



AGENDA
MAYODAN TOWN COUNCIL
February 9, 2026
6:00 p.m.
James A. Collins Municipal Building

CALL TO ORDER

PRAYER:

Given by Michael Lindsay with Westside Baptist Church

PLEDGE OF ALLEGIANCE:

Pledge of Allegiance led by Mayor Dwight Lake and Town Council members

PUBLIC COMMENTS

RECOGNITION:

1. Recognition of Macy Hurd for Successfully Earning a certification as a playground inspector.
2. Recognition new police officer Jordan Neal

CONSENT AGENDA:

- A. Approval of Minutes
 - a. Agenda Meeting Minutes of January 8, 2026
 - b. Regular Meeting Minutes of January 12, 2026

OLD BUSINESS:

- A. Washington Mills Park Design
- B. Amended Strategic Priorities

NEW BUSINESS:

- A. Appoint Ross Vaden to Madison Mayodan Recreation Commission
- B. Western Rockingham Chamber of Commerce Update
- C. Resolution of Endorsement for LWF Planning Grant
- D. Alley Closure Discussion

CLOSED SESSION:

N.C.G.S. 143-318.11(a)(3)] to consult with the Attorney and
N.C.G.S. 143-318.11(a)(6)] to consider a personnel matter

MANAGER COMMENTS/ANNOUNCEMENTS:

DEPARTMENT HEAD COMMENTS/ANNOUNCEMENTS

COUNCIL COMMENTS/ANNOUNCEMENTS

ADJOURN

AGENDA ITEM COVER

Item for Agenda:	New Employee Introduction
Placement on Agenda:	
Presenter:	Chief Knight
Description of Agenda Item or Other Pertinent Information for Council:	Introducing New Police Officer -Officer Jordan Neal



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DEPARTMENT HEAD COMMENTS/ANNOUNCEMENTS

COUNCIL COMMENTS/ANNOUNCEMENTS

ADJOURN



AGENDA **MINUTES**
MAYODAN TOWN COUNCIL
January 8, 2026
6:01 p.m.
James A. Collins Municipal Building

MAYOR AND COUNCIL PRESENT:

Mayor Dwight Lake
Mayor Pro Tem Buck Shelton
Doug Cardwell
Letitia Goard
John Miller

ABSENT:

Melanie Barnes

STAFF PRESENT:

Town Manager Melody Shuler
Town Clerk Sarah Hopper

The Mayodan Town Council met at 6:00 p.m. on Thursday, January, 2025, in the Council Chambers of the James A. Collins Municipal Building, and with a quorum present, Mayor Dwight Lake called the meeting to order. Mayor Lake went over the agenda items for the regular meeting scheduled for Monday, January 12, 2026

Motion by Councilmember Shelton, seconded by Councilmember Miller, to adjourn meeting.

Ayes: Councilmembers Cardwell, Goard, Miller and Shelton

Nays: None.

Motion: carried unanimously

Meeting adjourned at 7:28 p.m.

ATTEST:

Sarah Hopper, Town Clerk

E. Dwight Lake, Mayor



**REGULAR
MEETING *MINUTES*
MAYODAN TOWN COUNCIL
January 12, 2026
6:00 p.m.
James A. Collins Municipal Building**

MAYOR AND COUNCIL PRESENT:

Mayor Dwight Lake

Melanie Barnes

Doug Cardwell

Letitia Goard

John Miller

Buck Shelton

STAFF PRESENT:

Town Attorney Eugene Russell

Town Manager Melody Shuler

Town Clerk Sarah Hopper

The Mayodan Town Council met at 6:00 pm on January 12, 2026, in the Council room of the James A. Collins Municipal Building, and with a quorum present, Mayor Lake called the meeting to order.

INVOCATION:

Invocation by Pastor Randy Jessup.

PLEDGE OF ALLEGIANCE:

The Pledge of Allegiance was led by Mayor and Town Council members.

RECOGNITION:

1. Recognition of Tyler Priddy for Successfully Earning his CDL License
2. Advanced Certificate Recognition Lieutenant Landon Fellows, Sergeant Jonathon Bowman, and Officer Patrick Wilson

APPROVAL OF CONSENT ITEMS:

- A. Approval of Minutes
 - a. Agenda Meeting Minutes of December 4, 2025
 - b. Regular Meeting Minutes of December 15, 2025
- B. Budget Amendments
- C. Amended Capital Project Ordinance Town Hall Conversion and Police Department Expansion

Motion by Councilmember Goard, seconded by Councilmember Cardwell, to approve the consent Agenda, as presented.

Ayes: Councilmembers Barnes, Cardwell, Goard, Miller, and Shelton

Nays: None

Motion carried unanimously.

OLD BUSINESS:

There was no old business.

PUBLIC COMMENTS:

Senator Phil Berger, President Pro Tempore of the North Carolina Senate, provided an update to the Town Council and thanked the Town for the opportunity to speak. Senator Berger stated that the State has not adopted what he would consider a traditional budget for the current fiscal year, noting differences between House and Senate leadership in North Carolina. He explained that one contributing factor is scheduled tax reductions that are set to take place over the next several years and discussed ongoing efforts to drive tax rates down. He noted that the General Assembly is moving toward its short session, which is expected to begin sometime in April, and that filing deadlines come and go quickly. Senator Berger encouraged the Town to communicate any legislative needs or concerns to the Town Attorney so they may be shared with him. He stated that it was nice to be back in Mayodan, noting that he previously served as the Town Attorney for the Town of Mayodan. Senator Berger referenced the partnerships developed over the past several years to support infrastructure improvements in the Town and expressed his desire to continue building infrastructure to support expansion and provide long-term benefits to the community. He stated that he and his Chief of Staff are available to respond to inquiries and have conversations as needed. He also shared that his office distributes a weekly newsletter and offered to include information from the Town to help keep residents informed. Senator Berger concluded by expressing his appreciation for the opportunity to represent the Town of Mayodan and stated that he looks forward to continuing to serve the residents of Rockingham County and Guilford County.

NEW BUSINESS:

A. Town Hall Design

Todd Dalton with CPL Architecture, Engineering & Planning prepared a draft design for the renovation of the former Mayodan Library into the new Town Hall. The design reflects prior programming discussions, identified space needs, and the conceptual layout direction previously reviewed with Town staff and the Town Council. The purpose of this agenda item is for CPL to present a virtual walkthrough of the proposed design to the Town Council, receive feedback, and identify any necessary adjustments. Council provided feedback on the design.

Mayor Lake asked for a 5-minute break at 7:11pm

Mayor Lake reconvened the meeting at 7:14pm

B. Water & Sewer Rate Study

Hope Thomson, Senior Project Director with the UNC School of Government, provided a presentation to the Town Council and responded to questions from Council members. Ms. Thomson went over how water and sewer rates play a critical role in ensuring the Town's ability to operate, maintain, and reinvest in its utility systems. As infrastructure ages and regulatory requirements continue to evolve, periodic evaluation of rate structures is considered a best practice to support long-term financial sustainability. In Spring 2025, the Town Council directed staff to proceed with a comprehensive water and sewer rate study. Since that time, Town staff has been working with the UNC School of Government Environmental Finance Center to evaluate the Town's existing rate structure and long-term utility financial needs through a data-driven analysis. Information reviewed as part of this effort included historical rate structures and revenue trends, operating and maintenance expenses, capital improvement needs, debt service and reserve considerations, as well as usage patterns and customer classifications. The purpose of this agenda item is to present the findings of the rate study, highlight trends identified through the analysis, and discuss how those findings may inform future policy decisions related to water and sewer rates.

Ms. Thomson stated that staff reviewed Mayodan's financial indicators in comparison to approximately 110 other utilities statewide. She noted that while comparisons should be viewed with caution, benchmark information provides useful context. The percentile rankings for each indicator were highlighted in the table. Ms. Thomson reported that Mayodan is performing near the middle of the dataset for most ratios, with the exception of the quick ratio, where the Town ranks in approximately the 95th percentile. One of the items discussed was a request to confirm how many bi-monthly customers are paying only the minimum bill.

MANAGER/ COUNCIL COMMENTS/ANNOUNCEMENTS:

Motion by Councilmember Cardwell, seconded by Councilmember Barnes, to adjourn the meeting.

Ayes: Councilmembers Barnes, Cardwell, Goard, Miller, and Shelton

Nays: None.

Motion carried unanimously.

Meeting adjourned at 8:47 p.m.

ATTEST:

Sarah Hopper, Town Clerk

E. Dwight Lake, Mayor

AGENDA ITEM COVER

Item for Agenda:	Washington Mills Park Phase 1 Design
Placement on Agenda:	Old Business
Presenter:	Ed McLean, Destination by Design
Description of Agenda Item or Other Pertinent Information for Council:	<p>Background</p> <p>Destination by Design has continued design development for Phase 1 of Washington Mills Park and are bringing forward a refined site layout based on feedback received from Council at the December meeting. Phase 1 focuses on core park infrastructure and recreational amenities identified through awarded grants.</p> <p>While the existing building is not included in Phase 1 construction, the project team has prepared and included background information related to the building—including a conceptual scope of work, cost estimate, and potential future uses—to support long-term planning and informed decision-making as the park advances into future phases.</p> <p>Phase 1 Improvements</p> <p>Phase 1 Park Construction includes the following elements:</p> <ul style="list-style-type: none">• Pickleball courts• Basketball courts• Approximately 1,320 linear feet of multi-use trail• Approximately 2,080 linear feet of natural surface trail• River access improvements• Stormwater bioretention <p>Existing Building (Information Only)</p> <p>Included in the meeting materials for informational purposes only:</p> <ul style="list-style-type: none">• A preliminary scope of work and cost estimate to convert the existing structure into an open-air flexible space, provide

- restrooms, and address safety concerns
- Conceptual alternatives illustrating potential future uses of the building

No decision regarding the building is requested at this time. The project team is providing you with information so a decision can be made in the future when the building needs to be addressed.

Requested Action

Approve the layout for **Phase 1 Park Construction** at Washington Mills Park.

 DESTINATION BY DESIGN

WASHINGTON MILLS PARK

Project Update

Town of Mayodan, NC

Ed Mclean, PLA

Landscape Architect



CONTENTS

- What we heard
- Scope of Work / Cost Estimate
- Site Design & Alternatives
- Next Steps

What we heard:

- Further explore existing building options
 - Assessment by structural engineer
 - Add restrooms
 - Develop a scope of work to rehabilitate building
 - Provide cost estimate
- Remove playground
- Consolidate development

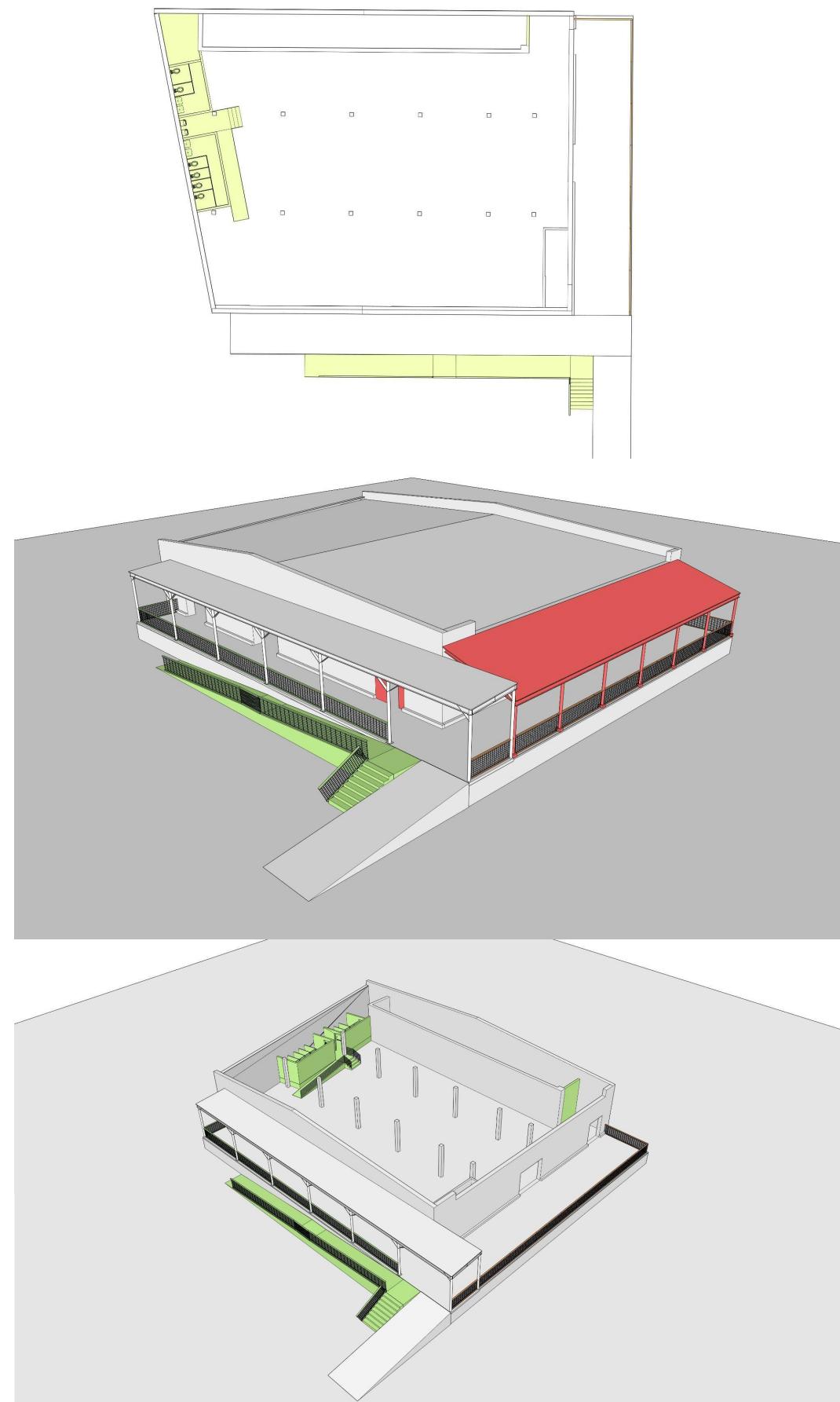
Scope of work to make the space safe and inhabitable

- Demolish hanging portion of brick masonry wing wall on north side of building.
- Remove existing loading dock and canopy structure on east side of building.
- Replace approximately 30% of roof decking due to prior water intrusion
- New structural steel angle along along exterior walls to establish full bearing of roof joists
- Fasten posts to concrete floor and top of posts to timber framing w/ bolted steel angles and/or plates.
- Add concrete ADA ramp on the outside of the building.
- New restrooms on concrete plinth to raise FFE up to BFE. Will require a ramp system.
- New utilities
 - 200 amp elec. service
 - 1.5" water meter and service line
 - 4" pvc sewer service
- Lighting
 - Overhead LED
 - Commercial ceiling fans
 - Egress lighting
- New garage doors - manually operated
- New gutters and downspouts
- Remove trees and regrade along railroad to ensure positive drainage
- New guardrails around loading docks
- Basement level to be left in current condition

Cost Estimate

Restrooms	\$155,000
Structural Repair	\$12,000
Roof Repair	\$21,000
Remaining	\$184,000
TOTAL	\$370,000

***THIS IS A PRELIMINARY ESTIMATE. FULLY DESIGNED AND PERMITTED DRAWINGS WOULD BE NEEDED TO DEVELOP AN ACCURATE COST ESTIMATE.**



Date: September 30, 2023 Client: Mr. Alex Gotherman
Project Information: Project Location: NC-135 Street, Mayodan, NC
Re: Observations of existing buildings

Memorandum

Following an initial on-site visit and observations of the existing conditions, I have included a summary of my opinion on the current state of the building and important information related to its condition. Refer to the bullet points below, highlighting the primary considerations resulting from the initial observations of the building. Refer to the included photos for the general project location, building label, and examples of the observed conditions.

Building NC-135 Mayodan

- Two-story building with a Basement level. Basement level with slab on grade and Level 1 slab supported by concrete columns.
- Roof framing consists of white TPO, wood slats supported by wood joists spaced approximately 24" on center.
- Roof joists and wood beam are supported by a combination of structural wood and steel columns, as well as load-bearing masonry walls.
- Structural building components appear to be in good condition, with visible signs of minor damage. Structural wall facing NC-135 road shows water and moisture damage on top of the ceiling, where the wall supports wood joists.
- The roof structure exhibits water damage on some of the wood slats, resulting in visible minor puddles of water on the roof membrane.
- Structural framing components appear to be in good condition, with visible signs of minor damage on the bottom of columns. Three columns have been replaced with two HSS tube columns and one I-beam column.
- The loading dock and ramp facing NC-135 appear to be in good condition. However, the CMU stairs have cracked blocks on top of the stairs. The loading dock canopy structure seems to be in good condition. The metal deck roofing has lost its finish color, and the steel gutters have dents and are missing a downspout.
- The loading dock on the east side of the buildings has a part of the foundation wall and concrete slab collapsed. The canopy roof structure has some warped steel supports and missing metal roof panels.

The observations presented herein do not constitute a comprehensive evaluation or list of conditions of all structural components. They should be taken as a preliminary opinion on the conditions of the primary structural elements.

Thank you for working with STITCH Design shop on this project. Please reach out if you have any further questions.

 **SELECT**
ENGINEERING

1250 Revocation Mill Drive – Suite 144
Greensboro, NC 27405
Firm License P-1707

Memorandum Washington Mills Building Evaluation

Date: January 14, 2026 Client: Ed McLean PLLC
Project Information: Project: Washington Mills Building Evaluation

Memorandum

Select Engineering visited the project site to observe the existing conditions of the building and provide recommendations for structural stabilization as plans for future renovation are being considered. The following list of items summarizes the observations and discussions onsite.

Stabilization

- Demolish hanging portion of clay brick masonry wing wall back to the North exterior building wall.
- Demolish CMU foundation walls and footings supporting the loading dock on the East side of the Building.
- Demolish portion of existing exterior loading dock on the East side of the building. A construction joint is visible between the walkway-slab and the loading dock slab. Demolition shall stop at this construction joint with the walkway-slab to remain.
- Demolish steel roof framing over exterior loading dock on the East side of the building.
- Demolish and replace approximately 30% of the roof decking due to damage and deterioration from previous moisture intrusion.
- Reestablish proper bearing support for wood roof joists along the exterior load bearing clay brick masonry walls by installing new structural steel angles fastened to the inside face of the masonry walls.
- Reestablish proper connection of interior structural columns to the main level concrete slab at the base and the timber framing at the top of the column. Connections shall be made with bolted steel angles and/or steel plates.
- Leave the basement area in its current state but restrict access to only temporary visits by the design/construction teams as necessary.

Select Engineering can provide further evaluation, engineering calculations, and/or design and detailing of structural stabilization drawings and details as requested.

Thank you for the opportunity to work with you on this project. Feel free to call with any further questions.

Respectfully,
Meade H. Willis, PE



 **SELECT**
ENGINEERING

FEMA 50% Rule

- Applicable to any building within a flood hazard area
- If repairs or improvements exceed 50% of the building's value the building will have to meet current building regulations
- The building is an existing nonconforming structure due to the Finished Floor Elevation (FFE) being lower than the Base Flood Elevation (BFE)
- To meet current building regulations
 - FFE raised equal to or above BFE
 - Floodproofing

SITE DESIGN CONCEPTS



Phase 1 Park Construction

Required Elements

- Pickleball Courts
- Basketball Courts
- 1,320 LF Multi-use Trail
- 2,080 LF Natural Surface Trail
- River Access
- Stormwater Bioretention
- Relocate existing driveway per NCDOT to accommodate future greenway crossing

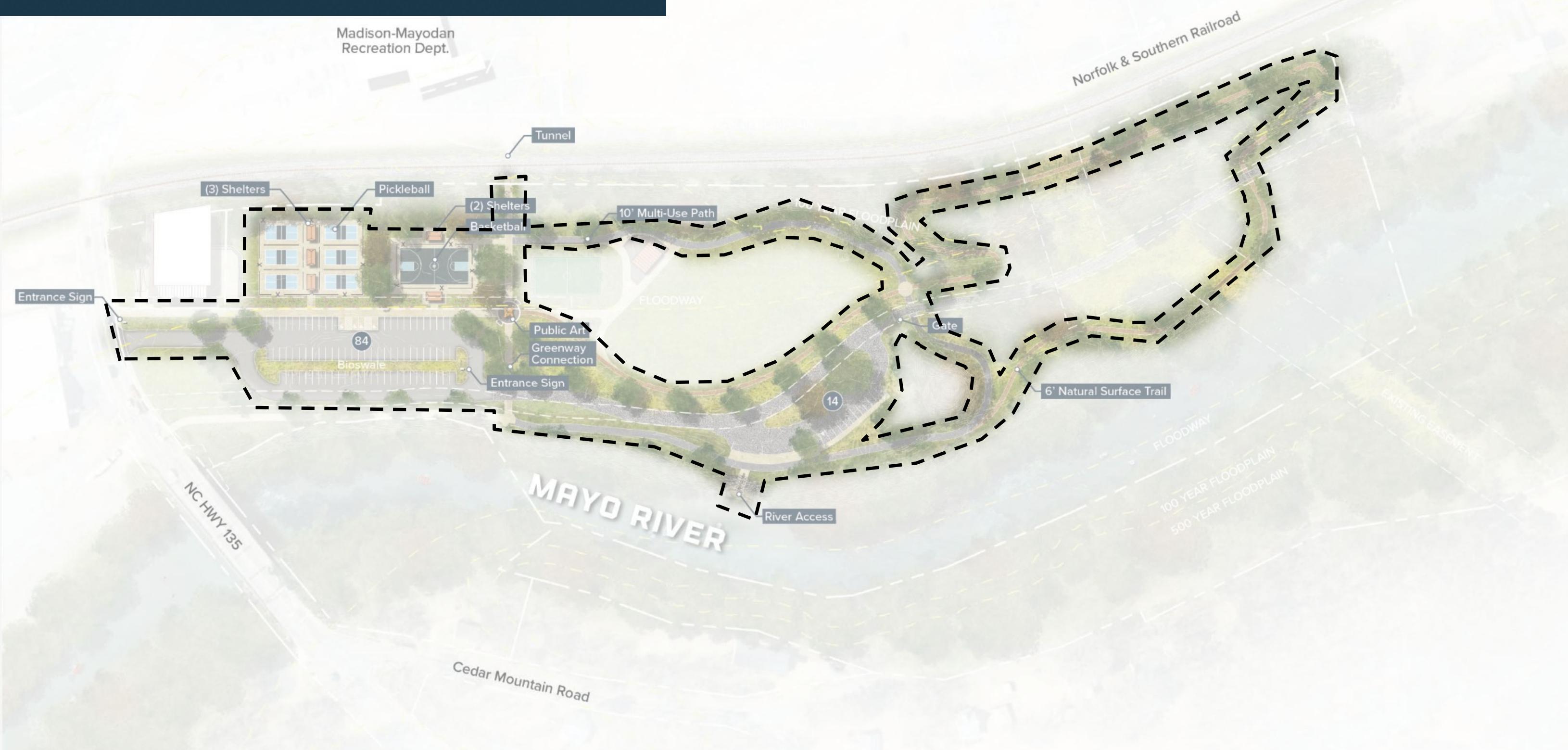
WASHINGTON MILLS PARK

Phase 1 Park Construction



WASHINGTON MILLS PARK

Phase 1 Park Limits



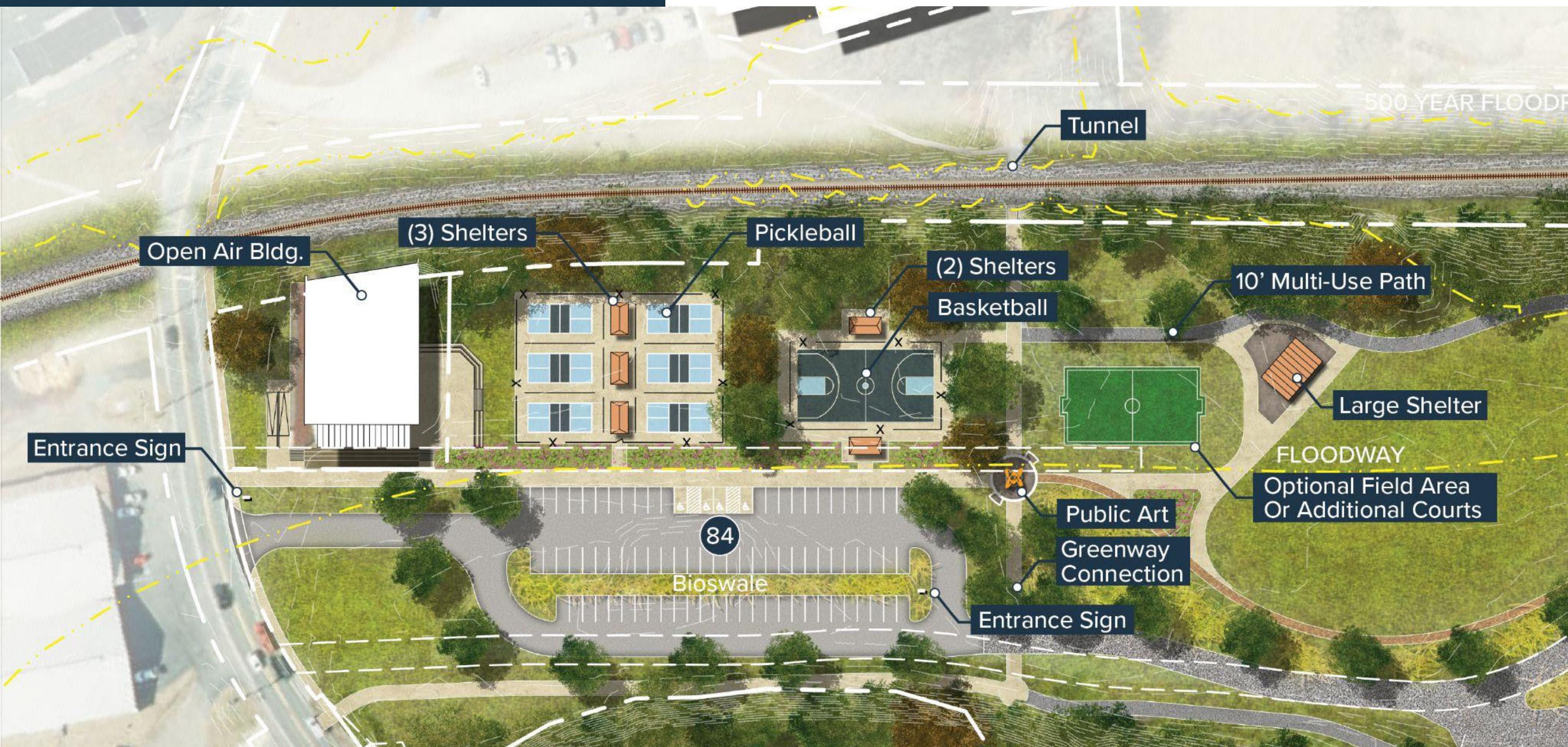
WASHINGTON MILLS PARK



CONCEPT #1: Open Air Building

WASHINGTON MILLS PARK

CONCEPT #1: Open Air Building



WASHINGTON MILLS PARK



CONCEPT #2: Remove Building Shell

WASHINGTON MILLS PARK

CONCEPT #2: Remove Building Shell



WASHINGTON MILLS PARK

CONCEPT #3: Remove Building



WASHINGTON MILLS PARK

CONCEPT #3: Remove Building



Current Funding

Committed Funding	\$2,997,220
Expenses	\$1,345,483
Remaining	\$1,651,737
Contingency (10%)	\$165,174
Construction Administration (5%)	\$82,587
Construction testing (5%)	\$82,587
Construction Budget	\$1,321,390 (+/-)

NEXT STEPS



Action Items

- **Approve layout of Phase 1 Park Construction**
 - Pickleball Courts
 - Basketball Courts
 - 1,320 LF Multi-use Trail
 - 2,080 LF Natural Surface Trail
 - River Access
 - Stormwater Bioretention
 - Existing building is not included in this scope of work

Next Steps

- **30% Engineered Construction Documents**
 - Coordinate with geo-technical engineer to address any necessary debris removal
 - Cost estimate

To: Members of the Town Council
From: Ed McLean, PLA
Destination by Design
Date: February 2, 2026
Subject: Washington Mills Park

Dear Members of the Town Council,

Following our previous project update meeting on December 8, 2025, we were tasked to further explore developing a scope of work for the building and working with a local contractor to provide a cost estimate for the scope of work.

We coordinated with STITCH Design Shop (Architectural consultant) to engage a structural engineer and local contractor, and develop a scope of work. The scope of work developed was to reimagine the building being utilized as an open air shelter / flex space and include restrooms inside the building. The scope is what we feel is the bare minimum needed to make the space safe and operable but does not address the synergy between the building and park that would need further development. The scope of work documents have been included with this packet.

Within the presentation we have provided 3 alternative uses for the building:

Alternative 1: Open Air Shelter / Flex Space. Existing building to remain with new restrooms inside and safety improvements.

Alternative 2: Remove building shell. The building pad could be expensive to remove so we reimagined how it could be reused. A skate park and restroom could be retrofitted onto the existing pad and would help activate this portion of the park.

Alternative 3: Remove the building. We wanted to provide an option showing how the park would function if the building were removed, and a restroom were provided. The new restroom would need to be built up / elevated to meet or exceed the Base Flood Elevation.

We also coordinated with Rockingham County Planning Department's Floodplain Development official and Inspections Department regarding the FEMA 50% Rule. The Inspections Department determined that the FEMA 50% rule would apply to the existing building. The rule applies to any existing building within a flood hazard area and repairs or improvements exceeding 50% of the building's market value the building must meet current building regulations. This building does not meet current building regulations because the Finish

Floor Elevation (FFE) is below the Base Flood Elevation (BFE). The building will need to either raise the FFE or provide floodproofing. A market value assessment is needed for the building and will need to determine the extent of floodproofing.

All of the information regarding the building is for future planning of the park. The current scope of work for this phase of the park includes:

- Pickleball Courts
- Basketball Courts
- 1,320 LF Multi-use Trail
- 2,080 LF Natural Surface Trail
- River Access
- Stormwater Bioretention
- Relocation of existing driveway per NCDOT to accommodate a future greenway crossing

We are currently seeking approval of the layout for the current phase of work. The building can be decided at a later date.

Thank you,
Ed McLean, PLA
Destination by Design



Washington Mills - Building Scope of Work

- Remove existing loading dock on the eastern side of the building. Including the canopy structure.
- Add a concrete ADA ramp on the outside of the building.
- New restrooms on a concrete plinth to raise the FFE up to the BFE. Will require a ramp system.
- New utilities - assume 200 amp service, 1.5" water meter, 4" pvc sewer.
- New led overhead lighting, fans and egress lighting.
- New manually operated garage doors.
- Replace approximately 30% of the roof decking.
- Secure posts and beams with new structural strapping.
- New gutters and downspouts all around.
- Remove trees and regrade to ensure positive drainage adjacent to the railroad.
- Paint roof decking and siding adjacent to railroad.
- Assume basement will be left as is and will not be an inhabitable space.



Date	Client	Project Information
September 30, 2023	Mr. Alex Gotherman Destination by Design	Project Location: NC-135 Street, Mayodan, NC Re: Observations of existing buildings

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Memorandum Washington Mills Building Evaluation



SELECT
ENGINEERING

1250 Revolution Mill Drive – Suite 144
Greensboro, NC 27405
Firm License P-1707

Date
January 14, 2026

Client
Ed McLean PLA
Destination by Design

Project Information
Project: Washington Mills Building Evaluation

Memorandum

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Thank you for the opportunity to work with you on this project. Feel free to call with any further questions.

Respectfully,
Meade H. Willis, PE



Joyce Construction, Inc.

NC RESIDENTIAL/COMMERCIAL BUILDING CONTRACTOR • 4920 US Hwy 220 BUS STONEVILLE, NC 27048 • 336-613-9018

PRELIMINARY ESTIMATE

Date: 1/28/26

To: Ed McLean – Destination by Design

Project: Washington Mills Building

Scope of Work:

1. Remove existing loading dock on the eastern side of the building. Including the canopy structure.
2. Add a concrete ADA ramp on the outside of the building.
3. New restrooms on a concrete plinth to raise the FFE up to the BFE. Will require a ramp system.
4. New utilities - assume 200 amp service, 1.5" water meter, 4" pvc sewer.
5. New led overhead lighting, fans and egress lighting.
6. New manually operated garage doors.
7. Replace approximately 30% of the roof decking.
8. Secure posts and beams with new structural strapping.
9. New gutters and downspouts all around.
10. Remove trees and regrade to ensure positive drainage adjacent to the railroad.
11. Paint roof decking, front canopy and siding adjacent to railroad.
12. Assume basement will be left as is and will not be an inhabitable space.
13. Add handrails on ramps and walkways.

Total: \$370,000

Cost Breakdown:

Restrooms: \$155,000

Structural Repair: \$12,000

Roof Repair: \$21,000

Remaining Work: \$184,000

Cody Joyce-Owner

Joyceconstruction21@gmail.com

336-613-9018

AGENDA ITEM COVER

Item for Agenda:	Amended Strategic Priorities
Placement on Agenda:	Old Business
Presenter:	Melody Shuler, Town Manager
Description of Agenda Item or Other Pertinent Information for Council:	<p>Background</p> <p>As part of the FY26-27 budget development process, staff has been reviewing the Town's adopted Strategic Plan priorities to assess how proposed and anticipated budget items align with the Town's long-term goals.</p> <p>Through this review, staff identified several areas where updates to the strategic priorities were necessary, primarily related to timing, sequencing, and alignment with current project schedules and funding realities.</p> <p>Action Requested</p> <p>Staff is requesting Council review and feedback on the amended priorities prior to the upcoming budget retreat.</p>

IV. Strategic Priorities

1. *Infrastructure*

- a. Proactively address aging infrastructure and facility limitations to ensure safety, service delivery, and readiness for future growth.

2. *Downtown and Washington Mills*

- a. Leverage Downtown and Washington Mills revitalization to create a vibrant, inclusive, and economically resilient town center.

3. *Parks and Recreation*

- a. Expand recreational and tourism assets to strengthen community engagement, support local business, and foster economic development.

4. *Workforce Analysis*

- a. Ensure that the Town of Mayodan is positioned to successfully accomplish its strategic priorities and meet growing service demands.

V. Objectives and Key Results

Infrastructure

Objective 1: Develop a comprehensive infrastructure master plan by Q2 2026.

Key Results:

- 1.1- Conduct a full infrastructure audit (water, sewer, Telecom, roads) by March 2026
- 1.2- Conduct one survey and one public hearing by May 2026 to gather public stakeholder feedback
- 1.3- Finalize and adopt public infrastructure plan by June 2026
- 1.4- Identify and map 100% of high priority improvement zones across the downtown and city limits

Objective 2: Secure sustainable funding and partnerships for phased infrastructure upgrades.

Key Results:

- 2.1- Hire consultant on commission or designate staff to apply for grants
- 2.2- Apply for at least 10 State and Federal grants (USDA, DOT, CDBG) by December 2026
- 2.3- Secure at least \$15 million in public-private funding commitments by mid-2027
- 2.4- Partner with at least one regional telecom provider for broadband expansion funding by Q4 2026
- 2.5- Allocate 15% of annual water and sewer budget after operating expenses over the next 3 years to infrastructure capital improvements
- 2.6- Complete a cost analysis for town operation of the sewer plant versus contracting out the work

Objective 3: Begin phased implementation of infrastructure projects starting Q1 2027.

Key Results:

- 3.1- Identify all lead pipes warranting replacement by November 2027
- 3.2- Launch Phase I, Downtown core upgrades, by March 2028
- 3.3- Complete 75% of planned Downtown water and sewer line replacement by December 2028
- 3.4- Resurface or reconstruct at least 10 miles of city roads by end of 2030

Objective 4: Improve transparency, tracking, and community engagement.

Key Results:

- 4.1- Conduct biannual public briefings on infrastructure
- 4.2- Achieve an NPI 5 satisfaction rating from residents surveyed on communication and updates by the end of 2027
- 4.3- Publish an annual impact report starting 2026 that outlines project milestones and Return on Investments (ROI)

Downtown and Washington Mills

Objective 1: Advance the revitalization of Washington Mills by partnering with Destination by Design to deliver Phase 1 of Washington Mills Park.

Key Results:

- 1.1- Complete engineering and design by March 2026
- 1.2- Complete Phase 1 construction, including green space, trails, sports courts, river access, and infrastructure, by June 2027
- 1.3- Begin Phase 2 of Washington Mills Park by July 2027, pending funding

Objective 2: Develop a greenway connecting Washington Mills Park to Downtown Mayodan and the Mayo River State Park.

Key Results:

- 2.1- Secure the Tolls Credit Pilot Program grant award from NCDOT in October 2025
- 2.2- Allocate \$60,400 in the FY26-27 budget to provide the remaining local match
- 2.3- Initiate construction in June 2027 with NCDOT managing and Town Staff providing oversight
- 2.4- Complete the greenway connection by 2029

Objective 3: Renovate the old library building into a new Town Hall.

Key Results:

- 3.1- Complete design plans for the renovation by January 2026
- 3.2- Begin construction in February 2026 with staff serving as general contractor and subcontracting work as needed

- 3.3- Complete all construction work by the end of December 2027
- 3.4- Relocate town staff into the renovated Town Hall by June 2028

Objective 4: Expand the Police Department into the existing Town Hall and update existing building.

Key Results:

- 4.1- Allocate funding in the FY26-27 budget to cover design and construction costs
- 4.2- Begin design work in July 2026 and complete it by December 2026
- 4.3- Start construction in July 2027 and complete the expansion by December 2028

Farris Memorial Park Campground

Objective 1: Secure sustainable funding for upgrades and construction of a Farris Memorial Park campground that will include RV and tent-camping.

Key Results:

- 1.1- Research and apply for grants and public and private funding, securing \$1 million in funding
- 1.2- Request additional money, a 20% budget increase, from the Town for personnel and upkeep

Objective 2: Complete design and construction of Farris Memorial Park Campground in Phases I-III.

Key Results:

- 2.1- Phase I – begin engineering and design by July 2026 and complete by January 2027
- 2.2- Phase II – Start construction of no-hookup site in February 2027 and complete by July 2028
- 2.3- Phase III – Begin RV campground with hookups in 2029 (includes roadways, water lines, electrical, and sewage holding tank)

Workforce and Staffing Analysis

Objective 1: Conduct a comprehensive workload and staffing analysis of all departments by December 2025.

Key Results:

- 1.1- Collect data on job roles, workload indicators, and benchmarking comparisons by October 1, 2025
- 1.2- Engage staff and department heads through surveys and interviews by October 31, 2025
- 1.3- Analyze workload against current staffing capacity and identify gaps by November 28, 2025
- 1.4- Develop recommendations and report by December 31, 2025
- 1.5- Present findings to Town Council on January 12, 2026 meeting

VI. Governance and Accountability

- **Town Council:** sets strategic direction and approves funding
- **Town Manager:** oversees implementation and performance tracking
- **Department Heads:** execute initiatives and report progress
- **Public Reporting:** annual strategic plan report published online and presented at Town Council meeting

VII. Budget and Resource Alignment

- Strategic priorities integrated into FY2026-FY2030 budget cycles
- Capital Improvement Plan updated to reflect infrastructure and recreation goals
- Grant strategy aligned with state and federal funding opportunities
- Workload and staffing analysis conducted as part of strategic plan adjustment

VIII. Monitoring and Evaluation

- Performance dashboards assessed monthly at department head meetings
- Annual performance dashboards presented to council at a high level
- Mid-cycle review and adjustment in 2027

Amended Strategic Priorities – February 9, 2026

Strategic Priority #1: Infrastructure

Proactively address aging infrastructure and facility limitations to ensure safety, service delivery, and readiness for future growth.

Objective 1: Develop a comprehensive infrastructure master plan.

Key Results:

- 1.1 – Conduct a full infrastructure audit (water, sewer, roads) by June 2026
- 1.2 – Identify system conditions, capacity constraints, regulatory risks, and operational vulnerabilities
- 1.3 – Identify and map 100% of high priority improvement zones across the downtown and city limits
- 1.4 – Finalize and adopt public infrastructure plan by March 2027 to guide capital investment and prioritization.

Objective 2: Secure sustainable funding and partnerships for phased infrastructure upgrades.

Key Results:

- 2.1 – Hire consultant on commission or designate staff to apply for grants
- 2.2 – Apply for at least 2 State and Federal grants by (USDA, DOT, CDBG) by December 2026
- 2.3 – Secure at least \$3 million in funding commitments by December 2027

- 2.4 – Allocate 15% of annual water and sewer budget after operating expenses over the next 3 years to infrastructure capital improvements
- 2.5 – Complete a cost analysis for town operations of the sewer plant versus contracting out the work

Objective 3: Begin phased implementation of infrastructure projects starting Q1 2027.

Key Results:

- 3.1 – Identify all lead pipes warranting replacement by November 2027
- 3.2 – Launch Phase I, Downtown core upgrades, by March 2028
- 3.3 – Complete 75% of planned Downtown water and sewer line replacement by December 2028
- 3.4 – Resurface or reconstruct at least 10 miles of city roads by end of 2030

Strategic Priority #2: Downtown and Washington Mills

Leverage Downtown and Washington Mills revitalization to create a vibrant inclusive, and economically resilient town center.

Objective 1: Advance the revitalization of the Washington Mills site as a signature park and community destination.

Key Results:

- 1.1 – Complete design and engineering for Washington Mills Park Phase 1 by September 2026
- 1.2 – Complete Phase 1 construction, including green space, trails, sports courts, river access, and supporting infrastructure by March 2028
- 1.3 – Begin Phase 2 of Washington Mills Park by April 2028, pending funding

Objective 2: Develop a greenway connecting Washington Mills Park to Downtown Mayodan and the Mayo River State Park.

Key Results:

- 2.1 – Secure the NCDOT Toll Credit Pilot Program grant award in October 2025
- 2.2 – Allocate required local match funding through the FY26-27 budget
- 2.3 – Complete engineering by 2029
- 2.4 – Initiate right-of-way acquisition by 2030
- 2.5 – NCDOT initiate construction by 2032 with completion scheduled for 2034

Objective 3: Renovate the former library building to serve as a new Town Hall.

Key Results:

- 3.1 – Complete design plans for the renovation by March 2026
- 3.2 – Begin construction in April 2026 with staff serving as general contractor and subcontracting work as needed
- 3.3 – Complete all construction work by end of December 2027

Objective 4: Modernize the Police Department, while expanding into the existing Town Hall.

Key Results:

- 4.1 – Allocate funding in the budget to cover design and construction costs
- 4.2 – Complete design and cost estimate by March 2027
- 4.3 – Begin construction by April 2027 with completion scheduled for June 2028

Strategic Priority #3: Parks & Recreation ~ Farris Memorial Park Improvements

Expand recreational and tourism to strengthen community engagement, support local business, and foster economic development.

Objective 1: Improve Farris Memorial Park to enhance usability and long-term functionality.

Key Results:

- 1.1 – Complete a site specific plan and other related planning by June 2027
- 1.2 – Secure funding for park improvements through PARTF, LWCF, and other related grants by December 2028
- 1.3 – Complete engineering for identified park improvements by December 2028
- 1.4 – Complete construction of park improvements by December 2029, pending funding

Objective 2: Plan for expansion to a full-scale campground to support tourism and long-term revenue generation.

Key Results:

- 3.1 – Complete analysis on feasibility, costs, and long-term implications of alternative options to provide water, sewer, and electrical service to the campground by November 2026
- 3.2 – Identify preferred infrastructure solution by December 2026
- 3.3 – Incorporate solution into future design, funding, and construction phases for full-scale campground development

Strategic Priority #4: Workforce Analysis and Employee Retention

Ensure the Town of Mayodan is positioned to successfully accomplish its strategic priorities and meet growing service demands, while retaining a skilled, motivated workforce.

Objective 1: Conduct a comprehensive workload and staffing analysis and begin phased implementation of recommendations.

Key Results:

- 1.1 – Collect data on job roles, workload indicators, and benchmarking comparisons by October 1, 2025
- 1.2 – Engage staff and department heads through surveys and interviews by October 31, 2025
- 1.3 – Analyze workload against current staffing capacity and identify gaps by November 28, 2025
- 1.4 – Develop recommendations and report by January 31, 2025
- 1.5 – Present findings to Town Council at the Budget Retreat 2026
- 1.6 – Incorporate staffing recommendations from the analysis over the next three fiscal years through the annual budget

Objective 2: Strengthen employee retention, morale, and long-term workforce stability.

Key Results:

- 2.1 – Develop and present a comprehensive employee pay plan informed by market data, internal equity, and fiscal sustainability by March 2027
- 2.2 – Continue to evaluate benefits, incentives, and non-monetary retention strategies to support recruitment and retention
- 2.3 – Align performance evaluations, merit increases, and career progression opportunities with the pay plan by April 2027
- 2.4 – Integrate retention strategies into annual budgeting and workforce planning beginning FY 2026–27

***NEW* Strategic Priority #5: Transparency & Community Engagement**

Enhance transparency and communication to better engage the community and build trust in local government.

Objective 1: Improve transparency and accessibility of Town information.

Key Results:

1.1 – Update and modernize the Town website to be user-friendly and informative by September 2025

1.2 – Provide clear, timely updates on Town projects, services, meetings, and decisions to increase public understanding and confidence in local government

Objective 2: Enhance communication and community engagement efforts.

Key Results:

1.1 – Engage the community through regular and consistent social media posts that highlight Town activities, projects, events, and services

1.2 – Launch a monthly Town newsletter to keep the community informed about recent happenings, upcoming initiatives, and opportunities for involvement

Objective 3: Gather and respond to community feedback.

Key Results:

1.1 – Complete a community-wide survey by **June 2027** to assess resident satisfaction, priorities, and concerns across all service areas

1.2 – Analyze survey results and implement changes, where feasible, based on community feedback to guide future decision-making and strategic adjustments

AGENDA ITEM COVER

Item for Agenda:	Appointment to Fill Vacant Seat
Placement on Agenda:	New Business
Presenter:	Melody Shuler
Description of Agenda Item or Other Pertinent Information for Council:	<p>Action Requested: Consider and vote to appoint Ross Vaden to the Madison-Mayodan Recreation Commission</p> <p>Background: A vacancy currently exists on the Madison-Mayodan Recreation Commission. The Commission requires representation to ensure continued effective operation and governance.</p> <p>Sarah spoke with Ross Vaden regarding the vacant position. Mr. Vaden has expressed his willingness and interest in serving on the Madison-Mayodan Recreation Commission if appointed.</p> <p>Recommendation: Staff recommends that the governing board vote to appoint Ross Vaden to fill the vacant</p>

AGENDA ITEM COVER

Item for Agenda:	Western Rockingham Chamber of Commerce Update
Placement on Agenda:	New Business
Presenter:	Mavis Dillon, WRCC Executive Director
Description of Agenda Item or Other Pertinent Information for Council:	Mavis Dillon, Executive Director of the Western Rockingham Chamber of Commerce , will provide an update to the Council. The update will include an overview of a newly formed nonprofit organization created to benefit Western Rockingham County.

WESTERN ROCKINGHAM ALIANCE



WHAT IS WESTERN ROCKINGHAM ALLIANCE

Western Rockingham Alliance is dedicated to fostering growth and opportunity for the Western Rockingham Area by promoting beautification and revitalization efforts for the enjoyment of citizens and visitors. Our mission is to enhance the quality of life through unique and vibrant programs for all to enjoy.

THE IMPACT OF WESTERN ROCKINGHAM ALLIANCE ON OUR COMMUNITIES



The Western Rockingham Alliance is a nonprofit organization working in partnership with and under the guidance of WRCC. Its mission is to support community development, education, civic engagement, and regional collaboration across the towns of Madison, Stoneville, and Mayodan. The Alliance was formed to expand our capacity to pursue grant funding and deliver inclusive community programs that benefit residents, businesses, and local institutions—particularly important as Rockingham County is designated a Tier 1 county in North Carolina

STRATEGIES FOR WESTERN ROCKINGHAM ALLIANCE

ONLINE DONATIONS

Create a fundraising page. Send individualized email campaigns. Send fundraising materials by mail. Advertise our cause on Facebook and highlight the results of donations. Employ social proof to increase trust. Post our activities on a blog.

PARTNERSHIPS

A nonprofit-corporate partnership is a relationship between a nonprofit and for-profit entity in which each agrees to contribute resources to achieve a shared goal. Partnerships help pool resources and expertise, build positive brand association, and expand the reach of programs.

We plan to secure grant funding by identifying foundations or government agencies whose mission aligns with Western Rockingham Alliance, then submit a tailored proposal that highlights a specific community need and a clear, budgeted plan to address it



VOLUNTEERING & ITS BENEFITS

THE ROLE OF VOLUNTEERS

Volunteers are the backbone of non-profit organizations, offering essential support that extends beyond mere labor. By donating their time, skills, and energy, volunteers allow organizations to significantly reduce operational costs, enabling more funds to be directed toward program delivery and mission-focused work. Beyond efficiency, they bring fresh perspectives, specialized expertise, and new energy to the team. Furthermore, volunteers serve as crucial community ambassadors who raise awareness, enhance fundraising efforts, and strengthen community relationships, ultimately expanding the nonprofit's overall reach and capacity.

OUR 2026 INITIATIVE



We are focused on the America 250 Celebration, commemorating the 250th anniversary of the founding of the United States. This would be a year-long, community-wide initiative featuring educational programs, civic engagement activities, cultural events, and a signature July celebration shared among Madison, Stoneville, and Mayodan. Our goal is to ensure these events are accessible to all residents while also supporting local businesses and strengthening community pride.

THE FUTURE OF WESTERN ROCKINGHAM ALLIANCE

Intergenerational Programs: Bridging gaps between youth and seniors is a growing focus, such as senior centers offering skill-sharing with children or creating shared, community-driven projects

"Small Town Living" Focus: Promoting, preserving, and enhancing the local, unique character of the town to make it an attractive place to live and visit, such as enhancing local and small-scale retail

Digital Skills Development for Youth: Providing STEM education, and digital coding for youth, including specialized, digital coaching for learners.

Community-Led Growth: Encouraging locals to start businesses that create local wealth and keep it within the community.

Partnerships: Forming strong partnerships with local businesses for volunteering, mentorship, and community-wide events.

THANK YOU
FOR YOUR
ATTENTION





Resolution Endorsing North Carolina Land & Water Fund Grant Planning Grant Application

WHEREAS, the North Carolina Land and Water Fund (NCLWF), provides grant funding to support planning, conservation, and project development efforts that protect and enhance North Carolina's natural resources, water quality, and community resilience;

WHEREAS, the Town of Mayodan seeks to pursue a North Carolina Land & Water Fund Planning Grant to evaluate long-term opportunities related to the Mayo River, including water supply infrastructure, dam removal alternatives, and river restoration concepts;

WHEREAS, the total project cost is **\$75,000**, consisting of a **\$56,250 grant request** from the North Carolina Land & Water Fund and a required **25% local match of \$18,750** to be provided by the Town of Mayodan; and

WHEREAS, the Town Council of Mayodan recognizes the importance of proactive planning to protect water resources, support long-term infrastructure decision-making, and position the Town for future conservation and resilience funding opportunities.

NOW, THEREFORE, BE IT RESOLVED, by the Town Council of the Town of Mayodan, North Carolina, that it hereby endorses and supports the submission of a North Carolina Land & Water Fund Planning Grant application in the amount of **\$56,250**, and commits to providing the required **\$18,750 local match**, for a total project cost of **\$75,000**.

Adopted this 9th day of February 2026.

E. Dwight Lake, Mayor

ATTEST:

Sarah Hopper, Town Clerk