “The community and access to outdoor recreation on public land.”
- “Living in the foothills of one of the most beautiful mountain ranges in the U.S.”
- “Access to public land and family activities—camping, hiking, and fishing are in our backyard.”

Small-Town Feel

Respondents love Lander's **peaceful, small-town charm**, which includes low crime, little traffic, and a slower pace of life. There is also appreciation for maintaining traditions and local businesses.

Key Quotes:

- “Small-town charm with good local restaurants, shops, and little traffic.”
- “I love the peaceful, calm atmosphere and lack of overdevelopment.”
- “Safe, wholesome town with great access to the outdoors.”

Summary:

Residents deeply value Lander's **small-town character, tight-knit community, and outdoor opportunities**. These attributes are central to its identity and must be preserved as part of future planning efforts. Many expressed a desire to balance growth while maintaining Lander's charm and connection to nature.

Question 3 – Housing

The survey responses show that the **top priorities** for housing in Lander over the next 10 years are promoting **housing attainability for all income levels** (56.86% rated as 4 or 5), improving the **quality and safety of existing housing** (51.52%), supporting **workforce housing for key professionals** (50.55%), and developing **senior and retirement housing opportunities** (52.19%). Moderately supported strategies include encouraging a **variety of housing types** (44.11%) and creating **low-income housing options** (41.53%). Supporting **additional residential units in the downtown area** received the lowest importance, with only 31.7% rating it a 4 or 5.

Key Takeaways:

1. **Top Priorities:** Workforce housing, housing attainability, improving existing housing, and senior housing opportunities align closely with the existing goals.
2. **Lower Priorities:** Supporting downtown residential units should be de-emphasized based on community feedback.
3. **Adjustments:** Highlight rehabilitation efforts for aging housing stock and refine objectives to better address senior housing and workforce needs.

Question 4 – Transportation

The survey responses reveal that the **highest transportation priorities** for Lander are **improving safety at major intersections** (61.58% rated as 4 or 5) and **increasing pedestrian access and safety** (60.49%). Enhancing **bicycle-friendly connections and infrastructure** received moderate support (45.11%), while **expanding parking availability** in high-demand areas like downtown had the lowest importance, with only 28.14% rating it as a 4 or 5.

Key Takeaways:

1. **Top Priorities:** Improving safety at intersections and enhancing pedestrian access align strongly with existing goals and objectives.
2. **Moderate Priorities:** Bicycle-friendly infrastructure should remain part of the plan but with less emphasis compared to pedestrian and intersection safety.

3. **Low Priority:** Expanding parking availability should be de-prioritized based on minimal community support.

Question 5 – Economy

The survey results reveal that the **highest priorities** for economic development in Lander are **supporting existing local businesses** (61.2% rated as 4 or 5), **creating more jobs** (60.5%), and **attracting young professionals and families** (56.1%). Workforce training and education also received notable support (49.04%). **Promoting tourism** (44.54%) and **diversifying local industries** (44.41%) ranked moderately, while **sustainable development** received the lowest level of importance, with only 40.6% rating it as a 4 or 5.

Key Takeaways:

1. **Top Priorities:** Supporting existing businesses, creating jobs, and attracting young professionals align strongly with the goals of strengthening the local economy and addressing workforce challenges.
2. **Moderate Priorities:** Workforce training, tourism promotion, and diversifying industries align with existing goals but require targeted strategies.
3. **Lower Priority:** Sustainable development received the least support; consider scaling this focus back or tying it to job creation efforts.

Question 6 – Parks & Recreation

The survey results show that the **top priorities** for parks and recreation in Lander are **expanding or adding new youth programs** (61.99% rated as 4 or 5) and **upgrading or improving existing parks and recreation amenities** (61.64%). Adding **new amenities to existing parks for all ages and abilities** (49.31%) was also a notable priority. Expanding **adult and family programs** (46.3%) and **senior/retiree programs** (40.55%) received moderate support. Meanwhile, **improving neighborhood proximity and access to parks** ranked lower, with only 42.11% rating it as a 4 or 5. These results highlight the community's preference for enhancing recreational programs and improving existing park infrastructure over expanding access.

Key Takeaways:

1. **Top Priorities:** Expanding youth programs, improving park amenities, and adding new amenities for all ages align strongly with community feedback.
2. **Moderate Priorities:** Expanding adult and senior programs aligns with survey responses, though less critical than youth-oriented efforts.
3. **Lower Priorities:** Goals related to park connectivity and access should be de-prioritized or reframed to focus on maintenance and program development.

Question 7 – Short answer

This question asked residents to provide an option short answer for the following statement: imagine lander 10 years from now, what additional thoughts do you have regarding housing, transportation, economic development, or parks and recreation.

Housing

The responses highlight the critical need for **affordable and diverse housing** to support young families, essential workers, and retirees. Many respondents expressed concerns about the rising cost of living and housing availability, particularly for lower-income earners.

Key Quotes:

- “We need affordable housing for teachers and service workers... housing prices in the \$75,000-\$150,000 range.”
- “Lander needs more affordable housing options, especially for young families in low to moderate income.”
- “The middle class will be as priced out as the lower class unless housing is protected. We lose potential nurse and teacher applicants because they can’t afford to live here.”

Transportation

There is significant interest in improving **roads, pedestrian safety, and bicycle infrastructure**. Many emphasized the importance of safer pathways and connectivity for walkers, cyclists, and strollers, alongside addressing road maintenance issues.

Key Quotes:

- “Not having a bike path that connects through town is one of Lander’s biggest downfalls.”
- “I’d like to see sidewalks on all streets, bike lanes on major routes, and safer pedestrian pathways.”
- “Fix the roads and do it right... add bike lanes with separation from autos.”

Economic Development

Respondents value supporting **local businesses** and fostering a diverse economy while maintaining Lander’s small-town charm. There is also strong interest in attracting young families and professionals to sustain growth. Concerns were raised about certain institutions limiting downtown opportunities.

Key Quotes:

- “Support local businesses, promote community events, and preserve our natural spaces.”
- “We should revitalize downtown... fewer empty storefronts and more opportunities for small businesses.”
- “Attracting young professionals and families is key. We need affordable housing and new businesses.”

Parks & Recreation

The community supports enhancing existing parks, expanding youth programs, and adding connected pathways to improve access and usability. A recreation center was a recurring suggestion for year-round family activities.

Key Quotes:

- “A multi-function recreation center for our youth, including an ice rink and evening activities for teens.”
- “More pathway integration to connect parks, river corridors, and Main Street.”
- “Parks and pathways are essential for making Lander a vibrant and attractive community.”

Summary:

Across all themes, residents emphasized **maintaining Lander’s identity** while addressing key issues: affordable housing, road and pathway improvements, support for local businesses, and enhanced recreational opportunities. Infrastructure maintenance emerged as a foundational priority before pursuing new developments.

Strategic planning Council working session

City of Lander
Tuesday, March 18, 2025

MPK&D™

Agenda

Section 1, ItemA.

- **6 pm:** Welcome and overview of approach and goals
- **6:10 pm:** Review strategic planning process and inputs, discuss value of Council engagement and leadership in planning
- **6:25 pm:** Reviewing survey findings and priorities
- **7:00 pm:** Organizing and rating strategic priorities
- **7:45 pm:** Setting a timeline: next steps, wayfinding

City of Lander Mission & Vision

Section 1, Item A.

Mission

To provide a safe, stable and responsive environment that promotes and supports a traditional yet progressive community resulting in a high quality of life.

Vision

Preserving the past while providing for the future

Council and Mayoral Leadership - Definitions

Section 1, ItemA.

Definitions (selected components) from WY Association of Municipalities & ICMA

Mayor

Chief executive officer; charged with the supervision of all officers and affairs of the city or town, develops and proposes policy recommendations and budget; possesses some legislative powers, presides over governing body; represents the people of their city or town. "The peoples' representative," advances a vision for the city.

Council

Powers are primarily legislative in nature—establishing policy, adopting the budget, appropriating money, enacting ordinances, etc.; also possesses some executive and judicial powers.

Strategic planning – overview of process

Section 1, ItemA.

- Discussion – the value of a strategic plan
- Identifying key inputs – including public meetings, surveys, planning processes (ongoing or complete)
- **Our task for today:** What new ideas should be reflected in an updated plan? What carries over to the new/updated plan?
 - Implementation: What are the headlines and key takeaways that will drive Mayor, Council, City staff activity and conversations?
 - Folding relevant budgetary considerations into today's conversation

Desired outcomes

Section 1, ItemA.

Mayor and Council insight: desired output from process

- “Clear goals” – short, medium, long term; a “clear path forward”
 - “A good road map of goals...and the tasks and timelines to achieve them”
- “A united path forward” for community, City staff
- A deliberate, rather than procedural, approach to planning
- Regarding budget cuts: “Identify some areas where we could look to reduce expenses”



Results from Mayor and Council survey

Top organizational strengths

Section 1, ItemA.

- Frequently cited as #1: Committed staff, talented department heads; day-to-day management
- Fiscal responsibility
- Community-centered approaches, representative of range of opinions within the community
- Communications and strategic planning are priorities

Top identified weaknesses

Section 1, ItemA.

- Uncertain financial future, budget cuts and impact on essential services
- Maintaining community communications, clarity and flow of accurate information
- Lack of shared understanding of economic development
- Current structure of government
- Infrastructure challenges, including deferred maintenance

Mapping successes ...and failures

Section 1, ItemA.

- **Infrastructure funding (grants and loan) that has advanced key projects –** including recognition of staff impact
- **Incomplete information flows** that create delays or roadblocks
- Lack of shared understanding and ability to advance on **economic development**
- Planning and zoning

Ranking strategic priorities - survey baseline

Section 1, ItemA.

Highest (≥ 4 average)

- **Infrastructure***
- Funding air service, ambulance, transp.*
- Staffing succession, City org. structure*
- Safe routes to schools
- Community economic development planning
- Attainable housing*
- Law enforcement*

Medium (≥ 3 average)

- Disaster preparedness*
- Code enforcement
- Memory care assisted living
- Building maintenance, ADA, energy efficiency
- Fiber and/or resilience
- New parks development + recreation

Lowest (average < 3)

- Greenhouse gas

Identifying next steps and wayfinding

Section 1, ItemA.

- Inputs for report - discovery, surveys, and working sessions, as well as any follow-up needed
- Any additional activities or conversations recommended



Thank you!

Future state visioning

Section 1, ItemA.

In five years, I hope that the City of Lander

In ten years, I hope that the City of Lander

To make that happen, I can