



# **Township of Douro-Dummer** Strategic Plan

2023-2027



# A Message From Heather Watson, Mayor of Douro-Dummer

Dear Residents and Community Members,

I am pleased to present Douro-Dummer's new strategic plan, a roadmap that charts the course for a vibrant and sustainable future. This strategic plan is the result of collaboration among residents, staff, and council members, each contributing their insights and aspirations for our community.

Our commitment to making this Township a great place to raise a family, live, work, and play is at the heart of our strategic vision. We understand the importance of fostering a community where everyone feels a sense of belonging, and we are dedicated to preserving and enhancing the qualities that make our Township unique. In developing this plan, we listened to your voices, recognizing the significance of engaging with the public and acting upon your valuable feedback. Together, we aim to work seamlessly with our dedicated staff and council to implement initiatives that enhance the quality of life for all residents.

Our priorities are clear: making this community a better place, serving the needs of current and future residents, and remaining vigilant to changes in our dynamic community. As we look to the future, we are committed to preserving the traditions that define us, ensuring that growth occurs in a sustainable manner that respects our heritage.

Safety is paramount, and we are steadfast in our commitment to protecting the community and creating a safer environment for everyone. We recognize our financial obligations and are dedicated to ensuring the long-term viability of our Township. Delivering services efficiently remains a cornerstone of our mission, meeting the diverse needs of our residents.

We know that building strong relationships with other levels of government is essential to securing the support needed for the prosperity of our community. Transparency is a guiding principle, ensuring that our operations and practices are open and accessible to all.

Preserving and protecting our natural features is a shared responsibility. We are committed to the efficient use of lands and resources, fostering growth in a sustainable way that safeguards our environment for future generations.

Together, let us embark on this journey to shape the future of our Township. Your engagement, ideas, and support are crucial to the success of our shared vision. I invite each of you to actively participate in the realization of our strategic goals, as we work hand in hand to create a Township that we are all proud to call home.

Sincerely,

*Heather Watson*

Heather Watson  
Mayor, Douro-Dummer

# Land Acknowledgement and Introduction

## Land Acknowledgement

We respectfully acknowledge that we are on the lands which are part of the 1818 Treaty 20 and the traditional territory of the Anishinaabek Bands of the Great Ojibwe Nation. We offer our gratitude to the Ojibwe for their care and knowledge of the lands on which we work, live and enjoy. May we honor and respect their teaching and our Treaty obligations as we grow together.

## Introduction

Douro-Dummer is a close-knit community of close to 7000 primary and secondary residents located in Peterborough County along the Trent-Severn Waterway. It is characterized by a blend of residential and agricultural properties, with small villages and hamlets scattered throughout the Township. The Township is known for its outdoor activities such as hiking, fishing, and boating, due to its abundance of lakes and green spaces within its 674 square kilometers. It is also home to various cultural and community events that bring residents together.

Douro-Dummer provides a tranquil and idyllic setting for individuals and families seeking a rural lifestyle while still having access to the amenities of nearby urban centers, including Peterborough, as well as the Greater Toronto Area just a couple of hours away.

Township leaders seek to build economic prosperity while balancing strong community spirit and rich natural experiences.

**~ 7000**  
primary & secondary community residents  
**674 sq kms**  
of natural abundance



# Core Vision

## Core Vision

Douro-Dummer is a thriving community that celebrates the beauty of nature through regenerative and sustainable environmental practices, promotes opportunities for growth by attracting and retaining small businesses to the area, and fosters a sense of pride and belonging in the community through active communication and collaboration between the Township and its residents.



# Our Core Values

While developing our new Strategic Plan and in discussion with residents, we heard a recurrence of some core values that are important to the residents of Douro-Dummer. These themes emerged from engagement with the Township's senior management and residents, and will guide the Township as we work towards achieving our strategic priorities.

## Fiscal Responsibility

Ensure we meet our financial obligations and long-term viability of our aging facilities, new capital assets, with a focus on affordable housing, opportunities for youth, accommodating aging populations, supporting our small businesses, and providing reliable internet.

## Transparency

Enhance two-way communication for collaborative growth, and continue to strengthen the bond between the municipality and its residents through active, reciprocal communication and collaboration. We look to continuously improve response times on building processes such as permits, inspections, approvals, and zoning; while operating in an open-for-business approach to make land available for employment and business development.

## Service Excellence

By investing in our workforce through promoting a healthy, supportive, and productive work environment we will foster a dedicated workforce for quality service. Residents can rely on regular, timely, and personalized responses and access to our council and Township staff with assurances of excellent municipal services.

## Environment

Encourage a regenerative and sustainable approach to smart growth and facilities design and construction. Land use planning efforts will consider all viewpoints to balance development with the need to protect our agricultural farmland, healthy green spaces, and recreational opportunities.



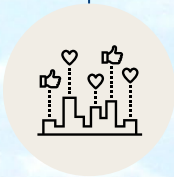
# Our Strategic Pillars



**Service Modernization and Innovation**



**Business Attraction, Expansion, and Retention**



**Infrastructure Renewal**

# Strategic Pillars



## Service Modernization and Innovation

Modernizing, refining and innovating services for residents is essential to effectively meet the needs of our community, enhance our operational efficiency, and ensure we remain adaptable in a rapidly changing world.

1

**Continue to modernize and improve services, processes, and outcomes for our community.**

2

**Update our website with a cleaner interface and easier access to information.**

3

**Maintain a document management and retention system with a focus on public accessibility.**

4

**Provide online community engagement where residents can sign up to receive information.**



# Strategic Pillars



## **Business Attraction, Expansion, and Retention**

Business attraction, expansion, and retention is vital for the economic health and sustainability of our Township, such as job creation, tax revenue, investing in innovation, maintaining our quality of life, and supporting community stability.

1

**Promote our Township through story-telling about who we are, what we do, and our brand identity.**

2

**Improve our community signage throughout the Township, making it easier for residents and visitors to navigate our spaces.**

3

**Prepare for the completion of our comprehensive Zoning By-law, to ensure that land is properly zoned for commercial and industrial development.**

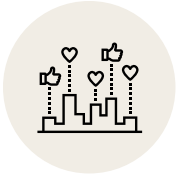
4

**Provide incentives to new and growing businesses while ensuring existing businesses have opportunities to flourish.**





# Strategic Pillars



## Infrastructure Renewal

Infrastructure renewal is a critical investment for our Township as it will ensure our adherence to health and safety, economic development, investment attraction, environmental sustainability, quality of life, public confidence, and regional competitiveness.

# 1

**Prioritize roads where surface treatments are obtainable, and upgrade roads based on regular needs assessments.**

# 2

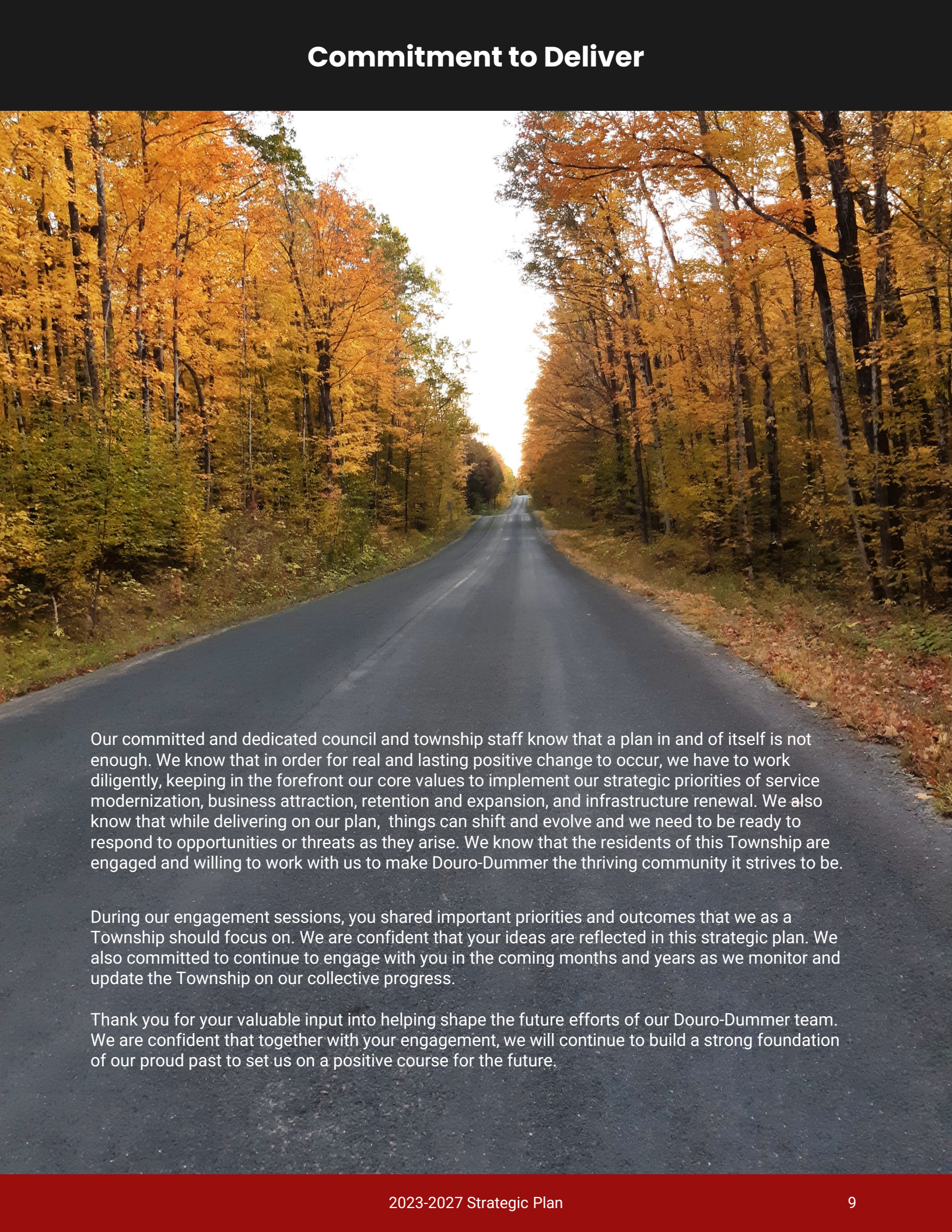
**Put an actionable and measurable plan in place to replace or repair aging infrastructure of all Municipal facilities.**

# 3

**Make asset management a core focus of the budget process to ensure funds are being dedicated to improvement and maintenance of infrastructure.**



# Commitment to Deliver



Our committed and dedicated council and township staff know that a plan in and of itself is not enough. We know that in order for real and lasting positive change to occur, we have to work diligently, keeping in the forefront our core values to implement our strategic priorities of service modernization, business attraction, retention and expansion, and infrastructure renewal. We also know that while delivering on our plan, things can shift and evolve and we need to be ready to respond to opportunities or threats as they arise. We know that the residents of this Township are engaged and willing to work with us to make Douro-Dummer the thriving community it strives to be.

During our engagement sessions, you shared important priorities and outcomes that we as a Township should focus on. We are confident that your ideas are reflected in this strategic plan. We also committed to continue to engage with you in the coming months and years as we monitor and update the Township on our collective progress.

Thank you for your valuable input into helping shape the future efforts of our Douro-Dummer team. We are confident that together with your engagement, we will continue to build a strong foundation of our proud past to set us on a positive course for the future.

# Strategy At-A-Glance

2023-2027

## Core Vision

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## Our Core Values

Fiscal Responsibility

Transparency

Service Excellence

Environment

## Strategic Pillars and Objectives



### Service Modernization and Innovation

Continue to modernize and improve services, processes, and outcomes for our community.

Update our website with a cleaner interface and easier access to information.

Maintain a document management and retention system with a focus on public accessibility.

Provide online community engagement where residents can sign up to receive information.



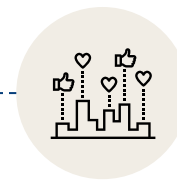
### Business Attraction, Expansion, and Retention

Promote our Township through story-telling about who we are, what we do, and our brand identity.

Improve our community signage throughout the Township, making it easier for residents and visitors to navigate our spaces.

Prepare for the completion of our comprehensive Zoning By-law, to ensure that land is properly zoned for commercial and industrial development.

Provide incentives to new and growing businesses while ensuring existing businesses have opportunities to flourish.



### Infrastructure Renewal

Prioritize roads where surface treatments are obtainable, and upgrade roads based on regular needs assessments.

Put an actionable and measurable plan in place to replace or repair aging infrastructure of all Municipal facilities.

Make asset management a core focus of the budget process to ensure funds are being dedicated to improvement and maintenance of infrastructure.