



## CITY COUNCIL MEMORANDUM

---

**TO:** City Council

**FROM:** Matthew R. Schmitz, MPA - City Manager

**DATE OF MEETING:** February 23, 2026

**ITEM TITLE:** 2025 Strategic Plan Final Approval

---

### **BACKGROUND:**

This item was last discussed at the January 5, 2026, City Council Work Session.

This memorandum presents the final 2025 Strategic Plan for City Council approval. The document is the result of a collaborative planning session held on April 26, 2025, which included the Mayor, City Council, and Department Heads. It establishes a unified commitment to guiding the city's future by addressing challenges and building upon community strengths, such as our natural resources along the Wapsipinicon River and our engaged, philanthropic community.

### **DISCUSSION:**

The 2025 Strategic Plan shapes the City's overall policy by providing a roadmap for a resilient, progressive community. It honors our history while fostering a thriving environment for modern businesses and families.

The plan is organized around six strategic goals that support our overarching vision:

- **Goal 1: Support high-quality City Services** – Ensuring the City can handle future growth and supporting employees with adequate resources.
- **Goal 2: Encourage a supportive environment for businesses, workforce, and economic development** – Promoting an environment that supports new and existing businesses while retaining quality paying jobs.
- **Goal 3: Support and enhance City infrastructure** – Focus on making strategic, proactive investments in core systems to ensure they remain resilient and efficient.
- **Goal 4: Efficient and effective planning and prioritizing of all available resources** – Positioning Independence as a regional hub for Buchanan County through prudent governance.
- **Goal 5: Promote and encourage community involvement and engagement** – Ensuring all voices are heard by catering to both the loudest and quietest voices.
- **Goal 6: Support and encourage tourism and historical sites** – Celebrating unique historical assets like the Wapsipinicon Mill and the legacy of our historical downtown to attract visitors and strengthen community pride.

**RESULTS:**

The City has established priorities during strategic planning sessions. This item supports the Vision from that session of **efficient and effective planning and prioritizing of all available resources**. This item helps achieve that vision by serving as the primary roadmap for the future of the community, ensuring growth is managed sustainably while maintaining financial stability and healthy reserves.

**FINANCIAL CONSIDERATION:**

While reviewing and adopting this plan does not have an immediate financial impact, the final plan will help guide resource allocation in future fiscal years. It ensures that financial stability is pursued through efficient planning and the prudent management of taxpayer dollars.

**RECOMMENDATION:**

Staff recommends a motion to approve the 2025 Strategic Plan.