



Corporate Strategic Plan

The Corporation of the Township of Oro-Medonte

2021-2023

Proud Heritage, Exciting Future!

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Introduction

Over the past eighteen months, the Township of Oro-Medonte along with fellow Canadians have confronted significant challenges due to the Covid-19 pandemic. The Township has made several changes to help ensure residents and business continue to get the services they need while protecting the health of all.

As the process of healing and recovery continues to evolve, the Township will likely face further fiscal, social, environmental, and organizational changes.

The intent of this Strategic Plan is to manage further uncertainty and change and set a high-level direction for the Township from 2021 to 2023. Implementation of the initiatives identified in this strategic plan will be incorporated into the Township's internal processes for assigning accountability and measuring performance.

This Corporate Strategic Plan was developed in collaboration with the Township's Council and Senior Management Team, with input obtained through public consultation. It also builds upon the previous Corporate Strategic Plan and other recent reviews such as the Service Delivery Review (2020) and the Planning & Development Process Review (2020).

Message from Mayor and Council

Township of Oro-Medonte Council is pleased to present the 2021-2023 Corporate Strategic Plan.

This strategic plan serves as a living and guiding document, which is reviewed and refreshed, to address and adapt, to changing circumstances. It ensures members of Council and staff are able to align their efforts with the Township's long-term vision.

Building on the work of previous Council's, the strategic plan will be a valuable tool to assist with our collective decision-making, priority-setting, and ongoing management of the Township. It has been exciting to see the plan develop, and is based on feedback received from residents, community stakeholders, staff, and members of Council.

We have been living in unprecedented times since the beginning of the COVID-19 global pandemic. The Township continues to shift and adjust to manage the ever-changing impact of the public health crisis. This strategic plan takes COVID-19 into consideration, with opportunities to build and enhance services for residents and businesses.

Oro-Medonte is a beautiful and special community that we call home. Together, we celebrate our proud heritage, and look forward to an exciting future.

Future Direction

The following outlines the Township's future direction for the next three years:

- What we are trying to achieve
- How we will achieve it
- How we will know we have achieved it

The Township's Strategic Plan includes four goals, each with a set of supporting initiatives, which the Township will implement to achieve its goals.



Goals

Prepare for Our Future

Continue to enhance the long-term sustainability and resiliency of the Township's assets and resources.



Review and Update Master Plans

Complete and implement Corporate Master Plans to outline the long term strategy for the Township's resources including Fire Master Plan, Parks and Recreation Master Plan, Transportation/Road Network Plan, Drainage/Stormwater Master Plan, Strategic Plan.



Develop an Environmental Sustainability and Climate Change Strategy

Building upon previous actions taken by the Township, establish a long-term strategy that will identify actions to reduce the impact of service delivery on the environment and improve the Township's resiliency to climate change.



Develop a Sustainable Financial Strategy

Enhance and maintain our financial reserves through a long-term strategy that supports the current and future infrastructure needs, including the Development Charges Study.



Effectively Manage our Capital Assets

Expand our asset management plan to incorporate and detail all current and future assets. Complete a strategic review of Corporate facilities and equipment.



Establish a Sustainable Approach to Servicing & Infrastructure

Facilitate employment and residential growth through the provision of municipal services utilizing Partnerships/Municipal Service Corporations.

Foster Safe and Inclusive Community Living & Business Growth

Guide growth while protecting the environment, support community events, facilitate utility and infrastructure plans.



Review and Update Official Plan

Ensure land use planning policies are updated to reflect Provincial and County policies, manage change, promote economic activity that does not negatively impact the Township's natural heritage features and attributes, encourages active transportation, and provides a range of housing options.



Build on Local Events

Capitalize on major local events to optimize return to the community.



Support Growth Through the Establishment of Municipal Service Corporations

Utilization of Municipal Service Corporations (MSC's) to enhance future employment and residential growth opportunities.



Facilitate Improvements to Broadband Connectivity and Natural Gas

Advocate and support improved Internet and Natural Gas access for Township residents and businesses.



Review and Update Economic Development Strategy

Update the Township's Economic Development Strategy to ensure the municipality is positioned to support business growth opportunities that are in alignment with Township and Provincial land use planning policies and the municipality's strategic vision.

Modernize Township Services

Continue to streamline processes and leverage technology to make more efficient use of staff time.



Update the Township's Information Technology Strategic Plan

Update the Corporate Information Technology Strategic Plan that will guide the future direction of Information Technology enhancements and processes.



Streamline Permitting Process

Review and streamline our online zoning certificate and building permitting process.



Digitize and Enhance Records Management System

Digitize and enhance the Township's records management system to improve staff efficiency, strengthen business resiliency while balancing privacy and transparency.



Replace the Township's Digital Operating Systems

Replace the Township's digital operating systems with current technology to meet the evolving needs of the Township and its residents.



Implement Standard Information Technology Practices

Implement standard practices for information technology to achieve greater internal efficiencies and enhance the service experience.



Update the Township's Website

Update the Township's website to provide greater access to digital services in a user-friendly format.



Improve Delivery of Services

Improve the Township's delivery of services through a long-term service strategy, standardizing processes and defined service levels.



Develop Key Performance Indicators (KPIs)

Utilizing regular assessments of residents' and business' satisfaction, develop and implement a set of KPIs to measure performance across the Township, improve accountability and identify areas for continued improvement.

Support Our Workforce

Provide staff with the right tools, technology, processes, and training to manage priorities and continue to deliver high quality services.



Implement Human Resources Information System (HRIS)

Implement an HRIS to enable strategic management of Township human resources and improve staff efficiencies.



Improve Performance Management Program

Refine our Performance Management Program to recognize and motivate all employees.



Revise Approach to Prioritizing Initiatives

Revise the Township's approach to prioritizing and managing initiatives and outcomes.



Measure Employee Satisfaction

Conduct regular assessments of employee satisfaction to identify areas for continued improvement.



Maintain Effective Governance-Operational relations

Educate staff and Council on their respective roles and responsibilities, and adoption of governance best-practices.



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