



Township of Oro-Medonte Council is working with Blackline Consulting to update its Corporate Strategic Plan. Building on the work of previous Council's, the following reflects Council's draft Vision and Mission for the Township, and the Goals and Objectives that will enable the municipality to move closer to achieving this Vision. The Township encourages you to read the draft Corporate Strategic Plan and provide any comments or suggestions you may have. The Corporate Strategic Plan will provide focus and guide the actions of staff over the next three years.

Please consider the following questions as you read:

- Does the Vision describe the community you want to live in?
- Does the Mission describe what you feel the role of the Township should be?
- Are the Values representative of what you would like to see staff and Council demonstrate?
- Are there any Goals or Objectives that are missing?

Electronic comments and feedback may be submitted directly to Blackline Consulting by completing the comment form on the webpage for this project by visiting oro-medonte.ca/Pages/Strategic-Plan-Update.

Comments and feedback may also be dropped off at the Township Administration Centre located at 148 Line 7 South, Oro-Medonte, ON L0L 2E0, or mailed to the same address.

Please note comments and feedback will be received until Friday, July 23, 2021.

Township of Oro-Medonte Draft Corporate Strategic Plan – 2021-2023

Vision: To be a progressive, collaborative, healthy community where everyone can live, work, and play

Mission: To provide services that respond to the evolving needs of our community

Values: Service Oriented; Creativity; Integrity; Open-minded & Inclusive; Accountability

Goals:

1. Modernize Township Services:

Streamline processes and leverage technology to make efficient use of staff time. Provide greater structure for managing priorities.

Update the Township's Information Technology Strategy

- 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 system 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 resident experience.

Update the Township's Website

- Redesign the Township's website to provide greater access to digital services in an easier to use 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)

- Develop a set of KPIs to measure performance across the Township, improve accountability, and foster continuous improvement.

2. Support Our Workforce:

Provide staff with the right tools, technology, and training to deliver high quality services to residents.

Improve Performance Management Program

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

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.

Implement Human Resources Information System, (HRIS)

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

Revise Approach to Prioritizing Initiatives

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

3. 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.

Facilitate Improvements to Broadband Connectivity and Natural Gas

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

Support Growth Through the Establishment of Municipal Service Corporations

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

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.

4. Prepare for our Future:
Prepare for the long-term sustainability 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.

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

- Support identified employment and residential growth by facilitating the provision of municipal services through Partnerships/Municipal Service Corporations.

Develop a Sustainable Financial Strategy

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

Develop an Environmental Sustainability Strategy

- Develop a long-term strategy that will identify actions to reduce the impact of service delivery on the environment.

Thank you for taking time to review the Township of Oro-Medonte's Draft Corporate Strategic Plan for the 2021-2023 timeframe. Your comments and feedback are appreciated.