

Commissioners,

The enclosed report provides an update on the Organizational Strategic Plan. As you may recall, I assembled a county staff team last September to recommend an organizational Vision Statement and revised Mission Statement, along with core values and strategic focus areas. At your April regular meeting, there will be a resolution outlying the mission, vision, core values, and strategic focus areas. Staff will operationalize the strategic plan over the next two years and align the budget with accomplishing the desired outcomes in mind. Additionally, it will allow me to ensure daily work is aligned and supports the guiding principles of the Board of County Commission. Below are summaries of values, priorities, and principals that were used to complete this work.

County Manager Priorities:

- Long-Term Financial Stability
- Employee & Community Engagement
- Innovation & Continuous Improvement

2013- Board Adopted Priorities:

- Job Creation and Economic Development
- Education
- Public Safety
- Healthy Communities
- Quality of Life

December 2019 retreat, Board's Guiding Philosophies:

- Long-term vision
- Leverage regional position.
- Accountability
- Progressively conservative approach.
- Smart growth
- Effectiveness
- Transparency
- Efficiency

Mission

"Providing excellent public service every day"-Mission Statement

Vision

"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." – Vision Statement

Core Values

- **We Value People.**
Compassion, Inclusivity, and Respect for All
- **We Value County Employees.**
Equity, Staff Development, and Well-Being
- **We Value Relationships.**
Integrity, Transparency and Trust
- **We Value Quality and Creativity.**
Innovation and Continuous Improvement
- **We Value Our Resources and Resiliency.**
Stewardship and Sustainability

Strategic Focus Areas

- **Community Health, Safety, and Well-Being** – Gaston County residents rely on services provided by the county to keep them safe, provide emergency medical transport, support their health, and connect them to other services.
- **Economic Development and Planned Growth** – As a part of a fast-growing and economically vibrant metropolitan region, Gaston County has an opportunity to anticipate and plan for change in ways that maximize benefits of growth for the county's residents and businesses.
- **Recreational, Cultural, and Life-Lon Learning Opportunities** – Gaston County boasts a wealth of opportunities for outdoor recreation in parks, along trails, and in the water, for sites of historic and artistic interest, and for personal enrichment, growth, and continuous improvement. Preservation and enhancement of these assets create quality of life for residents and maintain the appeal of Gaston county as a great place for people of all ages and for businesses making investment decisions.

Respectfully submitted,

Dr. Kim Eagle
County Manager