

RESOLUTION NO. R-25-77

A RESOLUTION ADOPTING A MISSION STATEMENT, VISION STATEMENT, AND GOALS FOR THE CITY OF GLADSTONE, MISSOURI FOR 2026.

WHEREAS, the Council of the City of Gladstone believes that developing and implementing goals is a critical component in successfully managing the municipal resources entrusted to them; and

WHEREAS, the Council of the City of Gladstone recognizes that clearly articulated goals provide a valuable communication tool between a City government and its constituents; and

WHEREAS, the Council of the City of Gladstone is committed to implementing policies and allocating resources to promote these goals.

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF GLADSTONE, MISSOURI, AS FOLLOWS:

THAT, the following Mission Statement, Vision Statement, and Goals are adopted for the City of Gladstone, Missouri:

MISSION STATEMENT

“The City Council, Boards, Commissions, and City Staff are inspired and invested to enhance Gladstone’s quality of life and sense of community through innovative and effective leadership and inclusive citizen engagement.”

GLADSTONE VISION

- Invested in becoming an even more welcoming and inclusive community.
- A vibrant commercial center with revitalized corridors at North Oak and Antioch Road and an innovative financial strategy that encourages economic development and redevelopment.
- A diverse quality housing stock that encourages community investment, provides opportunities to age in place, and becomes a destination to raise families.
- Gladstone is a recognized leader and provides innovative contributions to regional issues.
- Continued strong and innovative partnerships that help us ensure a high quality of life.
- An inspiring sense of place with a clear identity including an emphasis on arts and culture. You know you are in Gladstone.
- A strong commitment to public safety and City infrastructure investment.
- An inspired, innovative, and invested City staff.
- Cooperative relationships with citizens highlighted by inclusive citizen engagement and participation.


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Based on the Mission and Vision, the City Council establishes the following Goals:

2026 CITY COUNCIL GOALS

1. Keep Gladstone as a safe place with a focus on crime prevention, traffic enforcement, and the recruitment and retention of high-quality police officers, firefighters and EMS personnel.
2. Promote innovative economic development and funding opportunities for continued commitment to downtown, commercial corridors, and under-developed areas through effective infrastructure and redevelopment strategies.
3. Provide the resources and support the strategies to continue to improve residential and commercial code enforcement.
4. Pursue partnerships to maximize agriculture benefits and education programming at AJ Farm.
5. Prioritize neighborhood infrastructure to meet the needs of our residents and encourage quality residential density and homeowner investment to preserve and increase housing values.
6. Promote initiatives to beautify Gladstone by encouraging civic engagement and community pride.
7. Continue to improve and build communication strategies to better inform and engage our residents.
8. Prepare for the opportunities and challenges that will come with the World Cup 2026.
9. Begin the process to support a revised Parks Master Plan.

INTRODUCED, READ, PASSED, AND ADOPTED BY THE COUNCIL OF THE CITY OF GLADSTONE, MISSOURI, THIS 8TH DAY OF DECEMBER 2025.



Mayor Les Smith

ATTEST:



Kris Keller, City Clerk



2026 City Council Goal Setting Retreat

Gladstone, Missouri

The City Council of the City of Gladstone, Missouri, met on November 13, 2025, to review the progress that has been made in 2025 and to set goals for 2026. The retreat was attended by the entire Council, the City Manager, Assistant City Manager, and Department Directors. The President of Leadership Development for SGR, Mike Mowery, facilitated the retreat.

The Council reviewed and celebrated the progress that was made in 2025. In addition to reviewing the previous year, the Council also received updates on the status of some important projects from the staff. Following those updates, the Council developed a list of goals for 2026. Some of these goals are ones that were created in previous years and continue to be goals. Some of these goals are new for 2026. The Council's goals are listed below.

2026 City Council Goals

1. Keep Gladstone as a safe place with a focus on crime prevention, traffic enforcement, and the recruitment and retention of high-quality police officers, firefighters and EMS personnel.
2. Promote innovative economic development and funding opportunities for continued commitment to downtown, commercial corridors, and under-developed areas through effective infrastructure and redevelopment strategies.

3. Provide the resources and support the strategies to continue to improve residential and commercial code enforcement.
4. Pursue partnerships to maximize agriculture benefits and education programming at AJ Farm.
5. Prioritize neighborhood infrastructure to meet the needs of our residents and encourage quality residential density and homeowner investment to preserve and increase housing values.
6. Promote initiatives to beautify Gladstone by encouraging civic engagement and community pride.
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Request for Council Action

RES ☒ # R-25-77

BILL ☐ # City Clerk Only

ORD ☐ # City Clerk Only

Date: 11/21/2025

Department: General Administration

Meeting Date Requested: 12/8/2025

Public Hearing: Yes ☐ Date: [Click here to enter a date.](#)

Subject: Resolution adopting a Mission Statement, Vision Statement, and Goals for 2026

Background: On Thursday November 13, 2025, the City Council and Leadership Team convened at Fire Station #2 to outline goals for the upcoming year. The session was facilitated by Mike Mowery from Strategic Government Resources (SGR). City staff delivered several presentations showcasing project updates and proposed initiatives for 2026. Additionally, the City Council engaged in discussions about pressing issues affecting the community. The attached Resolution and Final Report reflect the outcomes of this planning process and detail the updated goals for 2026.

Budget Discussion: N/A

Public/Board/Staff Input: N/A

Provide Original Contracts, Leases, Agreements, etc. to: City Clerk and Vendor.

Bob Baer
Department Director/Administrator

CW
City Attorney