



**NORTHLAKE TOWN COUNCIL  
SPECIAL MEETING AGENDA  
FEBRUARY 12, 2026, AT 4:00 PM  
TOWN HALL - COUNCIL CHAMBER ROOM  
1500 COMMONS CIRCLE, SUITE 300, NORTHLAKE, TEXAS 76226**

Notice is hereby given as required by Title 5, Chapter 551.041 of the Government Code that the Northlake Town Council will meet in a Special Meeting on February 12, 2026, at 4:00 p.m., at the Northlake Town Hall in the Chamber Room, 1500 Commons Circle, Suite 300, Northlake, Texas 76226. The items listed below are placed on the agenda for discussion and/or action. Town Councilmembers may appear virtually via video conference pursuant to Texas Government Code § 551.127.

The following items will be considered:

**1. STRATEGIC PLANNING SESSION**

- A. Discuss and review the Town of Northlake's strategic goals, strategies, performance, and strategic priorities, including the Town's vision, mission, and core values

**2. ADJOURN**

With no further items to consider, the meeting will be adjourned.

**NOTE:** The Town Council reserves the right to adjourn into executive session at any time during the course of this meeting to discuss any of the matters listed above as authorized by Texas Government Code Section 551.071(Consultation with Attorney); Section 551.072 (Deliberations about Real Property);551.073 (Deliberations about Gifts and Donations); 551.074 (Personnel Matters); 551.076 (Deliberations about Security Devices); 551.087(Economic Development Negotiations).

**BUDGET STATEMENT:** (Applicable to any budget or tax-related items, pursuant to Section 551.043, Government Code) The following taxpayer impact statement must be on the Town Council meeting agenda at which the Town Council will discuss or adopt a budget for the Town of Northlake: For an average-valued homestead property (\$446,003.00), the Town's portion of the property tax bill in dollars for the current fiscal year (FY2025) is \$9,418,283, the Town's portion of the property tax bill for the upcoming fiscal year (FY2026) for the same property if the proposed budget is adopted is estimated to be \$9,607,851, and the Town's portion of the property tax bill in dollars for the upcoming fiscal year (FY2026) for the same property if a budget funded at the no-new-revenue rate under Chapter 26, Tax Code, is adopted is estimated to be \$8,588,246.

**CERTIFICATION**

I, Zolaina R. Parker, Town Secretary for the Town of Northlake, Texas, hereby certify that the above agenda was posted on the official bulletin board located at Town Hall, 1500 Commons Circle, Suite 300, Northlake, Texas 76226, on February 6, 2026, by 4:00 p.m., in accordance with Chapter 551 of the Texas Government

Code.



*Zolaina R. Parker*  
Zolaina R. Parker, Town Secretary

NOTICE: THE TOWN OF NORTHLAKE'S DESIGNATED PUBLIC MEETING FACILITIES ARE ACCESSIBLE IN ACCORDANCE WITH THE AMERICANS WITH DISABILITIES ACT(ADA). THE TOWN WILL PROVIDE ACCOMMODATIONS, SUCH AS SIGN LANGUAGE INTERPRETERS FOR THE HEARING IMPAIRED IF REQUESTED AT LEAST FORTY-EIGHT (48) HOURS IN ADVANCE OF THE SCHEDULED MEETING. PLEASE CALL THE TOWN SECRETARY'S OFFICE AT 940-242-5702 OR USE TELECOMMUNICATIONS DEVICES FOR THE DEAF (TDD), BY CALLING 1-800-RELAY-TX SO THAT REASONABLE ACCOMMODATIONS CAN BE ARRANGED.

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## NORTHLAKE TOWN COUNCIL COMMUNICATION

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**DATE:** February 12, 2026  
**REF. DOC.:** Town of Northlake Home Rule Charter - § 4.01 Powers of the Council  
**SUBJECT:** Discuss and review the Town of Northlake's strategic goals, strategies, performance, and strategic priorities, including the Town's vision, mission, and core values  
**GOALS/  
OBJECTIVES:** Plan Intentionally and Responsibly; 3.3 - Review and revise town plans as needed

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### BACKGROUND INFORMATION:

- October 18, 2025: Northlake Council Strategic Planning Retreat
  - Proctored by Alan E. Sims
  - Final report from planning session provided as Exhibit "1"
- Planning session resulted in updates to:
  - Town Vision
    - Current: Northlake is a distinctive hometown that welcomes promising opportunities while respecting and preserving our rural lifestyle.
    - Proposed: To be a family - centered community rooted in providing an exceptional quality of life and preserving tradition while embracing the future through balanced, intentional actions.
  - Town Values
    - Current: Service, Integrity, Trust, Excellence
    - Proposed: Excellence, Integrity, Innovation, Family Centered
  - Town Strategies
    - Proposed added strategy 5.4 - Promote cultural initiatives that reflect Northlake's historic identity
    - Proposed added strategy 6.4 - Support local businesses' success and growth
- Town Staff developed proposed strategic plan provided as Exhibit "2"
  - Incorporates Council's desires as outlined in Exhibit "1"
  - Several strategies streamlined and realigned to better align with Council goals

### COUNCIL ACTION/DIRECTION:

Provide feedback as deemed necessary.

# **Northlake Strategic Planning Retreat**

## **Final Report**

**October 18, 2025**

**Facilitator Alan E. Sims**

### **Table of Contents**

Page 1 Introduction

Page 2-3 DiSC Behavioral Assessment

Page 4 Values and Vision

Page 5 Strategic Objectives

Page 6 Strategic Planning Session Agenda (October 18, 2025)

The city of Northlake conducted their annual strategic planning retreat on October 18, 2025, at the newly opened Cambria Hotel Northlake Conference Center, 4240 SH-114 W, Roanoke, TX with Alan E. Sims serving as facilitator. In conjunction with Drew Corn, Town Manager and Major Youngblood, Director of Administrative Services, the enclosed agenda was developed.

The meeting began with the Town Manager reviewing the agenda, objectives, and expected outcomes for the day. After the introductory remarks and session overview, the facilitator asked each member of the Town Council to share their most memorable experience serving the citizens of Northlake as an icebreaker. From their responses, members of the Town Council clearly view the impact of serving the public as very rewarding.

The Town Manager then gave an update on the status of items from the 2023 strategic plan as well as the timeline for upcoming major studies including water/sewer master plans, MTP, trail plan and the comprehensive plan, etc. He also went into detail related to future growth projections for population, staff, office space, equipment and the need to pursue a Town Hall Center. He followed that up with revenue projections for property and sales taxes, EDC/CDC vs. MDD.

## **DiSC Assessment: Discussion and Team Building Activity**

The facilitator gave a presentation on the DiSC Assessment tool widely used to help people understand their individual behavioral styles and how to interact with others. DiSC has been instrumental in enhancing teamwork and increasing communication.

**D-Dominance** style individuals are focused on results, action and challenges and tend to be confident, direct and motivated by achievement.

**I-Influence style** individuals emphasize relationships, persuasion and enthusiasm and are considered outgoing, social and enjoy collaboration.

**S-Steadiness style** individuals value stability, support and cooperation and are considered to be more patient, dependable and prefer consistent, harmonious environments.

**C-Conscientiousness** style individuals prioritize accuracy, quality and rules and are inclined to be more analytical, detail oriented and focus on precision and structure.

The facilitator reviewed the behavior style of each Town Council member and staff, and the consensus was that it was an accurate depiction of their behaviors. Afterwards, both the Town Council and staff participated in exercises designed to increase their understanding of how to recognize and communicate with different behavioral styles.

To access Information in the facilitator's presentation, navigate to <http://catalyst.everythingdisc.com/login>

Fill in your email address and password

**For overview of DiSC**

- Click on Menu
- Click on DiSC-ology
- Click on the DiSC model
- Click on the 2 dimensions

**For overview of the DiSC model**

- Click on Menu
- Click on Workplace
- Click on What Drives You

**For overview of your colleagues**

- Click on Menu
- Click on Your colleagues

**For overview of your group**

- Click on Menu
- Click on Your Group
- Note two existing groups (Staff and Town Council)
- Note clustering of each group
- Note each Town Council members behavioral style
- Note each staff member behavioral style
- To create Group, click in upper left, to edit Group, click in upper right

**For additional helpful information on your personal profile**

- Click on Menu
- Click on Download Reports
- Select Workplace
- Then click Download
- Open the PDF. Page 3 is a more detailed description of the DiSC model
- Page 4 explains your individual dot
- Page 6 Overview of the DiSC (snapshot of the four basic styles)
- Page 8 Motivators and Stressors
- Page 12 Interacting with other styles
- Page 16 helpful information to build better relationships.

## Northlake Values

The facilitator's presentation on values defined them as *a set of ethics and principles that govern an organization's actions and serve as the foundation for the organizational culture*. As directed by the facilitator, the Town Council participated in an exercise that developed a long list of potential organizational values and then narrowed them down and selected the following as their top choices:

- EXCELLENCE
- INTEGRITY
- INNOVATION
- FAMILY CENTERED

## Northlake Vision

The facilitator's presentation highlighted that *a vision statement outlines the desired future state or long-term aspirations of the organization and provides a compelling picture of what the organization aims to achieve in the future*. At the conclusion of exercises, the Town Council selected the vision for Northlake as follows:

***“To be a family-centered community rooted in providing an exceptional quality of life and preserving tradition while embracing the future through balance, intentional actions”***

To build community pride and identity as well as helping align policies, projects and initiatives, Northlake's Vision statement will be highlighted at the top of future Town Council agendas as well as executive sessions.

## Strategic Objectives

The Northlake Town Council determined that success over the next 3-5 years would be manifested through the accomplishment and prioritization of the following outcomes:

- Build Out Around Stars Center/Chadwick and the adjacent Highway 114 corridor
  - Expand and enhance economic development efforts to attract development
- Expand community outreach
  - Pursue multiple cultural events that embrace history of Northlake's identity
- Build Town Hall/Center
  - Develop plan for interim (police station) and future projected population
- Develop plan for revisions to financial plan without annexation of Harvest
  - Determine if Harvest wants to enter long-term police services contract
  - Determine status of water and sewer infrastructure
- Solve traffic problems
  - Use intergovernmental relationships to accelerate the advancement of State and Denton County projects

Northlake's 2025 strategic planning retreat ended with a commitment to continue to focus on the things in common and all recognized the time spent was a good use of their time.

### **9:00 – 9:10 AM | Welcome & Session Overview**

- Review of agenda, objectives, and expected outcomes - Drew
- Icebreaker & establish ground rules and norms for discussion - Alan

### **9:10 – 9:40 AM | Town Manager Update**

- 2023 Strategic Plan attainment (dashboard)
- Timeline of upcoming major studies (water/sewer master plans, MTP, trail plan, comp plan, ADA)
- Growth projections for population, staff, office space and equipment (need for Town Hall)
- Major revenue projections (property tax, sales tax, EDC/CDC vs. MDD)

### **9:40 – 10:40 AM | DISC Assessment: Discussion & Team-Building Activity**

- Review results and insights
- Apply findings to Council–Staff collaboration

### **10:45 – 11:30 AM | Collective Vision Exercise**

- Facilitated discussion to define a shared long-term vision for the Town
- Capture common themes and priorities

### **11:30 – 12:00 PM | Facility Tour and Break**

### **12:00 – 12:30 PM | Working Lunch – Continue w/Collective Vision Exercise**

### **12:30 – 2:15 PM | Strategic Goal Setting**

- Define operational goals that align with the collective vision
- Prioritize focus areas for the next 3–5 years

### **2:15 – 2:25 PM | Afternoon Break**

### **2:25 – 3:25 PM | Defining Measures of Success**

- Identify key performance indicators (KPIs) and benchmarks
- Discuss reporting and accountability mechanisms

### **3:25 – 3:45 PM | Next Steps & Closing**

- Clarify areas needing further exploration or refinement
- Outline timeline for developing final Strategic Plan
- Closing remarks

### **Adjournment**

# PROPOSED - Feb. 2026

Revised



## OUR VISION

To be a family – centered community rooted in providing an exceptional quality of life and preserving tradition while embracing the future through balanced, intentional actions.

## OUR MISSION

The Town of Northlake delivers exceptional quality of life through responsive, effective, and affordable core services.

## OUR CORE VALUES

Excellence

Integrity

*Innovation*

*Family Centered*

New Additions

## OUR GOALS

## OUR STRATEGY

**1** Protect the Public

1.1 - Ensure police presence in the community.  
1.2 - Collaborate with fire and medical services.  
1.3 - Engage with the community to ensure trust.  
1.4 - Ensure safe community standards and processes.

**2** Exercise Fiscal Sustainability

2.1 - Sustain the low property tax rate.  
2.2 - *Manage the long-term financial plan by developing sustainable service plans.*  
2.3 - *Attract and retain quality staff at projected levels.*  
2.4 - *Leverage technology and equipment to deliver services.*

Combines previous 2.2 & 2.3

Previously 1.5

Previously 4.5

**3** Plan Intentionally and Responsibly

3.1 - *Enhance desired development through code changes.*  
3.2 - Embrace and adapt to state legislative actions.  
3.3 - Review and revise town plans as needed.  
3.4 - Plan for access to nature.

Revised

**4** Invest in Infrastructure

4.1 - Leverage funding sources for needed infrastructure financing.  
4.2 - *Prioritize road projects and mitigate traffic.*  
4.3 - *Provide adequate water and sewer infrastructure.*  
4.4 - *Plan and construct necessary Town facilities, including Police Department and supporting resources.*

Previously 4.3

Previously 4.4

Previously 2.4

**5** Advance Northlake's Interests

5.1 - *Manage the town's municipal boundaries by strategically annexing and incorporating extraterritorial jurisdiction.*  
5.2 - *Influence local, regional, and state issues.*  
5.3 - *Partner regionally to mitigate adverse impacts.*  
5.4 - *Promote cultural initiatives that reflect Northlake's historic identity.*

Combines previous 5.1 & 5.2

Previously 5.3

Previously 5.4

New Addition

**6** Promote Economic Vitality

6.1 - Diversify sources of revenue.  
6.2 - Target business development through economic incentives.  
6.3 - *Advance development of sports and entertainment corridor along SH-114.*  
6.4 - *Support local businesses' success and growth.*

Revised

New Addition



## OUR VISION

Northlake is a distinctive hometown that welcomes promising opportunities while respecting and preserving our rural lifestyle.

## OUR MISSION

The Town of Northlake delivers exceptional quality of life through responsive, effective, and affordable core services.

## OUR CORE VALUES

Service  
Integrity  
Trust  
Excellence

# CURRENT

## OUR GOALS

- 1 Protect the Public
- 2 Exercise Fiscal Sustainability
- 3 Plan Intentionally and Responsibly
- 4 Invest in Infrastructure
- 5 Advance Northlake's Interests
- 6 Promote Economic Vitality

## OUR STRATEGY

- 1.1 - Ensure police presence in the community.  
1.2 - Collaborate with fire and medical services.  
1.3 - Engage with the community to ensure trust.  
1.4 - Ensure safe community standards and processes.  
1.5 - Attract and retain top quality staff.
- 2.1 - Sustain the low property tax rate.  
2.2 - Manage the long-term financial plan.  
2.3 - Create sustainable service plans.  
2.4 - Project future staffing, facilities, and resources.
- 3.1 - Identify and plan for changes in codes and zoning that enhance desired development.  
3.2 - Embrace and adapt to state legislative actions.  
3.3 - Review and revise town plans as needed.  
3.4 - Plan for access to nature.
- 4.1 - Leverage funding sources for needed infrastructure financing.  
4.2 - Create a master drainage plan.  
4.3 - Prioritize road projects and mitigate traffic.  
4.4 - Provide adequate water and sewer infrastructure.  
4.5 - Leverage technology and equipment to deliver services.
- 5.1 - Manage the town's municipal boundaries.  
5.2 - Capture and incorporate the exterritorial jurisdiction.  
5.3 - Influence local, regional, and state issues.  
5.4 - Partner regionally to mitigate adverse impacts.
- 6.1 - Diversify sources of revenue.  
6.2 - Target business development through economic incentives.  
6.3 - Build out sports and entertainment corridor.

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**NORTHLAKE TOWN COUNCIL COMMUNICATION**

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**DATE:** February 12, 2026

**Section:** 2. ADJOURN

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