



2026 Tacoma City Council Retreat

-Agenda-

Date: February 20, 2026

Time: 8:00 AM – 4:00 PM

Location: University of Puget Sound – Tahoma Room

Attire: Tacoma swag encouraged

Food & Beverage: Breakfast, coffee/ beverage service, lunch, and afternoon snacks provided

8:00 – 8:30 AM | Arrival & Breakfast

8:30 – 9:15 AM | Welcome & Introductions

- Welcome to UPS from President Crawford
 - Icebreaker activity
 - Working style assessment and discussion (DiSC)
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9:15 – 10:15 AM | Context Setting

- 2025 Highlights Review
 - Tacoma 2025 Ten-Year Synopsis
 - Revenue Strategy/ Structural Deficit Recap
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10:15 – 10:30 AM | Break

10:30 AM – 11:30 PM | Theory of Action

- Discussion: What levers of change matter most?
 - Best practices/case studies from other cities
 - Translating Tacoma 2035 values into council processes
 - Strategies for change (Sectors, key actions, 4 Ps, etc.)
 - Role of Measurement
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11:30 – 12:15 PM | Priority Setting 1

- Establish problem statement/ benefits of identifying **2–3 top-tier shared priorities** for 2026
 - CMs share results of Council Priority Template exercise
 - Inventory and group combined prioritized actions
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12:15 – 1:00 PM | Lunch

1:00 – 2:30 PM | Priority Setting 2

- Identify **2–3 top-tier shared priorities** for 2026
 - Screening considerations include, but are not limited to:
 - Alignment to theory of action
 - Budget feasibility
 - Discuss pathways for other individual or shared priorities (Partnerships, Policy, Platform)
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2:30 – 2:45 PM | Break

2:45 – 3:45 PM | Accountability & Next Steps

- Committee alignment discussion for ongoing accountability
 - Plan for follow-up discussions, as needed (study sessions, etc.)
 - Outline next steps for top priorities: timelines, communications, etc.
 - Discuss approach for community engagement and feedback on priorities
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3:45 – 4:00 PM | Closing Reflections

- Summary of learnings from the day
 - Confirm follow-up actions
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Pre-Retreat Preparation

- Council members complete **Council Priority Template** (to be provided)
- Council members complete **DiSC worksheet** (to be provided)