

Strategy at a Glance 2023-2027

Mission

To support a welcoming, vibrant community which offers services and amenities that enhance sustainable and healthy lifestyles.

Vision

1. Excellent partnerships developed and maintained with other municipalities and organizations,
2. Overall infrastructure is in good condition (linear and facilities) with no unexpected major failures,
3. Employees are engaged, morale is up, retention is not a problem, and succession plans are in place,
4. Healthy community with plans for active living and supports for mental health,
5. Organization is sustainable from a financial, environmental, and human perspective,
6. Downtown is thriving and vibrant.

Five Priorities in 2023-2027 (with initiatives)

1. Staff engagement, attraction, and retention

- 1.1 Increase engagement scores and create feedback mechanism,
- 1.2 Create succession plans,
- 1.3 Meet 1-on-1 quarterly,
- 1.4 Explore flexible work policies,
- 1.5 Create professional development plans.

2. Infrastructure and facility renewal

- 2.1 Develop strong plan for each facility with definitive timelines,
- 2.2 Complete comprehensive asset management plan for 2024,
- 2.3 Make decision on regional aquatic and wellness facility.

3. Long-term financial planning

- 3.1 Develop long-term financial plan and asset management plan,
- 3.2 Develop policies and reserve fund a long-term capital strategy,
- 3.3 Develop a strategy to fund storm water management,
- 3.4 Develop additional revenue streams,
- 3.5 Develop a long-term operating budget forecast.

4. Development of outdoor spaces

- 4.1 Develop Parks and Recreation master plan,
- 4.2 Develop Algonquin Trail and trailheads,
- 4.3 Develop active transportation plan.

5. Economic development and growth

- 5.1 Develop business retention and expansion plan,
- 5.2 Seek out and secure incentives and grant programs,
- 5.3 Continue current programs.