

Township of Tudor and Cashel

5 Year

Strategic Plan

2019

“Living Document”

371 Weslemkoon Lake Road

Gilmour, Ontario, K0L 1W0

Version: 4.2

Date: Jan. 2020

Introduction

The Township of Tudor and Cashel is located in the northern sector of the County of Hastings. It is comprised of three designated villages, Gilmour, Gunter and Millbridge. Other geographical areas of note are “McRae”, “The Ridge” and the “Stoney Settlement. This township is rural in nature.

The township is enriched with several lakes and scenic landscapes, and is home to a population of 586 permanent residents. The summer months boast a large population of seasonal residents and tourists.

Historically, the township’s economy developed around forestry, water based recreational activities and hunting and trapping. These remain the significant economies in the township. Of note, the highest point in Hastings County is located enroute to Cashel Lake in our Township.

The township provides recreational activities based from the Community Centre located in Gilmour and Playground located in Millbridge. There is a very strong spirit of volunteerism in the Township of Tudor and Cashel as well.

Police services are provided through the Ontario Provincial Police from both the Bancroft and Madoc branches.

A five member Council comprised of a Reeve, Deputy Reeve and three Councillors govern the Township of Tudor and Cashel.

Council's Message

Our commitment to the people of the Township of Tudor and Cashel is to deliver the highest level of municipal service possible while controlling overall costs.

Continuous attention is given to sustain our:

- Roads
- Bridges
- Landfill sites
- Waste Management
- Levy %
- Health Care Services
- Seniors Services and Care
- Operating Costs
- Volunteer Committees (social, recreational and municipal)
- Library Facilities
- Evaluation of Roads, Bridges and equipment through 10 year plans
- Grants supported by Federal and Provincial Agencies
- Township Buildings and Properties

- **Values**

The Township of Tudor and Cashel Council and Administrative Staff are committed to:

- Continuous improvement in the quality of service
- Commitment and Accountability
- Open Communication
- Honesty and Integrity
- Professionalism and Teamwork
- Mutual Respect and Support
- Participation
- Confidentiality and Privacy

Vision

The Township of Tudor and Cashel is a self-reliant, fiscally sound municipality striving for a sustainable infrastructure with socially responsible and accessible services that promote a safe, healthy and family friendly lifestyle.

Mission

The Township of Tudor and Cashel's Vision will be realized through innovative leadership by Council, Administration, the County of Hastings (Governing body) and community stakeholders along with senior levels of government to deliver sustainable municipal services.

Township of Tudor and Cashel Service Delivery 2015 to 2019

<u>Goals</u>	<u>Objectives</u>	<u>Deliverables</u>	<u>Target Date</u>
<p><u>Improve Overall Administration</u></p>	<ul style="list-style-type: none"> • Open Communication • Commitment, Accountability, Honesty, Integrity, Professionalism, Teamwork, Mutual Respect and Support 	<p>Lines of communication between Council & Staff, Staff to Staff, Staff to Council, Council to citizens and Senior Government must continue through various media. Monthly staff meetings, quarterly meetings, website updates, bulletins boards, flyers, inserts to tax bills, community meetings and open house.</p> <p>The combination of these traits is imperative in the overall workings of the business known as the “municipality of the combined townships of Tudor & Cashel”.</p> <p>Teamwork is essential for the success of any administrative team. Professionalism, mutual respect, support, honesty,</p>	<p>ongoing</p>

		compliance with both the Privacy Act and the confidentiality of the information being requested.	
<u>Increase Economic/Financial Stability</u>	<ul style="list-style-type: none"> • Finance • Human Resources 	<p>Annual Budget review with Staff & Council to set tax rates to meet the needs of the township and rate payer.</p> <p>Cost Containment and fiscal responsibility ensuring that budget parameters are maintained.</p> <p>Develop and retain qualified personnel, Succession planning Developed Human Resources Policy</p>	Ongoing

	<ul style="list-style-type: none"> • Information Technology • Municipal Property Management 	<p>Provide and fund appropriate education opportunities Annual Performance Reviews</p> <p>Increase the use of website, e-mail, on-line training, etc.</p> <p>Work with MPAC to negotiate better/congenial assessment increases</p>	
<p><u>Continued Improvement of Roads and Roads Department Facilities</u></p>	<ul style="list-style-type: none"> • Upgrade as many Roads yearly as fiscally possible • Upgrade and Maintain 	<p>Continue to maintain the single and double surface treated roads in the township i.e.: Weslemkoon, Centre and West Roads following the 10 year plan</p> <p>Upgrade and maintain the Year round and Seasonal roads following the 10 year plan to achieve gravel at 3" every 3 years guideline from OGRA in mind</p>	<p>Ongoing</p> <p>Ongoing</p>

	<p>equipment following the 10 year replacement plans</p>	<p>Utilizing the 10 Year Capital Investment Plan to upgrade equipment when required.</p>	
<p><u>Invest in Environmentally Sustainable Infrastructure</u></p>	<ul style="list-style-type: none"> • Waste Management Program • Increase Public awareness of the benefits of an environmentally active lifestyle 	<p>Mandatory Recycling has been established at the Millbridge and Grimsthorpe sites.</p> <p>Focus on environmental behaviours at a household level ie: use of compact fluorescent light bulbs; composting; and lowering temperatures & recycling achieved through gentle reminders in tax bills flyers, information on the website etc. Encourage compaction of recycled materials to decrease cost associated with transportation</p>	<p>Ongoing</p> <p>Ongoing</p>

<p><u>Maintain in place Protective Services & increase where required</u></p>	<ul style="list-style-type: none"> • Police Services – OPP (contracted) • Municipal by-law enforcement • Fire Protection through Limerick & Madoc Townships • Emergency Disaster Recovery Plan • Climate Change Awareness 	<p>Yearly Service Contract with both Madoc & Bancroft OPP – Annual report sent from both to Council</p> <p>Suggest an open talk with members of Council and the rate payers with members of the OPP to answer questions regarding the constant increases in policing year over year</p> <p>Scott Richardson is in place to enforce by-laws</p> <p>Contracts in place with Madoc and Limerick Township and a small section of Grimsthorpe Townships to service our residents</p> <p>Annual emergency simulation exercises with bordering Townships are conducted. The Emergency Response plan is updated yearly.</p> <p>Continue to educate residents on</p>	<p>Ongoing</p>
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	<ul style="list-style-type: none"> • Animal Control Officer 	<p>being prepared in the event of an emergency.</p> <p>Ensure that plans are in place for extreme weather situations.</p> <p>Continue to research ways to decrease our carbon foot print.</p> <p>Animal Control works with the OPP when there are any animal control issues</p>	
<p><u>Improvement to a safe, healthy & family friendly Lifestyle</u></p>	<ul style="list-style-type: none"> • Public Beach/Boat Launches • Community Centre • Playground • Library • Yearly functions ie: Spring fling, July 1st brunch, Halloween party, & Christmas party 	<p>Try to make them a welcoming service in our Municipality</p> <p>Continue support for the Recreation Committee, and Community Centre</p> <p>Library Board Offer recreational opportunities to residents Increase the numbers Advertise widely Increase attendance</p>	<p>Ongoing</p>

<u>Planning and Development Services</u>	<ul style="list-style-type: none"> • Building • Planning 	CBO Council & County	
<u>Forge Partnerships</u>	<ul style="list-style-type: none"> • Neighbouring municipalities • Government agencies ie: MMAH & AMO • Auditors • County <ul style="list-style-type: none"> • Centre Hastings Family Health Team 	Attendance to monthly clerk/treasurer meetings with other municipalities, County & government agencies ie; MPAC, MMAH etc. Look for opportunities to share costing of projects, etc. Clinic available on Tuesday Afternoons	

Four Pillars of Sustainability

Cultural	Environmental	Social	Economic Development
Signage	Recycling	Euchre & Cribbage	Active member of North Hastings Economic Development

			Corporation
	Waste Site monitoring	Recreation Committee Events	
Library		Low Impact Aerobics	

Accomplishments 2010 to 2018

1. Committee formed and meeting on a monthly basis.
2. 5 year plan in place as a “living document” for Committee and Council
3. Village and Municipal signage in place.
4. Community Centre improvements completed and continued. (floor, painting, doors for cabinets, etc.)
5. Continuation of Health and Wellness initiative originally funded by the Ontario Government in 2010. ie: low impact aerobics, card making, scrap booking.

6. Completion of Accessible Washroom updates as per the Ontario Government specifications.
7. Completion of Accessible Offices as per Ontario Government specifications.
8. Implemented Annual Volunteer Appreciation Tea.
9. Completion of Accessible entrance

Next Steps

1. Update and beautify the exterior of the Municipal Office and Community Centre to provide safe access and a more cosmetically appealing front.
2. Continue to educate on Climate Change and make changes to Municipal practices to improve our own impact.
3. Work toward creating a strong community, by offering social programs.
4. Look into Signage throughout the Community for Lakes and attraction areas.
5. Refresh the playgrounds to make it more appealing to youth
6. Continue the upgrade and maintenance of our infrastructure, such as roads.
7. Continue to make strong connections with our neighbouring Municipalities to work in efficient and cost effective ways together when there is an advantage.
8. Annual review and updating/changing to keep the plan current.