



**RESOLUTION TITLE: TO ADOPT REVISIONS TO THE ORGANIZATION'S CORE VALUES AND DIRECT THE COUNTY MANAGER TO OPERATIONALIZE THESE THROUGH THE IMPLEMENTATION OF THE FY 2024-2028 STRATEGIC PLAN**

- WHEREAS, to maintain momentum and build upon the success of work aligned to the FY 2021-2023 Gaston County Strategic Plan; and,
- WHEREAS, during the previous four months, department directors and key staff across the County energetically engaged to update the Gaston County Strategic Plan document; and,
- WHEREAS, the FY 2024-2028 Strategic Plan document builds upon the County Manager's three Priority Areas, the 2013 Board of County Commissioners' Adopted Priorities Areas, and the Board's Guiding Philosophies from their 2019 Board Retreat; and,
- WHEREAS, the FY 2024-2028 Strategic Plan includes the County's mission statement, vision statement, refined core values, and strategic focus area goals and objectives; and,
- WHEREAS, the County's mission statement challenges employees to continue "providing excellent public service every day," a short but meaningful statement of what it means to work for Gaston County Government; and,
- WHEREAS, the County's vision statement challenges the organization by laying out a vision that "Gaston County Government will be a model of excellence in public service leadership, innovation, collaboration and inclusion, ensuring the safety and well-being of residents, preserving natural resources and providing recreational, cultural, and economic opportunities that lead to global success and set the stage for future generations; and,
- WHEREAS, the refined Core Values for the organization express the values of People and Relationships, County Employees, Accountability, Quality and Creativity, and Resources and Resiliency; and,
- WHEREAS, the Strategic Focus Area Goals and Objectives included in the FY 2024-2028 Strategic Plan serve to guide County departments focus on ensuring communities are healthy and safe, maintaining Gaston County's position as a leader in economic growth, and providing residents and visitors opportunities for recreation and personal enrichment; and,

DO NOT TYPE BELOW THIS LINE

I, Donna S. Buff, Clerk to the County Commission, do hereby certify that the above is a true and correct copy of action taken by the Board of Commissioners as follows:

NO.	DATE	M1	M2	CBrown	CCloninger	AFraley	BHovis	KJohnson	TKeigher	RWorley	Vote
2023-128	04/25/2023	BH	KJ	A	A	A	A	A	AB	A	U

**DISTRIBUTION:**

Laserfiche Users

A=AYE, N=NAY, AB=ABSENT, ABS=ABSTAIN, U=UNANIMOUS

To Adopt Revisions to the Organization's Core Values and Direct the County Manager to Operationalize These Through the Implementation of the FY 2024-2028 Strategic Plan  
Page 2

WHEREAS, the Strategic Focus Area Goals and Objectives included in the FY 2024-2028 Strategic Plan serve to guide County departments focus on ensuring communities are healthy and safe, maintaining Gaston County's position as a leader in economic growth, and providing residents and visitors opportunities for recreation and personal enrichment; and,

WHEREAS, the Strategic Focus Area Goals and Objectives included in the FY 2024-2028 Strategic Plan also align with the five focus areas of One Gaston 2040 and its vision of Gaston County as "A place where everyone thrives."

NOW, THEREFORE, BE IT RESOLVED that the Gaston County Board of Commissioners hereby adopts the Mission, Vision, Core Values and Strategic Focus Areas and directs the County Manager to operationalize these through the implementation of the Gaston County Strategic Plan for Fiscal Years 2024-2028.

Adopted this 25th day of April 2023.



# Gaston County

Gaston County  
Board of Commissioners  
www.gastongov.com

## County Manager

## Board Action

File #: 23-177

Commissioners Brown & Hovis - County Manager - To Adopt Revisions to the Organization's Core Values and Direct the County Manager to Operationalize These Through the Implementation of the FY 2024-2028 Strategic Plan

### STAFF CONTACT

Dr. Kim S. Eagle - County Manager

### BUDGET IMPACT

N/A

### BUDGET ORDINANCE IMPACT

N/A

### BACKGROUND

To maintain momentum and build upon the success of work aligned to the FY 2021-2023 Strategic Plan, staff initiated the development of an updated Strategic Plan for Fiscal Years 2024-2028. Beginning in January 2023, department directors and key staff engaged energetically in extensive strategy sessions over three months leading to the development of the latest plan. Departmental representatives collaborated within the three Strategic Focus Areas to refine the organizational core values, identify key issues, develop measurable objectives, and define priority actions intended to guide future tactical planning, budgeting, and operational performance. The FY24-28 Strategic Plan builds upon the County Manager's three Priority Areas, the 2013 Board of County Commissioners Adopted Priority Areas, and the Board's Guiding Philosophies from their 2019 Board Retreat and aligns with the five focus areas defined in the One Gaston 2040 vision document. The plan serves as an internal roadmap for the organization as we strive to ensure communities are healthy and safe, maintain Gaston County's position as a leader in economic development, provide residents and visitors opportunities for recreation and personal enrichment, and work toward achieving the community's vision as "A place where everyone thrives." With the approval of the attached Resolution of Support, the Board hereby adopts revisions to the organization's Core Values and directs the County Manager to operationalize these through the implementation of the FY 2024-2028 Strategic Plan.

### POLICY IMPACT

N/A

### ATTACHMENTS

Resolution of Support

DO NOT TYPE BELOW THIS LINE

I, Donna S. Buff, Clerk to the County Commission, do hereby certify that the above is a true and correct copy of action taken by the Board of Commissioners as follows:

NO.	DATE	M1	M2	CBrown	CCloninger	AFrale	BHovis	KJohnson	TKeigher	RWorley	Vote
2023-128	04/25/2023	BH	KJ	A	A	A	A	A	AB	A	U

### DISTRIBUTION:

Laserfiche Users

A=AYE, N=NAY, AB=ABSENT, ABS=ABSTAIN, U=UNANIMOUS