

# Staff Report

**Subject:** Approval and Adoption of Effingham County Strategic Plan 2025

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**Department:** County Manager

**Meeting Date:** November 18, 2025

**Item Description:** Consideration to approve and adopt the Effingham County Strategic Plan 2025. This plan outlines key initiatives and objectives for the next five years, focused on Communications, Balanced Growth, Infrastructure, and Service Delivery.

**Summary Recommendation:** Staff recommends approval and adoption of the Effingham County Strategic Plan 2025 as the guiding document for strategic priorities and county operations through 2030.

**Executive Summary/Background:** In August and September 2024, and ongoing in 2025, Effingham County has facilitated strategic planning sessions with Commissioners, department directors, and County Administration to assess current conditions, identify needs, and define a collective vision for the future. The final result is a draft strategic plan that defines the County's vision, mission, values, and performance metrics.

The strategic plan serves as a policy document and operational framework, providing direction for annual budgeting, departmental planning, and community engagement efforts.

The plan is built around four strategic goal areas:

1. **Communications** – Improve internal and external communication and citizen engagement.
2. **Balanced Growth** – Encourage thoughtful economic development while preserving community character.
3. **Infrastructure** – Expand and maintain systems to support growth, including transportation, water, sewer, and stormwater.
4. **Service Delivery** – Ensure timely, effective, and accountable public services.

The strategic plan includes measurable objectives and initiatives under each goal, with performance metrics aligned to customer satisfaction, internal processes, employee development, and financial management.

## **Alternatives for Commission to Consider:**

1. Approve the adoption of the Effingham County Strategic Plan 2025.
2. Do not approve the plan and provide an alternative direction.
3. Modify the plan before implementation based on specific recommendations.

## **Recommended Alternative:**

Staff recommends Alternative 1 – Approve the adoption of the Effingham County Strategic Plan 2025.

**Other Alternatives:** N/A

**Department Review:**

- County Manager
- Department Heads (via Strategic Planning Workshops)

**Funding Source:**

No immediate fiscal impact. Implementation of strategic initiatives will be evaluated and funded through annual budget appropriations, grant opportunities, and capital improvement planning.

**Attachments:**

- Strategic Plan Report
- Effingham County Strategy Map