

# 2026 GOALS & ACTION STEPS



DISCOVER PRIORITY PLAN & ACT

ACHIEVE



## 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 COMMUNITY

### 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

Saint Anthony Village

# 2026 STRATEGIC PLAN

THE TEAM

THE PROCESS

THE OUTCOME

USING THE PYRAMID

DEFINING THE PYRAMID

GOAL SETTING ROLES

UNDERSTANDING

THE GOALS

GOALS &

ACTION STEPS

## THE TEAM



Every year, the City of Saint Anthony Village conducts a Strategic Planning and Goal Setting Workshop. The City brings together a cohesive group that works well together as a team, shares mutual respect, and understands roles and responsibilities. City stakeholders work together to highlight the previous year's accomplishments and identify anticipated projects for the upcoming year to determine the year's key action steps.

Consultants provide perspective from their industry and their work in other cities. Commission chairs represent their fellow commission members and public, and our guests offer state and regional perspectives.

This year the group included approximately 30 individuals including city leaders, staff and community partners. All share a great sense of pride working together for the best interests of the citizens of the community.

## THE PROCESS

### Continual Information Gathering Throughout the Year



The Goal setting process is ongoing throughout the year as elected officials and City staff gather community input from residents via Council meetings, Public Forums, City events and personal interactions (phone calls, letters and emails). This collective input helps guide development of the City's Pyramid. This year's goal setting workshop, included the Council providing high-level input on focus areas, City staff providing insights into action steps, and Commissions and Consultants providing community perspectives.

## THE OUTCOME

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

## USING THE PYRAMID

The Pyramid is used year-round by the City to track progress and ensure the City remains focused on its goals. Staff provides updates to Council quarterly on progress toward action steps. While some goals can be accomplished in the year, others evolve into new modified goals.

## DEFINING 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

These are 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 and responsibilities.

### GOALS

Establish target aspirations that the City aims to meet. Typically, the Goals are broad 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.



## GOAL SETTING ROLES



## UNDERSTANDING THE GOALS

In 2025, Council members defined their understanding of the goals. During the 2026 Goal Setting workshop, Council members refined the statements and their priorities related to the goals. These statements are not included on the Pyramid, but help guide Council as they make decisions throughout 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

Promote 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.