

2023-2026 STRATEGIC PLAN A COMMUNITY FOR EVERYONE



A MESSAGE FROM YOUR MAYOR AND COUNCIL

On behalf of Council and Administration, I am pleased to present our corporate Strategic Plan for 2023-26. Building on our longstanding motto, our vision going forward is "Proud of the Past. Confident in the Future. A community for everyone."

We are proud of what the Town inherited from our predecessors as well as what we have achieved. We now go forward with confidence to achieve our goals along the lines of three priorities:

**Sustainable Growth,
Community Health & Inclusion,
and Service Experience.**

I, along with all members of Council, have been entrusted with leadership roles to act on these priorities which map our way to a sustainable, inclusive, progressive Town that values quality of life and opportunities for all.

Along the way, we will lean into our core values and work together with Administration and our residents, businesses, and community leaders and partners to deliver this plan. As we are learning from our Anishinabe friends, our namesake Tecumseh (Tecumtha), was known for o-gi-chi-dahg leadership, meaning strong heart*. May we journey forward with strong heart leadership and confidence in the future.

Sincerely,
Mayor Gary McNamara
Town of Tecumseh

*Jerry Fontaine, Our Hearts Are As One Fire

ELECTED COUNCIL 2022-2026



**MAYOR
Gary McNamara**



**DEPUTY MAYOR
Joe Bachetti**



**WARD 1 COUNCILLOR
Alicia Higginson**



**WARD 2 COUNCILLOR
James Dörner**



**WARD 3 COUNCILLOR
Ricardo Tonial**



**WARD 4 COUNCILLOR
Brian Houston**



**WARD 5 COUNCILLOR
Tania Jobin**

VISION

Proud of the Past. Confident in the Future. A community for everyone.

MISSION

Working together for sustainable community growth and service delivery to support an exceptional quality of life.

VALUES

Sustainability: Courage to persevere and achieve fiscal responsibility, environmental stewardship, cultural sensitivity, and social harmony.

Excellence: Forward-thinking, innovative and effective organizational and individual leadership that preserves public trust in government.

Equity, Diversity & Inclusion: Recognizing the dignity and worth of all people and the unique status and cultural diversity of Indigenous communities; removing barriers of discrimination and disadvantage faced by human rights protected groups; and creating a harmonious environment free from discrimination, harassment, and hate.

Accountability: Acceptance of responsibility to the public; commitment to public engagement and issues resolution; fair and thoughtful decision-making; transparent and open communication.

Teamwork: Respectful relationships characterized by valuing the views and contributions of others, with a demonstrated commitment to collaboration, mutual support, knowledge transfer and public service.

Integrity: Straightforward and ethical conduct that is open, honest, and fair.



2023-2026 STRATEGIC PLAN

SUSTAINABLE GROWTH

Achieve prosperity and a livable community through sustainable growth

1 Increase the population of Tecumseh through new housing supply

- Create new housing supply and promote affordability.
- Open remaining growth areas for development.
- Pursue available infrastructure funding and partnerships.

2 Create opportunities for business and industrial growth

- Promote local and regional economic development.
- Maintain and update the Town's Lifecycle Program.
- Build effective and supportive relationships with municipal partners and Provincial and Federal governments.

3 Maintain Tecumseh as a livable community

- Implement approved plans for development areas, including community improvement plans.
- Maintain water and waste water plans and models to meet future needs.
- Continue with energy conservation and climate change adaptation.

4 Ensure fiscal sustainability while investing in infrastructure

- Prepare and implement fiscally responsible capital plans for sustainable residential, commercial, and industrial growth and community amenities.
- Maintain and build on the Town's Asset Management Plan.

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COMMUNITY HEALTH & INCLUSION

Integrate community health and inclusion into our places and spaces and everything we do.

1 Enhance public spaces to make the Town accessible for everyone

- Plan future amenities in our public spaces to enhance and build on the existing features to better serve the needs of citizens.
- Develop and deliver comprehensive community services and enhanced Community Programming.
- Initiate programs and practices to promote traffic calming.
- Improve Tecumseh Transit and other multi-modal transportation corridors and services.

2 Celebrate and encourage diversity and inclusion

- Strengthen Indigenous Relations through education, friendship, and amenities.
- Establish a diversity and inclusion policy setting out clear implementation paths.

3 Maintain Tecumseh as a safe place to live

- Keep the Town's Emergency Response Plan up to date.
- Continue to meet community needs for emergency services through our fire and police services.
- Move forward with climate change adaptation through strategies and infrastructure investment to address severe weather, flood risk, and other climate induced events.

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SERVICE EXPERIENCE

Enhance the experience of Team Tecumseh and our citizens through responsive and respectful service

1 Provide seamless, responsive, and consistent services focusing on the customer experience

- Implement a new centralized customer service model.
- Offer customer service through multiple channels.
- Communicate in inclusive, transparent, and collaborative ways.
- Provide meaningful opportunities for public engagement.

2 Engage Team Tecumseh in a vibrant, healthy and inclusive workplace

- Foster health, safety and wellness through employee-based programs.
- Create opportunities for employee engagement.
- Implement a comprehensive People Strategy based on the Town's values.

3 Sustain municipal service delivery to support an exceptional quality of life

- Work toward continuous improvement in Town operations across all departments.
- Monitor efficiencies, measure and report performance.
- Continue to improve technology related to network security, connectivity, data management/storage, hardware, and innovative software solutions.
- Maintain consistent delivery of essential municipal services every day.