

--- 2026-2030 ---



TOWNSHIP OF

**PUSLINCH**

EST. 1850

*Strategic Plan*

# Land



## acknowledgement

As the Township of Puslinch looks ahead, it is important to acknowledge the lands and histories that have shaped our community. This acknowledgment affirms our responsibility to the people and territories connected to this place, and to advancing respectful relationships going forward.

The lands we know today as the Township of Puslinch have been home to Indigenous peoples since time immemorial. We acknowledge that we are on the traditional territory of the Hatiwendaronk, as well as the treaty lands and traditional territory of the Anishinaabe and Haudenosaunee.

With increasing encroachment by non-Indigenous settlers in the Township of Puslinch, the Anishinaabe and Haudenosaunee could not continue their traditional lifestyle and settled in their villages along the Credit River and in the Grand River Valley. These Indigenous nations uphold their Treaty Rights within our jurisdiction.

Today, the Township of Puslinch remains home to Indigenous peoples from across Turtle Island. We are grateful to have the opportunity to share and respect Mother Earth and are committed to building constructive and cooperative relationships with the Indigenous nations.



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# Township of Puslinch Council

## Mayor's Message

Puslinch is a community defined by its people, its rural heritage, and its strong sense of place. From our farms and natural landscapes to our hamlets, volunteer organizations, and local businesses, what makes Puslinch special is not only where we are, but how we choose to grow and care for the community we share.



The 2026–2030 Strategic Plan is a roadmap for the years ahead. It reflects the voices of residents, community groups, advisory committees, staff, and Council, and it provides clear direction for how we will protect what matters most while preparing responsibly for the future. This plan is not about doing everything, it is about doing the right things, with intention, accountability, and respect for our rural character.

As pressures from growth, traffic, infrastructure demands, and environmental change continue to affect municipalities across Ontario, Puslinch remains committed to locally driven decision-making, sound financial stewardship, and thoughtful planning. This Strategic Plan helps ensure that growth is managed carefully, services remain responsive, and investments align with community priorities.

On behalf of Council, I would like to thank everyone who took the time to participate in the engagement process and share their perspectives. Your input has shaped this plan and will continue to guide our work. Together, we will build a Township that remains welcoming, connected, and resilient today and for generations to come.

Mayor James Seely  
jseeley@puslinch.ca | 519-763-1226

## Your Councillors



Councillor Sara Bailey  
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# Our 2026-2030 Strategic Plan

**Protecting** What Matters, **Planning** for Tomorrow

## Vision:

Puslinch is a connected rural community that grows with intention. Protecting its farmland, natural landscapes, and small-town character while providing the services, opportunities, and connections residents need to thrive today and for generations to come.



**Rural heritage,  
environmental  
stewardship, and  
natural resource  
protection**



**Managed  
growth and  
complete  
communities**



**Connected,  
safe, and  
accessible  
communities**



**Good governance,  
financial stewardship,  
and organizational  
excellence**

## Mission:

The Township of Puslinch serves its community through thoughtful planning, responsible stewardship, and strong local governance. We work collaboratively to manage growth, protect our rural heritage and environment, support community well-being, and deliver reliable services that reflect the values and priorities of our residents.



# Strategic priority

## Rural heritage, environmental stewardship, and natural resource protection

#1 Priority identified by residents: Protecting the environment



**We will preserve Puslinch's rural character, farmland, natural landscapes, and environmental assets while promoting sustainable growth.**

**#1 Reason to live in the Township:  
Rural, open areas**

### Preserve Farmland and Rural Landscapes:

Implement policies and programs targeting at protect agricultural lands, scenic areas, and open spaces from incompatible development.

### Protect Natural Resources and Biodiversity:

Safeguard watercourses, wetlands, woodlands, and other ecological assets through conservation, sustainable land management, and environmental monitoring. Climate related risks will be considered, where relevant across all strategic pillars to support long term resilience, fiscal sustainability and informed decision making.

### Promote Sustainable Growth Practices:

Ensure that new development and infrastructure projects respect the Township's rural character and environmental limits.

### Celebrate and Strengthen Community Heritage:

Support initiatives that preserve historic sites, cultural landscapes, and local traditions that contribute to Puslinch's unique identity.



## Strategic priority

### Managed growth and complete communities

#2 Priority identified by residents: effective land use planning

**We will support balanced, well-planned residential, commercial, and employment development and local business growth, ensuring housing diversity, affordability, resilient infrastructure, and a balanced tax base.**

**78% of residents surveyed like the proximity to larger centres**

#### Enable Balanced Growth and a Sustainable Tax Base:

Support appropriate housing and employment development that creates local jobs, respects rural character, and strengthens the municipal tax base.

#### Maintain Infrastructure Readiness:

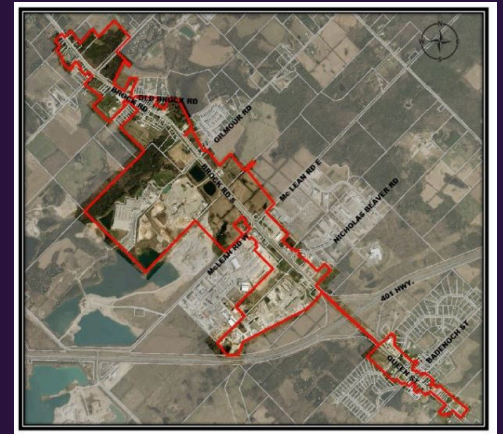
Ensure road infrastructure, servicing, and public facilities can accommodate growth without compromising rural character.

#### Encourage Responsible Land Use:

Implement the Township-specific Official Plan to guide development sustainably.

#### Foster Economic Opportunities:

Support local businesses, entrepreneurship, tourism, and strategic investment by creating a predictable, business-friendly environment that strengthens long-term economic vitality.





## Strategic priority

### Connected, safe, and accessible communities

94% of residents surveyed are satisfied living in Puslinch

We will strive to enhance inclusive, safe, and accessible transportation, active mobility, recreation, and community spaces while strengthening community connectedness, volunteerism, and civic engagement so all residents feel supported, connected, and represented.

**82% of residents access community events in neighbouring municipalities**

#### Enhance Community Participation:

Provide meaningful opportunities for residents to contribute to planning, programs, and decision-making, while fostering shared responsibility for community safety and well-being.

#### Strengthen Community Spirit:

Expand recreation, arts, and cultural programs that bring people together. Host festivals, fairs, and events that showcase Puslinch's history and community spirit.

#### Promote Inclusivity and Accessibility:

Expand community centers, parks, and year-round activity spaces for all ages. Enhance transportation options where feasible. Ensure programs, spaces, and services are equitable for all residents.

#### Support Volunteerism and Local Leadership:

Encourage residents and community groups to take active roles in shaping their community. Partner with schools, libraries, and community organizations for Township and community led programming.



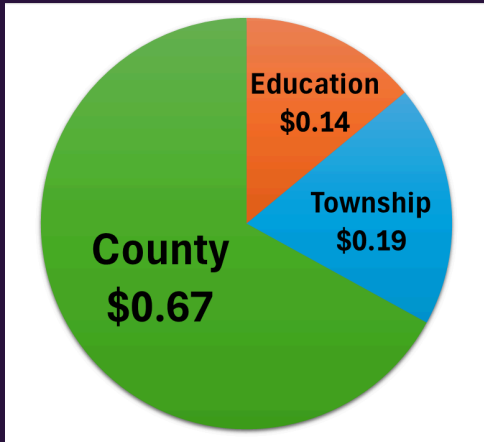


# Strategic priority

**Good governance, financial stewardship, and organizational excellence**

**#3 Priority identified by residents: Developing a more balanced industrial/commercial tax base**

**We will ensure transparent decision-making, responsible financial management, and service excellence to maintain public trust and long-term municipal sustainability.**



### Top 5 community issues:

1. **High taxes**
2. **High speed internet**
3. **Balanced tax base**
4. **Environmental protection**
5. **Quality of life**

### Ensure Transparent Decision-Making:

Communicate clearly about planning, budgeting, and municipal decisions.

### Maintain Financial Stewardship:

Manage tax dollars responsibly while balancing service levels and growth.

### Strengthen Organizational Capacity:

Develop staff and processes to support effective, efficient municipal operations and enhance capacity.

### Foster Partnerships and Collaboration:

Work with neighbouring municipalities, post-secondary institutions, and community organizations to deliver better outcomes.



# Acknowledgements

We extend our sincere appreciation to the residents, community partners, and stakeholders of Puslinch who generously shared their time, perspectives, and insights to help shape this Strategic Plan



**Advisory Committees who participated in workshops to help imagine the future.**



**Community Partners who lent their wisdom and experience through surveys.**



**The many residents who told us about the future they envision for the community they call home.**



**Township staff who worked hard to shape this Strategic Plan and offered their ideas to innovate our services.**

# Accountability Monitoring Results



TOWNSHIP OF

# PUSLINCH

EST. 1850

# Accountability: monitoring results

## Strategic priority #1:

## Rural Heritage, Environmental Stewardship, and Natural Resource Protection

### 1.1 Preserve Farmland and Rural Landscapes

|    | Project  | Lead Dept.                 | Support            | KPIs   | Target Year | Status      |
|----|--|----------------------------|--------------------|--|-------------|-------------|
| a. | Continue to support the Top Aggregate Producing Municipalities in Ontario (TAPMO).             | CAO/<br>Corporate Services | County             | Increased membership; increased awareness          | 2026-2030   | In progress |
| b. | Continue to enhance awareness of site alteration permissions through building permit activity. | Building                   | Corporate Services | Regulatory compliance improvements                 | 2026-2030   | In progress |
| c. | Promote awareness of Farm Safety Program.  | Fire                       | Corporate Services | Engagement with farming community                  | 2026-2030   | In progress |
| d. | Continue to promote awareness of the Farm Tax incentive program.                               | Finance                    | -                  | Inclusion on the website and tax insert/newsletter | 2026-2030   | In progress |

# Accountability: monitoring results

## Strategic priority #1:

## Rural Heritage, Environmental Stewardship, and Natural Resource Protection

### 1.2 Protect Natural Resources and Biodiversity

|    | Project  | Lead Dept.         | Support                             | KPIs  | Target Year | Status      |
|----|--|--------------------|-------------------------------------|---|-------------|-------------|
| a. | Monitor, evaluate, and participate in water resource plans/studies/reports that impact the Township. | Corporate Services | Township consultants & Source Water | Actively participate by submitting comments, reviews, and reporting to Council and the Public | 2026-2030   | In progress |
| b. | Continue to educate and bring awareness to building code updates, septic smart, etc.                 | Building           | –                                   | Updated guides, handouts, website   | 2026-2030   | In progress |
| c. | Enhance collaboration with Conservation Authorities regarding emergency services.                    | Fire               | –                                   | Trail signage and access improvements; aligned emergency communications                       | 2026-2030   | In progress |

# Accountability: monitoring results

## Strategic priority #1:

## Rural Heritage, Environmental Stewardship, and Natural Resource Protection

### 1.2 Protect Natural Resources and Biodiversity

|    | Project  | Lead Dept.         | Support   | KPIs  | Target Year | Status      |
|----|--|--------------------|---|---|-------------|-------------|
| d. | Develop a tree planting program in partnership with Green Legacy.  | Community Services | PW;<br>Corporate Services;<br>Advisory Committees | Approval of a by-law/policy; trees planted      | 2028        | –           |
| e. | Continue to promote awareness of the Managed Forest Tax Incentive and Conservation Tax incentive programs. | Finance            | –   | Inclusion on the website, tax insert/newsletter | 2026-2030   | In progress |

# Accountability: monitoring results

## Strategic priority #1:

## Rural Heritage, Environmental Stewardship, and Natural Resource Protection

### 1.3 Promote Sustainable Growth Practices:

|    | Project  | Lead Dept.         | Support                          | KPIs   | Target Year | Status      |
|----|--|--------------------|----------------------------------|--|-------------|-------------|
| a. | Develop educational awareness initiatives at parks and trails.   | Community Services | PW; Advisory Committees          | Program adopted; initiatives launched            | 2028        | -           |
| b. | Energy Conservation Demand Management Plan monitoring and updates.   | Finance            | -                                | Report to Council                                | 2029        | -           |
| c. | Increase awareness of well interference and mitigation such as well incasement.  | Building           | Corporate Services; Source Water | Compliance for new development and redevelopment | 2026-2030   | In progress |
| d. | Continue to educate and bring awareness to zoning, heritage, and Conservation Authority requirements (applicable law). | Building           | -                                | Updated guides, handouts, website                | 2026-2030   | In progress |

# Accountability: monitoring results

## Strategic priority #1:

## Rural Heritage, Environmental Stewardship, and Natural Resource Protection

### 1.4 Celebrate and Strengthen Community Heritage

|    | Project  | Lead Dept.         | Support                     | KPIs                     | Target Year | Status      |
|----|--|--------------------|-----------------------------|--------------------------|-------------|-------------|
| a. | Continue advancing the Heritage Designation Program.               | Corporate Services | Heritage Committee          | Properties designated    | 2026-2027   | In progress |
| b. | Continue advancing the Heritage Plaque Program.                    | Corporate Services | Heritage Committee          | Plaques installed        | 2026-2030   | In progress |
| c. | Continue advancing the Heritage Financial Incentive Grant Program. | Corporate Services | Finance;<br>Building        | Policy & Program adopted | 2026-2027   | In progress |
| d. | Establish a Heritage Education Program.                            | Corporate Services | Heritage Committee;<br>Fire | Program established      | 2027        | -           |

# Accountability: monitoring results

## Strategic priority #2: Managed growth and complete communities

### 2.1 Enable Balanced Growth and a Sustainable Tax Base:

|    | Project   | Lead Dept.         | Support                                     | KPIs                                | Target Year | Status      |
|----|---|--------------------|---|-------------------------------------|-------------|-------------|
| a. | Residential Land Study.   | CAO                | County                                      | OPA 131 adoption                    | 2026/2027   | In progress |
| b. | Employment Land Study.  | CAO                | County                                      | OPA 131 adoption                    | 2026/2027   | In progress |
| c. | Additional Residential Unit (ARU) Grant Program.                                  | CAO                | Corporate Services;<br>Building;<br>Finance | Grant program uptake                | 2026/2027   | In progress |
| d. | Continue to evaluate the Township Zoning By-law to support housing diversity.     | Corporate Services | Building                                    | Housing keeping amendments          | 2026-2030   | In progress |
| e. | Increasing awareness of employment land inventory.                                | Corporate Services | Building                                    | Maintain and promote land inventory | 2026-2030   | -           |
| f. | Continue to work with the County of Wellington to ensure accurate tax assessment. | Finance            | -   | Annual reporting                    | 2026-2030   | In progress |

# Accountability: monitoring results

## Strategic priority #2: Managed growth and complete communities

### 2.2 Maintain Infrastructure Readiness

|    | Project  | Lead Dept.             | Support      | KPIs   | Target Year | Status      |
|----|--|------------------------|--------------|--|-------------|-------------|
| a. | Highway 6 Bypass advocacy and monitoring project progress.                   | Corporate Services/CAO | —            | Interim measures implemented; public communication | 2026-2030   | In progress |
| b. | Traffic and speed monitoring and mitigation.                                 | Corporate Services/CAO | Public Works | Speed mitigation implemented                       | 2026-2030   | In progress |
| c. | Maintain Fire & Rescue Service operational readiness.                        | Fire                   | CAO          | Maintain adequate staffing levels; training        | 2026-2030   | In progress |
| d. | Continue to monitor the performance and efficiency of the outdoor rink.      | Community Services     | Public Works | Usage reports                                      | 2026-2030   | In progress |
| e. | Ensuring DCs and CIL of Parkland are sustainable through updates to by-laws. | Finance                | CAO          | Studies and reporting to Council                   | 2027        | —           |

# Accountability: monitoring results

**Strategic priority #2:  
Managed growth and complete communities**

## 2.2 Maintain Infrastructure Readiness

|    | Project   | Lead Dept. | Support                                | KPIs   | Target Year | Status |
|----|---|------------|--|--|-------------|--------|
| f. | Implement the recommendations of the Transportation Master Plan | CAO        | Public Works;<br>Finance               | Incorporate recommendations into the budget and AM | 2027        | -      |
| g. | Implement the recommendations of the Fire Master Plan           | Fire       | CAO,<br>Finance,<br>Corporate Services | Incorporate recommendations into the budget and AM | 2026        | -      |

# Accountability: monitoring results

**Strategic priority #2:  
Managed growth and complete communities**

## 2.3 Encourage Responsible Land Use

|    | Project   | Lead Dept.         | Support             | KPIs                          | Target Year | Status      |
|----|---|--------------------|---------------------|-------------------------------|-------------|-------------|
| a. | Official Plan Development.  | Corporate Services | Planning Consultant | Official Plan Adoption        | 2028        | –           |
| b. | Township initiated Zoning By-law Amendment.                                     | Corporate Services | Planning Consultant | ZBA adoption                  | 2029        | –           |
| c. | Maintain and monitor fire service agreements.                                   | Flre               | CAO;<br>Finance     | Regular reporting to Council  | 2026-2030   | In progress |
| d. | Continue to provide inspection services related to new lot creation conditions. | Building           | Corporate Services  | Severance condition clearance | 2026-2030   | In progress |

# Accountability: monitoring results

## Strategic priority #2: Managed growth and complete communities

### 2.4 Foster Economic Opportunities

|    | Project  | Lead Dept.         | Support                    | KPIs  | Target Year | Status      |
|----|--|--------------------|----------------------------|---|-------------|-------------|
| a. | Complete Community Improvement Plan (CIP) update.  | Finance            | Corporate Services; County | Updated CIP   | 2026        | In progress |
| b. | Continue to monitor, evaluate, and promote opportunities to expand offerings within the CIP. | Corporate Services | Finance; Building; County  | Updated CIP   | 2027-2030   | –           |
| c. | Expand the support of local businesses through the various Township initiatives.             | Corporate Services | –                          | Meet current goals and bring recommendations to expand to Council | 2027-2029   | –           |
| d. | Implement the Gateway Signage recommendations included in the Employment Land Study.         | Corporate Services | Finance                    | Signage installed   | 2027        | –           |

# Accountability: monitoring results

## Strategic priority #2: Managed growth and complete communities

### 2.4 Foster Economic Opportunities

|    | Project   | Lead Dept.         | Support    | KPIs   | Target Year | Status      |
|----|---|--------------------|------------|--|-------------|-------------|
| e. | Promote & participate in pre-consultation services for development and redevelopment. | Corporate Services | All depts. | Improved application processing timelines        | 2026-2030   | In progress |
| f. | Continue to adhere to legislative timelines for building permit approvals.            | Building           | –          | Permit issuances within legislative timelines    | 2026-2030   | In progress |
| g. | Beautification of the downtowns.  | Corporate Services | Finance    | Installation of planters, signage, benches, etc. | 2026        | In progress |
| h. | Investigate community benefits charges applicability within the Township.             | Finance            | CAO        | Report to Council                                | 2027        | –           |

# Accountability: monitoring results

**Strategic priority #3:  
Connected, safe, and accessible community**

## 3.1 Enhance Community Participation

|    | Project  | Lead Dept.         | Support            | KPIs   | Target Year | Status      |
|----|--|--------------------|--------------------|--|-------------|-------------|
| a. | Continue to promote the “virtual counter” through CloudPermit.       | Corporate Services | Building           | User engagement metrics  | 2026-2030   | In progress |
| b. | Continue to promote fire public education.                           | Fire               | Corporate Services | Number of events; number of communications; decrease in call volumes                           | 2026-2030   | In progress |
| c. | Continue to promote engagement opportunities through EngagePuslinch. | Corporate Services | All depts.         | Annual communications report results   | 2026-2030   | In progress |
| d. | Engage with emergency services to promote educational awareness.     | Community Services | Fire               | Regular engagement with OPP, Fire, Safe Communities, Emergency Management, Crime Stopper, etc. | 2026-2030   | In progress |

# Accountability: monitoring results

## Strategic priority #3

### Connected, safe, and accessible community

#### 3.2 Strengthen Community Spirit

|    | Project  | Lead Dept.         | Support            | KPIs   | Target Year | Status      |
|----|--|--------------------|--------------------|--|-------------|-------------|
| a. | Continue to support and attend local and Township led events.  | Corporate Services | All depts.         | Increase event participation                       | 2026-2030   | In progress |
| b. | Develop and implement Township run recreational, cultural, and wellness programming including paid drop-in and registered programming. | Community Services | –                  | Program development and implementation             | 2026        | In progress |
| c. | Continue to host the Township Community Showcase through partnerships with local groups.   | Corporate Services | Community Services | Annual event                                       | 2026-2030   | In progress |
| d. | Implement the recommendation from the Recreation and Parks Master Plan.  | Community Services | PW                 | Incorporate recommendations into the budget and AM | 2027        | –           |

# Accountability: monitoring results

**Strategic priority #3:  
Connected, safe, and accessible community**

## 3.3 Promote Inclusivity and Accessibility

|    | Project  | Lead Dept.         | Support | KPIs                                     | Target Year | Status      |
|----|--|--------------------|---------|--|-------------|-------------|
| a. | Enhance accessibility of our trail systems through monitoring and maintenance.   | Community Services | PW      | Increased user participation             | 2027        | –           |
| b. | Enhance awareness, particularly with youth, regarding the County Ride Well program to extend transportation options within Puslinch and Guelph.  | Community Services | –       | Increased user participation             | 2026-2030   | In progress |
| c. | Monitor and update the Township <i>Accessibility for Ontarians with Disabilities Act</i> 5-year plan and annual reporting to ensure Township facilities/digital platforms remain accessible and compliant. | Community Services | –       | Compliance with the Plan and legislation | 2026-2030   | In progress |

# Accountability: monitoring results

**Strategic priority #3:  
Connected, safe, and accessible community**

## 3.4 Support Volunteerism & Local Leadership

|    | Project   | Lead Dept.         | Support    | KPIs   | Target Year | Status      |
|----|---|--------------------|------------|--|-------------|-------------|
| a. | Continue to enhance community partnerships and local volunteerism.  | Corporate Services | All depts. | Increased annual grant program participation; awards and recognition; Township support | 2026-2030   | In progress |
| b. | Partner with the local/nearby schools to establish a volunteer fair to connect youth with community groups.               | Community Services | --         | Host a volunteer fair  | 2028        | -           |
| c. | Continue to collaborate with local sports groups and community groups to promote recreation and expand internal capacity. | Community Services | -          | Promote events; support groups with resources and grants                               | 2026-2030   | In progress |

# Accountability: monitoring results

**Strategic priority #4:  
Good governance, financial stewardship, and organizational  
excellence**

## 4.1 Ensure Transparent Decision-Making

|    | Project   | Lead Dept.             | Support            | KPIs                            | Target Year | Status      |
|----|---|------------------------|--------------------|---------------------------------|-------------|-------------|
| a. | Monitor and update the procedural by-law when required.   | Corporate Services     | –                  | By-law enactment                | 2028        | –           |
| b. | Conduct elected/appointed official training.  | Corporate Services/CAO | All dept.          | Training delivered              | 2027        | –           |
| c. | Continue to enhance accessibility, transparency, integrity of the voting process for the municipal and school board election. | Corporate Services     | –                  | Alternative voting method       | 2029        | –           |
| d. | Continue to ensure Township reporting is open and transparent.  | Corporate Services     | –                  | Annual reports                  | 2026-2030   | In progress |
| e. | Monitor/Improve Records Management Program.   | Corporate Services     | –                  | Update Records Retention By-law | 2029        | –           |
| f. | Review committee TORs.  | Corporate Services     | Community Services | Council approval of TORs        | 2028        | –           |

# Accountability: monitoring results

**Strategic priority #4:  
Good governance, financial stewardship, and organizational  
excellence**

## 4.2 Maintain Financial Stewardship

|    | Project   | Lead Dept.         | Support            | KPIs   | Target Year | Status      |
|----|---|--------------------|--------------------|--|-------------|-------------|
| a. | Improve and modernize the Township Procurement Policy and practices.  | Finance            | Corporate Services | Council approval of updated Policy                   | 2027        | –           |
| b. | Continue to investigate revenue streams related to recreation, cultural, and well-being programs to better utilize Township facilities. | Community Services | –                  | Better utilization of Township facilities            | 2026-2030   | –           |
| c. | Conduct the Compensation and Benefits Review.   | CAO                | HR;<br>Finance     | Council approval of compensation and benefits review | 2028        | –           |
| d. | Continue to provide financial stewardship through successful audit, balanced budgets, and oversight of expenditures.                    | Finance            | All depts.         | Reporting to Council                                 | 2026-2030   | In progress |

# Accountability: monitoring results

**Strategic priority #4:  
Good governance, financial stewardship, and organizational  
excellence**

## 4.3 Strengthen Organizational Capacity

|    | Project   | Lead Dept.         | Support    | KPIs   | Target Year | Status      |
|----|---|--------------------|------------|--|-------------|-------------|
| a. | Conduct Service Delivery Reviews (all depts.).  | CAO                | All depts. | Service Delivery Standards Update                | 2028        | –           |
| b. | Conduct an IT security audit & RFP for managed service provider.                            | Corporate Service  | Finance    | RFP awarded                                      | 2029        | –           |
| c. | Continue by-law and policy reviews in accordance with 5 year schedule.                      | Corporate Services | All depts. | Updated By-laws/Policies annually per schedule   | 2026-2030   | In progress |
| d. | Develop/maintain service delivery standards for all service sectors.                        | CAO                | All depts. | Standards established (following review in 2028) | 2027-2029   | –           |
| e. | Develop service continuity planning (risk-based exercise to prevent service interruptions). | CAO                | All depts. | Planning document established                    | 2027        | –           |

# Accountability: monitoring results

**Strategic priority #4:  
Good governance, financial stewardship, and organizational  
excellence**

## 4.3 Strengthen Organizational Capacity

|    | Project   | Lead Dept.         | Support    | KPIs  | Target Year | Status      |
|----|---|--------------------|------------|---|-------------|-------------|
| f. | Monitor regulatory updates to all by-laws to enable expansion of AMPS program.                                      | Corporate Services | –          | AMP program updates                                   | 2026-2030   | In progress |
| g. | Continue to leverage opportunities to improve workflows and processes through system implementation and automation. | CAO                | All depts. | Reporting to Council on opportunities; implementation | 2026-2030   | In progress |
| h. | Continue to enhance professional development and training opportunities for staff.                                  | CAO                | All depts. | Talent recruitment, retention                         | 2026-2030   | In progress |
| i. | Develop comprehensive workforce planning tools such as a succession plan for each dept.                             | CAO                | All depts. | Plan completion                                       | 2027        | –           |

# Accountability: monitoring results

**Strategic priority #4:  
Good governance, financial stewardship, and organizational  
excellence**

## 4.3 Strengthen Organizational Capacity

|    | Project   | Lead Dept. | Support    | KPIs  | Target Year | Status |
|----|---|------------|------------|---|-------------|--------|
| j. | Continue to enhance employee performance management practices to increase capacity and retention. | HR         | CAO        | Updated Performance Management Policy and Program | 2029        | –      |
| k. | Enhance DEIB (Diversity, Equity, Inclusion, and Belonging) Program and Training.                  | HR         | All depts. | Program delivery                                  | 2027        | –      |

# Accountability: monitoring results

**Strategic priority #4:  
Good governance, financial stewardship, and organizational  
excellence**

## 4.4 Foster Partnerships & Collaboration

|    | Project   | Lead Dept.         | Support                                 | KPIs  | Target Year | Status      |
|----|---|--------------------|---|---|-------------|-------------|
| a. | Expand youth engagement programs.   | Corporate Services | Advisory Committees; Community Services | Deliverables met  | 2026-2030   | In progress |
| b. | Maintain and enhance relationships with the County and other municipal partners.                    | CAO                | All depts.                              | Participate in networking and shared initiatives  | 2026-2030   | In progress |
| c. | Maintain and enhance relationships with Aberfoyle PS, high schools, and post secondary insitutions. | Human Resources    | All depts.                              | Participate in networking and shared initiatives such as volunteering/ work opportunities | 2026-2030   | In progress |
| d. | Maintain and enhance economic development partnerships.   | CAO                | All depts.                              | Expand the Township's Economic Development Program  | 2026-2030   | In progress |

# Accountability: monitoring results

**Strategic priority #5:  
Good governance, financial stewardship, and organizational  
excellence**

## 5.4 Foster Partnerships & Collaboration

|    | Project   | Lead Dept. | Support | KPIs   | Target Year | Status      |
|----|---|------------|---------|--|-------------|-------------|
| e. | Enhance collaboration with the Guelph Junction Railroad (GJR) | CAO        | Fire    | Improved communication; mitigate fire risks; share resources | 2026-2030   | In progress |

--- 2026-2030 ---



TOWNSHIP OF

**PUSLINCH**

EST. 1850

*Strategic Plan*