

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

No.	Priority	Status
1.1	Adopt a “Plan to Execute” mindset	<p>Requires significant improvement between the planning of projects, and decision making and approval</p> <p>The Town has experienced delays in several infrastructure projects that staff are currently reviewing the process to ensure consistency allows for effective and efficient project management while ensuring the appropriate levels of communication and engagement are provided to our community.</p>
1.2	Communicate early and often	<p>The Town provides a high standard of open and transparent communication</p> <p>Town staff are currently reviewing the “Best Practice” level and methods of communications and the appropriate level and methods of community engagement</p>
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	<p>Ongoing</p> <p>This is an area of significant concern and priority to engage with our entire Community to ensure the correct and researched information is available to the public in a respectful and proactive manner while enhancing the Town’s practices of providing additional responses and information to inquiries received.</p>
1.7	Ask our community to be willing to listen	Ongoing

No.	Priority	Status
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 The success in receiving \$24+ million in Provincial funding is a great example of the Town being well positioned with the province The Town is well positioned to be considered for future funding opportunities.
1.11	Deliver a community improvement plan for attainable housing	Ongoing
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

No.	Priority	Status
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
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	Ongoing, and transitioning through an 18 – 24-month implementation of the Council approved Corporate Structure Review.  Much work is required along with training throughout the entire organization.
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

No.	Priority	Status
2.19	Deliver a Review of Development Charges	Completed, however Development Charges By law is currently appealed

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

No.	Priority	Status
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, completion expected by end of 2024
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, and the Town is still awaiting County Council decision on whether the County of Grey will lead this initiative as requested by the Town  The Town completed a Housing Analysis and Needs Study in 2024

No.	Priority	Status
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**

No.	Priority	Status
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. Additional information will be brought forward through the 2025 budget deliberations as a follow up as directed by Council in the 2024 Budget discussions
4.5	Deliver a Fire Master Plan	Completed

No.	Priority	Status
4.6	Deliver a Physician Recruitment and Retention Strategy	Shifted to South Georgian Bay Physician Recruitment Physician Recruitment portfolio has been shifted to Economic Development with success in meeting with individuals that have offered potential leads in recruitment opportunities
4.7	Deliver a Leisure Activities Plan	Completed
4.8	Deliver a Community Safety and Wellbeing Plan	Completed