










STRATEGIC PLAN

STATUS UPDATE: JUNE 2025

						
			Preparing	In Progress	Ongoing	Complete
1. Promoting Community Vitality						
100% Housed		1.1.1	1.1.2	1.1.3	1.1.4	
Sustainable infrastructure and development		1.2.3	1.2.1	1.2.2	1.2.5	
		1.2.4	1.2.6			
Community health, safety and well-being	1.3.2	1.3.5	1.3.1	1.3.3	1.3.4	
Connected people and places			1.4.1	1.4.2	1.4.3	
			1.4.4			
HIGHLIGHTS						
 <div>100% Housed</div> <ul style="list-style-type: none">Invested \$3M+ in affordable housingUpdated Official Plan and zoning to permit ADUs and diverse housingLaunched three County-funded supportive/transitional housing projects to reduce chronic homelessness	 <div>Sustainable infrastructure & development</div> <ul style="list-style-type: none">2024 Asset Management PlanUpdated agricultural policies to balance growth with protectionAdvanced servicing strategies through Water/Wastewater Master Plan and secondary plans	 <div>Community health, safety & well-being</div> <ul style="list-style-type: none">Added a new priority area and launched DEI Action Coalition under S&WOCanadian Index of Well-Being survey to establish metricsStrengthened partnerships with hospitals, community orgs and public health	 <div>Connected people and places</div> <ul style="list-style-type: none">Added bike lanes as part of Cycling Master Plan networkAdvocated for enhanced passenger and freight railAdvanced road safety with new pedestrian crossings, speed reviews and auto-enforcement planning			



Preparing

In Progress

Ongoing

Complete

2. Enhancing Environmental Sustainability

Climate change mitigation and adaptation

2.1.4

2.1.1

2.1.2

2.1.3

Preserve and enhance our natural environment

2.2.1

2.2.2

2.2.3

HIGHLIGHTS



Climate change mitigation and adaptation

- Climate Action Plan in development; targets due 2025
- Led Smart Energy Oxford and Zero Waste Oxford initiatives
- Advocated for provincial policy changes on sustainability and planning



Preserve and enhance our natural environment

- Strengthened Source Water Protection; launched Clean Water incentives
- Added ag plastics drop-off; planned organics and recycling programs
- Integrated natural heritage and water systems into Official Plan updates



Preparing

In Progress

Ongoing

Complete

3. Fostering Progressive Government

Continuous improvement and results-driven solutions

3.1.1

3.1.2

3.1.3

Collaborate with our partners and communities

3.2.2

3.2.3

3.2.1

Attract, retain and engage staff

3.3.1

3.3.2

3.3.3

3.3.4

Financial sustainability

3.4.1

3.5.1

3.4.2

HIGHLIGHTS



Continuous improvement & results-driven solutions

- Introduced service reviews, digital evidence tools, and early court resolution options
- Developed Generative AI policy and advanced Office 365 rollout
- Expanded data analytics to support budgeting, planning, and services



Collaborate with our partners and communities

- Partnered with Tillsonburg and Zorra on housing; held municipal coordination meetings
- Supported Safe & Well Oxford with regular updates
- Preparing for 2025 CRM system launch



Attract, retain and engage staff

- Compensation review complete and Leadership Development Program launched
- Advanced DEI Framework; reported to Council in 2024
- Completed Woodingford Lodge Master Plan; added staff to support planning



Financial sustainability

- Defined service levels in 2025 Asset Management Plan
- Advanced reserve strategies for sustainable funding
- Secured funding for climate risk, encampments, and housing infrastructure