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MEMORANDUM

Community Development

To: Mayor Jackola and City Council
From: Kelly Hart, Community Development Director
Subject: Draft Strategic Plan Review

Date: November 5, 2024

I. INTRODUCTION

In May 2024, the City of Lebanon began developing a strategic plan to ensure the alignment of organizational resources and capacity with community priorities. The strategic plan will serve as a roadmap for the organization to guide policy decisions, the allocation of resources, and the delivery of services over the next five years. The strategic planning process included a redesign of the City's mission, vision, and values, as well as the development of strategic goals with defined supporting actions to advance the mission in alignment with the City's vision and values.

The city developed the plan with an emphasis on engagement. The process included multiple opportunities for input and collaborative discussion across the organization with City employees and the City Council to build consensus and unity around the city's shared purpose and direction. The insights gained through the outreach directly informed the development of the mission, vision, values, goals, and actions to support consensus and organizational alignment.

II. CURRENT REPORT

The draft strategic plan is attached for consideration. At the November 13, 2024, work session, SSW Consulting and staff will present the strategic plan, key highlights, and next steps. The goal of the work session is to obtain feedback from the City Council on whether the mission, vision, values, and action items align with the organization's purpose and goals and identify if any revisions are needed.

A follow-up survey, with responses due October 25, 2024, will provide opportunities for additional review time and feedback.

III. RECOMMENDATION

Receive and file report, and provide staff with direction.