



2024 -2029

TOWNSHIP OF MELANCTHON

Strategic Plan



Presented by
Town Hall Consulting Inc.

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Exective Summary

The Township of Melancthon's Strategic Plan charts a visionary course for our rural community, centred on the core belief that we must provide opportunities that endure for both present and future generations. Guided by our vision of being a **vibrant and sustainable rural community**, the plan is underpinned by a robust mission to **support a progressive community** by providing quality services that enrich the lives of our residents.

This strategic blueprint was meticulously crafted in partnership with the Township's Council and Staff, who carefully integrated extensive community feedback garnered through open houses and online engagement. This inclusive approach ensures that the voices and aspirations of our residents shape every facet of our strategic priorities.

Key priority areas include:

- **Community Vitality & Recreation** - Enhancing the quality of life for residents through accessible recreational opportunities and community-building initiatives.
- **Infrastructure** - Investing in and maintaining essential infrastructure to support the Township's growth and sustainability.
- **Road Safety** - Ensuring the safety of our roadways for all users through strategic improvements and proactive measures.
- **Environment** - Promoting environmental stewardship and sustainable practices to protect and preserve our natural resources.
- **Good Governance & Organizational Management** - Strengthening governance practices and optimizing organizational management to deliver efficient and effective services.

As we look ahead, this plan not only addresses immediate challenges but also lays a solid foundation for sustainable growth and resilience. It embodies our commitment to transparency, inclusivity, and proactive governance, setting a course that embraces innovation and responsiveness to the evolving needs of our diverse community. Together, we strive towards a future where Melancthon thrives as a model of rural excellence and community well-being.

Message from the Mayor



It is with great pleasure that I present the 2024-2029 Township of Melancthon Strategic Plan.

The Strategic Plan provides a road map for our future, guiding our decision-making to ensure that the Township fulfills its vision of a vibrant and sustainable rural community for today and tomorrow. The Plan outlines strategic priorities, goals, and initiatives designed to help us achieve our vision throughout the Council term and beyond.

Our goals focus on improving governance and organizational management, planning for the future with sound financial strategies and infrastructure development, and enhancing our processes and human resources to ensure community vitality and economic resilience.

This Strategic Plan sets out the priorities and initiatives that we aim to achieve each year, and the Township will regularly report to residents on our progress. The Strategic Plan is meant to inspire us all to consider how we can collaborate to build a prosperous and sustainable community.

For Council and Township Staff, the Strategic Plan will be a vital tool for setting priorities, making decisions, and managing operations throughout this term of Council and beyond. As we move forward with implementing the plan, Township departments will develop and execute work plans to achieve our goals.

We all take immense pride in our community, and we look forward to implementing the Strategic Plan with and for the residents and businesses of Melancthon.



Mission and Vision

Vision

A vibrant & sustainable rural community for
today and tomorrow

Mission and Vision

Mission

To support a progressive community by providing quality services that enrich the lives of our residents

Values

Service Oriented - Accountability - Integrity - Respect - Teamwork



Service-Oriented

A dedicated focus on delivering efficient, accessible, and sustainable services that prioritize and enhance the well-being of the community.



Accountability

Taking responsibility for the actions, decisions, and overall well-being of the community, fostering a culture of responsiveness, continuous improvement, and transparent governance.



Integrity

The commitment to upholding moral and ethical principles, guiding all community members toward honesty, fairness, and principled decision-making.



Respect

Embodying a culture that values and honours each individual's contributions within the community through fostering an inclusive and supportive environment where differences are acknowledged, celebrated, and leveraged for collective growth.



Teamwork

Fostering collaboration, transparent communication, diverse perspectives, and consistent integrity while working towards the sustained well-being of the community.

Strategic Priorities



The Strategic Plan is our community’s highest level policy document, created to shape and direct strategic decision making for our municipality.

Where should we focus our energy and attention?

The following strategic priorities guide the implementation of the Township of Melancthon's Strategic Plan. We believe these focus areas are critical to our success. Under each priority, we have identified key initiatives that are targeted for implementation over the course of 2024-2029. Every action that the municipality is committed to is organized under one of the pillars for change.



Community Vitality & Recreation

FOSTER COMMUNITY UNITY

- Organize engaging community events and programming

STRENGTHEN PUBLIC ENGAGEMENT

- Conduct regular Town Hall meetings and surveys

IDENTIFY GROWTH AREAS AND POTENTIAL SERVICING FOR MIXED HOUSING

- Initiate discussions with neighbouring municipalities to develop a plan for mixed housing with services
- Conduct a thorough analysis of current land use and zoning regulations to identify potential growth areas
- Engage with local stakeholders such as developers, planners, and community groups for input and feedback

ENHANCE RECREATIONAL OPPORTUNITIES

- Organize a charity run along the rail trail
- Establish community sports leagues for various age groups and interests

IMPROVE ACCESSIBILITY OF SERVICES

- Provide transportation options for seniors
- Enhance sidewalk infrastructure for better accessibility
- Develop social programs for community engagement

Infrastructure

IMPROVE ROAD NETWORKS (PAVED & UNPAVED)

- Conduct a Road Rationalization Study

ENSURE BRIDGE MAINTENANCE

- Conduct a bi-annual Bridge Study

STANDARDIZE BUILDINGS & ASSETS TO GREEN STANDARDS

- Conduct an evaluation study

INCREASE AFFORDABLE HOUSING

- Develop a strategy for increased affordable housing

REVIEW CURRENT STATUS OF LIBRARIES

- Conduct a review study and potential implementation

Road Safety

IMPROVE POLICING AND SUSTAINABILITY OF OPP DETACHMENT

- Increase recruitment efforts for trained traffic officers
- Conduct public education campaigns on safe driving practices
- Implement community policing programs to engage with communities

EDUCATE THE PUBLIC TO REDUCE ACCIDENTS AND SPEEDING

- Launch targeted road safety education campaigns

ENHANCE DATA COLLECTION FOR ROAD SAFETY ANALYSIS

- Collect data from various sources including Black Cat data, Radar signs, and Police Services Board data

ADVOCATE FOR IMPROVED SAFETY MEASURES FOR THE MENNONITE COMMUNITY

- Collaborate with relevant authorities to establish and enforce road safety policies

IMPLEMENT INNOVATIVE SOLUTIONS FOR ROAD SAFETY

- Explore and implement innovative traffic control measures (e.g., roundabouts, rumble strips)

Environment

IMPLEMENT SOLAR & ELECTRIC INITIATIVES

- Solar Panels on municipal buildings
- Implement study for introduction of electric fleet
- Replace street lighting with solar lighting
- Evaluate energy efficiency and change equipment accordingly

ENHANCE COLLABORATION WITH CONSERVATION AUTHORITIES

- Establish communication channels for open & efficient collaboration

IMPLEMENT EFFECTIVE HAZARDOUS ELECTRONIC WASTE REMOVAL

- Collaborate with County on new solutions
- Introduce mobile waste unit
- Provide incentive for recycling e-waste

PROTECT OUR WATER

- Advocate with outside Boards & Agencies
- Lobby for funding and resources

Good Governance & Organizational Management

STRONG FINANCES

- Increase reserves through strategic financial planning
- Negotiate turbine contracts for additional revenue
- Renegotiate contracts with municipal partners
- Pursue additional grant opportunities

UPDATE BY-LAWS

- Review and update existing By-laws
- Eliminate duplication and clarify regulations
- Provide clear guidance and direction to By-law officers

ENHANCE COMMUNICATION

- Conduct Town Hall meetings, surveys, and regular newsletters
- Facilitate regular updates and communication between Council and Staff
- Implement transparent communication practices

BUILD ORGANIZATIONAL CAPACITY

- Hire summer students, offer internships, and cooperative programs
- Provide professional learning and development opportunities

Good Governance & Organizational Management

SUCCESSION PLANNING AND STAFF DEVELOPMENT

- Implement comprehensive training programs for Staff
- Add one more Staff member to critical areas

IMPROVE OPERATIONAL EFFICIENCY AND SUSTAINABILITY

- Conduct a thorough review to identify areas of duplication and inefficiency
- Implement sustainable practices for libraries, fire services, etc.

ENHANCE CUSTOMER SERVICE

- Streamline processes and reduce red tape

DIGITIZATION OF FILES

- Seek grants for digitization projects
- Issue RFQs to select a company for digitization services

