

Accountable and Transparent Municipal Government

Strategies (we will)	Performance Measures (how)	Achievements & Results (*)
<p>Ensure Legislative Compliance</p>	<p>Affirm and monitor compliance for the Town of St. Walburg (Town) with Government of Saskatchewan Municipal requirements.</p> <p>Discern that Bylaws and Policies are relevant and support the work of Council and the progress of the Town.</p> <p>Develop and incorporate OH&S and Emergency Management protocols and plans.</p>	

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Strategies (we will)	Performance Measures (how)	Achievements & Results (*)
<p>Ensure Stellar Financial Stewardship</p>	<p>Determine a formal review process for financial accountability.</p> <p>Incorporate annual, ongoing strategic discussions and management of overall finances, budgets, reserve funds and loans.</p> <p>Pursue all available grant and regional partnership funding. Committees may identify and prioritize Capital projects for consideration of Council.</p> <p>Engage with community, business, industry and regional partners for input and support on financial Infrastructure development and plans.</p>	

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Strategies (we will)	Performance Measures (how)	Achievements & Results (*)
<p>Establish Optimum Organizational Structure and Staff Competencies</p>	<p>Determine appropriate organizational structure to best support the needs of the Town.</p> <p>Determine the competencies of each position as well as respective roles and responsibilities within the organization.</p> <p>Develop Staff Performance Measures and Evaluations.</p> <p>Plan engagement with all Town Staff.</p>	



TOWN OF ST. WALBURG MAYOR AND COUNCIL STRATEGIC PLAN 2021-2124

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Strategies (we will)	Performance Measures (how)	Achievements & Results (*)
Build strong Community Relations and Regional Partnerships through Engagement and Open Communication	<p>Guide an inclusive and well-balanced Engagement and Communication Plan for all levels of our internal organization, community, regional partners, key stakeholders, and government agencies.</p> <p>Elevate engagement through building strategic alliances, partnerships, and networks.</p> <p>Determine actions and processes that are inclusive, positive, and purposeful and that information is shared openly and broadly whenever possible.</p>	

Community and Economic Development

Strategies (we will)	Performance Measures (how)	Achievements & Results (*)
<p>Strategically develop Town lands for residential needs and commercial prosperity with community engagement and support</p>	<p>Discern current zoning and bylaws for future residential, commercial, and recreational development and use.</p> <p>Plan and evaluate quarter section of Land (640 acres), Golf Course subdivision, and Industrial area for future development and annexation as required.</p> <p>Develop Regional Partnerships for future planning and funding opportunities.</p> <p>Engage with the community when considering development plans for Town lands.</p> <p>Connect with Saskatchewan Economic Development Association and all other relevant agencies for current information and future trend planning.</p> <p>Promote areas of Tourism to travellers and vacationers.</p>	



TOWN OF ST. WALBURG MAYOR AND COUNCIL STRATEGIC PLAN 2021-2124

Community and Economic Development

Strategies (we will)	Performance Measures (how)	Achievements & Results (*)
Create a shared vision and plan for Downtown Revitalization	<p>Lead a Downtown Revitalization Advisory Committee with local business leaders, community groups and Chamber of Commerce.</p> <p>Build a shared vision through community engagement that provides direction and ideas to rejuvenate the Downtown.</p> <p>Improve the look and feel of the downtown, creating a unique identity and character that aligns with our heritage and small-town values.</p>	



TOWN OF ST. WALBURG MAYOR AND COUNCIL STRATEGIC PLAN 2021-2124

Community and Economic Development

Strategies (we will)	Performance Measures (how)	Achievements & Results (*)
Create a shared vision and plan for Business Development	<p>Encourage building improvements through financial incentives. Support economic recovery and sustainability through incentives and grants.</p> <p>Establish a Regional Tourism and Marketing Strategy with the local Tourism Committee, Chamber of Commerce and Museum as well with Regional Partners and Vested Stakeholders.</p> <p>Align public relations to identify gaps and ensure the business community is engaged, informed, knowledgeable, has input, and is well supported.</p> <p>Discern bylaws and policies that promote Business development.</p>	

Community and Economic Development

Strategies (we will)	Performance Measures (how)	Achievements & Results (*)
<p>Promote the Town as a Tourism destination with strong ties to Community and Events</p>	<p>Promote downtown as welcoming, a central gathering point for the community.</p> <p>Establish a themed Regional Tourism and Marketing Strategy with the local Tourism Committee, Chamber of Commerce, and Museum, as well with Regional Partners and Vested Stakeholders.</p> <p>Host events in the Downtown and within the Town.</p> <p>Develop a Regional Marketing Plan, slogan and logo with community members and groups.</p> <p>Develop a Motto/Brand for the Town of St. Walburg, for example, "Gateway to the Lakes."</p>	

Community and Economic Development

Strategies (we will)	Performance Measures (how)	Achievements & Results (*)
<p>Ensure dedicated focus on lifestyle and recreation</p>	<p>Designate community spaces and planned activities to meet the needs of all Town residents.</p> <p>Establish four-season recreation and activities.</p> <p>Engage with Communiplex and Agricultural Grounds Leaders and other local groups and facilities to increase year-round accessibility and use.</p> <p>Dedicate specific activities, services, and recreational facilities to children and young families.</p>	

Infrastructure and Stewardship: Public Works and Utilities

Strategies (we will)	Performance Measures (how)	Achievements & Results (*)
<p>Establish Optimum Organizational Structure and Delivery of Services</p>	<p>Determine appropriate organizational structure that reflects the needs of both programs and the required skills of personnel.</p> <p>Develop a shared understanding of deliverables so that the Town is well-supported in the delivery and levels of services.</p> <p>Safeguard and maintain all assets and care of equipment.</p>	

Infrastructure and Stewardship: Public Works and Utilities

Strategies (we will)	Performance Measures (how)	Achievements & Results (*)
<p>Create Strategic Plans for Capital Projects</p>	<p>Identify and prioritize all potential Capital Projects.</p> <p>Create and Lead Community Advisory Committees and assign a Project Manager to oversee projects and to plan for best possible options and successful outcomes.</p> <p>Engage with all Ratepayers and Stakeholders on future capital projects for input and support.</p> <p>Pursue all available provincial and federal grant funding and regional partnerships to improve water, sewer, and roads within the Town and to purchase equipment.</p> <p>Develop a plan and relevant policies so that reserve funds are well managed.</p>	

Infrastructure and Stewardship: Public Works and Utilities

Strategies (we will)	Performance Measures (how)	Achievements & Results (*)
<p>Establish Human Resources strategies and policies to ensure that all staff have the necessary supports and guidance, with clearly outlined roles and accountabilities</p>	<p>Create a Human Resources Committee (HR) to support the direction established by Council in bylaws, policies, strategies and supporting documents.</p> <p>Determine required competencies and identify expectations and responsibilities of each position.</p> <p>Establish professional and strategic mentorship for Town Staff. Access human resources experts for mentorship and training as determined by Council.</p> <p>Develop staff performance and evaluation policies and standards of practice.</p> <p>Review training requirements and respective budget regularly and ensure that personnel have the appropriate education and training to perform their roles safely and efficiently.</p> <p>Follow and meet OH&S standards with ongoing monitoring and quality assurance processes.</p>	

Priorities of Mayor and Council, Chief Administrative Officer, and Infrastructure Team Lead Priorities

Mayor and Council Priorities	Chief Administrative Officer Priorities	Infrastructure Team Lead Priorities
<ul style="list-style-type: none"> • Legislative compliance • Stellar financial stewardship • Optimum organizational structure and staff competencies • Strong community relations and regional partnerships through Engagement and Open Communication • Strategically develop Town lands for residential needs and commercial prosperity with community engagement and support • Shared vision and plan for downtown revitalization • Shared vision and plan for business development • Promote the Town as a destination with strong ties to Tourism and community events • Focus on lifestyle and recreation • Optimum organizational structure and delivery of services • Strategic Plans for capital projects • Human Resources strategies and policies 	<ul style="list-style-type: none"> • Support the work of Council • Support Cross Functional Leadership Model • Advise Council on relevant matters • Lead Project Management, as determined by Council • Asset Management (Administration) • Oversee Administrative Program and support the needs of Council • Ensure financial, legal, and legislative government compliance • Oversee research and application for Capital Project Grants, as determined by Council • Provide mentorship and training with expertise to Administrative Staff • Quality Assurance and OH&S Compliance while supporting Local Emergency Measures Operations [LEMO] 	<ul style="list-style-type: none"> • Support Cross Functional Leadership Model • Advise Council on relevant matters • Lead Advisory Committees, as determined by Council • Asset Management (Public Works & Utilities) • Oversee Public Works and Utilities Programs • Oversee all maintenance of buildings and equipment and determine best practices • Lead a 10-year Capital Asset Plan, as determined by Council • Provide mentorship and training with expertise to Public Works and Utilities Staff • Quality Assurance and OH&S Compliance while supporting Local Emergency Measure Operations [LEMO]