



Staff Report to Council - for Information

Title: Strategic Plan Update - Quarter 1 2025

From: Aaron Stauch, Director Government Relations

Date: June 5, 2025

Report Number: GR-2025-010

Report Purpose:

This report is for information.

Report Summary:

The 2025 Quarter 1 Strategic Plan Update provides an overview of the County's progress towards the actions committed to in the Strategic Plan.

Background/Analysis:

In Spring 2023, Bruce County Council adopted a new four-year [Strategic Plan \(2023-2026\)](#), setting out key commitments to the community. The plan is designed to respond to evolving community needs, emerging trends, and new challenges, with a focus on excellence, being a welcoming community, good governance, environmental stewardship, and financial sustainability. The Strategic Plan is structured around four strategic pillars: community & partnership, culture & capacity, growth & innovation, and environment & climate change. Under these pillars, the County has identified 7 goals, 20 objectives, and 72 specific actions.

Since the plan's adoption, the County has been realigning internal systems to support effective implementation; integrating the strategic plan into action planning, budgeting, project management, and performance monitoring. This alignment is reflected in the 2025 budget, which emphasizes strategic initiatives, and in new Council reporting formats that clearly link decisions to strategic priorities.

In Winter 2025, staff delivered the final update on the 2024 Business Plan and indicated a refreshed approach to reporting on strategic progress for Q1 2025. This document marks the first formal update to Council on the Strategic Plan, providing a summary of progress to date, key quarterly milestones, identified risks, and mitigation strategies. Table 1 outlines the status of the 72 specific actions outlined in the strategic plan; details on the status, and future milestones can be seen in Appendix 1 (attached).

Table 1: Status of Strategic Plan Actions

Complete	On Track	At Risk	Off Track	Not Started
15	37	0	6	14

The following highlights summarize key details from the line-by-line update on the Strategic Plan:

- Progress is being made on 52 of 72 actions (72%), which are reported as either *On Track* or *Complete*, reflecting strong alignment with the Strategic Plan's implementation timeline. Most items listed as *Not Started* are scheduled for initiation in 2025 or 2026.
- Notable completed actions include endorsement of the *Saugeen Anishnaabek Reconciliation Pathway and Action Plan*; new planning memorandums of understanding signed with area municipalities; establishment of a Government Relations Department; adoption of the Asset Management Plan; and updates to human resource policies to reinforce Bruce County's position as an employer of choice.
- Actions identified as *Off Track* are primarily delayed due to external dependencies or pending internal planning work. Examples include the Information Technology Strategic Plan and the Development Charges Background Study.
- As outlined in the detailed appendix, all actions now have defined milestones, with planned completion targeted by the end of 2026. Council will continue to receive quarterly updates on progress and emerging risks.

As part of the process to develop the detailed strategic plan implementation milestones, staff have worked to develop the backend of a strategy management platform that will automate reporting. Future reporting to Council and the public will be delivered through an interactive dashboard.

Financial/Staffing/Legal/IT Considerations:

There are no financial, staffing, legal or IT considerations associated with this report.

Interdepartmental Consultation:

Each department contributed to the updates regarding action assigned to that department.

Link to Strategic Goals and Objectives:

All strategic plan pillars.

Link to Departmental Plan Goals and Objectives, if any:

NA

Report Author:

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Departmental Approval:

Aaron Stauch, Director Government Relations

Approved for Submission:

Sean Morphy, Deputy Chief Administrative Officer

Attachments:

Detailed progresss update