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INGHAM COUNTY 2023 STRATEGIC PLANNING TASK FORCE

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THE STRATEGIC PLANNING TASK FORCE WILL MEET ON THURSDAY, JUNE 15, 2023 AT 11:00 A.M., IN CONFERENCE ROOM A, HUMAN SERVICES BUILDING, 5303 S. CEDAR, LANSING AND VIRTUALLY.

<https://ingham.zoom.us/j/82036129134?pwd=aVlvT1BxZXNiYzc0cVVRL0xhV0cydz09>

Call to Order

Approval of May 19, 2023 Draft Minutes

Additions to the Agenda

Limited Public Comment

1. Finalize Values, Vision, and Mission
2. Review Draft Strategic Areas of Focus and Identify Goals (*Draft will be prepared by County Staff and reviewed with Task Force Chair prior to meeting*)

Announcements

Public Comment

Adjournment

The next meeting is July 31, 2023 at 10:00 a.m.



mejorando group



PROJECT TASK FORCE STRATEGIC PLANNING THIRD MEETING

Facilitated by
PATRICK IBARRA

June 15, 2023

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PROJECT SCHEDULE

Project Phase	Activity
1. Engage	<ul style="list-style-type: none"> Finalized Project Schedule.
2. Enlist	<ul style="list-style-type: none"> March and April– Gathered input via interviews with Board of Commissioners, directly elected officials and senior staff members.
3. Examine	<ul style="list-style-type: none"> Task Force met on Thursday, April 20th to: <ol style="list-style-type: none"> Reviewed input gathered from interviews and completed Environmental Scan and SWOT Analysis. <p>A written Summary of the April 20 meeting was captured and provided to all Board Commissioners.</p>
4. Explore	<ul style="list-style-type: none"> Task Force will meet on Thursday, May 18th to: <ol style="list-style-type: none"> Finish SWOT Analysis Refresh Core Values and Verify, revise, if necessary, Mission and Vision and sketch out potential Strategic Areas of Focus <p>A written Summary will be captured and provided to all Board Commissioners.</p>
4. Explore (contd.)	<ul style="list-style-type: none"> Task Force will meet on Thursday, June 15th to: <ol style="list-style-type: none"> Finalize Values, Vision and Mission Review Draft Strategic Areas of Focus and identify Goals (this Draft will be prepared by County staff and reviewed with Task Force Chair prior to this meeting). <p>A written Summary will be captured and provided to all Board Commissioners.</p>
4. Explore (contd.)	Meeting to be held in July to finalize Strategic Plan.
5. Execute	TBD - Board of Commissioners adopt the Strategic Plan and implementation ensues.

VALUES

The inherent values of the county and the organization will provide the foundation on which the strategic plan is constructed. They are the basis for all decisions and actions. Most likely, Task Force members are not aware of its inherent or collective values. Not all members will have the same core values, either. One person may have a strong sense that those in need should be cared for by the community at any cost, while others may believe strongly that programs should be reduced to ensure that no new taxes are needed.

The focus is to craft a set of collective values and standards of behavior which will affect the manner in which programs are defined and resources allocated.

Current Values:

*Quality resident services
Accountability and fiscal responsibility
Diversity/equity and inclusion
Honesty/integrity and ethics
Creativity and innovation*

Proposed Values:

*Provide High-Quality efficient services.
Serve the public with honesty and integrity.
Seek creative solutions to everyday challenges.
Embrace diversity and inclusion.*

VISION STATEMENT

Vision statements reflect the collective understanding of the ideal situation. They may reflect a certain standard of living, the pleasantness of the environment, or the general vibrancy of the community. In strategic plans, the vision statement typically represents a view of the ideal community toward which the group is working.

The vision is a description of Ingham County's "desired future". In other words, where do the stakeholders believe the county will be in five years? The emphasis is on the future as it describes the organization as the stakeholders would like it to become – in the future.

It's important to note that the vision statement isn't a description of detailed action steps. In fact, it won't describe action at all, but rather describe a statement of condition. It will describe success in the future. The means to that end will come in the form of goals, objectives, and action plans which occur later in the planning process.

Benefits of Visioning

The process and outcomes of visioning may seem vague and superfluous. The long-term benefits are substantial, however. Visioning:

- Provides continuity and avoids the stutter effect of planning fits and starts.
- Identifies direction and purpose.
- Alerts stakeholders to needed change.
- Promotes interest and commitment.
- Promotes laser-like focus.
- Encourages openness to unique and creative solutions.
- Encourages and builds confidence.
- Builds loyalty through involvement (ownership)
- Results in efficiency and productivity

The entire strategic plan starts with and must consistently relate to the vision statement. The ideal view of Bartlesville sets the tone for the process and plan. Important to recognize is that because the vision reflects an ideal, it is unlikely that it will ever be fully achieved. The best vision statements are broad without being so broad as to be common and are expressive of the ideal without being inane.

Current Vision

Ingham County is a welcoming, inclusive, peaceful, engaged, healthy, and just community for all residents.

Proposed Vision

***We Lead by Example.
Ingham County is inclusive and
inspires pride in our residents and
opportunities for every person to
realize their potential.***

MISSION STATEMENT

The mission statement identifies the role of the County in pursuing the vision. The intent here is to verify the accuracy of the existing mission statement and make changes where needed.

Current Mission Statement:

Ingham County will identify and provide high quality, easily accessible services that its residents value. These services will be delivered by an ethical, well-trained workforce comprised of public servants in the most effective, collaborative way possible.

Proposed Mission Statement:

To improve the quality of life for Ingham County residents and work to ensure every person is treated with respect and dignity.

Based on the values clarification and vision creation that occurred in the previous steps, the intent here is to verify the accuracy of the existing mission statement and make changes where needed. Other questions which will be answered that will help modify the existing mission statement are:

- What are the needs and wants of citizens?
- How does the County go about fulfilling the wants and needs?

The mission statement identifies the County government's role in pursuing the vision. The mission statement shall be crafted so it's clear, credible and understandable, flexible but focused, and brief.

Four Key Questions to be answered by a Mission Statement:

1. What does the County organization do; that is, what customer needs or wants does it meet?
2. Who is the organization in business to serve?
3. How do we go about fulfilling these wants and needs?
4. Why does the organization exist?

KEY RESULT AREAS/ STRATEGIC ISSUE AREAS

Key Result Areas or Strategic Issue Areas are broad areas in which the County is expected to deliver results. Each is accompanied by goals and objectives and typically are not changed very often.

Current Strategic Issue Areas

Service to Residents
Communication
Facilities and Infrastructure
Information Technology
Management, Finance and Governance
Human Resources and Staffing

Samples from strategic plans in other counties:

Kent County, Michigan

Economic Prosperity

We will focus on sound fiscal management and policies to support the economic prosperity of the County as well as the West Michigan region.

High Quality of Life

We will foster a high quality of life that promotes safe and healthy communities, strategic growth, and world-class outdoor resources.

Excellence in Service Delivery

We will adopt innovative ways to deliver services that maximize efficiency and provide an exceptional experience to those we serve.

Effective Communications

We will be transparent and clear in the communications and decisions of the County.

Inclusive Participation

We will provide innovative and inclusive ways to engage residents and involve them in County government.



McHenry County, Illinois

- Leadership and Governance
- Organizational Advancement
- Environmental Sustainability
- Economic and Workforce Development
- Health and Social Services
- Quality Infrastructure

Jackson County, Michigan

KEY PERFORMANCE AREAS



Healthy Community
Assuring equitable access to high-quality health, human, and social service supports in our community.



Transportation and Community Connectedness
Keeping our community safely in motion with a modern, appropriate, multi-modal, well-maintained transportation and infrastructure network.



Thriving Regional Economy
Jackson County has a skilled and educated workforce, is attractive to diverse industries, and helps businesses prosper.



Safe and Desirable
A safe community is a result of public safety professionals working in partnership with the people they serve. By working together with mutual respect, we make Jackson County a safe place to live, work, and play.



Trusted Government
Jackson County government respects personal liberties and is fiscally responsible with trusted, high-performing employees providing essential services with transparency, efficiency, and in collaboration with other units of government and stakeholders.



Quality of Life Essentials
Jackson County is a place where everyone has access to parks, waterways, recreation, and cultural opportunities, making us an attractive community for residents, visitors, and businesses.

Jefferson County, Colorado

	<p>Create Safe, Healthy and Thriving Communities Jefferson County communities are diverse and active, with access to multi-faceted services – people experience a high quality of life, are safe in their neighborhoods and are connected to a variety of amenities.</p>
	<p>Enhance Inclusive Community Engagement Jefferson County recognizes, supports, and enhances diversity in all forms, and intentionally seeks inclusive approaches to ensure equitable access and engaged communities around issues that matter to them.</p>
	<p>Ensure Responsible Growth and Development Jefferson County supports balanced growth that enhances quality of life and diverse employment opportunities, is affordable for those who live, work, and play in the county, and aligns with the long-range community planning efforts.</p>
	<p>Protect Natural Resources and Our Environment Jefferson County promotes environmental stewardship and open spaces by working to ensure access and responsible use, mitigating natural hazards and preserving resources for future generations.</p>
	<p>Strengthen Public Facilities and Infrastructure Jefferson County is continuously focused on enhancing infrastructure resiliency, creating versatile spaces and amenities for residents and visitors to enjoy and ensuring ease of movement within the county.</p>
	<p>Operate as an Employer of Choice Jefferson County government is invested in attracting, developing, and retaining a highly motivated, engaged, skilled, and service focused workforce that reflects the county's commitment to diversity, equity and inclusion.</p>
	<p>Provide Innovative, Equitable and Effective Services Jefferson County government incorporates new approaches and best practices to continuously improve responsive communication and service delivery.</p>

POSSIBLE STRATEGIC INITIATIVES AREAS

POTENTIAL GOALS FOR STRATEGIC INITIATIVES AREAS

NEXT STEPS...