

**COUNCIL FOR THE VILLAGE OF YELLOW SPRINGS  
SPECIAL COUNCIL MEETING  
AGENDA**

**In Rooms A&B, 3:00 P.M.**

**Friday, April 11, 2025**

**CALL TO ORDER**

**ROLL CALL**

**PETITIONS AND COMMUNICATIONS**

The Clerk will receive and file:

Susan Stiles re: Include Inclusionary Zoning in Council Goals

**I. WORK SESSION: VILLAGE GOALS**

- \* Goal-Setting & Discussion: Introduction (5 min.)
  - \* Community Engagement & Communications (20 minutes)
  - \* Financial Sustainability & Fiscal Responsibility (20 minutes)
  - \* Municipal Infrastructure & Utility Development (20 minutes)
  - \* Economic Development (20 minutes)
  - \* Housing Development (20 minutes)
  - \* Leadership & Professional Development (20 minutes)
- \* Wrap-Up (5 minutes)

**ADJOURNMENT**

The next regular meeting of the Council of the Village of Yellow Springs will be held at 6:00 p.m. on **Monday, April 21, 2025**.

The Village of Yellow Springs is committed to providing reasonable accommodations for people with disabilities. Any person requiring a disability accommodation should contact the Village, Clerk of Council's Office at 767-9126 or via e-mail at [clerk@yso.com](mailto:clerk@yso.com) for more information.



# The Village of **YELLOW SPRINGS**

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## MEMORANDUM

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TO: Yellow Springs Village Council

FROM: Elyse Giardullo, Project Lead

DATE March 24, 2025

RE: Council Goals for the Village

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Dear Council Members,

In preparation for our work session scheduled for Friday, April 11 from 3:00 to 5:00 PM in Rooms A&B, I would like to provide an overview of the proposed goals and objectives that will guide our discussion.

Attached to this memo, you will find a list of six "key themes," each accompanied by proposed goals and objectives. As you know, each of you submitted your individual goals to Judy, who then shared them with me. I have since compiled and reviewed the goals, and through this process, I identified six key themes that emerged from your submissions:

1. Community Engagement & Communications
2. Financial Sustainability & Fiscal Responsibility
3. Municipal Infrastructure & Utility Development
4. Economic Development
5. Housing Development
6. Leadership & Professional Development

To make efficient use of our time during the work session, I encourage each of you to thoroughly review all of the proposed goals and objectives in advance. As we work through the discussion, please keep in mind that we will need to reach a consensus on the final set of goals for each theme. While all the proposed goals are important, we will need to prioritize and ultimately narrow them down to no more than 3-5 per theme. Please come prepared to engage in thoughtful discussion and collaborate as we refine our focus.

## **Proposed Council Goals for the Village**

### **Key Theme #1: Community Engagement & Communications**

#### **Proposed Goals/Objectives:**

- Continue to improve communication re: Village activities, elevating website enhancements (*Proposed by Brian Housh*).

### **Key Theme #2: Financial Sustainability & Fiscal Responsibility**

#### **Proposed Goals/Objectives:**

- Upgrade/make changes to VIP so that custom reports are fluid and easily available; conduct annual training with vendor (*Proposed by Trish Gustafson*).
- Continue identifying revenue opportunities and close gaps in uncollected taxes and fees (*Proposed by Kevin Stokes*).
- Pursue additional grant funding for infrastructure, housing, and public safety projects (*Proposed by Kevin Stokes*).
- Develop and implement a long-term financial sustainability plan, including strategic budget adjustments (*Proposed by Kevin Stokes*).
- Explore options for cost-sharing agreements and partnerships to reduce financial burdens (*Proposed by Kevin Stokes*).
- Conduct periodic financial audits to ensure fiscal responsibility and efficiency (*Proposed by Kevin Stokes*).

### **Key Theme #3: Municipal Infrastructure & Utility Development**

#### **Proposed Goals/Objectives:**

- Create plan to resolve status of existing municipal broadband utility (*Proposed by Brian Housh*).
- Continue focus on improvements in utility infrastructure (*Proposed by Brian Housh*).
- Finalize the Village's Capital Improvement Plan (*Proposed by Trish Gustafson*).
- Align capital needs and prioritization of projects (*Proposed by Gavin DeVore Leonard*).

## **Key Theme #4: Economic Development**

### **Proposed Goals/Objectives:**

- Collaborate with YSDC and other partners to execute actions highlighting that YS is Open for Business (*Proposed by Brian Housh*).
- Strengthen partnerships with local businesses and organizations to promote sustainable economic growth and address any business concerns that are in Village staff purview (*Proposed by Kevin Stokes*).
- Clarify role and responsibilities of YSDC vis a vis Village economic development, including expectations for inter-governmental communication (amongst taxing entities) for the purpose of long-term planning (*Proposed by Gavin DeVore Leonard*).

## **Key Theme #5: Housing Development**

### **Proposed Goals/Objectives:**

- Oversee affordable family rentals project and prioritize future residential development opportunities (*Proposed by Brian Housh*).
- Facilitate the next phases of affordable housing projects, including the Cascades and Glass Farm developments (*Proposed by Kevin Stokes*).
- Establish clear policies and incentives for developers that align with Village values (refer to existing state law) (*Proposed by Kevin Stokes*).
- Continue strategic zoning improvements to support diverse housing options (*Proposed by Kevin Stokes*).
- Continue to advance the Low-Income Housing Tax Credit (LIHTC) project to secure funding and approvals, and development plan execution, if grant is awarded (*Proposed by Kevin Stokes*).
- Run a functional Housing Committee and agree upon clear goals for our housing-related work as a Village, including concrete, measurable expectations for low-income housing as well as benchmarks around overall growth and density (*Proposed by Gavin DeVore Leonard*).
- Determine and implement a housing strategy that encourages and sponsors the development of affordable housing in the village--based on a Council/Staff agreed-upon definition of affordable housing--through incentives and policies (*Proposed by Carmen Brown*).
- Broaden decision-making by seeking external expertise and input on affordable housing options, consulting with professionals and experts outside the village to ensure a well-

rounded and informed approach to policy and strategy development (*Proposed by Carmen Brown*).

### **Key Theme #6: Leadership & Professional Development**

#### **Proposed Goals/Objectives:**

- Complete a Village Strategic Plan (*Proposed by Trish Gustafson*).
- Develop and run a thoughtful strategic planning process and complete a Council and staff supported plan (timeline and process agreed upon in 2025) (*Proposed by Gavin DeVore Leonard*).
- Complete a comprehensive wage study for all Village Positions using appropriate comparables; use this information to prepare pay ranges for each position (*Proposed by Trish Gustafson*).
- Create a clear process for Council-managed staff evaluation and contracts/pay, including check-ins during the year/between evaluations (including Solicitor) (*Proposed by Gavin DeVore Leonard*).
- Achieve clarity regarding Village staff salaries and benefits that impact Council-managed decisions (payrates, longevity, contracts, etc.) (*Proposed by Gavin DeVore Leonard*).



**TO:** Village Council  
**FROM:** Village Environmental Commission  
**RE:** 2025 Village Goals – Responsible Development & Sustainable Land Use  
**DATE:** March 18, 2025

#### EC Purpose

The Village Environmental Commission is charged (Ord. 274.03) to “advise Council on matters affecting preservation, development and use of natural and man-made features and conditions of the Village” and “on major threats posed to environmental quality which may result from man-made activities and developments” as well as “recommend to Council appropriate and desirable changes in existing local laws and ordinances relating to environmental control”. The EC would like to collaborate with Council/Planning Commission/Staff to create conservation development policies that improve projects for our community.

#### Goal Proposal

The Environmental Commission encourages Village Council to prioritize responsible development and sustainable land use, in part by establishing (1) conservation development as an alternative to traditional building practices, (2) a tree protection & mitigation policy, (3) a stream protection corridor zone and required mitigation for impacts, (4) stormwater policies that encourage low impact development and protect surface waters, and (5) a sustainable landscape plan in collaboration with Village Staff to slowly replace traditional landscaping techniques with ecologically sustainable landstewarding.

#### Value Proposition

These initiatives benefit Yellow Springs as a Village that “protects sensitive natural resources including wildlife habitat”, articulated in the 2020 Comprehensive Land Use Plan. Trees play an important role in human health addressing drought, air quality and extreme heat. A healthy native riparian buffer protects property by providing a flood conveyance corridor and improves water quality. Enhancing stormwater policies to provide the greatest treatment and maintain the same hydrology will positively impact the environment. The Comp Plan highlights the importance to Villagers that development “embrace the values of Yellow Springs”, “maintain the character of Yellow Springs as a small, sustainable Village” and prioritize “aesthetic qualities” and “overall usability, affordability and sustainability”. Conservation Developments reflect these values with set asides for habitat conservation while maintaining the same numbers of units as traditional developments; this alternative employs best water use & runoff practices and, in many cases, infrastructure costs are lower. The EC is committed to supporting this effort by:

1. Examining the codes of municipalities, e.g. Chagrin River Watershed Project, that have adopted such initiatives and suggesting language that could be modified to suit Yellow Springs.
2. Identifying where such policies could exist in the code.
3. Reviewing drafted code and discussing with Staff, PC, Council and local stakeholders, as apropos.
4. Consolidating input to guide final decision making on code revisions.
5. Educating Villagers & Village with speakers and experts to inform decision making.

#### Conclusions

There are several development projects on the horizon for Yellow Springs, and the decisions that we make regarding how we build and take care of our natural spaces will determine the character and sustainability of our Village. There are important models aligned with Village Values that the EC is prepared to help implement to improve outcomes for all residents and visitors.

## Judy Kintner, Clerk of Council

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**From:** Susan Stiles <sastiles@att.net>  
**Sent:** Friday, March 21, 2025 10:47 AM  
**To:** Judy Kintner, Clerk of Council  
**Subject:** Consideration for Council Planning Session  
**Attachments:** InclusionaryZoningforCouncil.pages

March 21, 2025

Dear Council Members:

I would like you to consider approving an Inclusionary Zoning policy in your goals. The Planning Commission had planned to take up the discussion last spring/summer and you asked us to hold off for 6 months. We discussed it briefly at our last Planning Commission meeting and Gavin felt that Council needed to decide if they are interested in it. He wasn't sure if there is the support on Council.

I am interested in Inclusionary Zoning. It is a good way to insure income diversity in a neighborhood/development. It has been used successfully in a number of smaller communities around the country. It increases the number of affordable units while market rate numbers also increase.

In a nutshell, inclusionary zoning would require a developer to have a percentage (ie 5%) of units affordable for a specific income range within their development. For homeownership buyers you might target 80% to 120% of the AMI. This income range would probably include a lot of public employees, teachers and small business owners. For rental units, you could target below 80% of the AMI.

Inclusionary zoning works best with incentives. The offer of annexation if the developer agrees to inclusionary zoning would be one such incentive. An idea suggested by Meg Leatherman was to make it apart of the PUD. Incentives may include increased density and fewer parking spaces.

I know staff are concerned about monitoring it. I would suggest contracting with Yellow Springs Home, Inc. They have the expertise on income qualifying, support services, and tracking housing. They can also help with very low interest loans through the USDA.

At the Planning meeting, one of the members commented that there is a lot of support for inclusionary zoning in the community.

I hope you will consider this. Thank you.

Susan Stiles

also below as an attachment