



January 20, 2026

Ms. Mary Fakes
#9 Cedarbrook
Festus, Missouri 63028

Re: Request for Public Records – December 22, 2025

via email only to: fakesfacts1@aol.com

Dear Ms. Fakes,

I am the custodian of records for the City of Festus (the “City”). I am writing to update you on your request for public records dated December 22, 2025. The City’s responses to your requests are in italics below:

1. For all City of Festus council members seated during the above noted time period the following information:
 - a. Documentation of travel on behalf of the City of Festus as part of their official capacity as a duly elected official: Date(s) of travel; Purpose of travel; Who hosted the travel; Cost of travel
 - b. If applicable, reimbursement of travel to the City of Festus, if so by whom
 - c. If no cost to the City of Festus, who paid for the travel and reason travel was not charged to the city of official travel; Conveyance of travel (public air, private plane, personal auto, City of Festus vehicle, train, paid auto service, and/or any other means of transport); All attendees of the travel; If training related (conference, site visit), specific rationale for necessity of travel; Informational trip, specific rationale for necessity of travel; Any and all non-City of Festus employees and/or elected officials in attendance at this travel

See enclosed records.

2. For all City of Festus Mayors seated during the above noted time period the following information:
 - a. Documentation of travel on behalf of the City of Festus as part of their official capacity as a duly elected official: Date(s) of travel; Purpose of travel; Who hosted the travel; Cost of travel

- b. If applicable, reimbursement of travel to the City of Festus, if so by whom
- c. If no cost to the City of Festus, who paid for the travel and reason travel was not charged to the city of official travel; Conveyance of travel (public air, private plane, personal auto, City of Festus vehicle, train, paid auto service, and/or any other means of transport); All attendees of the travel; If training related (conference, site visit), specific rationale for necessity of travel; Informational trip, specific rationale for necessity of travel o Any and all non-City of Festus employees and/or elected officials in attendance at this travel

See enclosed records.

- 3. For all City of Festus employees (to be inclusive of Police Chief, Fire Chief, City Administrator, Public Works leadership) during the above noted time period the following information:

- a. Documentation of travel on behalf of the City of Festus as part of their official capacity as a duly elected official: Date(s) of travel; Purpose of travel; Who hosted the travel; Cost of travel
- b. If applicable, reimbursement of travel to the City of Festus, if so by whom
- c. If no cost to the City of Festus, who paid for the travel and reason travel was not charged to the city of official travel; Conveyance of travel (public air, private plane, personal auto, City of Festus vehicle, train, paid auto service, and/or any other means of transport); All attendees of the travel; If training related (conference, site visit), specific rationale for necessity of travel; Informational trip, specific rationale for necessity of travel; Any and all non-City of Festus employees and/or elected officials in attendance at this.

See enclosed records.

Some of the responsive records have been redacted pursuant to § 610.021(13), RSMo, to protect personally identifiable information of City personnel. Certain other records responsive to your request are closed pursuant to § 610.021(23), RSMo, as they consist of information related to electronic transactions by credit card or other methods of payment.

Should you have any questions, please contact me at (636) 937-4694. This will conclude the City's response to your request dated December 22, 2025.

Sincerely,



Leah Smith
City Clerk and Custodian of Records

Friday Update 01232026

From Gregory Camp <gcamp@festusmo.gov>

Date Fri 1/23/2026 3:35 PM

To Samuel Richards <mayorrichards@festusmo.gov>; Sam Richards <sfrichards250@yahoo.com>



Cc Leah Smith <lsmith@festusmo.gov>; Michelle Vaughn <michelle@festusmo.gov>; Michael Christopher <mchristopher@festusmo.gov>; Jeffrey Broombaugh <firechief@festusmo.gov>; Doug Wendel <dwendel61@festusmo.gov>; Malone, Brian J. <bmalone@lashlybaer.com>; Gregory Camp <gcamp@festusmo.gov>; Bobby Venz <councilmanvenz@festusmo.gov>; Bobby Venz - personal <bvenz64@yahoo.com>; Brian Wehner <councilmanwehner@festusmo.gov>; Brian Wehner - personal <BrianW7128@gmail.com>; David Boyer <councilmanboyer@festusmo.gov>; David Boyer - personal <davideboyer@icloud.com>; Jim Collier <councilmancollier@festusmo.gov>; Jim Tinnin <councilmantinnin@festusmo.gov>; Jim Tinnin - personal <tinninhomes@yahoo.com>; Kevin Dennis <councilmandennis@festusmo.gov>; Kevin Dennis - personal <Medcaptkev1@sbcglobal.net>; Mike Cook <councilmancook@festusmo.gov>; mikecs@att.net <mikecs@att.net>

 5 attachments (32 MB)

Fakes Sunshine Reqeust.pdf; Festus CA Interview.docx; DeGarmo Letter re Referendum ordinance 01212026(3583180.2).pdf; IMG_0448.MOV; IMG_0456.MOV;

Happy Friday!

Our next City Council Meeting is Monday, January 26th. NO WORK SESSION. Public Hearing at 550pm. Council Meeting at 6pm.

Public Works Report - Attached are the reports from water and street, I also have 2 short videos from the water crews this week. One is the work they were doing along Truman and the other is them cleaning out a hole to repair a service line that was ripped out of the main by telecom contractors on Jackson Place.  [IMG_0448.MOV](#)  [IMG_0456.MOV](#)

Public Hearing Monday – This is to rezone the parcel recently acquired by Ray Stoecklein adjacent to his storage facility on Pounds Road.

Olive Garden – At the company’s request they have asked that we withhold the economic development agreement until they are ready to go public with an announcement – targeting March.

Economic Development Incentives Consulting – Also mentioned last week - at Monday’s meeting you will consider the Incentives Consulting agreement with Steve Etcher/MarksNelson. MarksNelson Advisors has extensive experience with economic development incentive planning. The agreement is to provide economic development consulting services - the proposed scope includes incentive strategy development, program evaluation, negotiations support, and fiscal analysis to ensure alignment with City goals and statutory compliance.

Request to Speak – In response to recent concerns raised by residents (and non-residents) regarding the privacy of personal contact information submitted through the Request to Speak online form, the City is implementing a procedural adjustment to balance transparency with privacy protection. The Request to Speak form, which allows residents to register to speak at Council meetings, has been in use for over

eight years. The form has consistently required submitters to provide their name, address, email address, and telephone number, and the complete submission has traditionally been included in the public Council packet. This process has helped verify identities and ensure timely follow-up when necessary. A few residents have recently objected to the inclusion of their email addresses and phone numbers in the publicly posted Council packets. Effective immediately the City will continue to require full contact information (name, address, email, phone) on the form to ensure the authenticity of submittals and to allow for follow-up as needed, however, email addresses and telephone numbers will now be redacted from the version of the Request to Speak form that appears in the publicly posted Council packet, names and addresses will still be displayed, in line with standard public meeting protocols and Sunshine Law compliance. A brief disclaimer has been added to the online form notifying submitters that only their name and address will appear publicly.

Doxxing – Related to the above policy change, several residents (and non-residents), have accused the City of doxxing - Doxing is the act of revealing someone's private, personally identifiable information (like name, address, workplace) online without consent, usually to shame, harass, or intimidate them, stemming from "dropping dox(uments)" and involving gathering data from public records, social media, or hacking to expose individuals, often targeting those with opposing views or identities. [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Sunshine Law Request – Mary Fakes, 9 Cedar Brook (outside the City limits), submitted a substantial Sunshine Law request on December 21st for all travel records and related reimbursements for the City since 2024 (her original request is attached). The information provided (after a substantial amount of time by staff) can be viewed here - [RE_+Online+Form+Submittal_+Sunshine+Request+Form_1_PD_Redacted_Final](#) Ms. Fakes is on the agenda Monday under Request to Speak for “Transparency and Sunshine Law”.

Proposed Ordinance for Initiative Petition and Referendum Process – At a recent Council meeting Bob DeGarmo, 150 North 10th Street, demanded that the City adopt the ordinance he presented to establish an Initiative Petition and Referendum process. I believe he has sent many of you emails regarding the same. Put simply, the ordinance is only possible for 3rd Class Cities organized under Chapter 78 of the Missouri Statutes – Festus is organized under Chapter 77. Please see City Attorney Brian Malone’s response to Mr. DeGarmo attached.

City Administrator Selection Process – I have come up with an interview template (attached) for the City Administrator process. Please review and share your thoughts.

PD Report - With the departure of Corporal Schleusner it opened a promotion opportunity. With that we are promoting Jeris Moonier to Corporal effective Monday Jan 26th.

“Always do right. This will gratify some people, and astonish the rest” – *Mark Twain*

Greg Camp-ICMA-CM
City Administrator
City of Festus
Direct: 636-524-7007



NOTICE - This communication may contain confidential and privileged information that is for the sole use of the intended recipient. Any viewing, copying or distribution of, or reliance on this message by unintended recipients is strictly prohibited. If you have received this message in error, please notify us immediately by replying to the message and deleting it from your computer.

Online Form Submittal: Request to Speak at Council Meeting

From noreply@civicplus.com <noreply@civicplus.com>

Date Tue 1/20/2026 11:59 AM

To Leah Smith <lsmith@festusmo.gov>; Samuel Richards <mayorrichards@festusmo.gov>; Gregory Camp <gcamp@festusmo.gov>

Request to Speak at Council Meeting

Setting an Appointment

Residents wishing to speak to the City Council are asked to register - Discussion items are in two categories: Agenda items and Non-agenda items. Requests to speak on Agenda items must be submitted to the City Clerk no later than 2 p.m. the day of the regular session meeting. Requests to speak on Non-agenda items must be submitted to the City Clerk no later than 4 p.m. the Wednesday prior to the regular session meeting.

Rules of Decorum at the Council Meeting

During Public Comment, The names of those persons who have submitted a complete request to speak will be called. When you are called, please step to the lectern, state your name and address, and appropriate comments. Please consult the Rules of Decorum for guidance;

<https://www.festusmo.gov/DocumentCenter/View/1023/Rules-of-Decorum>

Name	Mary Fakes
Email Address	Fakesfacts1@aol.com
Address	9 Cedarbrook
City	Festus
State	Mo
Zip Code	63028
Phone Number	6362085597
Fax Number	<i>Field not completed.</i>
Agenda or Non-Agenda Topic	Non-Agenda Topic

Topic you wish to speak
about

Transparency and Sunshine Law

Email not displaying correctly? [View it in your browser.](#)

Online Form Submittal: Request to Speak at Council Meeting

From noreply@civicplus.com <noreply@civicplus.com>

Date Wed 1/21/2026 11:49 AM

To Leah Smith <lsmith@festusmo.gov>; Samuel Richards <mayorrichards@festusmo.gov>; Gregory Camp <gcamp@festusmo.gov>

Request to Speak at Council Meeting

Setting an Appointment

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<https://www.festusmo.gov/DocumentCenter/View/1023/Rules-of-Decorum>

Name	Travis Layton
Email Address	Travis_Jeffco@pm.me
Address	2916 High Ridge Dr.
City	High Ridge
State	<i>Field not completed.</i>
Zip Code	<i>Field not completed.</i>
Phone Number	N/A
Fax Number	<i>Field not completed.</i>
Agenda or Non-Agenda Topic	Non-Agenda Topic

Topic you wish to speak
about

Continue to add clarification regarding data center project
statements from Nov. 24th meeting that were misleading.
I do not consent to any of my private contact information being
released including address and demand redaction of address,
city, and email.

Public Information

Only name and address of request will appear publicly. Email and phone numbers will be
redacted.

Email not displaying correctly? [View it in your browser.](#)

Online Form Submittal: Request to Speak at Council Meeting

From noreply@civicplus.com <noreply@civicplus.com>

Date Wed 1/21/2026 1:50 PM

To Leah Smith <lsmith@festusmo.gov>; Samuel Richards <mayorrichards@festusmo.gov>; Gregory Camp <gcamp@festusmo.gov>

Request to Speak at Council Meeting

Setting an Appointment

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<https://www.festusmo.gov/DocumentCenter/View/1023/Rules-of-Decorum>

Name	Dan Moore
Email Address	danielmoore86@outlook.com
Address	717 Jerome Drive
City	Festus
State	MO
Zip Code	63028
Phone Number	6362834844
Fax Number	<i>Field not completed.</i>
Agenda or Non-Agenda Topic	Non-Agenda Topic

Topic you wish to speak about Data center and related Festus topics.

Public Information

Only name and address of request will appear publicly. Email and phone numbers will be redacted.

Email not displaying correctly? [View it in your browser.](#)

Online Form Submittal: Request to Speak at Council Meeting

From noreply@civicplus.com <noreply@civicplus.com>

Date Wed 1/21/2026 2:24 PM

To Leah Smith <lsmith@festusmo.gov>; Samuel Richards <mayorrichards@festusmo.gov>; Gregory Camp <gcamp@festusmo.gov>

Request to Speak at Council Meeting

Setting an Appointment

Residents wishing to speak to the City Council are asked to register - Discussion items are in two categories: Agenda items and Non-agenda items. Requests to speak on Agenda items must be submitted to the City Clerk no later than 2 p.m. the day of the regular session meeting. Requests to speak on Non-agenda items must be submitted to the City Clerk no later than 4 p.m. the Wednesday prior to the regular session meeting.

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<https://www.festusmo.gov/DocumentCenter/View/1023/Rules-of-Decorum>

Name	Jerry Hill
Email Address	bochill1215@gmail.com
Address	1631 Vine School Rd
City	Herculaneum
State	Mo
Zip Code	63048
Phone Number	3147800794
Fax Number	<i>Field not completed.</i>
Agenda or Non-Agenda Topic	Non-Agenda Topic

Topic you wish to speak
about

Proposed Data Center

Public Information

Only name and address of request will appear publicly. Email and phone numbers will be redacted.

Email not displaying correctly? [View it in your browser.](#)

Online Form Submittal: Request to Speak at Council Meeting

From noreply@civicplus.com <noreply@civicplus.com>

Date Wed 1/21/2026 4:01 PM

To Leah Smith <lsmith@festusmo.gov>; Samuel Richards <mayorrichards@festusmo.gov>; Gregory Camp <gcamp@festusmo.gov>

Request to Speak at Council Meeting

Setting an Appointment

Residents wishing to speak to the City Council are asked to register - Discussion items are in two categories: Agenda items and Non-agenda items. Requests to speak on Agenda items must be submitted to the City Clerk no later than 2 p.m. the day of the regular session meeting. Requests to speak on Non-agenda items must be submitted to the City Clerk no later than 4 p.m. the Wednesday prior to the regular session meeting.

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<https://www.festusmo.gov/DocumentCenter/View/1023/Rules-of-Decorum>

Name	John Youmans
Email Address	johnryoumans@gmail.com
Address	921 North 4th Street
City	Festus
State	MO
Zip Code	63028
Phone Number	3148357046
Fax Number	<i>Field not completed.</i>
Agenda or Non-Agenda Topic	Non-Agenda Topic

Topic you wish to speak
about

Importance of Public Engagement

Public Information

Only name and address of request will appear publicly. Email and phone numbers will be redacted.

Email not displaying correctly? [View it in your browser.](#)



Re: City Council Meeting Agenda & Packet for 1/12/26

From BEN MENENDEZ <parkviewbaybenm@gmail.com>

Date Tue 1/13/2026 12:53 PM

To Leah Smith <lsmith@festusmo.gov>

 1 attachment (13 MB)

Council Packet 112425.pdf;

Thank you. This is truly appreciated.

On Jan 13, 2026, at 11:44 AM, Leah Smith <lsmith@festusmo.gov> wrote:

See attached.

Respectfully,



Leah Smith, MBA
City Clerk

City of Festus, Missouri

Direct 636-524-7001 Main 636-937-4694 Fax 636-937-2140

Web www.festusmo.gov Email LSmith@festusmo.gov

711 West Main Street, Festus, MO 63028-1719

From: BEN MENENDEZ <parkviewbaybenm@gmail.com>

Sent: Saturday, January 10, 2026 3:05 PM

To: Leah Smith <lsmith@festusmo.gov>

Subject: Re: City Council Meeting Agenda & Packet for 1/12/26

Would it be a problem to ask for the full agenda packet for the November 24 meeting?

On Fri, Jan 9, 2026 at 1:28 PM Leah Smith <lsmith@festusmo.gov> wrote:

Yes, it is all public information.

Respectfully,



Leah Smith, MBA

City Clerk

City of Festus, Missouri

Direct 636-524-7001 Main 636-937-4694 Fax 636-937-2140

Web www.festusmo.gov Email LSmith@festusmo.gov

711 West Main Street, Festus, MO 63028-1719

From: BEN MENENDEZ <parkviewbaybenm@gmail.com>

Sent: Friday, January 9, 2026 1:27 PM

To: Leah Smith <lsmith@festusmo.gov>; Gregory Camp <gcamp@festusmo.gov>

Subject: Fwd: City Council Meeting Agenda & Packet for 1/12/26

Good Afternoon Leah,

I appreciate receiving the agenda packet for Monday. Before I publish this on social media I want to make sure this is all public information.

Please let me know today if at all possible.

Ben Menendez

----- Forwarded message -----

From: **No Reply** <noreply@civicplus.com>

Date: Fri, Jan 9, 2026 at 12:08 PM

Subject: City Council Meeting Agenda & Packet for 1/12/26

To: <parkviewbaybenm@gmail.com>

Please see below.

Attachments:

[Council Packet 1/12/2026](#)

Re: City of Festus - City Council Packet 1/26/26

From BEN MENENDEZ <parkviewbaybenm@gmail.com>

Date Fri 1/23/2026 4:23 PM

To Leah Smith <lsmith@festusmo.gov>

Thank you and thanks for posting this online and thanks for redacting phone numbers and email addresses. Stay safe and warm.

On Fri, Jan 23, 2026 at 12:44 PM Leah Smith <lsmith@festusmo.gov> wrote:

Ben,

Attached is the agenda packet for Monday's meeting.

Respectfully,



Leah Smith, MBA

City Clerk

City of Festus, Missouri

Direct 636-524-7001 Main 636-937-4694 Fax 636-937-2140

Web www.festusmo.gov Email LSmith@festusmo.gov

[711 West Main Street, Festus, MO 63028-1719](http://711WestMainStreet,Festus,MO63028-1719)

RSMo Section 565.240

From Sherman Doyle <shermadoyle1980@gmail.com>

Date Tue 1/13/2026 7:42 AM

To Leah Smith <lsmith@festusmo.gov>; Gregory Camp <gcamp@festusmo.gov>; Samuel Richards <mayorrichards@festusmo.gov>; Mike Cook <councilmancook@festusmo.gov>; Jim Tinnin <councilmantinnin@festusmo.gov>

 1 attachment (2 MB)

Missouri Revisor of Statutes - Revised Statutes of Missouri, RSMo Section 565.24.pdf;

To Whom It May Concern,

It was brought to my attention that my private information (name, address, personal cell phone number, & personal email) that was provided to the secure Festus government website, has been published for public viewing.

I demand that you remove all of my private information (name, address, personal cell phone number, & personal email) immediately.

Per RSMo Section 565.240, it is an unlawful offense to knowingly post private identifying information online and the penalties for doing so can range from a Class C misdemeanor to a Class E felony.

I demand that this action be taken immediately and that this email be replied to once the action is taken. If action is not taken, legal council will be contacted and will be used to its full extent.

Sherman Doyle



Outlook

Doxing is illegal in MO. RSMO 565.240

From Travis from Jeffco <Travis_Jeffco@pm.me>

Date Mon 1/12/2026 9:25 PM

To Leah Smith <lsmith@festusmo.gov>; Samuel Richards <mayorrichards@festusmo.gov>; Gregory Camp <gcamp@festusmo.gov>

I demand you remove all of my personal information (address, email, phone number) from all documents asap.

Travis Layton

Re: Online Form Submittal: Request to Speak at Council Meeting

From Leah Smith <lsmith@festusmo.gov>
Date Wed 1/21/2026 2:06 PM
To Travis_Jeffco@pm.me <travis_jeffco@pm.me>

Mr. Layton,

I have received your request to speak and have placed you on the agenda for the Council Meeting on Monday, January 26 at 6:00pm.

Respectfully,



Leah Smith, MBA
City Clerk

City of Festus, Missouri

Direct 636-524-7001 **Main** 636-937-4694 **Fax** 636-937-2140

Web www.festusmo.gov **Email** LSmith@festusmo.gov

711 West Main Street, Festus, MO 63028-1719

From: noreply@civicplus.com <noreply@civicplus.com>
Sent: Wednesday, January 21, 2026 11:49 AM
To: Leah Smith <lsmith@festusmo.gov>; Samuel Richards <mayorrichards@festusmo.gov>; Gregory Camp <gcamp@festusmo.gov>
Subject: Online Form Submittal: Request to Speak at Council Meeting

Request to Speak at Council Meeting

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<https://www.festusmo.gov/DocumentCenter/View/1023/Rules-of-Decorum>

Name	Travis Layton
Email Address	Travis_Jeffco@pm.me
Address	2916 High Ridge Dr.
City	High Ridge
State	<i>Field not completed.</i>
Zip Code	<i>Field not completed.</i>
Phone Number	N/A
Fax Number	<i>Field not completed.</i>
Agenda or Non-Agenda Topic	Non-Agenda Topic
Topic you wish to speak about	Continue to add clarification regarding data center project statements from Nov. 24th meeting that were misleading. I do not consent to any of my private contact information being released including address and demand redaction of address, city, and email.

Public Information

Only name and address of request will appear publicly. Email and phone numbers will be redacted.

Email not displaying correctly? [View it in your browser.](#)



A message has been posted for Records Retention - Excel Templates for Destruction Documentation

From MoCCFOA Notifications <mccfoa@memberdicks-mail.net>

Date Tue 1/13/2026 9:44 AM

To Leah Smith <lsmith@festusmo.gov>

Katelyn Wands has posted a new message in Records Retention – Excel Templates for Destruction Documentation

[Click here to view this topic.](#)

Please do not reply to this message. Replies to this message are routed to an unmonitored mailbox.

<-----View the message below ----->

Howdy All, I am working through a records destruction review and want to make sure we are fully complying with the Missouri Secretary of State's records retention schedule, including properly documenting what is destroyed. I was curious if anyone is willing to share an Excel template or tracking sheet that you use to document records destruction in accordance with the SOS retention schedule. I want to ensure we are capturing the appropriate details in case of future reference or Sunshine Law requests. Any examples, best practices, or templates you are willing to share would be greatly appreciated. Thank you in advance for your help.

Missouri City Clerks & Finance Officers Association

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Online Form Submittal: Sunshine Request Form

From noreply@civicplus.com <noreply@civicplus.com>

Date Tue 1/13/2026 5:09 PM

To Leah Smith <lsmith@festusmo.gov>; Jennifer Filkins <jfilkins@festusmo.gov>

Sunshine Request Form

Acknowledgement

I understand that there may be charges for the City's response to this request and that payment of such fees is required prior to receiving these records. Requests will be considered withdrawn if payment is not received within ninety (90) days or if clarification is requested by the City and no response to such request is received by the City within ninety (90) days. I also understand that all records will be reviewed to determine whether any exceptions under RSMo 610.021 are applicable, and the City reserves the right to withhold any responsive records that are closed under RSMo 610.021.

I request that you make available to me the following records:	List of new businesses from January 2024 to December 2025
--	---

Please choose how to receive the requested records:	I would like to receive electronic copies of the requested records.
---	---

If you believe your request serves the public interest and is not just for personal or commercial interest, you may ask that the fees be waived.	<i>Field not completed.</i>
--	-----------------------------

Please let me know in advance of any search or copying if the fees will exceed:	\$20
---	------

Name	Todd Kurzenberger
------	-------------------

Email Address	toddkurzenberger@gymtv.com
---------------	----------------------------

Address	1257 Old County Farm Road
---------	---------------------------

City	Union
------	-------

State	MO
Zip Code	63084
Phone Number	314-799-4388

Email not displaying correctly? [View it in your browser.](#)

Re: Online Form Submittal: Sunshine Request Form

From Leah Smith <lsmith@festusmo.gov>

Date Wed 1/14/2026 8:52 AM

To toddkurzenberger@gymtv.com <toddkurzenberger@gymtv.com>

Cc Jennifer Filkins <jfilkins@festusmo.gov>

 1 attachment (16 KB)

Businesses01-14-26-140158.xlsx;

Mr. Kurzenberger,

Please find the attached response to your Sunshine Request dated Jan. 13, 2026. This will conclude the City's response to your request.

Respectfully,



Leah Smith, MBA
City Clerk

City of Festus, Missouri

Direct 636-524-7001 **Main** 636-937-4694 **Fax** 636-937-2140

Web www.festusmo.gov **Email** LSmith@festusmo.gov

711 West Main Street, Festus, MO 63028-1719

From: noreply@civicplus.com <noreply@civicplus.com>

Sent: Tuesday, January 13, 2026 5:09 PM

To: Leah Smith <lsmith@festusmo.gov>; Jennifer Filkins <jfilkins@festusmo.gov>

Subject: Online Form Submittal: Sunshine Request Form

Sunshine Request Form

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Please let me know in advance of any search or copying if the fees will exceed: \$20

Name Todd Kurzenberger

Email Address toddkurzenberger@gymtv.com

Address 1257 Old County Farm Road

City Union

State MO

Zip Code 63084

Phone Number 314-799-4388

Email not displaying correctly? [View it in your browser.](#)

Online Form Submittal: Sunshine Request Form

From noreply@civicplus.com <noreply@civicplus.com>

Date Wed 1/14/2026 10:46 AM

To Leah Smith <lsmith@festusmo.gov>; Jennifer Filkins <jfilkins@festusmo.gov>

Sunshine Request Form

Acknowledgement

I understand that there may be charges for the City's response to this request and that payment of such fees is required prior to receiving these records. Requests will be considered withdrawn if payment is not received within ninety (90) days or if clarification is requested by the City and no response to such request is received by the City within ninety (90) days. I also understand that all records will be reviewed to determine whether any exceptions under RSMo 610.021 are applicable, and the City reserves the right to withhold any responsive records that are closed under RSMo 610.021.

I request that you make available to me the following records:	Any emails exchanged with city officials or staff with Gov. Mike Kehoe or members of Gov. Mike Kehoe's staff where "data center" is mentioned.
--	--

Please choose how to receive the requested records:	I would like to receive electronic copies of the requested records.
---	---

If you believe your request serves the public interest and is not just for personal or commercial interest, you may ask that the fees be waived.	As a member of the media, I request the fees be waived as the information serves the public interest.
--	---

Please let me know in advance of any search or copying if the fees will exceed:	25
---	----

Name	Kavahn Mansouri
------	-----------------

Email Address	Kmansouri@stlpr.org
---------------	---------------------

Address	5322 tholozan Avenue
---------	----------------------

City	St. Louis
------	-----------

State	MO
Zip Code	63109
Phone Number	3148565344

Email not displaying correctly? [View it in your browser.](#)

Online Form Submittal: Sunshine Request Form

From noreply@civicplus.com <noreply@civicplus.com>

Date Wed 1/14/2026 11:50 AM

To Leah Smith <lsmith@festusmo.gov>; Jennifer Filkins <jfilkins@festusmo.gov>

Sunshine Request Form

Acknowledgement

I understand that there may be charges for the City's response to this request and that payment of such fees is required prior to receiving these records. Requests will be considered withdrawn if payment is not received within ninety (90) days or if clarification is requested by the City and no response to such request is received by the City within ninety (90) days. I also understand that all records will be reviewed to determine whether any exceptions under RSMo 610.021 are applicable, and the City reserves the right to withhold any responsive records that are closed under RSMo 610.021.

I request that you make available to me the following records:	the existing Pre-engineered metal building structural drawings & calculations for 107 S Mill St, Festus, MO 63028
--	---

Please choose how to receive the requested records:	I would like to receive electronic copies of the requested records.
---	---

If you believe your request serves the public interest and is not just for personal or commercial interest, you may ask that the fees be waived.	We are converting this to a Dental facility and this is for the public safety to verify the existing building construction.
--	---

Please let me know in advance of any search or copying if the fees will exceed:	\$50
---	------

Name	Zoe
------	-----

Email Address	zwang@fsastl.com
---------------	------------------

Address	12209 Big Bend Rd
---------	-------------------

City	Kirkwood
------	----------

State	MO
Zip Code	63141
Phone Number	6365307362

Email not displaying correctly? [View it in your browser.](#)

Fw: Online Form Submittal: Sunshine Request Form

From Leah Smith <lsmith@festusmo.gov>

Date Wed 1/14/2026 11:51 AM

To Kmansouri@stlpr.org <Kmansouri@stlpr.org>

Cc Malone, Brian J. <bmalone@lashlybaer.com>; Gregory Camp <gcamp@festusmo.gov>

 1 attachment (272 KB)

STLPR Initial and Final Response.pdf;

Mr. Mansouri,

Please find the attached letter in response to your Sunshine Request dated Jan. 14, 2026.

Respectfully,



Leah Smith, MBA

City Clerk

City of Festus, Missouri

Direct 636-524-7001 **Main** 636-937-4694 **Fax** 636-937-2140

Web www.festusmo.gov **Email** LSmith@festusmo.gov

711 West Main Street, Festus, MO 63028-1719

From: noreply@civicplus.com <noreply@civicplus.com>

Sent: Wednesday, January 14, 2026 10:46 AM

To: Leah Smith <lsmith@festusmo.gov>; Jennifer Filkins <jfilkins@festusmo.gov>

Subject: Online Form Submittal: Sunshine Request Form

Sunshine Request Form

Acknowledgement

I understand that there may be charges for the City's response to this request and that payment of such fees is required prior to receiving these records. Requests will be considered withdrawn if payment is not received within ninety (90) days or if clarification is requested by the City and no response to such request is received by the City within

ninety (90) days. I also understand that all records will be reviewed to determine whether any exceptions under RSMo 610.021 are applicable, and the City reserves the right to withhold any responsive records that are closed under RSMo 610.021.

I request that you make available to me the following records:	Any emails exchanged with city officials or staff with Gov. Mike Kehoe or members of Gov. Mike Kehoe's staff where "data center" is mentioned.
--	--

Please choose how to receive the requested records:	I would like to receive electronic copies of the requested records.
---	---

If you believe your request serves the public interest and is not just for personal or commercial interest, you may ask that the fees be waived.	As a member of the media, I request the fees be waived as the information serves the public interest.
--	---

Please let me know in advance of any search or copying if the fees will exceed:	25
---	----

Name	Kavahn Mansouri
------	-----------------

Email Address	Kmansouri@stlpr.org
---------------	---------------------

Address	5322 tholozan Avenue
---------	----------------------

City	St. Louis
------	-----------

State	MO
-------	----

Zip Code	63109
----------	-------

Phone Number	3148565344
--------------	------------

Email not displaying correctly? [View it in your browser.](#)

Fw: Online Form Submittal: Sunshine Request Form

From Leah Smith <lsmith@festusmo.gov>

Date Wed 1/14/2026 11:54 AM

To Mark Harris <mark@festusmo.gov>; Jim Walker <jim.walker@festusmo.gov>

Gentlemen,

Would you mind reviewing the sunshine request below and letting me know if we have any records responsive, and if so, how long you anticipate it will take you to produce them?

I appreciate you!

Respectfully,



Leah Smith, MBA
City Clerk

City of Festus, Missouri

Direct 636-524-7001 Main 636-937-4694 Fax 636-937-2140

Web www.festusmo.gov Email LSmith@festusmo.gov

711 West Main Street, Festus, MO 63028-1719

From: noreply@civicplus.com <noreply@civicplus.com>

Sent: Wednesday, January 14, 2026 11:50 AM

To: Leah Smith <lsmith@festusmo.gov>; Jennifer Filkins <jfilkins@festusmo.gov>

Subject: Online Form Submittal: Sunshine Request Form

Sunshine Request Form

Acknowledgement

I understand that there may be charges for the City's response to this request and that payment of such fees is required prior to receiving these records. Requests will be considered withdrawn if payment is not received within ninety (90) days or if clarification is requested by the City and no response to such request is received by the City within ninety (90) days. I also understand that all records will be reviewed to determine whether any exceptions under RSMo 610.021 are applicable, and the City reserves the right to withhold any responsive records that are closed under RSMo 610.021.

I request that you make available to me the following records: the existing Pre-engineered metal building structural drawings & calculations for 107 S Mill St, Festus, MO 63028

Please choose how to receive the requested records: I would like to receive electronic copies of the requested records.

If you believe your request serves the public interest and is not just for personal or commercial interest, you may ask that the fees be waived. We are converting this to a Dental facility and this is for the public safety to verify the existing building construction.

Please let me know in advance of any search or copying if the fees will exceed: \$50

Name Zoe

Email Address zwang@fsastl.com

Address 12209 Big Bend Rd

City Kirkwood

State MO

Zip Code 63141

Phone Number 6365307362

Email not displaying correctly? [View it in your browser.](#)

Online Form Submittal: Sunshine Request Form

From noreply@civicplus.com <noreply@civicplus.com>

Date Thu 1/15/2026 10:06 AM

To Leah Smith <lsmith@festusmo.gov>; Jennifer Filkins <jfilkins@festusmo.gov>

Sunshine Request Form

Acknowledgement

I understand that there may be charges for the City's response to this request and that payment of such fees is required prior to receiving these records. Requests will be considered withdrawn if payment is not received within ninety (90) days or if clarification is requested by the City and no response to such request is received by the City within ninety (90) days. I also understand that all records will be reviewed to determine whether any exceptions under RSMo 610.021 are applicable, and the City reserves the right to withhold any responsive records that are closed under RSMo 610.021.

I request that you make available to me the following records:

EBI is submitting a public records request to the City of Festus Fire Department to request available information regarding the generation, transportation, storage, treatment, disposal, and/or spills or releases of hazardous substances, petroleum products, and septic tanks at 685 Spring Street, Festus, Missouri.

Please choose how to receive the requested records:

I would like to receive electronic copies of the requested records.

If you believe your request serves the public interest and is not just for personal or commercial interest, you may ask that the fees be waived.

Field not completed.

Please let me know in advance of any search or copying if the fees will exceed:

\$10

Name

Nick Delacruz

Email Address

ndelacruz@ebiconsulting.com

Address	212 Kings Canyon Drive
City	Dripping Springs
State	TX
Zip Code	78620
Phone Number	512-221-8062

Email not displaying correctly? [View it in your browser.](#)

Re: City Email

From Leah Smith <lsmith@festusmo.gov>

Date Fri 1/16/2026 4:11 PM

To Bob De Garmo <rrdega@gmail.com>

Mr. DeGarmo,

I apologize for the trouble you are having with the email system. Sometimes, if an outside email address tries to send an email to multiple staff members, Outlook will sometimes flag the email as spam to which we have no control over. We do not have any policies authorizing emails to be blocked, in fact, we advise against that due to Sunshine Law.

If you would like me to forward your concerns to the Council, I would be happy to do so.

Respectfully,



Leah Smith, MBA

City Clerk

City of Festus, Missouri

Direct 636-524-7001 **Main** 636-937-4694 **Fax** 636-937-2140

Web www.festusmo.gov **Email** LSmith@festusmo.gov

711 West Main Street, Festus, MO 63028-1719

From: Bob De Garmo <rrdega@gmail.com>

Sent: Friday, January 16, 2026 2:47 PM

To: Leah Smith <lsmith@festusmo.gov>


Subject: City Email

Hello Leah,

This is Bob DeGarmo. We emailed earlier in the week in regards to handouts for Council...


This is unrelated. I'm having trouble emailing our council members. See the attached image...



Mail Delivery Subsystem  11:50 AM


Message blocked Your message to councilwomantempleton@festusmo.gov



Mail Delivery Subsystem  11:50 AM


Message blocked Your message to councilmanboyer@festusmo.gov has been



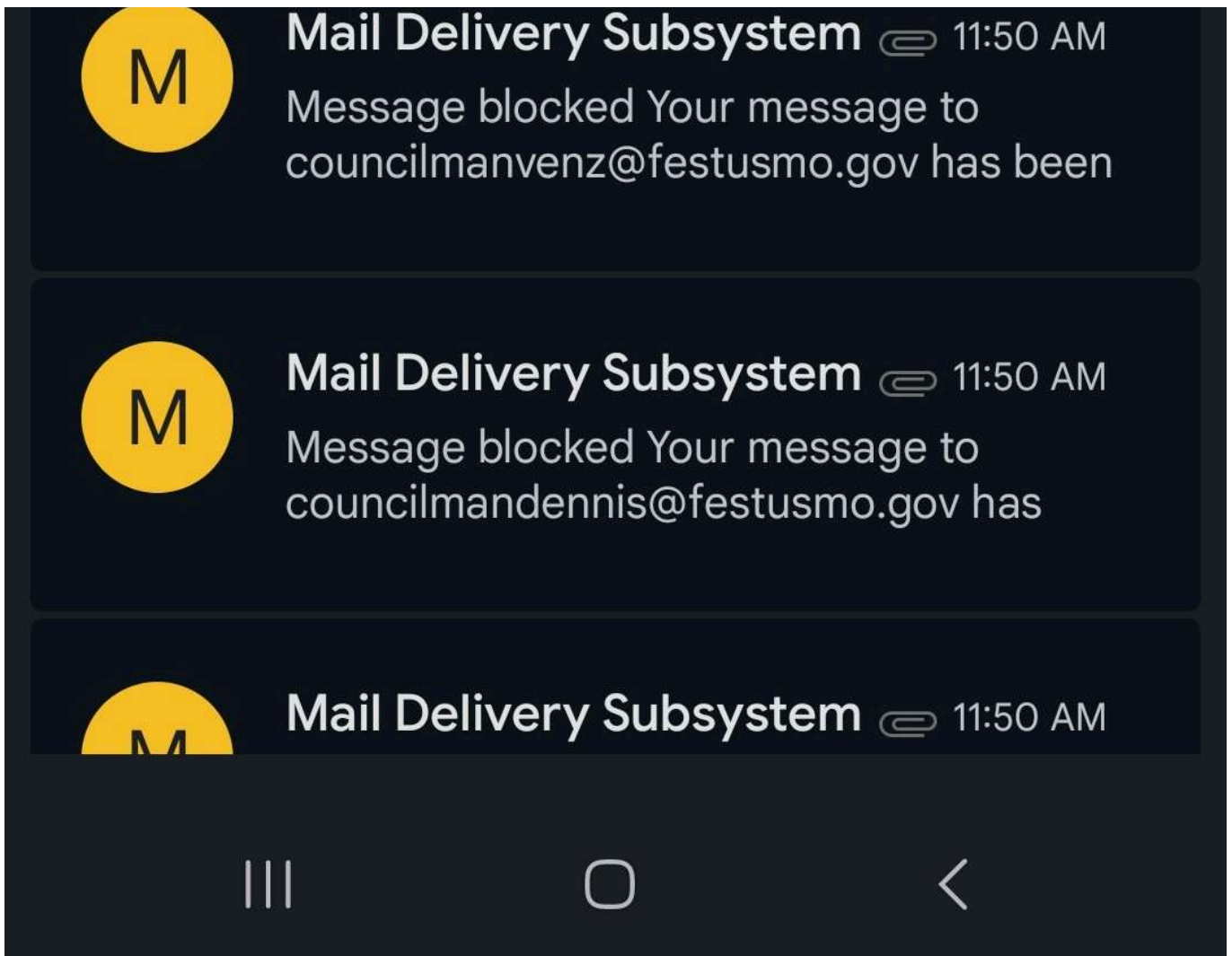
Mail Delivery Subsystem  11:50 AM

Message blocked Your message to councilmancook@festusmo.gov has been



Mail Delivery Subsystem  11:50 AM

Message blocked Your message to councilmanwehner@festusmo.gov has



Is there a problem with their accounts, it is it me?

-Bob DeGarmo

Re: Sunshine Law Request – Audio Recording of January 12 City Council Meeting

From Leah Smith <lsmith@festusmo.gov>

Date Tue 1/20/2026 10:21 AM

To jessecordova87@yahoo.com <jessecordova87@yahoo.com>

Cc Gregory Camp <gcamp@festusmo.gov>; Malone, Brian J. <bmalone@lashlybaer.com>

Mr. Cordova,

All responsive records are on our agenda portal found here:

<https://festusmo.portal.civicclerk.com/event/82/media>

The City has no other responsive records to this request.

Respectfully,



Leah Smith, MBA

City Clerk

City of Festus, Missouri

Direct 636-524-7001 **Main** 636-937-4694 **Fax** 636-937-2140

Web www.festusmo.gov **Email** LSmith@festusmo.gov

711 West Main Street, Festus, MO 63028-1719

From: Jesse Cordova <jessecordova87@yahoo.com>

Sent: Sunday, January 18, 2026 10:44 AM

To: Leah Smith <lsmith@festusmo.gov>

Subject: Sunshine Law Request – Audio Recording of January 12 City Council Meeting

Pursuant to the Missouri Sunshine Law, Chapter 610 RSMo, this is a request for access to public records.

I request a complete copy of any and all audio recordings, including original, unedited recordings, of the City of Festus City Council meeting held on January 12, 2026, including any audio captured before the meeting was called to order, during the meeting, during any recesses, and after adjournment. I'm aware the closed session will be excluded, however the meeting did reconvene after closed session for Mayor and council reports.

If the recording exists in electronic format, I request that it be provided electronically by email or file transfer.

If access cannot be granted immediately, please provide a written explanation of the cause for delay and the earliest date and time the record will be available, as required by §610.023.3 RSMo.

If you contend that any portion of the requested record is closed or exempt, please provide a written statement citing the specific statutory exemption relied upon, pursuant to §610.023.4 RSMo.

Thank you for your assistance.

Sincerely,

Jesse Cordova

Festus Resident

Jessecordova87@yahoo.com

Re: Communications with council regarding data center

From Leah Smith <lsmith@festusmo.gov>
Date Tue 1/20/2026 12:11 PM
To Stephanie Wichern <swichern26@gmail.com>
Bcc Gregory Camp <gcamp@festusmo.gov>

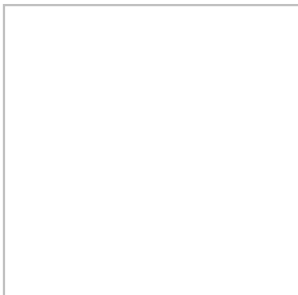
Ms. Wichern,

I apologize for any difficulty citizens may be experiencing when emailing the City Council. As stated previously, there are no City policies in place that block emails. Any blocked messages are the result of Outlook's automatic security measures and are not caused by any action taken by the City of Festus.

We will reach out to our IT department to determine whether there are steps we can take to help prevent this issue in the future. In the meantime, I am happy to forward any messages from citizens to the Council to ensure they are received.

At this time, our attorney has advised Mr. Camp, along with other staff, not to meet or discuss matters related to the proposed data center. However, if your request concerns a different topic, I would be glad to assist with facilitating an in-person meeting.

Respectfully,



Leah Smith, MBA
City Clerk

City of Festus, Missouri

Direct 636-524-7001 **Main** 636-937-4694 **Fax** 636-937-2140

Web www.festusmo.gov **Email** LSmith@festusmo.gov

711 West Main Street, Festus, MO 63028-1719

From: Stephanie Wichern <swichern26@gmail.com>
Sent: Monday, January 19, 2026 1:32 PM
To: Leah Smith <lsmith@festusmo.gov>
Subject: Re: Communications with council regarding data center

Hi Ms. Smith,

I'm seeing that residents are still receiving notifications back to their emails sent to councilmembers saying that the messages to the recipients are blocked.

I was told by Greg Camp that this was a "glitch" almost one month ago- yet it's still going on.

So, I still would like to know: is there a written policy that allows this? If so, when was it written and put into place? Is there something you can produce that states this is an error on behalf of Outlook with some sort of "glitch"?

As previously stated, this email serves as a request for records and clarification under Missouri's Sunshine Law.

Also, if possible, I would like to set up an in person meeting with Greg Camp, if you can help facilitate that.

Thank you,
Stephanie Wichern

On Dec 22, 2025, at 3:13 PM, Stephanie Wichern <swichern26@gmail.com> wrote:

Ms. Smith,

Thank you for addressing my concern in such a timely manner. I did receive a call from Greg Camp today and he answered the questions I had. Thanks again and Merry Christmas!

-Stephanie Wichern

On Dec 22, 2025, at 1:38 PM, Leah Smith <lsmith@festusmo.gov> wrote:

Hello Ms. Wichern,

I apologize for the trouble you are having with the email system. The Council does not block public or any emails. However, if an outside email address tries to send an email to multiple staff members, Outlook will sometimes flag the email as spam to which we have no control over. We do not have any policies authorizing emails to be blocked, in fact, we advise against that due to Sunshine Law.

If you would like me to forward your concerns to the Council, I would be happy to do so. I have done this already for many residents, including one this morning. Mr. Camp was out of the office all of last week and is why you have not had a return call or email back. He is in the office today, so I anticipate him returning your call.

Please let me know if I can assist you moving forward.

Respectfully,

<Outlook-
wlvz0qu3.png>

Leah Smith, MBA
City Clerk

City of Festus, Missouri

Direct 636-524-7001 **Main** 636-937-4694 **Fax** 636-937-2140

Web www.festusmo.gov **Email** LSmith@festusmo.gov

711 West Main Street, Festus, MO 63028-1719

From: Stephanie Wichern <swichern26@gmail.com>
Sent: Monday, December 22, 2025 1:18 PM
To: Leah Smith <lsmith@festusmo.gov>
Subject: Communications with council regarding data center

Good afternoon Ms. Smith,

My name is Stephanie Wichern. I'm a Festus resident on Gamel Cemetery Rd. I have tried a few times to contact Greg Camp and the entire city council regarding my concerns in reference to the data center.

I originally sent an email to 4 of the council members on 11/25/25. It was successfully sent but I received no reply. So, on 12/20, I had sent the same email to all councilmembers, along with Greg Camp, and I received an automated email saying the email was not received by any of the recipients due to emails being blocked.

I realized I had the incorrect email address for Greg Camp, so today I just re sent it to him with the correct email address and cc'd all councilmembers, and again, I received the automated response that the emails did not go through to any of the recipients, due to being blocked.

Unless this is specific to me (and I would not understand why that would be- I have only sent 1 email aside from forwarding it on 12/20 and today 12/22), this indicates that resident emails to council members are not being received.

Considering this is about a public concern, I am asking for clarification on the following:

- Is there a written city policy authorizing council members to block resident emails sent to their city-issued accounts?
- If so, when was the policy adopted and by whom?
- What is the official process for submitting resident comments so they are received by all council members and entered into the public record? And how

to receive confirmation of this?

I am respectfully requesting this information to ensure proper public participation and transparency. I appreciate your attention to this matter and thank you in advance!

This email also serves as a request for records and clarification under Missouri's Sunshine Law.

-Stephanie Wichern
Festus resident on Gamel Cemetery Rd
Swichern26@gmail.com

Re: Online Form Submittal: Sunshine Request Form

From Leah Smith <lsmith@festusmo.gov>

Date Tue 1/20/2026 1:03 PM

To Mary Fakes <fakesfacts1@aol.com>

Cc Malone, Brian J. <bmalone@lashlybaer.com>; Dierks, Haley K. <hdierks@lashlybaer.com>; Gregory Camp <gcamp@festusmo.gov>

 1 attachment (798 KB)

Fakes Final Response.pdf;

Ms. Fakes,

Attached is the Final Response letter regarding your Sunshine Request; below is the link to the final document of responsive records.

 [PD Redacted Final.pdf](#)

Should you have any questions, please contact me at (636) 937-4694. This will conclude the City's response to your request dated December 22, 2025.

Respectfully,



Leah Smith, MBA

City Clerk

City of Festus, Missouri

Direct 636-524-7001 Main 636-937-4694 Fax 636-937-2140

Web www.festusmo.gov Email LSmith@festusmo.gov

711 West Main Street, Festus, MO 63028-1719

From: Leah Smith <lsmith@festusmo.gov>

Sent: Friday, January 16, 2026 4:00 PM

To: Mary Fakes <fakesfacts1@aol.com>

Cc: Malone, Brian J. <bmalone@lashlybaer.com>; Dierks, Haley K. <hdierks@lashlybaer.com>; Gregory Camp <gcamp@festusmo.gov>

Subject: Re: Online Form Submittal: Sunshine Request Form

Good Afternoon Ms. Fakes,

Below you can find a link to responsive records to your Sunshine Request dated December 22, 2025. Some of the responsive records have been redacted pursuant to § 610.021(13), RSMo, to protect personally identifiable information of City personnel. Certain other records responsive to your request are closed pursuant to § 610.021(21), RSMo, as they consist of information related to electronic transactions by credit card or other methods of payment.

 [RE +Online+Form+Submittal +Sunshine+Request+Form 1.zip](#)

There are additional records that are still under review and are expected to be ready next week. As you can see from the volume of records already provided, this was a large request, and I apologize again for the delay. Thank you for your patience as we complete the review process.

Respectfully,



Leah Smith, MBA

City Clerk

City of Festus, Missouri

Direct 636-524-7001 Main 636-937-4694 Fax 636-937-2140

Web www.festusmo.gov Email LSmith@festusmo.gov

711 West Main Street, Festus, MO 63028-1719

From: Mary Fakes <fakesfacts1@aol.com>

Sent: Friday, January 9, 2026 8:33 AM

To: Leah Smith <lsmith@festusmo.gov>

Cc: Malone, Brian J. <bmalone@lashlybaer.com>; Dierks, Haley K. <hdierks@lashlybaer.com>; Gregory Camp <gcamp@festusmo.gov>

Subject: Re: Online Form Submittal: Sunshine Request Form

Good morning

Thank you for the update

Mary Fakes

[Sent from the all new AOL app for iOS](#)

On Friday, January 9, 2026, 8:15 AM, Leah Smith <lsmith@festusmo.gov> wrote:

Ms. Fakes,

This email is to advise that records responsive to your Sunshine Request on December 22, 2025, are still under review and will be provided no later than January 16, 2025.

Thank you for your patience.

Respectfully,



Leah Smith, MBA
City Clerk

City of Festus, Missouri

Direct 636-524-7001 Main 636-937-4694 Fax 636-937-2140

Web www.festusmo.gov Email LSmith@festusmo.gov

711 West Main Street, Festus, MO 63028-1719

From: Leah Smith <lsmith@festusmo.gov>
Sent: Monday, December 29, 2025 3:14 PM
To: fakesfacts1@aol.com <fakesfacts1@aol.com>
Cc: Malone, Brian J. <bmalone@lashlybaer.com>; Dierks, Haley K. <hdierks@lashlybaer.com>; Gregory Camp <gcamp@festusmo.gov>
Subject: Fw: Online Form Submittal: Sunshine Request Form

Ms. Fakes,

Please find the attached letter in response to your Sunshine Request received December 22, 2025.

Respectfully,



Leah Smith, MBA
City Clerk

City of Festus, Missouri

Direct 636-524-7001 Main 636-937-4694 Fax 636-937-2140

Web www.festusmo.gov Email LSmith@festusmo.gov

711 West Main Street, Festus, MO 63028-1719

From: noreply@civicplus.com <noreply@civicplus.com>
Sent: Sunday, December 21, 2025 4:27 PM
To: Leah Smith <lsmith@festusmo.gov>; Jennifer Filkins <jfilkins@festusmo.gov>
Subject: Online Form Submittal: Sunshine Request Form

Sunshine Request Form

Acknowledgement

I understand that there may be charges for the City's response to this request and that payment of such fees is required prior to receiving these records. Requests will be considered withdrawn if payment is not received within ninety (90) days or if clarification is requested by the City and no response to such request is received by the City within ninety (90) days. I also understand that all records will be reviewed to determine whether any exceptions under RSMo 610.021 are applicable, and the City reserves the right to withhold any responsive records that are closed under RSMo 610.021.

I request that you make available to me the following records:

This request under the Freedom of Information Act (5 U.S.C. 552 and Missouri Constitution amendment Chapter 610 of the Revised Statutes of Missouri (RSMo) as stated in Section 610.011 of RSMo. I request that the information noted below be provide to me from the City of Festus to cover the dates of January 1, 2024 through December 22, 2025 to include the following:

- For all City of Festus council members seated during the above noted time period the following information: o Documentation of travel on behalf of the City of Festus as part of their official capacity as a duly elected official: Date(s) of travel Purpose of travel Who hosted the travel Cost of travel • If applicable, reimbursement of travel to the City of Festus, if so by whom • If no cost to the City of Festus, who paid for the travel and reason travel was not charged to the city of official travel Conveyance of travel (public air, private plane, personal auto, City of Festus vehicle, train, paid auto service, and/or any other means of transport) All attendees of the travel If training related (conference, site visit), specific rationale for necessity of travel Informational trip, specific rationale for necessity of travel o Any and all non-City of Festus employees and/or elected officials in attendance at this travel
- For all City of Festus Mayors seated during the above noted time period the following information: o Documentation of travel on behalf of the City of Festus as part of their official capacity as a duly elected official: Date(s) of travel Purpose of travel Who hosted the travel Cost of travel • If applicable, reimbursement of travel to the City of Festus, if so by whom • If no cost to the City of Festus, who paid for the travel and reason travel was not charged to the city of official travel Conveyance of travel (public air, private plane, personal auto, City of Festus vehicle, train, paid auto service, and/or any other means of transport) All attendees of the travel If training related (conference, site visit), specific rationale for necessity of travel Informational trip, specific rationale for necessity of travel o Any and all non-City of Festus employees and/or elected officials in attendance at this travel
- For all City of Festus employees (to be inclusive of Police Chief, Fire Chief, City Administrator, Public Works leadership) during the above noted time period the following information: o Documentation of travel on behalf of the City of

Festus as part of their official capacity as a duly elected official:

Date(s) of travel Purpose of travel Who hosted the travel Cost of travel • If applicable, reimbursement of travel to the City of Festus, if so by whom • If no cost to the City of Festus, who paid for the travel and reason travel was not charged to the city of official travel Conveyance of travel (public air, private plane, personal auto, City of Festus vehicle, train, paid auto service, and/or any other means of transport) All attendees of the travel If training related (conference, site visit), specific rationale for necessity of travel Informational trip, specific rationale for necessity of travel Any and all non-City of Festus employees and/or elected officials in attendance at this travel In order to help you determine my status for the purpose of assessing fees, you should know that I am working to validate public statements made by City of Festus officials and employees relative to the recent Planning & Zoning changes (Bill No. 4866 & 4867). I have also included a telephone number and email address, at which I can be contacted if necessary to discuss my request.

Please choose how to receive the requested records:

I would like to receive electronic copies of the requested records.

If you believe your request serves the public interest and is not just for personal or commercial interest, you may ask that the fees be waived.

In order to help you determine my status for the purpose of assessing fees, you should know that I am working to validate public statements made by City of Festus officials and employees relative to the recent Planning & Zoning changes (Bill No. 4866 & 4867).

Please let me know in advance of any search or copying if the fees will exceed:

\$100.00

Name

Mary Fakes

Email Address

fakesfacts1@aol.com

Address

#9 Cedarbrook

City

Festus

State

MO

Zip Code

63028

Phone Number

6362085697

Online Form Submittal: Sunshine Request Form

From noreply@civicplus.com <noreply@civicplus.com>

Date Fri 1/23/2026 12:51 PM

To Leah Smith <lsmith@festusmo.gov>; Jennifer Filkins <jfilkins@festusmo.gov>

Sunshine Request Form

Acknowledgement

I understand that there may be charges for the City's response to this request and that payment of such fees is required prior to receiving these records. Requests will be considered withdrawn if payment is not received within ninety (90) days or if clarification is requested by the City and no response to such request is received by the City within ninety (90) days. I also understand that all records will be reviewed to determine whether any exceptions under RSMo 610.021 are applicable, and the City reserves the right to withhold any responsive records that are closed under RSMo 610.021.

I request that you make available to me the following records:	all emails, including attachments, sent or received by the mayor, city officials and elected officials with the keywords "data center" since November 2025.
--	---

Please choose how to receive the requested records:	I would like to receive electronic copies of the requested records.
---	---

If you believe your request serves the public interest and is not just for personal or commercial interest, you may ask that the fees be waived.	I am a member of the press and my request is in the public interest.
--	--

Please let me know in advance of any search or copying if the fees will exceed:	\$25
---	------

Name	Kavahn Mansouri
------	-----------------

Email Address	Kmansouri@stlpr.org
---------------	---------------------

Address	5322 tholozan Avenue
---------	----------------------

City	St. Louis
------	-----------

State	MO
Zip Code	63109
Phone Number	3148565344

Email not displaying correctly? [View it in your browser.](#)

Online Form Submittal: Sunshine Request Form

From noreply@civicplus.com <noreply@civicplus.com>

Date Fri 1/23/2026 12:56 PM

To Leah Smith <lsmith@festusmo.gov>; Jennifer Filkins <jfilkins@festusmo.gov>

Sunshine Request Form

Acknowledgement

I understand that there may be charges for the City's response to this request and that payment of such fees is required prior to receiving these records. Requests will be considered withdrawn if payment is not received within ninety (90) days or if clarification is requested by the City and no response to such request is received by the City within ninety (90) days. I also understand that all records will be reviewed to determine whether any exceptions under RSMo 610.021 are applicable, and the City reserves the right to withhold any responsive records that are closed under RSMo 610.021.

I request that you make available to me the following records:	All emails, including attachments, exchanged between city officials and email addresses with the domain greaterstinc.com since May 2025.
--	--

Please choose how to receive the requested records:	I would like to receive electronic copies of the requested records.
---	---

If you believe your request serves the public interest and is not just for personal or commercial interest, you may ask that the fees be waived.	As a member of the media, I request the fees be waived as the information serves the public interest.
--	---

Please let me know in advance of any search or copying if the fees will exceed:	\$25
---	------

Name	Kavahn Mansouri
------	-----------------

Email Address	Kmansouri@stlpr.org
---------------	---------------------

Address	5322 THOLOZAN AVE
---------	-------------------

City	Saint louis
------	-------------

State	MO
Zip Code	63109
Phone Number	3148565344

Email not displaying correctly? [View it in your browser.](#)

Sunshine Request - City of Festus

From Leah Smith <lsmith@festusmo.gov>

Date Fri 1/23/2026 2:59 PM

To Helpdesk <helpdesk@fwslash.com>

Good Afternoon,

We have a Sunshine Request and need assistance in searching our servers for emails in response to:

1. All emails, including attachments, sent or received by the mayor, city officials and elected officials with the keywords "data center" since November 2025; and
2. All emails, including attachments, exchanged between city officials and email addresses with the domain greaterstinc.com since May 2025.

I am not exactly clear if your search will be for "data center" or if you need all email addresses associated with this request.

If you need any clarification, please let me know. I appreciate the assistance.

Respectfully,



Leah Smith, MBA
City Clerk

City of Festus, Missouri

Direct 636-524-7001 **Main** 636-937-4694 **Fax** 636-937-2140

Web www.festusmo.gov **Email** LSmith@festusmo.gov


711 West Main Street, Festus, MO 63028-1719

Centermark Construction - Sunshine Request

From Colby Erhart <Colby@lu110.com>

Date Fri 1/23/2026 3:14 PM


To Leah Smith <lsmith@festusmo.gov>


 1 attachment (27 KB)

Centermark Construction - Sunshine Request.docx;


See attached:

COLBY ERHART
BUSINESS AGENT

 314.892.0777

 314.805.0701

 www.lu110.com

 4532 S. Lindbergh
St. Louis, MO 63127



Ticket Created | T20260123.0134 - Sunshine Request - City of Festus

From FST Helpdesk <helpdesk@fwslash.com>

Date Fri 1/23/2026 3:16 PM

To Leah Smith <lsmith@festusmo.gov>

##- Please type your reply above this line -##

Dear Leah,

Support has received your service request and assigned ticket number **T20260123.0134** .Please provide this number in any communications with support.

Description:

Good Afternoon,

We have a Sunshine Request and need assistance in searching our servers for emails in response to:

1. All emails, including attachments, sent or received by the mayor, city officials and elected officials with the keywords "data center" since November 2025; and
2. All emails, including attachments, exchanged between city officials and email addresses with the domain greaterstinc.com <https://linkprotect.cudasvc.com/url?a=https%3a%2f%2fgreaterstinc.com&c=E,1,iB8IDv_A_SH456yefs-QpdDoYeaIDgEkr3Qj8wA1Kduh7Cvvv50OD_WB-94Sm3cZFN71H4-cKp6wdEZWTljecBD5IZI5prLNv8ZVpHAtgA,,&typo=1&ancr_add=1> since May 2025.

I am not exactly clear if your search will be for "data center" or if you need all email addresses associated with this request.

If you need any clarification, please let me know. I appreciate the assistance.

Respectfully,



Leah Smith, MBA
City Clerk

City of Festus, Missouri

Direct 636-524-7001 **Main** 636-937-4694 **Fax** 636-937-2140

Web www.festusmo.gov <https://linkprotect.cudasvc.com/url?a=http%3a%2f%2fwww.festusmo.gov%2f&c=E,1,AAr0a2c-jO_sgcSYBnpXOSircOO4HWEcqqutTmKHohnXK07Ui5IwAvO5mrxBZ_9cQyUAQ2c2eZUKY01wZAz-r0P64jsdPHsfhYWZEaMa8pN&typo=1>

Email LSmith@festusmo.gov <<mailto:LSmith@festusmo.gov>>
711 West Main Street, Festus, MO 63028-1719

****Created via Incoming Email Processor****

From: Leah Smith lsmith@festusmo.gov

To: Helpdesk helpdesk@fwslash.com

If the issue that you are experiencing is preventing you from performing your work, please escalate this issue by calling our help desk at 314.403.1225. We will have someone from our team immediately assist you and begin resolving the problem.

Regards,
Forward Slash Technology support team



T20260123.0134 - Sunshine Request - City of Festus

From James Wadlow <jwadlow@fwslash.com>

Date Fri 1/23/2026 4:18 PM

To Leah Smith <lsmith@festusmo.gov>

Hi Leah,

We will get this started and get the report back to you as soon as possible.

Thanks,

James Wadlow
Service Desk Engineer

12825 Flushing Meadows Dr – Suite 100 • St. Louis, MO 63131

HD 314-403-1225



The information contained in this communication from the sender is confidential. It is intended solely for the use by the recipient and others authorized to receive it. If you are not the intended recipient, you are hereby notified that any disclosure, copying, distribution or taking action in relation of the contents of this information is strictly prohibited and may be unlawful. This email has been scanned for viruses and malware, and may have been automatically archived.



Fw: City Administrator Position

From Leah Smith <lsmith@festusmo.gov>

Date Thu 1/22/2026 2:59 PM

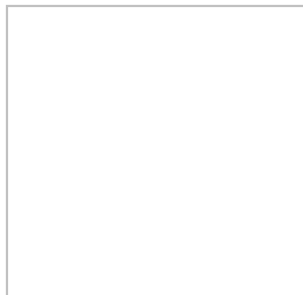
To Gregory Camp <gcamp@festusmo.gov>

Greg,

The below questions were asked by applicant, [REDACTED] I did my best to answer, but I wanted your input before I sent. I wasn't sure how/if you would like to point out any major projects that need special attention.

The City's most recent audit reports are available on our website at <https://festusmo.gov/Archive.aspx?AMID=39>, and the adopted annual budget can be found at <https://festusmo.gov/163/Annual-Budget>. Key priorities for the coming year include Red Barn Phase II, strategic park upgrades, expanding fire apparatus and beginning stages of Fire Station No. 2, potential data center development, completion of a citywide growth study, expanding police training initiatives, and advancement of the water master plan and tank renovation projects. City growth and major initiatives are guided by the City's 2030 Comprehensive Plan, which was adopted in 2019.

Respectfully,



Leah Smith, MBA

City Clerk

City of Festus, Missouri

Direct 636-524-7001 **Main** 636-937-4694 **Fax** 636-937-2140

Web www.festusmo.gov **Email** LSmith@festusmo.gov

711 West Main Street, Festus, MO 63028-1719

From: Nicholas Tietsort <nmtietsort@gmail.com>

Sent: Thursday, January 22, 2026 11:37 AM



Gregory Camp

To: Leah Smith

Reply Reply all Forward

Wed 1/21/2026 12:34 PM



Start reply with:

Sounds good, thanks!

Thank you!

Ok, thanks.

I'll send with update along with the changes we made for RTS. Despite the request from **Layton**.

Greg Camp-ICMA-CM
City Administrator
City of Festus
636-937-4694

Phone: (636) 937-4694

Fax: (636) 937-2140



January 14, 2026

Mr. Kavahn Mansouri
5322 Tholozan Avenue
St. Louis, MO 63109

Re: Request for Public Records – January 14, 2026

via email only to: Kmansouri@stlpr.org

Dear Mr. Mansouri,

I am the custodian of records for the City of Festus (the “City”). This letter will confirm that I received your request for certain records of the City on January 14, 2026. Specifically, you requested that the City provide to you electronic copies of the following records within the City’s custody:

1. Any emails exchanged with city officials or staff with Gov. Mike Kehoe or members of Gov. Mike Kehoe’s staff where “data center” is mentioned.

The City has no responsive records in its custody.

Should you have any questions, please contact me at (636) 937-4694. This will conclude the City’s response to your request dated January 14, 2026.

Sincerely,

A handwritten signature in blue ink, appearing to read "Leah Smith". The signature is written in a cursive style with a large initial "L".

Leah Smith
City Clerk and Custodian of Records

January 30, 2026

Sent via email to: LSmith@festusmo.gov

Custodian of Records: Leah Smith
City of Festus/Jefferson County
711 West Main Street
Festus, MO 63028

Dear Custodian of Records,

I am requesting records from the city of Festus, on behalf of the public pursuant to the Missouri Sunshine Law Chapter 610 RSMo. The City of Festus' on-going Tenant Space Partial Remodel at 406 West Main Street project is a matter of public business. Therefore, these requests for information and documentation regarding the wages, certificates, and compliance must be disclosed under Chapter 610 RSMo.

The time scope of the request is between 9/1/2025 and today.

Records requested:

1. Certified payroll for all employees engaging in work on the project employed by Centermark Construction. The following should be included for verification:

- A. Name of Employee
- B. Work Classification
- C. Day of week and hours worked
- D. Rate of Pay
- E. Gross Amount Earned
- F. Tax withholdings
- G. Net wages for week
- H. Copy of pay stub or check to verify information on certified payroll is valid.**

2. OSHA 10 hour training certificate for all employees currently working or whom has previously worked on the project for the following contractors:

- A. Centermark Construction

3. All email communication between the City of Festus and Centermark Construction regarding the records request made by Colby Erhart in the month of January.

If you possess the record in electronic format, please provide the record in electronic format. 610.029 (1). If access is denied to a record or any part of a record, please provide the grounds of such denial pursuant to 610.023(4) and also, for each instance of a closure or each redaction, please "generally describe the material exempted" pursuant to 610.024(2). I respectfully request that fees for locating and copying the records be waived as in the public interest.

Pursuant to 610.023 (3) access to records should be acted up on as soon as possible, but not no later than the end of the third business day following our request. If more than three business days is required to acquire the requested materials, the custodian shall give a detailed explanation for the cause for further delay and the earliest time and date that record will be available for inspection. Please reply to me at Colby@LU110.com and any questions to 314-805-0701

Regards,

Colby Erhart
Business Agent
Laborers' Local 110
314-805-0701

Archived: Friday, January 30, 2026 4:38:10 PM
From: Jennifer Filkins
Mail received time: Wed, 21 Jan 2026 19:33:12 +0000
Subject: FW: New voicemail from JERRY HILL via City Council
Attachments: [voicemail_13147800794_01-21-2026_13-30-17.wav](#);

FYI



Jennifer Filkins

Deputy City Clerk

City of Festus

711 W Main Street

Festus, MO 63028

636-937-4694, Ext 300

jfilkins@festusmo.gov

From: no-reply@8x8.com <no-reply@8x8.com>
Sent: Wednesday, January 21, 2026 1:31 PM
To: Jennifer Filkins <jfilkins@festusmo.gov>
Subject: New voicemail from JERRY HILL via City Council

8x8

**New voicemail from
JERRY HILL (+13147800794)**

Your extension **333** just received a new voicemail. Tap the attachment to listen to your voicemail.

Received on: **Wednesday, January 21, 2026 1:30:17 PM** Duration:
00:39

Transcript

Hello, my name is Jerry Hill, and I would like to speak at the city council meeting on January 26th. So if you could please put me down as a speaker. I currently reside in Herculaneum, but I own a big farm in Festus right near the proposed AI Data Center site. And so I would like to speak on the 26th. So if you could please put me down for that. Thank you.

Archived: Friday, January 30, 2026 2:38:42 PM
From: [Travis from Jeffco](#)
Mail received time: Tue, 13 Jan 2026 03:27:54
Sent: Tue, 13 Jan 2026 03:27:45
To: [Leah Smith](#)
Subject: Re: Doxing is illegal in MO. RSMO 565.240
Importance: Normal
Sensitivity: None

Everyone on this email distribution list will be named in the lawsuit. Mitigate your damages and remove it now.

On Monday, January 12th, 2026 at 9:25 PM, Travis from Jeffco <Travis_Jeffco@pm.me> wrote:

I demand you remove all of my personal information (address, email, phone number) from all documents asap.
Travis Layton

Archived: Friday, January 30, 2026 2:38:53 PM

From: [BEN MENENDEZ](#)

Mail received time: Thu, 15 Jan 2026 14:55:19

Sent: Thu, 15 Jan 2026 08:55:02

To: [Mark Harris](#)

Cc: [Gregory Camp](#)

Subject: Re: January 15 P&Z Agenda

Importance: Normal

Sensitivity: None

Attachments: [Outlook-FESTUS Mai.png](#); [Outlook-azykovh.png](#); [Outlook-j1apk14s.png](#); [Outlook-mzaqhdli.png](#); [Outlook-z5dvswuc.png](#); [Planning & Zoning Agenda - January 2026.pdf](#);

Hi Jim,

Could you arrange to provide all the public documents for this rezoning request?

Ben Menendez

On Jan 15, 2026, at 8:48 'a0AM, Mark Harris <mark@festusmo.gov> wrote:

Good morning

Attached. Jim Walker, cc'd will be your contact moving forward. Have a great week !

Mark Harris

Director of Building & Planning

City of Festus

mark@festusmo.gov

636-937-6646

□

□

□

□

□

From: BEN MENENDEZ <parkviewbaybenm@gmail.com>

Sent: Wednesday, January 14, 2026 4:19 PM

To: Mark Harris <mark@festusmo.gov>; Gregory Camp <gcamp@festusmo.gov>

Subject: January 15 P&Z Agenda

Good Afternoon,

I noticed that the agenda for the meeting tomorrow is not on the website. If it is available could you post it or email it to me. I would like to review the full agenda with all the details rather than just the summary cover page.

Thanks

Ben Menendez

Archived: Friday, January 30, 2026 2:39:06 PM
From: [Josh Whaley](#)
Sent: Wed, 14 Jan 2026 20:36:52
To: [Dustin Roberts](#)
Cc: [Barb Lowry](#)
Subject: RE: Red Barn - Preconstruction Schedule Update - 2026-01-14
Importance: Normal
Sensitivity: None

Dustin,

Here are the answers to your questions:

1. I am unaware of any abandoned wells on both sites, city water is what services all the structures within the scope of this project.
2. I see no reason anything would need to go before P&Z.
3. I am unaware of any easements within the scope area for the project, I also did a quick search with ConnectExplorer (our GIS program) that show no easements both active or vacated.
4. Both structure have current address's, 2250 Sunshine Dr. Festus, MO 63028 for the old shop and 2253 Sunshine Dr Festus, MO 63028 for the new shop/annex.

Hope these help and if anything else comes up just let me know.

PLEASE NOTE OUR NEW DOMAIN/EMAIL jwhaley@festusmo.gov

Josh Whaley
Parks Director
City Of Festus



From: Dustin Roberts <dustin@navigatebuildingsolutions.com>
Sent: Wednesday, January 14, 2026 1:53 PM
To: Michelle Wells <mwells@bondarchitectsinc.com>
Cc: Josh Whaley <jwhaley@festusmo.gov>; Barb Lowry <barb.lowry@festusmo.gov>; Gregory Camp <gcamp@festusmo.gov>;

Katie Aholt <Katie@navigatebuildingsolutions.com>

Subject: Red Barn - Preconstruction Schedule Update - 2026-01-14

All,

Attached is an update to the Preconstruction Schedule I handed out yesterday. Hopefully it's large enough to read!!

I have updated the following items:

- Site Survey – Anticipated to start 1/19
- Removed Board Meetings (gray shaded rows) which we will not be presenting at
- Updated the late May Board Meeting
- Updated Design Meeting schedule to reflect every other Tuesday.
- Added the SNA process to Programming.

I do have a few questions for the team that should be considered and may have schedule implications.

1. Is the City aware of any abandoned wells that need to be addressed?
2. Will there be any reason to go to P&Z?
3. Is the City aware of any easements which may need to be vacated?
4. Will these buildings need street address? I'm thinking for fire alarm purposes.

Dustin Roberts

Project Manager



Missouri Office: 8419 Manchester Road | Saint Louis, MO 63144

Kansas Office: 6400 W. 110th Street, Suite 200 | Overland Park, KS 66221

Mobile: 314-810-7185 | dustin@navigatebuildingsolutions.com

www.navigatebuildingsolutions.com | [Facebook](#) | [LinkedIn](#)

Archived: Friday, January 30, 2026 2:39:15 PM
From: gcamp@festusmo.gov
To: [Mansouri, Kavahn](#)
Subject: Re: St. Louis Public Radio story about possible data center development in Festus
Importance: Normal
Sensitivity: None

Talk to you then.

Greg Camp-ICMA-CM
City Administrator
City of Festus
636-937-4694

From: Mansouri, Kavahn <kmansouri@stlpr.org>
Sent: Wednesday, January 21, 2026 2:33:59 PM
To: Gregory Camp <gcamp@festusmo.gov>
Subject: Re: St. Louis Public Radio story about possible data center development in Festus

Greg,

That sounds great. Should I just give you a ring at your direct number?

Thanks, again!

Kavahn Mansouri | Economic Development Reporter
St. Louis Public Radio | KWMU 90.7 | kmansouri@stlpr.org | C: 314-856-5344

From: Gregory Camp <gcamp@festusmo.gov>
Sent: Wednesday, January 21, 2026 7:13 AM
To: Mansouri, Kavahn <kmansouri@stlpr.org>
Subject: RE: St. Louis Public Radio story about possible data center development in Festus

Kavahn,

Would next Monday morning work? Say 9am?

“Always do right. This will gratify some people, and astonish the rest” – Mark Twain

Greg Camp-ICMA-CM
City Administrator
City of Festus
Direct: 636-524-7007



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From: Mansouri, Kavahn <kmansouri@stlpr.org>
Sent: Tuesday, January 20, 2026 1:28 PM
To: Gregory Camp <gcamp@festusmo.gov>
Subject: Re: St. Louis Public Radio story about possible data center development in Festus

Hi Greg,

Kavahn Mansouri with STLPR here. Hope you've been well. I'm working on a story about why data centers might be attractive to cities when it comes to the impact to the tax base, and I was wondering if you might have some time to talk this week or next about it. I recall you mentioning how big of a deal the bump in tax revenue would be for Festus and thought you'd be a good person to talk with.

Hope to hear from you. Have a good one!

Kavahn Mansouri | Economic Development Reporter
St. Louis Public Radio | KWMU 90.7 | kmansouri@stlpr.org | C: 314-856-5344

From: Gregory Camp <gcamp@festusmo.gov>
Sent: Thursday, November 13, 2025 11:47 AM
To: Mansouri, Kavahn <kmansouri@stlpr.org>
Subject: RE: St. Louis Public Radio story about possible data center development in Festus

Sure thing.

Talk to you then.

“Always do right. This will gratify some people, and astonish the rest” – Mark Twain

Greg Camp-ICMA-CM
City Administrator
City of Festus
Direct: 636-524-7007

Archived: Friday, January 30, 2026 2:39:19 PM
From: [Sherman Doyle](#)
Mail received time: Tue, 13 Jan 2026 13:42:26
Sent: Tue, 13 Jan 2026 07:41:55
To: [Leah Smith](#)
Subject: RSMo Section 565.240
Importance: Normal
Sensitivity: None
Attachments: [Missouri Revisor of Statutes - Revised Statutes of Missouri, RSMo Section 565.24.pdf](#)

To Whom It May Concern,

It was brought to my attention that my private information (name, address, personal cell phone number, & personal email) that was provided to the secure Festus government website, has been published for public viewing.

I demand that you remove all of my private information (name, address, personal cell phone number, & personal email) immediately.

Per RSMo Section 565.240, it is an unlawful offense to knowingly post private identifying information online and the penalties for doing so can range from a Class C misdemeanor to a Class E felony.

I demand that this action be taken immediately and that this email be replied to once the action is taken. If action is not taken, legal council will be contacted and will be used to its full extent.

Sherman Doyle

Archived: Friday, January 30, 2026 2:39:26 PM
From: [SmartBrief on Leadership](#)
Mail received time: Wed, 14 Jan 2026 12:17:41
Sent: Wed, 14 Jan 2026 06:17:33
To: [Gregory Camp](#)
Subject: Sabbatical programs offer solution to workplace burnout
Importance: Normal
Sensitivity: None

Created for gcamp@cityoffestus.org | [Web Version](#)

[For more relevant content - Update Your Profile](#) | [Web Version](#)

January 14, 2026

CONNECT WITH SMARTBRIEF



SmartBrief on
Leadership

Innovative Ideas. Ahead of the Curve.

SIGN UP · 'b7 SHARE

Leading the Way



(Richard Drury/Getty Images)

Uncertainty is certain for leaders, so prepare now

Uncertainty is the only certainty in business today, writes author and speaker Simone Stolzoff, who advises leaders to prioritize building tolerance for it by clarifying what is constant, such as your company's values, innovating instead of planning and looking for red flags that may signal a need to pivot. "Being a leader is like sitting in a rowboat on a foggy lake. You can't see far ahead or know precisely where you'll end up, but you have two jobs: to maintain faith that you'll eventually reach land and to keep rowing," Stolzoff writes.

Full Story: [Harvard Business Review \(tiered subscription model\)](#) (1/13)

 SHARE

Put it into practice: If you can get in the habit of seeing ambiguity as an opportunity for growth and learning, [you'll be better equipped to succeed during uncertain times](#), Stolzoff writes. Instead of reacting with anxiety or rigid planning, embracing uncertainty can trigger "approach mode," which enhances cognitive flexibility and openness to innovation.

SmartBrief on Leadership

Sabbatical programs offer solution to workplace burnout

Burnout is not just a personal problem, but a systemic issue that points to overburdening workloads and expectations, writes Manar Morales, the president and CEO of the Diversity &



(NoraVector/Getty Images)

Flexibility Alliance, who recommends that companies develop sabbatical programs that offer employees the chance to recharge and return with renewed focus. Well-designed sabbatical programs improve retention, attract top talent and create healthier cultures, making them a strategic investment that signals an organization's commitment to both people and performance, Morales writes.

Full Story: [SmartBrief/Leadership](#) (1/13)

 SHARE

Put it into practice: Morales offers a 10-step guide to designing and implementing a sabbatical program, [including defining why they matter, developing a clear policy and building a culture that supports it](#). "Encourage cross-training, create transition plans and celebrate sabbaticals as milestones that benefit both employees and the organization."

[Read more](#) from Manar Morales on SmartBrief on Leadership

Smarter Communication

The "impact" of your messages improve without that word

If you're writing to your team or stakeholders about how your company will "deliver" results or "leverage" insights or "optimize" processes, you're confusing your audience and undermining trust, writes Orsi Korman, the account director of content at Havas Red US. Swap zombie words for "verbs you would actually say out loud," Korman writes, offering some new ways to say jargon-filled sentences.

Full Story: [Ragan](#) (1/13)

 SHARE

Put it into practice: After you write a sentence that may contain some jargon, [read the sentence out loud, Korman advises](#). "If it sounds stiff, vague or like something an AI assistant would write, it needs another pass."

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Smarter A.I.

A weekly spotlight on how A.I. is affecting leadership

- **Survey: Employees who use AI more like to stay, boost business outcomes**
[Great Place to Work](#) (1/12)
 - **Business execs remain bullish on AI for 2026**
[Harvard Business Review \(tiered subscription model\)](#) (1/12)
 - **Podcast: AI is increasing the amount of resume fraud**
[TechTarget](#) (1/12)
-

In Their Own Words

REI CEO emphasizes human touch amid AI integration



Laughton (MediaNews Group/Boston Herald
Via Getty Images/Getty Images)

REI is focusing on human employees as a key differentiator amid the rise of AI in retail, CEO Mary Beth Laughton said during a session at Retail's Big Show. The retailer's "green vest" associates serve as trusted guides for customers, offering services such as backpack fittings and sharing outdoor experiences, Laughton says. "AI can be really fast. It can be really effective. It's super smart. But the thing it can't do is, really, that lived experience in the outdoors. It hasn't gone hiking. It hasn't gone camping. And so, that is what we can offer -- our green vests have had that lived experience," Laughton says.

Full Story: [Retail Dive](#) (1/12)

 SHARE

Daily Diversion

Aloka the Peace Dog set to rejoin monks after surgery



Aloka (Houston Chronicle/Hearst Newspapers/Getty Images)

Aloka, an Indian Pariah dog, who has been a constant companion to the Buddhist monks on their [Walk for Peace](#), a 120-day, 2,300-mile trek from Texas to Washington, D.C., is recovering from surgery to repair a leg injury he suffered as a stray in India. Aloka will be allowed short walks when he rejoins the monks, but will spend much of the journey riding in a van, something the monks say he dislikes. "Throughout the entire ride, he made noise constantly -- restless, insistent, showing us

exactly where he wanted to be. He didn't want the comfort of a warm car. He is not just a companion. He is a true walker of peace," the monks said in a social media post.

Full Story: [The Clarion-Ledger \(Jackson, Miss.\) \(tiered subscription model\)](#) (1/13) [SHARE](#)

SmartBreak: Question of the Day

Ethel Caterham of the UK is the current oldest living person, at age 116. The oldest living person ever whose age could be verified, aged 122, was born and died in what country?

France

Greece

Okinawa

New Zealand

About The Editor

Candace Chellew



Chellew (Photo credit: Lester Boykin)

Last Thursday night, I joined some friends for a one-hour journey to a small South Carolina town to visit with [the Buddhist monks who are walking from Texas to Washington, D.C. for peace](#). More than 1,000 people showed up to see the monks walk onto the grounds of a local church. We parked nearly half a mile away and got in our own walk to the church.

We pressed in around the monks as their leader, the Venerable Bhikkhu

Dassakara, led us in a mindfulness meditation and gave a teaching about forgiveness and

Pannakara, led us in a mindfulness meditation and gave a teaching about forgiveness and healing. Pannakara encouraged the crowd to begin every day in mindfulness by writing down and saying aloud, "Today will be my peaceful day."

Two days later, the monks walked through Columbia, South Carolina, and more than 10,000 people joined them to walk across one of the city's major bridges all the way to the State House. It was a fantastic sight. A sea of people, living in what we're told is a terribly divided world, walking together in near silence to honor the monks and join in their walk for peace.

These monks, without signs, bullhorns or loud voices, moved many in the crowd to tears, including myself. You can feel their gentle, peaceful presence surrounding the crowd. We truly became a physical representation of peace in those moments with the monks.

My one disappointment was that during my first encounter with the monks, [Aloka, the Peace Dog, was not there](#). By this time, his old leg injury was acting up, and he had been taken to a veterinarian for an exam that night. Aloka was at the State House two days later, but I didn't get to realize my dream of petting him!

What struck me about the whole experience is the amazing cross-section of people who came to see the monks. People from different races, classes, occupations, and, I'm sure, political beliefs, stood together for one purpose -- peace. It made me realize that, no matter what the media, social or otherwise, tells us, we are not as divided as we think we are. We have more in common than we believe, and we should not be afraid of each other.

If this newsletter helps you, please tell your colleagues, friends or anyone who can benefit. Forward them this email, or [send this link](#).

What topics do you see in your daily work that I should know about? Do you have any feedback you'd like to share? [Drop me a note](#). And while you're at it, please send me photos of your pets, your office and where you spend your time off so we can share them.

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“

Read, every day, something no one else is reading. Think, every day, something no one else is thinking. Do, every day, something no one else would be silly enough to do.

[CHRISTOPHER MORLEY.](#)

JOURNALIST, WRITER, POET



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Archived: Friday, January 30, 2026 2:39:33 PM
From: [BlueDAG LLC](#)
Mail received time: Tue, 13 Jan 2026 15:54:47
Sent: Tue, 13 Jan 2026 15:54:13
To: [Gregory Camp](#)
Subject: Webinar Next Week: A Guide to ADA Awareness for Title II Entities & Agencies
Importance: Normal
Sensitivity: None



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- Navigate key administrative requirements, including self-evaluation, grievance procedures, and notice policies.
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- Learn best practices for effective communication and disability accommodation.
- Get your questions answered by our expert speaker during a live Q&A session.

Whether you're an ADA coordinator, program manager, or accessibility specialist, this webinar is essential for you!

The webinar is free of charge to all attendees. Certificates of completion will be made available to attendees after the session. **Space is limited, so register today!**

NOTE: Registration for this webinar is available in BlueDAG's ADA Shop Talk Community, which is free to join.

DATE: Wednesday, January 21st, 2026

TIME: 11:00 AM - 12:00 PM Pacific Time

PRESENTERS: Paul Klein, CBO, CASp & Victor Felix, CASp

COST: Free

Register ⇒

Archived: Friday, January 30, 2026 2:40:56 PM
From: [OSHA 300 Logs](#)
Mail received time: Tue, 20 Jan 2026 11:52:47
Sent: Tue, 20 Jan 2026 11:52:40
To: [Gregory Camp](#)
Subject: Accurately Preparing, Approving and Posting the OSHA Annual Summary
Importance: Normal
Sensitivity: None

OSHA 300 Logs – Reporting & Recordkeeping Requirements for 2026

Speaker - Matthew Burr

Feb 20, 2026 | 01:00 PM-ET | Live Session | 60 Minutes |

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Confused about which OSHA reporting and recordkeeping requirements apply to your organization? In this session, we'll review these requirements – who they apply to, what your company must do for compliance, and when to complete various responsibilities. We'll review the OSHA 300 forms in detail and will also cover OSHA's new electronic submission of injury and illness records requirements.

In this informative, 60-minute program we'll address:

- What OSHA requires when recording work-related fatalities, certain injuries and illnesses
- How workers' compensation and OSHA recordkeeping requirements

are independent of each other, where an injury may be compensable under workers compensation but not recordable under OSHA

- Definitions of the various categories on the OSHA 300 log and the importance of correctly categorizing each illness or injury
- The limited definition of “first aid” and how that may impact you OSHA log
- Various nuances of recording hearing loss, needle sticks and under what circumstance an employee can request their name not be listed on the log due to “privacy concerns”

Areas Covered:

- **2025-2026 OSHA 300 Log Electronic Recordkeeping Requirements:**
 - **Understand the latest updates and reporting guidelines.**
 - **Navigating the OSHA 300 Log Electronic Reporting System**
 - **Gain proficiency in effortlessly managing your data.**
 - **Completing OSHA 300 Logs: Master the intricacies of OSHA 300, 300A, and 301 Forms with ease.**
 - **Determining Work Relatedness: Ensure accurate assessment and reporting of incidents.**
 - **Differentiating First Aid vs. Medical Treatment: Avoid common pitfalls and compliance issues.**
 - **Site-Specific Scenarios: Tackle unique challenges confidently.**
-

Regards,
Pedu

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From: [SmartBrief on Leadership](#)
Mail received time: Fri, 16 Jan 2026 12:26:35
Sent: Fri, 16 Jan 2026 06:26:25
To: [Gregory Camp](#)
Subject: As a leader, you must manage relationships, not just people
Importance: Normal
Sensitivity: None

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Leading the Way



(Maskot/Getty Images)

As a leader, you must manage relationships, not just people

As a leader, you must juggle a complex network of relationships, and that challenge only grows as teams become more interconnected and less hierarchical, write Julian Barling, a professor at Smith School of Business, Queen's University, Ontario and Kaylee Somerville, a PhD candidate. Building trust, handling emotions and keeping people aligned takes real mental and emotional effort, even when things are going well, and Barling and Somerville suggest intentionally investing in relationship skills and getting support to manage this often-invisible part of the job.

Full Story: [The Conversation](#) (1/14)

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Put it into practice: You should encourage friendships between team members and cultivate a few yourself, write Barling and Somerville, because they can boost trust and productivity.

"[Management has long been framed as the act of managing people](#). Increasingly, it needs to be better understood as the work of leading relationships."



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SmartBrief on Leadership

To get your team innovating, you need to "but" out



(invincible_bulldog/Getty Images)

The phrase "I'm curious, but ..." may seem to express openness, yet it often signals skepticism and prematurely closes conversations, according to leadership author and speaker Julie Winkle Giulioni, who notes that the "but" can discourage team members from sharing ideas. A simple switch from "but" to "and" can elicit new and innovative ideas and show your team that you're open to listening to them, writes Winkle Giulioni.

Full Story: [SmartBrief/Leadership](#) (1/15)

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Put it into practice: When a team member shares an idea -- especially the half-baked kind -- pause and say, "I'm curious, and I'd love to hear more," Winkle Giulioni advises. ["Even when you need to challenge an idea or redirect a conversation"](#), anchoring in genuine curiosity before introducing constraints gives ideas room to breathe and bloom -- and signals that contributions are safe and valued."

[Read more](#) from Julie Winkle Giulioni on SmartBrief on Leadership

Smarter Communication

Use stay interviews to spot trouble and boost retention

Stay interviews are a great tool for retaining top talent and uncovering trouble spots before they become a crisis, writes Allison Dunn at Deliberate Directions, who recommends setting boundaries to keep expectations for widespread change in check. Use thoughtful questions such as "What part of your workweek do you dread most?" "Do you feel recognized here?" or "What skills do you want to grow?" and listen without interrupting to learn what matters most to them, Dunn writes.

Full Story: [Deliberate Directions](#) (1/13)

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Put it into practice: If the interviews reveal a pattern, such as a need for development opportunities, start small: pair team members with someone else on a project or give them stretch assignments [before developing an extensive mentoring program](#), Dunn writes. "Even if the issue is long-term or out of your hands, follow up."

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- **Stay Interviews: Why And How To Use Them Successfully**

Smarter Strategy

- **Values-driven leadership steers through economic uncertainty**

[NonProfit PRO](#) (1/14)

- **HR transformation in 2026 stalls amid tech, budget issues**

[WebProNews](#) (1/13)

- **How HR can help managers avoid 6 common legal mistakes**

[HR Morning](#) (1/5)

Smarter Living

Get your mind and body right each Friday

Experts: 5 a.m. wake-ups can harm health if not natural

Some CEOs and athletes advocate a 5 a.m. wake-up time, but sleep experts Michael Breus and Russell Foster warn it can lead to sleep deprivation and health issues, especially for those whose natural chronotype does not align with early rising. Most people are "bears," with peak performance between 10 a.m. and 2 p.m., while only a small percentage are natural early birds or night owls. Consistency in sleep schedules is crucial to avoid a "jet lag" feeling, and tips for easier waking include morning sunlight, limiting caffeine and alcohol, and morning workouts.

Full Story: [The Wall Street Journal](#) (1/10)

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Yesterday's Most Popular Leadership Stories

- **Why good followers will make great leaders**

[Harvard Business Review \(tiered subscription model\)](#) (1/14)

- **Ask these 3 questions to strengthen your strategy**

[SmartBrief/Leadership](#) (1/14)

- **Meeting called off? Your "cancel-lation" is real**

[Fast Company \(tiered subscription model\)](#) (1/14)

Daily Diversion

Horses may be able to smell signs of fear

Horses may be able to tell when people are fearful by the smell of their perspiration, according to a study in PLOS One. Horses exposed to sweat from people who were frightened were startled easily, hesitated to interact with researchers and had elevated

heart rates. Horses responded with less apparent fear when they



(Suljo/Getty Images)

heart rates. Horses responded with less apparent fear when they smelled sweat samples from people who had watched joyful movie clips.

Full Story: [Scientific American](#) (1/14)

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SmartBreak: Question of the Day

St. Catherine's Monastery houses one of the oldest operating libraries in the world. Where is it located?

Egypt

Italy

Morocco

Vatican City

Editor's Note

SmartBrief will not publish Monday, Jan. 19

SmartBrief will not publish on Monday, Jan. 19, for Martin Luther King Jr. Day.

About The Editor

Candace Chellew



Chellew (Photo credit: Lester)

Great leaders know that a tiny word can have a big impact--especially when it comes to sparking team creativity. In leadership circles, curiosity is practically a superpower. [Yet, as Julie Winkle Giulioni points out, some leaders unintentionally snuff out creative sparks](#) with a well-meaning phrase: "I'm curious, but..." followed by a caveat or counterpoint. That "but" quietly slams the door on ideas, signaling skepticism before a conversation even begins.

Enter "and" -- the unsung hero of collaborative language. Unlike "but," which stops the creative train in its tracks, "and" keeps doors ajar and minds open. "And" says: Tell me more. I want to understand. It invites elaboration and exploration, even if you later need to discuss risks or feasibility.

Swap a sentence like "I'm curious, but how would that even work?" for "I'm curious, and I wonder how you envision this might play out," and suddenly you're co-pilots on a creative flight rather than gatekeepers at arrival.

When leaders lean into "and," they cultivate psychological safety, signal genuine interest and invite ideas -- half-formed or wild -- into the mix. It's a simple linguistic tweak with outsized creative returns: open ears, open minds and maybe even some open-ended laughter along the way.

If this newsletter helps you, please tell your colleagues, friends or anyone who can benefit. Forward them this email, or [send this link](#).

What topics do you see in your daily work that I should know about? Do you have any feedback you'd like to share? [Drop me a note](#). And while you're at it, please send me photos of your pets, your office and where you spend your time off so we can share them.

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Archived: Friday, January 30, 2026 2:41:40 PM
From: [Travis from Jeffco](#)
Mail received time: Tue, 13 Jan 2026 03:25:15
Sent: Tue, 13 Jan 2026 03:25:03
To: [Leah Smith](#)
Subject: Doxing is illegal in MO. RSMO 565.240
Importance: Normal
Sensitivity: None

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Travis Layton

Archived: Friday, January 30, 2026 2:41:44 PM
From: [Calibre Press](#)
Mail received time: Mon, 12 Jan 2026 19:54:37
Sent: Mon, 12 Jan 2026 14:54:25
To: [Gregory Camp](#)
Subject: FREE WEBINAR: Navigating the Treacheries of Video Evidence
Importance: Normal
Sensitivity: None



A *FREE* Webinar
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IMPORTANT ADDITION: ICE SHOOTING VIDEO ANALYSIS!

This extremely timely Webinar will now *also* include expert-level discussion of the January 7th ICE-involved shooting in Minneapolis. Co-hosts Jamie Borden and Jim Glennon will share the crucially important insights and points of consideration they have gleaned after hours of focus on the varying video footage of this incident, all couched in the context of the discussion points previously listed for this program. If you've not already registered for this, click the button below!



**Navigating the Treacheries
of Video Evidence**

January 21, 2026 10AM - 12PM (CST)

If you're not in this time zone, see your start time below!

NOTE: All registrants will receive a link to a recording of the program within five business days of the event.

REGISTER NOW!

In today's world, every critical incident is captured on video—and that footage can support or destroy careers, departments, budgets and public trust. But video evidence can be *far more treacherous* than many realize. What “appears to be” may not *actually* be, and when leadership decision-makers and investigators fail to recognize that, things can go dangerously sideways.

In this must-attend Webinar, nationally recognized video analysis and use of force expert Jamie Borden from Critical Incident Review and Calibre Press's Jim Glennon will discuss the hidden pitfalls that turn powerful tools into dangerous liabilities.

The information they will share will help you:

- **Avoid “emotional traps”** — Discover why powerful video footage often triggers “I don't like what I see” knee-jerk reactions from command staff, leading to biased investigations that compromise objectivity and fairness...and potentially destroy officers' careers.
- **Unmask the deceptions of video** — Learn how 2D recordings distort reality—compressing distances, altering timing, and failing to capture the officer's **real-time perspective** in high-stress encounters.
- **Escape the Freeze-Frame Fallacy** — Understand the dangers of analyzing split-second actions (as brief as 1/30th of a second) out of context, when human reactions take far longer than a single frame.
- **Decode slow-motion misconceptions** — Explore why replaying footage in slow motion creates the illusion of excessive time for decision-making, unfairly skewing perceptions of reasonable force.
- **Master proper video analysis** — Gain tools to distinguish training gaps from unreasonable force, while viewing de-escalation as a dynamic goal—not a rigid tactic—to ensure thorough, defensible reviews.

FEATURING:



JIM GLENNON

Jim is a nationally recognized law enforcement instructor, speaker, author and training consultant. He is the Director of Curriculum for Calibre Press, which he also co-owns. He is widely known for his expertise in leadership, officer safety and tactical communication and training. Jim served for 30 years at the Lombard (IL) PD where he retired as a Lieutenant.



JAMIE BORDEN

Jamie is a court certified expert in a variety of topics including Controversial Use of Force, Police Performance Dynamics, Forensic Video Examination, and Officer/Subject Movement Dynamics. He created the first “Use of Force Training & Analysis” unit for a large department in Nevada that focused on identifying and analyzing police performance related to use-of-force and training. Jamie holds a Certificate in Force Analysis from the Force Science™ Institute and is the first ever to complete the Advanced Force Science™ Specialist program.

REGISTER NOW!

**Wednesday, January 21, 2026
10AM - 12PM CST**

***This webinar begins at 10:00AM Central Time.
If you are not in that time zone, here's your start time:***

**8:00AM Pacific Time
9:00AM Mountain Time
11:00AM Eastern Time**

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From: Mansouri, Kavahn <kmansouri@stlpr.org>
Sent: Tuesday, January 20, 2026 1:28:18 PM
To: Gregory Camp <gcamp@festusmo.gov>
Subject: Re: St. Louis Public Radio story about possible data center development in Festus

Hi Greg,

Kavahn Mansouri with STLPR here. Hope you've been well. I'm working on a story about why data centers might be attractive to cities when it comes to the impact to the tax base, and I was wondering if you might have some time to talk this week or next about it. I recall you mentioning how big of a deal the bump in tax revenue would be for Festus and thought you'd be a good person to talk with.

Hope to hear from you. Have a good one!

Kavahn Mansouri | Economic Development Reporter
St. Louis Public Radio | KWMU 90.7 | kmansouri@stlpr.org | C: 314-856-5344

From: Gregory Camp <gcamp@festusmo.gov>
Sent: Thursday, November 13, 2025 11:47 AM
To: Mansouri, Kavahn <kmansouri@stlpr.org>
Subject: RE: St. Louis Public Radio story about possible data center development in Festus

Sure thing.

Talk to you then.

“Always do right. This will gratify some people, and astonish the rest” – Mark Twain

Greg Camp-ICMA-CM
City Administrator
City of Festus
Direct: 636-524-7007

Archived: Friday, January 30, 2026 2:42:18 PM
From: [SmartBrief on Leadership](#)
Mail received time: Tue, 13 Jan 2026 12:30:38
Sent: Tue, 13 Jan 2026 06:30:20
To: [Gregory Camp](#)
Subject: If your teams are disengaged, it's time to get curious
Importance: Normal
Sensitivity: None

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Leading the Way



(BrianAJackson/Getty Images)

Forget blind luck, but there are 3 ways to create luck

Sometimes luck comes to us out of the blue, writes Jeff Haden, a keynote speaker and author, but there are other types of luck we play a role in creating, such as "luck from motion," which involves trying things such as meeting people so you can "luck out" and find the right connection, or being aware of opportunities and seizing them when you see them. "Bottom line? If you want to get luckier, meet more people. Do more things. Try more things. Try more unusual things," Haden writes.

Full Story: [Fast Company \(tiered subscription model\)](#) (1/12)

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Put it into practice: If you see an opportunity to create your own luck, ask for it, Haden advises. "[Luck sometimes results from the right person saying yes](#): to your idea, to your startup, to your pitch, to your proposal, to your request."



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SmartBrief on Leadership

If your teams are disengaged, it's time to get curious



(tommy/Getty Images)

If your staff are disengaged, it's not a lack of effort on their part as much as it is leadership's failure to inspire them through encouraging and rewarding curiosity and taking time to be present with them so they feel seen and valued, writes Debra Clary, the founder and CEO of The Clary Group. "Creating space for connection doesn't require grand gestures; it requires presence," Clary writes.

Full Story: [SmartBrief/Leadership](#) (1/12)

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Put it into practice: Instead of rewarding results, recognize team members who lean into curiosity and take risks to succeed, Clary writes. "[Teams light up when leaders notice the process](#): the thoughtful questions asked, the risks taken, the creativity explored, even when the outcome isn't what was expected."

Smarter Communication

These phrases will kill your team's innovative spirit

If you're telling your team, "Let's not get ahead of ourselves," or "That's not how we do things here," you're stifling team creativity, write Karin Hurt and David Dye, who say such phrases indicate that bold ideas are unwelcome. Instead, be curious about your team's suggestions, validate them and ask follow-up questions that allow you to go deeper and listen for new ideas, they advise.

Full Story: [Let's Grow Leaders](#) (1/12)

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Put it into practice: Use phrases such as "Tell me more," "What would a successful outcome do for you?" or "What's one action we can both agree to as a next step?" to keep your team's ideas rolling, Hurt and Dye advise. "[Your words can spark possibility](#) -- or shut it down."

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[MarTech](#) (1/7)

How influential of a leader do you feel you are in your organization?

I'm extremely influential - **14%**



I'm very influential - **26%**



I'm somewhat influential - **39%**



I'm not very influential - **15%**



I'm not at all influential - **5%**



Building your influence. Sixty-percent of you report being somewhat (or less) influential in your organization. Influence doesn't just happen. You have to invest in it. Two keys to doing that are perception and visibility. On perception, do you know how people see you? What are you known for? How do you come across to others? Are you seen as credible and experienced or do you lack those attributes?

Visibility stems from putting yourself out there in front of new people across the organization. This doesn't have to be through big presentations (although that is a route). You can build visibility one-on-one by identifying people you want to know about you and the value you deliver.

If you're not sure how you're perceived, ask. If you don't like how you're perceived, focus on changing those perceptions. And put yourself out there with people whose opinion and perspective matters. A concerted effort on your part in these two domains will go a long way toward building how influential you are.

-- **Mike Figliuolo** is managing director of [thoughtLEADERS](#), which includes TITAN -- the firm's e-learning platform. Previously, he worked at McKinsey & Co., Capital One and Scotts Miracle-Gro. He is a West Point graduate and author of three leadership books: "[One Piece of Paper](#),"

"[Lead Inside the Box](#)" and "[The Elephant Walk](#)"

How well do you understand your organization's finances and financial drivers of performance?

- Extremely -- I know our finances inside and out
-
- Very -- I know the major financial performance drivers and metrics
-
- Somewhat -- I know a couple of key drivers but not much more
-
- Not very -- I know profit matters but beyond that, I'm lost
-
- Not at all -- I am completely in the dark on our finances
-

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[Yahoo/Fortune](#) (1/5), [Fortune \(tiered subscription model\)](#) (1/5)
- **How leaders can build trust in a post-truth world**
[SmartBrief/Leadership](#) (1/9)
- **What to do if time blocking your day feels too restrictive**
[Big Think](#) (1/6)

In Their Own Words

CEO uses ruthless prioritization to get things done

Rather than simply filling each day with tasks, Bruno Nicoletti, the founder and CEO of Hummingbird, identifies and focuses on the few critical actions that truly move his business forward. Nicoletti shares his practice of creating a daily task list, highlighting the top three priorities and completing them regardless of distractions. "Progress comes from finishing important things, following through and doing the work that matters even when it is uncomfortable or boring," Nicoletti writes.

Full Story: [Inc. \(tiered subscription model\)](#) (1/8)

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Pope Leo XIV earns spot on Vogue's best dressed list



Pope Leo XIV (Alberto Pizzoli/Getty Images)

Vogue magazine has recognized Pope Leo XIV as one of the 55 Best Dressed People of 2025, highlighting his unique impact on papal fashion. Despite the limited range of papal vestments, Pope Leo XIV stood out for his personal flair and modern touches, including wearing a White Sox hat with his papal robes and accepting a New York Knicks jersey from filmmaker Spike

Lee. Others on the best-dressed list include former First Lady Michelle Obama and singer Bad Bunny.

Full Story: [My Modern Met](#) (1/12)

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SmartBreak: Question of the Day

Classic rock group Led Zeppelin's song "Houses of the Holy" is included on which of their albums?

"Coda"

"Houses of the Holy"

"Led Zeppelin IV? (aka "Zoso")"

"Physical Graffiti"

About The Editor

Candace Chellew



Chellew (Photo credit: Lester Boykin)

As a leader, you can't summon creativity with flashy slide decks or motivational posters -- it sprouts from curious minds and open conversations. Instead of shutting down big ideas with reactionary phrases like "Let's stick to the plan," savvy leaders swap them for open-ended invitations such as "Tell me more" or "I'm curious how this looks from your perspective." [As Karin Hurt and David Dye write, these simple linguistic pivots signal psychological safety](#), encouraging teams to

explore possibilities without fear of judgment and to feel truly heard

explore possibilities without fear of judgment and to feel truly heard.

Curiosity becomes contagious, [writes Debra Clary, when leaders ask bold questions and then - this is the fun part -- actually listen](#). Rather than leading with numbers and outcomes, they lean into curiosity by asking, "What shifts are you noticing?" or "What questions are we not asking?" Such questions nudge team members out of passive compliance and into energized contribution, turning everyday meetings into idea incubators.

By creating space for genuine connection and rewarding curiosity -- even when the idea doesn't immediately "win" -- you can transform your disengaged teams into communities of thinkers who feel valued and invested. In this kind of culture, conversations don't just fill the minutes; they spark moments of insight and joy, and creativity becomes not just encouraged, but celebrated.

Who knows, by promoting curiosity, [you might just luck out and come up with your next great idea](#).

If this newsletter helps you, please tell your colleagues, friends or anyone who can benefit. Forward them this email, or [send this link](#).

What topics do you see in your daily work that I should know about? Do you have any feedback you'd like to share? [Drop me a note](#). And while you're at it, please send me photos of your pets, your office and where you spend your time off so we can share them.

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“

I'm hoping that people of varying persuasions will find something they can agree on in the music that I've offered, and

find each other through it.

find each other through it.

[BOB WEIR.](#)

GUITARIST, SONGWRITER

1947-2026



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Archived: Friday, January 30, 2026 2:42:30 PM
From: [Custom Products Corporation](#)
Mail received time: Wed, 21 Jan 2026 12:00:48
Sent: Wed, 21 Jan 2026 12:00:06
To: [Gregory Camp](#)
Subject: Kick Off the New Year With Smarter Purchasing Through BuyBoard
Importance: Normal
Sensitivity: None

Don't forget to utilize CPC-backed BuyBoard contracts for compliant, time-saving purchasing this spring.

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The banner features three logos on the left: 'C CUSTOM', 'P PRODUCTS', and 'C CORPORATION'. To the right, it says 'The Custom Products Government Team' and 'Call Toll Free 1-800-367-1492'. Below this, the text 'Measuring purchasing cooperatives?' is displayed above the 'BuyBoard PURCHASING COOPERATIVE' logo. The background is yellow and contains images of a measuring tape, a traffic cone, various metal brackets and hardware, a red octagonal 'STOP' sign, and a white and red striped barricade.

As you begin planning for spring purchasing needs, this is a quick reminder that CPC is here to help streamline your purchasing process, save valuable time, and ensure full compliance of your safety products.

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- A copy of a purchase order on agency letter head is required for BUYBOARD contract items.



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From: [Michael Christopher](#)
Sent: Tue, 13 Jan 2026 22:32:40
To: [Barb Lowry](#)
Cc: [Gregory Camp](#)
Subject: Letters of Support
Importance: Normal
Sensitivity: None
Attachments: [letter-of-support-template Sunshine TAP.docx](#);

We are going to be submitting for the improvements along Sunshine Drive from the railroad to St.Mary's Lane. This project is focused on providing a safer and more extensive paved network for cyclists and pedestrians, reducing the transportation burden and increasing safety for all users of Crites Park. As part of the process, we are looking for letters of support to help with our project submittal. I have attached a letter of support template and would love to receive as many letters as we can get.

Michael Christopher
Director of Public Works
City of Festus

