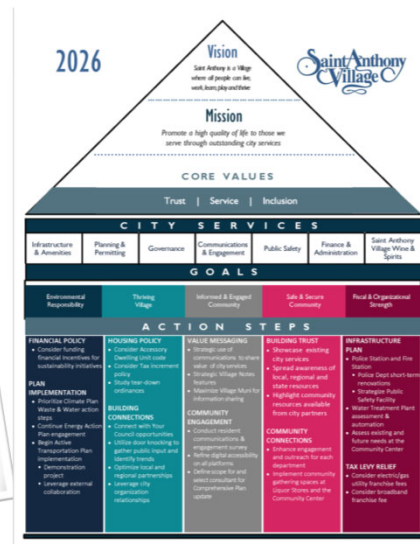




2026 STRATEGIC PLAN

City Council Meeting
February 10, 2026

THE PLAN



THE TEAM

- City Council
- Commission Representatives
- City Staff
- City Consultants
- Guests



THE PROCESS

Goal setting is a year-round process

Community input is gathered from Council meetings, community events (VillageFest, Night to Unite, etc.) and personal interactions

Department heads work with their staff to identify Anticipated projects for the upcoming year to determine key action steps

Consultants provide perspective from their industry and their work in other cities.

Commission chairs represent their fellow commission members and public

Guests offer state and regional perspectives

GOAL SETTING PROCESS



GOAL SETTING ROLES



THE OUTCOME

The 2026 Pyramid

1. During the goal setting and the strategic planning process, the Mayor, Council, City Manager, and Department Heads reviewed ideas generated from discussions.
2. The team reflected on progress with the 2025 action steps and identified priorities/action steps for the 2026 Pyramid.
3. The result is the 2026 Pyramid which the city uses to illustrate the City's values and priorities.



THE PYRAMID

VISION	Identifies our ideal outcome for the City and sets the framework for the rest of the Pyramid. All subsequent strategic planning efforts directly relate to the City's Vision.
MISSION	Describes what we do and for whom. For our City, providing high quality services is essential to supporting a high quality of life for all residents.
CORE VALUES	Guide how city government should work for and with the community. Trust , Service and Inclusion are the values that Council and Staff strive to embody. These values provide the foundation for decision-making and delivery of services and also ensure the city as a whole conducts itself in an accountable, transparent, respectful, and responsive manner.
CITY SERVICES	Core functions that our City Staff provide on a daily basis. Goals and Action steps are typically considered in addition to staff's daily roles.
GOALS	Establish target aspirations that the City aims to meet. Typically, the Goals are broader and focus on the next 3-5 years.
ACTION STEPS	Key priorities that City staff or City Council focus on for the year. The City recognizes that not all of the year's priorities can be identified at the beginning of the year and adapts to new action items as applicable.



UNDERSTANDING THE GOALS

These goals help guide Council as they make decisions through each year.

Environmental Responsibility	Minimize Saint Anthony's impact on the environment and enhance resilience through action in alignment with the City's Climate Plan and Regional, State and Federal guidelines.
Thriving Village	A community for all residents where the City is responsive to concerns, enables successful things to happen, and residents have opportunity to thrive
Informed & Engaged Community	Communicate Council priorities and department activities to support resident's ability to actively participate, feel engaged, and understand how their voice can be heard.
Safe & Secure Community	Protect our community's physical and psychological safety (individual and collective) through strategic investment in personnel and tools to provide excellent city services
Fiscal & Organizational Strength	Invest in the community's infrastructure and personnel to deliver outstanding City Services through a culture of continuous improvement, resiliency, and responsible stewardship of resources.



ACTION STEPS > ENVIRONMENTAL RESPONSIBILITY

FINANCIAL POLICY

Discuss policy on financial incentives

- Consider funding financial incentives for sustainability initiatives

PLAN IMPLEMENTATION

Implementation of Climate Plan, Energy Action Plan and Active Transportation Plan

- Prioritize Climate Plan Waste and Water Action Steps
- Continue Energy Action Plan engagement
- Begin Active Transportation Plan implementation
 - > Demonstration Project
 - > Leverage external collaboration





ACTION STEPS > THRIVING VILLAGE

HOUSING POLICY

Consider housing policy items

- Consider Accessory Dwelling Unit code
- Consider Tax increment policy
- Study tear-down ordinances

BUILDING CONNECTIONS

Continue to facilitate connections

- Connect with Your Council opportunities
- Utilize door knocking to gather public input and identify trends
- Optimize local and regional partnerships
- Leverage City organization relationships



ACTION STEPS > INFORMED & ENGAGED

VALUE MESSAGING

Focus on communicating value residents receive from City services

- Strategic use of communication channels to share value of City services
- Strategic VillageNotes features
- Maximize Village Muni for information sharing

BREAK ACCESSIBILITY BARRIERS

Seek opportunities and remove barriers to engagement

- Conduct resident communications and engagement survey
- Refine digital accessibility on all platforms
- Define scope for and select consultant for Comprehensive Plan update





ACTION STEPS > SAFE & SECURE COMMUNITY

BUILDING TRUST

Continue to provide and be a source of trusted information

- Showcase existing city services
- Spread awareness of local, regional and state resources
- Highlight community resources available from city partners

COMMUNITY CONNECTIONS

Continue to prioritize community connections

- Enhance engagement and outreach for each department
- Implement community gathering spaces at Village Muni locations and the Community Center



ACTION STEPS > FISCAL & ORGANIZATIONAL STRENGTH

INFRASTRUCTURE PLAN

Integrate facility needs into City's infrastructure planning

- Police Station and Fire Station
 - > Police Department short-term renovations
 - > Strategize Public Safety facility
- Water Treatment Plant assessment and automation
- Assess existing and future needs at the Community Center

TAX LEVY RELIEF

Consider implementing franchise fees on utilities and broadband

- Consider electric/gas utility franchise fees
- Consider broadband franchise fee



THE STRATEGIC PLAN



LOOKING FORWARD

Our Ask

- Does the 2026 Strategic Plan fit with Council's Goals?
- Is Council comfortable with the Action Steps?

Next Step

- Tonight: Approval of 2026 Strategic Plan

