

Castle Rock's Succession Planning

America in Bloom September 25, 2026



Volunteers, CRHS Students and Staff, (FFA - Greenhouse Management Class) and City of Castle Rock Public Works, Business Community



How do we do it? It takes ALL of US!

Succession Planning Process

What A strategic process used by organizations to identify and develop internal candidates to fill key leadership and other critical roles, ensuring business continuity and minimizing disruption during transition.

My translation: Keep doing good stuff in a way that others can't tell there was a change.

Not passing on more work—"Please dump more work on me!"

Not imposing your will on others—
"My way or the highway!"

Not something you mention on your last day--

"By the way, good luck!"



Covered in This Session

- City Leadership
- City Staff
- Business Leadership
(Chamber, etc)
- Non-Profits
- Volunteers



Each Community is Different

- Castle Rock is **fortunate** to have a collaborative relationship prevail throughout the city. **City Leadership, Staff, Business, Ministerial Association, Fraternal Organizations, School District leadership, school staff and teachers plus Volunteers** all pulling in the same direction.
- **These relationships insure continuity and integrate trust. They are developed over time.**
- **This can change quickly with a change in leadership. It is the goal of planning ahead to keep those transitions painless.**

City Leadership – City Staff

City Leadership –

- Identify the type of city government
- Mayor or City Manager?



Do the same people keep ‘doing’ because others have not stepped into the rolls of running for council or to run for mayor.

- Goal: Develop a quality program that brings them on board from the start.
- Goal: Get Council involved in suggesting/recruiting folks who see the value in the program **and see the vision.**

City Staff Retirements and/or resignations

- Identify the Role & Responsibilities
- Select & Assess Successor(s)
- Create a Development Plan
- Transfer Responsibilities Gradually
- Formal Handover
- Post-Transition Support



Castle Rock Chamber Clean Up Day



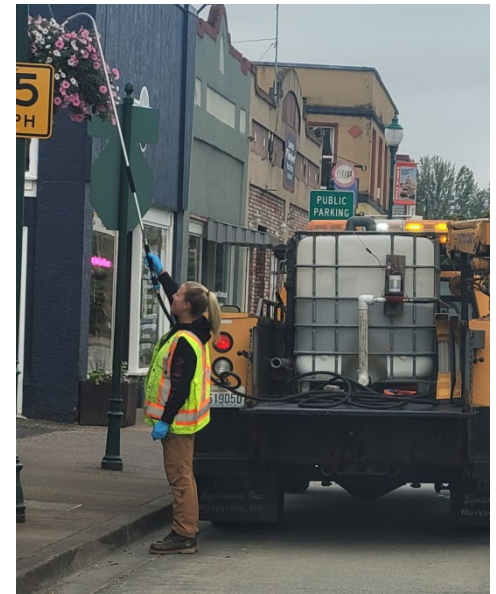
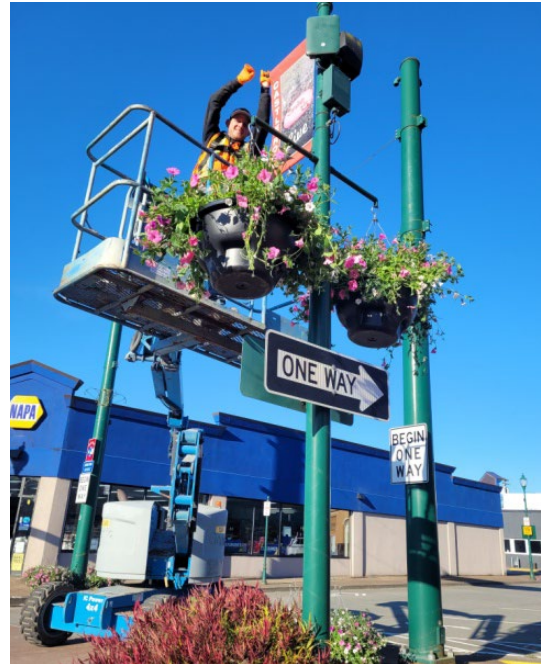
- City leadership and staff are part of the Castle Rock Clean Up Day Committee, as well as the schools, Chamber board members and Volunteer groups such as Scouts, churches and Blooms.
- Chamber and business leadership can change as new businesses come into town, and/or older legacy businesses retire. Sharing the vision and providing historical evolution of the committee is important.
- 2025 was Castle Rock's 20th year of Clean Up Day held the Saturday of Earth Week.

City Baskets – CRHS-FFA and CRPW

- Outline your program roles (School Staff, Students, Volunteers & City)
- Began discussions of succession in 2019. Tabled until after COVID impacts to high school greenhouse class..
- How ‘thinking out of the box’ for CRHS and CRSD task load and financials made this possible.
- Relationship with CRPW
- Volunteers



It Takes ALL of Us!

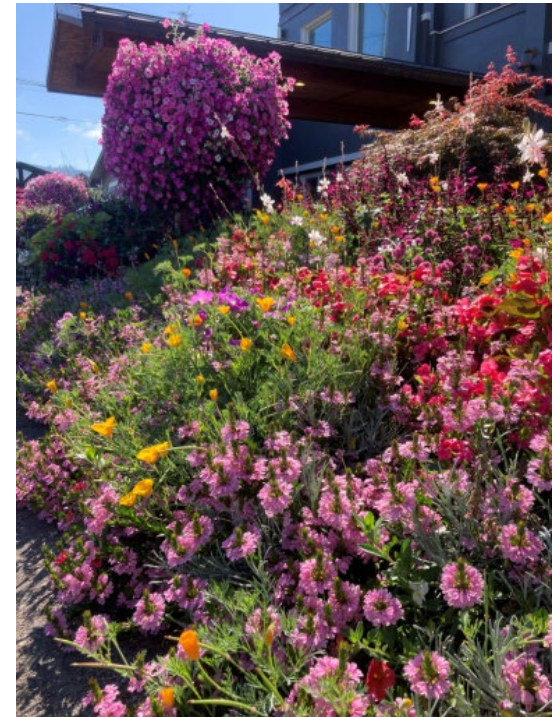


Summer CRPW Care Team



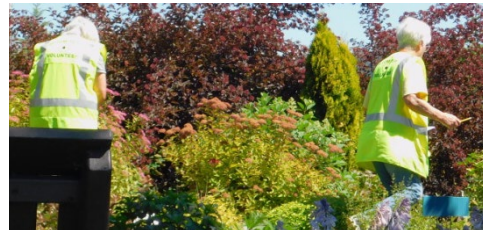
Gardens and Parks

- Garden Adopters are Recruiting Young Volunteers
- Design, plant and maintain – grown in volunteer donated greenhouse space
- Clean Up Day - The ‘jump-start’ to spring-summer



Castle Rock's Adopted Gardens

- NCRA – Wedding Venue
- City Hall – Senior Center
- The Villager Inn
Retirement Center
- South Entrance Water Feature
- Old Jail Park
- Gateway Park
- Visitor Center





Business Sponsored Planters and Municipal Planters

- Evaluation of current year as a team
- Coordination on color scheme and # of plants ordered
- Grown in donated greenhouse space
- Planted by volunteers
- New Crescent Planters – water reservoir options
- Planting and watering by volunteers divided into different areas. Similar to Garden Adopters



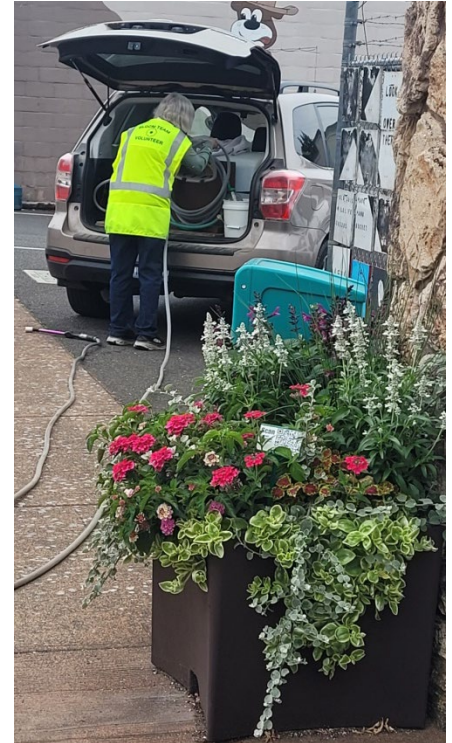
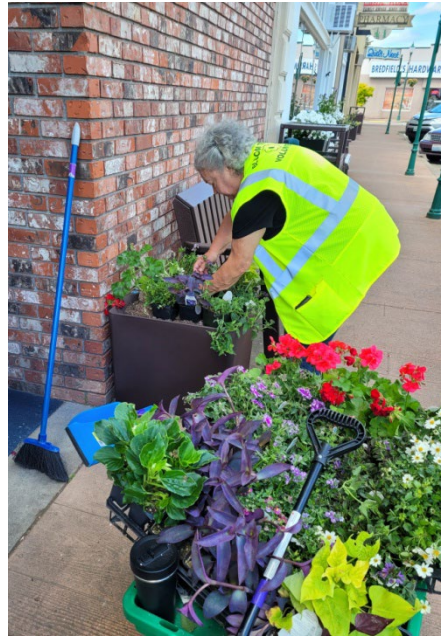
Grid Layout for 200+ containers

Breaking the 'big picture' into manageable parts is easier for current volunteers to maintain and encourages the next generation of 'adopters'.

Linda established the 'grid' we still use today in 2019 - 2020.

- Eastside of I-5 business district and Visitor Center
- City Hall and Senior Center
- The Villager Inn Retirement Center
- Big commercial planters on Huntington Ave and Huntington Ave North and South
- Downtown business district
- West Side
- Big pots with trees, planters in 'rounds', 10 city aggregates





School Gardens

- CRMS Rocket Garden — 6th Grade Garden Class also has volunteer opportunities
- Blooming Generations Garden at Elementary School
- CRHS-FFA Orchard at North County



Conclusion

- My definition: Keep doing good stuff
- That others don't really even know there has been a change.
- “Leave the keys”
- Finally, realize that we are all valuable, but none of us are irreplaceable, and nor should we set up ourselves to be irreplaceable, otherwise the dream, vision and even the organization will die with us, and what a shame that would be.
- **Nancy Notes: COMUNICATION, COMUNICATION, COMUNICATION! So that everyone on the team knows what is going on.**
- **Don't forget to say, “Thank You”!**



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THANK YOU!



Questions?