



TAY VALLEY
TOWNSHIP
STRATEGIC PLAN
2023-2026

NOVEMBER 2023



Tay Valley Township



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Executive Summary

Tay Valley Township's Council has actively collaborated in shaping this strategic plan. We have engaged with our business and community partners, attentively listening to their priorities. Together, we have reaffirmed our mission, vision, and values. Embracing a future-oriented approach, we have defined key initiatives and action items for this term and beyond. It's important to note that nothing is finalized until due process has been completed, which may involve a staff report to Council and budget approval, among other considerations.

Mission

To deliver efficient and effective services for the benefit of residents, visitors and businesses

Vision

Tay Valley Township is an inclusive rural community that honours our culture, heritage and natural landscape, where people strive to improve the quality of life for all

Values

Respectful - Accountable - Future-Focused

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Strong Community	Healthy Environment	Thriving Culture, Economy and Tourism	Sustainable Finances	Good Governance
Planning and Development	Climate Action Plan	Recreation Master Plan	Asset Management	Human Capital
Waste Management Master Plan	Environmental Protection	Culture	Fiscal Responsibility	Communications
Accessibility		Economic Development and Tourism		Process Improvement
Age-Friendly Community Plan				

What is a Strategic Plan?

Tay Valley Township's Strategic Plan provides a roadmap for the municipality's strategic priorities in the form of initiatives and action items.

Working with residents, businesses, community partners and employees, we strived to build the following:

A VISION FOR THE COMMUNITY

A MISSION THAT OUTLINES THE TOWNSHIP'S ROLE

VALUES THAT WILL GUIDE THE ORGANIZATION AND THE COMMUNITY

STRATEGIC PRIORITIES THAT DRIVE WHERE WE FOCUS OUR ENERGY

PERFORMANCE MEASURES TO ACCESS THE PLANS PROGRESS AND SUCCESS

Council and Senior Staff worked collaboratively with our consultants to brainstorm on the "draft" strategic plan. We focused on ensuring that the Township's approved Master Plans were also captured in the draft plan. The draft strategic plan is a work in progress and now we need your valuable input as an important part of the process.

The Process



Our Vision

Tay Valley Township is an inclusive rural community that honours our culture, heritage and natural landscape, where people strive to improve the quality of life for all



Our Mission and Values

To deliver efficient and effective services for the benefit of residents, visitors and businesses

1

Respectful - We value the role that each Township representative, resident, business and organization plays in making our community great, striving to ensure that all interactions are positive and respectful.

2

Accountable - We value honest and transparent communication and strive for accountability in everything we do, demonstrating value for tax dollars and visible progress on municipal initiatives.

3

Future-Focused - Striving for solutions and a vision for the community that is forward-thinking and innovative.

Strategic Priorities



Strong Community



Planning and Development

- Undertake a growth management plan
- Comprehensive zoning by-law review including co-housing and cannabis policies
- Adopt dark skies policy



Waste Management Master Plan

- Prepare and undertake blue box transition
- Investigate and implement composting options
- Review waste disposal site layout and optimize hours of operation
- Install temporary infrastructure for larger reuse items
- Investigate user pay system for household waste
- Consider feasibility of pilot for construction demolition recycling
- Investigate the implementation of mattress and glass recycling

Strategic Priorities



Strong Community



Accessibility

- Develop and implement an updated multi-year accessibility plan



Age-Friendly Community Plan

- Introduce seniors programs and seminars
- Approach Lanark County to discuss collaborative transportation
- Promote available health resources, programs, and 211



Strategic Priorities



Healthy Environment



Climate Action Plan

- Meet corporate Greenhouse Gas reduction target of 55% and community reduction target of 45%
- Implement the home energy retrofit program
- Communicate community climate actions
- Install electric vehicle chargers
- Facilitate planting of 10,000 trees/year and incentivize personal commitments to plant 10/person/year
- Develop a climate adaptation plan
- Support the Lanark Leeds Home Builders Association zero emission construction through green development standards
- At the beginning of the council term (2026), amend Green Energy and Climate Change Working Group Terms of Reference to add new tasks that meet the Climate Action Plan

Strategic Priorities



Healthy Environment



Environmental Protection

- Develop communal septic and water systems, site alteration and shoreline disturbance policies
- Update mandatory septic re-inspection program to include all lakes and rivers

Strategic Priorities

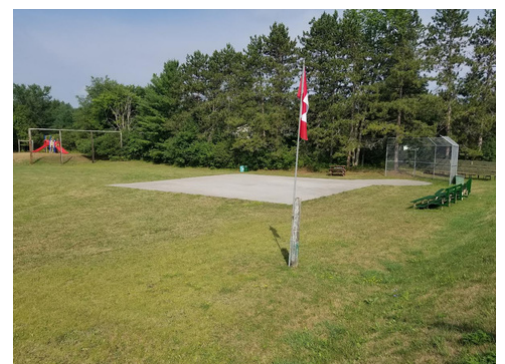


Thriving Culture, Economy and Tourism



Recreation Master Plan

- Complete redevelopment of Glen Tay Swimming Area, Maberly Community Park, and Otty Lake Boat Launch
- Open Forest Trail Park to the public
- Redevelop Noonan and Mississippi River Access Point, and O'Neill Park
- Install bike racks and picnic tables at the remaining outdoor facilities
- Expand promotion of community halls
- Design and install information nodes and organize programming in Forest Trail Park
- Develop maintenance plan for community halls
- Continue planning for multi-use recreation facility with neighbouring municipalities
- Highlight and promote opportunities for recreational activities on Crown Land
- Undertake Parks plan for the land behind Maberly Community Hall



Strategic Priorities



Thriving Culture, Economy and Tourism



Culture

- Redevelop Fagan Lake Cemetery and Olde Private Burying Site
- Bring Bolingbroke and Pinehurst cemeteries into compliance



Economic Development and Tourism

- Establish and implement Economic Development and Tourism Action Plan
- Develop 25th Anniversary Business Recognition Program
- Reintroduce Legacy Farms Program

Strategic Priorities

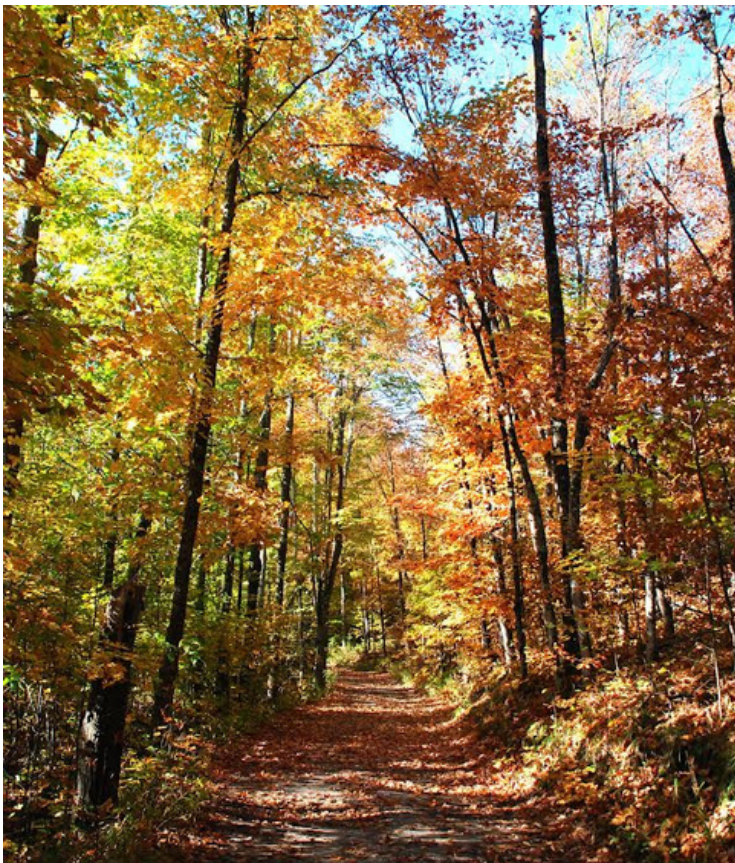


Sustainable Finances



Asset Management

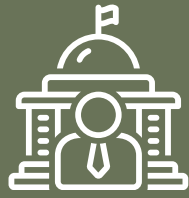
- Add core assets, current levels of service, and the cost of maintaining those services to the Asset Management Plan
- Implement Asset Management Software
- Add lifecycle management and financial strategy to the Asset Management Plan
- Adopt long-term financial plan



Fiscal Responsibility

- Undertake cost recovery reviews of the building and planning departments
- Conduct a pay equity and compensation review
- Implement pre-consultation fees for planning applications
- Implement additional fees for complicated planning applications

Strategic Priorities



Good Governance



Human Capital

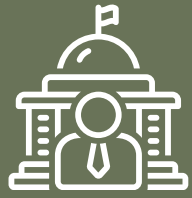
- Discuss quarterly team building activities
- Updated Harassment and Violence in the Workplace and Employee Recognition policies
- Adopt Work Life Balance and formal training policies



Communications

- Create internal and external communication strategies
- Develop a Social Media policy
- Explore live streaming/broadcasting of the Committee of the Whole and Council meetings
- Introduce the "Did You Know" series and Annual Municipal Report Card
- Hold 25th Anniversary Celebrations
- Produce 2024 Tay Valley Guide
- Compile and present annual Strategic Plan progress reports

Strategic Priorities



Good Governance

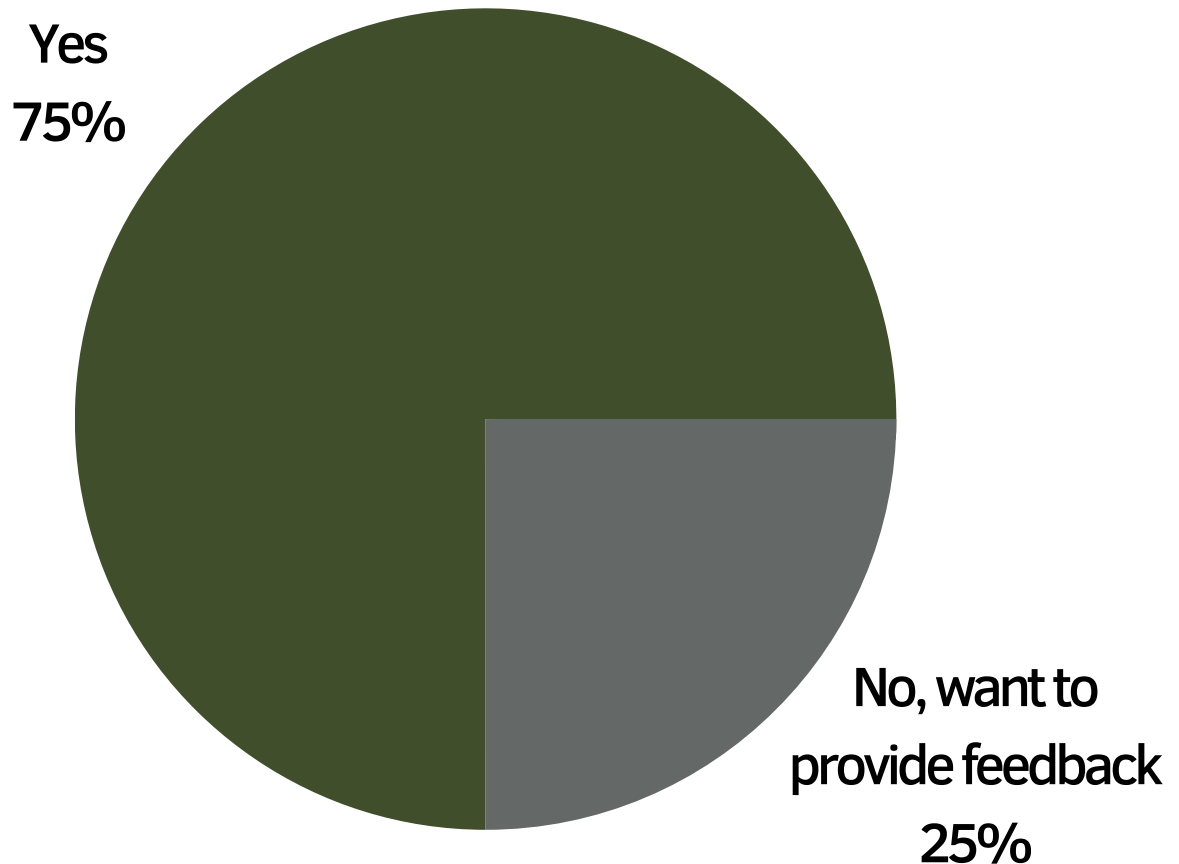


Process Improvement

- Implement electronic timesheets, building permit and planning applications, and an online tax look-up system
- Complete a functional assessment of the Public Works department
- Develop Reserve Funds Management, Investment and Credit Card policies
- Update Procurement policy, Procedural and Building by-laws, and Codes of Conduct
- Review access to Winter Sand policy
- Develop and implement Standard Operating Procedures across the organization
- Upgrade photocopiers and telephone system
- Procure and implement budgeting software

Community Feedback

Do you agree with the outlined priorities, and if not, please provide feedback



We value the opinions of our community, so in developing a strategic plan we asked for feedback and 75% of respondents agreed with the outlined priorities. Of the respondents, 25% wanted to provide further input into the strategic plan and we appreciated receiving this feedback, which will be used moving forward.



Tay Valley Township