

2025 Strategic Initiatives Action Plan



Goal/Objective	Action Item	2024 Key Initiatives	2024 Status	2025 Key Initiatives	Target Completion
1.0 Open Communication and Engagement					
1.1 Develop and implement a Communication and Engagement Strategy to streamline communication, engaging with all Township residents through various forms of communication.	Develop and implement a communication and engagement strategy.	<ul style="list-style-type: none"> ✓ Identify communication and engagement gaps. ✓ Develop a strategy to address the communication gaps for Council consideration. → 	In-progress	<ul style="list-style-type: none"> ✓ Develop a strategy to address the communication gaps for Council consideration 	Q4 2025
2.0 Growth Management					
2.1 Modernize and streamline the development process.	Review, select and implement a system that tracks development applications and all related communication to ensure efficient and effective processing.		Initiated in 2025	<ul style="list-style-type: none"> ✓ Setup City Reporter (Building permit software) to allow residents to submit applications electronically ✓ Review and select software for electronic planning applications -research whether City Reporter has expanded capabilities for planning applications ✓ Update all planning application forms for accessibility and policy conformity ✓ Develop educational summaries of planning applications 	Q4 2025
2.2 Regulate Short-Term Accommodations.	Review and recommend options for the regulation of short-term accommodations.	<ul style="list-style-type: none"> ✓ Host public engagement sessions. ✓ Township impact review. ✓ By-law recommendation. 	Completed	<ul style="list-style-type: none"> ✓ Develop an internal plan for the application process ✓ Implement the Short-Term Accommodation licensing program ✓ Provide a mid-year update on progress to Council 	Q2 2025
2.3 Advocate for increased connectivity.	Support initiatives to expand internet and cellular services in the Township.	<ul style="list-style-type: none"> ✓ Connect with EORN and Broadband providers to support increased connectivity across the Township. 	In-progress	<ul style="list-style-type: none"> ✓ Connect with EORN and Broadband providers to support increased connectivity across the Township. 	Ongoing

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2.4 Encourage mixed development, focusing on affordable, attainable, and purpose-built housing.	Meet with local developers to discuss the Township's housing needs.	<ul style="list-style-type: none"> ✓ Relationship building to advocate for development that meets the Township's housing needs 	In-progress	<ul style="list-style-type: none"> ✓ Meet with local developers/builders to discuss challenges and opportunities 	Q2 2025
	Develop a policy for attainable housing.		Initiated in 2025	<ul style="list-style-type: none"> ✓ Research options to achieve attainable housing. ✓ Report to Council options for consideration. 	Q3 2025
2.5 Develop a Township Brand and Marketing Strategy to attract and retain businesses that support our community needs.	Develop and implement a marketing strategy.	<ul style="list-style-type: none"> ✓ Council endorse the marketing strategy and activity 	Completed	<ul style="list-style-type: none"> ✓ Implementation of new Township Logo ✓ Township-wide Wayfinding Signage implementation 	Q4 2025
2.6 Enhance tourism, attracting people to support our business community.	Create partnerships with businesses and tourism organizations to explore tourism opportunities.	<ul style="list-style-type: none"> ✓ Relationship and identify opportunities to support local businesses better 	Completed	<ul style="list-style-type: none"> ✓ Connect with businesses to create cross-business tourist packages 	Ongoing
	Leverage new technology to promote and support tourism-based businesses.	<ul style="list-style-type: none"> ✓ Increase online presence in promoting tourism-based businesses 	Completed	<ul style="list-style-type: none"> ✓ Support business initiatives and events through social media 	Ongoing
2.7 Develop a Village and Waterfront Master Plan (Initiative added in 2024)	Review options for developing a Village and Waterfront Development Plan to be presented for Council consideration.		Initiated in 2025	<ul style="list-style-type: none"> ✓ Details are to be added following the Planning Review Options Roundtable with Council. 	TBD
2.8 Planning Review Options (Initiative added in 2024)	Public consultation component of the Local Official Plan Review to determine the scope of a potential local amendment.	<ul style="list-style-type: none"> ✓ Complete public consultation for consideration of a local official plan ✓ Report to Council on outcome and next steps 	Completed	<ul style="list-style-type: none"> ✓ Special Council Meeting - Roundtable meeting with Council to discuss EcoVue ✓ Local Official Plan Report options and next steps 	Q2 2025

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2.9 Alternative Recreational Trail Review (Initiative added in 2024)	Explore opportunities for developing an alternative recreational trail, such as exiting the K&P trail between Flower Station and Tatty Hill and reconnecting into the village of Calabogie with a focus on minimizing residential impact.		Initiated in 2025	<ul style="list-style-type: none"> ✓ Develop an action plan with the next steps for Council consideration. ✓ Report to Council with findings and recommendations for Council consideration. 	Q2 2025
	2.10 Land Acquisition Review (Initiative added in 2024)	Enter into discussions with respective property owners, to acquire property to secure land for future community services use.		Initiated in 2025	<ul style="list-style-type: none"> ✓ Identify lands and connect with property owners to discuss opportunities. ✓ Report to Council on the outcomes of the discussions.
3.0 Culture and Wellness					
3.1 Create strategies to offer affordable and accessible recreation and leisure programming for all ages to benefit the community's wellness.	Deliver accessible recreation and leisure programming for all ages to contribute to an active and healthy lifestyle.	<ul style="list-style-type: none"> ✓ Launch the Recreation and Culture Committee ✓ Deliver two new programs in the Township to benefit all ages. 	Completed	<ul style="list-style-type: none"> ✓ Launch the Seniors Active Living Centre (SALC) – If successful ✓ Youth programming (soccer, swimming, summer camps) ✓ Music in the Park 	Ongoing
	Leverage partnerships with neighbouring municipalities and community groups to enhance access to programming.	<ul style="list-style-type: none"> ✓ Identify and action opportunities to enhance programming. 	Completed	<ul style="list-style-type: none"> ✓ Connect with neighbouring municipalities for resident use of their recreational facilities and programming 	Ongoing

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			Completed	<ul style="list-style-type: none"> ✓ Review expired Recreational agreement with Renfrew 	
3.2 Improve the health and well-being services offered to residents to align with the community's needs.	Partner with the County, Federal, and Provincial governments to expand health services in the community.	<ul style="list-style-type: none"> ✓ Identify and support opportunities to improve health services. 	In-progress	<ul style="list-style-type: none"> ✓ Explore opportunities to support the growth of the Calabogie Medical Center (building capacity, added services, funding options) 	Ongoing
3.3 Enhance the Township's Emergency Management Plan to promote safety awareness and ensure we are as emergency-ready and resilient as possible.	Develop and implement an emergency management program and communication strategy that considers all aspects of emergency preparedness.	<ul style="list-style-type: none"> ✓ Develop a Wildfire Emergency Plan ✓ Enhance emergency preparedness communication. ✓ Complete emergency-specific training 	Completed	<ul style="list-style-type: none"> ✓ Develop a Cyber Attack and Business Continuity Emergency Plan ✓ Enhance emergency preparedness communication. ✓ Complete emergency-specific training 	Ongoing
4.0 Efficient and Effective Governance					
4.1 Commit to an Asset Management Plan and Funding Strategy that supports long-term decision-making and provides the desired service levels to the community.	Enhance the Asset Management Plan to meet the 2025 legislative requirements, which includes establishing current and proposed levels of service for all assets.	<ul style="list-style-type: none"> ✓ Establish a process for meeting the 2025 AMP requirements. 	Completed	<ul style="list-style-type: none"> ✓ Meet the July 1, 2025, legislative requirements (determined current and future levels of service) 	Q2 2025
	Develop and implement a 10-year financial strategy that leverages all funding sources and ensures long-term financial sustainability.	<ul style="list-style-type: none"> ✓ Drafted a 10-year funding strategy to be presented to Council endorsement. 	In-progress	<ul style="list-style-type: none"> ✓ Finalize the 10-year funding strategy for Council endorsement. 	Q2 2025

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4.2 Ensure that by-laws and policies reflect the current requirements of the Township	Complete a by-law and policy review.	<ul style="list-style-type: none"> ✓ Identify and recommend departmental policy and by-laws requiring review. ✓ Identify and recommend new policies and by-laws required. 	Completed	<ul style="list-style-type: none"> ✓ Identify and recommend departmental policy and by-laws requiring review. ✓ Identify and recommend new policies and by-laws required. 	Ongoing
4.3 Promote and encourage waste reduction and diversion to support a clean and healthy environment and reduce long-term waste management financial obligations.	Identify options for businesses and residents to promote waste diversion.	<ul style="list-style-type: none"> ✓ Identify and recommend waste diversion initiatives for Council consideration. 	Completed	<ul style="list-style-type: none"> ✓ Complete a Waste Management Fees Review and recommend to Council (increasing waste diversion) 	2023-2026
4.4 Review Township services and human resource requirements to align with the community growth.	Develop a plan and implementation strategy to address the current and future needs for services and human resources.		Initiated in 2025	<ul style="list-style-type: none"> ✓ Develop a Township Succession Plan ✓ Complete a people readiness assessment and present to Council 	2023-2026