



and project delivery advice; and support the ongoing development of policies, tools and centralized resources to assist staff with service delivery.

The development of the first Corporate Plan was identified by the Senior Leadership Team as a key deliverable to identify organizational priorities, support internal engagement and provide a framework for on-going service delivery and major initiatives.

## **ISSUES & ANALYSIS**

The 2024 – 2026 Corporate Plan, found in Appendix A, serves three different but equally valuable purposes:

- An accountability tool to help monitor progress of major initiatives which contribute to desired outcomes and strategic priority areas identified by Council and the Senior Leadership Team.
- A prioritization tool to reinforce current commitments and associated resources needed to deliver on approved projects, initiatives and programs.
- A communication tool to articulate the City's planning framework, our obligations to deliver core services, and our corporate vision, mission and values.

The Corporate Plan will be used by the City's Senior Leadership Team to ensure that new regulatory obligations and service responsibilities are met and strategic priorities are acted upon over the next three years. All staff will play a role in delivering the Corporate Plan either directly through implementing and supporting projects or by delivering on our mission and championing corporate values.

## **OPTIONS & IMPACTS**

**That Council receive the 2024 - 2026 Corporate Plan for information and direct staff to prepare an annual *Strategic Plan Progress Update* in advance of the 2025 and 2026 financial planning processes.**

Pending Council support for this recommendation, staff would prepare a progress update on projects, initiatives, policies and investments which deliver on the 2023 - 2026 Strategic Plan, including relevant projects and initiatives from the Corporate Plan, prior to Council's consideration of the annual financial plan.

### *Accessibility Impact Statement*

Projects highlighted in the Corporate Plan contribute to our on-going commitment to identifying, removing and preventing barriers across services, programs and infrastructure to benefit the community in a way that respects the dignity and independence of people with disabilities. Corporate values and strategic priorities contained within the plan also emphasize inclusion and diversity.

### *2023 – 2026 Strategic Plan*

The Corporate Plan identifies several projects which deliver on Council's Strategic Priorities. Status updates for the projects will be provided internally to the Senior Leadership Team twice a

year and an annual *Strategic Priorities Progress Update* will be prepared for Council's consideration in advance of both the 2025 and 2026 budget presentations.

Department service levels will continue to be identified within the annual budgeting process and on-going initiatives, operational highlights and accomplishments will be captured through the City's Annual Report.

#### *Impacts to Financial Plan*

Capital and operating implications of projects and initiatives identified in the Corporate Plan will be considered through the annual financial planning and budget approval process.

#### *Official Community Plan Consistency Statement*

The Corporate Plan features several projects and initiatives which deliver on established policy directions and targets identified within Chapters 6 – 18 of the current Official Community Plan.

### **CONCLUSIONS**

The Corporate Plan is a new approach to communicating organizational and Council strategic priorities and highlights major projects and initiatives over the next three years that will be delivered in addition to core service delivery and on-going programs and initiatives. Operational service profiles will continue to be featured in the annual Financial Plan and accomplishments shared through the City's Annual Report.

At the beginning of the next Council term, staff will work with Mayor and Council to facilitate a renewed process for identifying Council strategic priorities for their term. These, along with organizational priorities, will form the basis for a future 2027 – 2030 Corporate Plan.

Respectfully submitted,

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Corporate Planning and Strategic Project Support

Thomas Soulliere  
Deputy City Manager

**Report accepted and recommended by the City Manager**

**List of Attachments: Appendix A: 2024 - 2026 Corporate Plan**