



RESOLUTION TITLE: TO ADOPT THE MISSION, VISION, CORE VALUES AND STRATEGIC FOCUS AREAS AND DIRECT THE COUNTY MANAGER TO OPERATIONALIZE THESE THROUGH THE IMPLEMENTATION OF THE STRATEGIC PLAN

- WHEREAS, the foundation of quality public service, organizational success and effective stewardship of taxpayer dollars are clearly identified strategic goals agreed upon by employees and leadership; and,
- WHEREAS, during the course of the previous seven months, two County work teams and all County departments worked in conjunction to propose Gaston County's first comprehensive Strategic Plan document; and,
- WHEREAS, the 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 Strategic Plan updates the County's previous Mission Statement, and establishes a new Vision Statement, Core Values, Strategic Focus Areas with performance targets, and a new Foundation of Excellence concept that will allow all County departments to build individual department strategic plans; and,
- WHEREAS, the mission statement challenges employees to continue "providing excellent public service every day," a short but meaningful statement of what it means to work for the Gaston County organization; and,
- WHEREAS, the County's new vision statement challenges the organization by laying out a vision that "Gaston County Government will be a mode 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 new Core Values for the organization express the values of People, County Employees, Relationships, Quality and Creativity, and Resources and Resiliency; and,
- WHEREAS, the Strategic Plan establishes three new Strategic Focus Areas of Community Health, Safety, and Well-Being; Economic Development and Planned Growth; Recreational Cultural, and Life-Long Learning Opportunities that are intended to guide budget submissions, encourage inter-departmental collaboration and assist with greater coordination of communication; and,

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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:

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WHEREAS, the County's new Foundations of Excellence, which will greatly assist County departments in building their individual strategic plans, are formed around the concepts of Community Engagement and Inclusion, Innovation and Continuous Improvement, Stewardship and Resilience, and Staff and Organizational Development.

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 Manger to operationalize these through the implementation of the Gaston County Strategic Plan for Fiscal Years 2021 – 2023.

Adopted this 27th day of April 2021.