

## Village of Hay Lakes MSP

**Pillar:** Leadership through a democratic process which allows for participation, representation and accountability. Leadership plans the strategy for the community and leads by example with volunteer participation. Leadership understand and embraces all stakeholders. Strong dynamic leaders guide up into the future

**Governance**

Sectors	Stakeholders Vision	Current Assessment	Directional Plans Short Term	Directional Plans Long Term
Municipal Alliances	Strengthen regional partnership	Villages and the County meet regularly to review emergency services, financial, and best practices	Transportation for seniors should be included in a regional plan for small communities	
		Village of Hay Lakes and New Sarepta meet regularly	Financial Quarterly Reviews should be prepared by a qualified firm, Village should consider regional support.	
		Village invites MLA Roger to attend meetings	Bylaws Enforcement needs a higher profile, through regional cooperation.	
		Financial Planning needs improvement, Village does not have the resources	Complete the joint initiative with New Sarepta for the ACOP Program	
		Village uses the resources for planning and development		

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Municipal Operations	Optimize Municipal Resources	Public Works needs to maintain the village to a high standard.	Develop seasonal operational manual	
		Public Works needs to ensure that employees and contractors work safe in the village	Develop and Manage Safety Program to follow the OHS act.	
		Village is completing it implementation of the Safety Program	Complete the Safe Work Agreement for all contractors working on Village Projects.	

Sectors	Stakeholders Vision	Current Assessment	Directional Plans Short Term	Directional Plans Long Term
Infrastructure	Develop long term plan to improve and manage infrastructure	Public Works needs to maintain the village to a high standard.	Develop seasonal operational manual	
		Public Works needs to ensure that employees and contractors work safe in the village	Develop and Manage Safety Program to follow the OHS act.	
		Public Works and Administration need a long term plan for the proper location and structure,		
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Leadership	Develop and Support new leaders in the community	No succession plan for leaders roles in most communities organizations	Merge programs into strong community groups, reduce number of committee	
		Volunteers are few and far between	Provide recognition for leaders and volunteers.	
		No regular town hall meetings are held	Village council needs to hold strategy and planning session each year to review the long term goals.	
		Strategy and Planning can be improved	Regular newsletters and presentations should be scheduled, as for feedback	
		Communication	Currently the councilors need daily electronic communication, budget should include those resources	
			Develop the Village Web Page, have Admin trained in the use of this tool. Collect email addresses.	