

**Priority 1: Communications and Engagement are in our Nature**

No.	Priority	Status
1.1	Adopt a “Plan to Execute” mindset	Requires significant improvement between the planning of projects, and decision making and approval
1.2	Communicate early and often	The Town provides a high standard of open and transparent communication
1.3	Ask our community to expect us to gather information	Ongoing, however, staff will provide recommendations based on approved standards, policies, and other relevant legislation
1.4	Ask Our Community to Acknowledge that there will be times of tension	This requires a strong and respectful relationship with our community, Council, and staff
1.5	Communicate how we arrive at recommendations or decisions	A significant amount of work has been completed through the Town Website via Project Pages that staff have recently enhanced
1.6	Build trust with consistency	Ongoing
1.7	Ask our community to be willing to listen	Ongoing
1.8	Strengthen relationships within the community	Ongoing
1.9	Strengthen relationship with the County of Grey	Staff have made significant progress in the area of building a respectful relationship with Grey County as well as with Partners of the South Georgian Bay Region
1.10	Strengthen relationships with upper tier government, public agencies and ministries	Ongoing
1.11	Deliver a community improvement plan for attainable housing	Completed
1.12	Deliver a communications strategy	Completed

**Priority 2: Organizational Excellence is in our Nature**

No.	Priority	Status
2.1	Commit to the Corporate Strategic Plan	Varying levels of success regarding this item
2.2	Integrate the three pillars of sustainability	Completed through the Integrated Community Sustainability Plan
2.3	Increase staff and Council understanding of relation to Town's Vision	Ongoing
2.4	Report progress of actions within the Corporate Strategic Plan	Failed
2.5	Improve coordination or project, tasks and initiatives between staff divisions	This has been identified as being a priority through the Corporate Organizational Structure Review and is a priority
2.6	Appreciate the short-term and long-term impacts of recommendations and decisions	This requires significant consideration and staff suggest additional workshops will be required to improve on this area and provide efficiencies to processes along with ensuring the best decisions are being made for the entire community
2.7	Strengthen the relationship between staff and Council	This is a priority and is tied directly to the following sections 2.6, 2.7, 2.8, 2.10, 2.11
2.8	Clarify roles and mandates of staff and Council	Council has participated in a variety of training sessions and there is additional work to be done in this area
2.9	Revisit roles and mandates of Committees to ensure mandates are supported	Ongoing as Council reduced the number of Committees in 2023, however, additional Committees have been established by this Term of Council
2.10	Use SMART goals	Additional work is required by staff
2.11	Use RASCI Matrices	Additional work is required by staff
2.12	Develop a corporate-wide pay for performance model	Completed but is being revisited

No.	Priority	Status
2.13	Deliver a Human Resources Master Plan	Completed
2.14	Deliver an Asset Management Plan	Completed
2.15	Review Procedural By-law	Completed
2.16	Deliver an Organizational Excellence Strategy	In-complete
2.17	Deliver a Business Continuity Plan	Completed through the pandemic and an internal process for emergency procedures
2.18	Deliver a Long-Term Financial Plan	Council direction to push this to 2025 through the annual budget deliberations
2.19	Deliver a Review of Development Charges	Completed

**Priority 3: Community is in our Nature**

<b>No.</b>	<b>Priority</b>	<b>Status</b>
3.1	Define our character	Ongoing
3.2	Be consistent in policy	This is an area of key significance that requires Council and staff to improve the effective, efficient, and consistent management of the Town for all residents and stakeholders
3.3	Balance the needs of the many communities within the Town	This is an area of key significance that requires Council and staff to improve the effective, efficient, and consistent management of the Town for all residents and stakeholders
3.4	Review Town By-laws	Ongoing
3.5	Define the Town's Climate Emergency Declaration	Completed through the Town's Integrated Community Sustainability Plan
3.6	Deliver a Transportation Master Plan	Completed
3.7	Deliver a Town-Wide Drainage Plan	In Progress
3.8	Deliver a Growth Management Strategy	Incomplete
3.9	Deliver an Attainable Housing Strategy	Earlier in 2024 the Town requested Grey County take the lead on this project
3.10	Deliver an Economic Development Strategy	Completed
3.11	Deliver an Integrated Community Sustainability Plan	Completed

**Priority 4: Quality of Life is in our Nature**

<b>No.</b>	<b>Priority</b>	<b>Status</b>
4.1	Balance the needs of full-time residents, part-time residents and visitors	Ongoing
4.2	Balance the needs of residents and visitors of diverse economic circumstances	This is an area of key significance that requires Council and staff to improve the effective, efficient, and consistent management of the Town for all residents and stakeholders
4.3	Balance the needs of residents and visitors of all ages and stages	This is an area of key significance that requires Council and staff to improve the effective, efficient, and consistent management of the Town for all residents and stakeholders
4.4	Deliver a Town Tree Canopy and Natural Heritage Features Study	A significant amount of community and stakeholder engagement was completed through the drafting of a proposed Tree By-law that was not approved by Council. Staff are currently undertaking a Natural Heritage Features Study and brought forward a Forestry Division proposal through the 2024 budget with Council deferring its consideration.
4.5	Deliver a Fire Master Plan	Completed
4.6	Deliver a Physician Recruitment and Retention Strategy	Shifted to South Georgian Bay Physician Recruitment
4.7	Deliver a Leisure Activities Plan	Completed
4.8	Deliver a Community Safety and Wellbeing Plan	Completed