

Council Orientations 2025–2029

Revision 0 — November 23, 2025 (start of 2025-2029 Term); Revision 1 — March 16, 2026 (end of Q1)

These Orientations include items raised during the 2026 Budget presentations made by directors to Council members in November 2025 and the key Campaign priorities identified by Council members following the 2025 Electoral Campaign. These Orientations will be reviewed and updated following the Strategic Plan public consultation process.

Legend:

• 2026 Priority Level 1 • 2026 Priority Level 2 • 2026-2029 Priority Level 3 ✓ Achieved

R1 = Revision 1

1. Strategic & Governance

- Adopt the 2026–2030 Strategic Plan with public consultation.
- Clarify governance roles; adopt Committee mandate policy.
- Strengthen decisional tools: quarterly financial summaries, major-project tracking.

2. Financial Stewardship

- Complete CMQ Action Plan and implement best practices.
- Resolve all audit letter notes; achieve a clean 2025 audit.
- Align capital decisions with long-term financial capacity.

3. Human Resources & Organizational Health

- ✓ Adopt renewed collective agreement (2025–2030). Feb. 24, 2026
- Modernize HR practices: employee manual, evaluations, overtime rules.
- Proactive hiring to ensure resilience (Public Works Foreman, Seniors/Youth).

4. Asset Management & Infrastructure

- Adopt an Asset Management Plan.
- Advance new Town Hall & Public Works (2027–2029). Public acceptability plan.
- Decide which buildings to renovate, consolidate, or rebuild (renovate 64 Cedar as interim office space pending capital project completion).
- Implement predictable annual paving targets and crack-sealing program.
- Improve major-project previsibility, communication, and acceptability.
- Address condition, compliance, and long-term strategy for the Legion and Community Center buildings. R1

5. Parks & Greenspaces

- Implement the Parks & Greenspaces Master Plan: prioritize one major park design/build per year.
- Apply consistent quality design (beautification) and accessibility standards.
- Cambridge Park: park design + deficiencies (play structures, drainage, lighting, access, nets, signage).

6. Mobility & Safety

- Adopt Traffic & Parking Master Plan (Vision Zero).
- Adopt Town-wide Active Mobility Plan (trails, multifunctional corridors).
- Improve safety at schools, intersections, and interconnected multi-use paths.

7. Urban Planning & Environment

- Update Master Plan and by-laws after community visioning.
- Define heritage, land-use, housing diversity, and density expectations.
- Improve permit service, KPIs, enforcement, and quarterly reporting.
- Formalize annual orientations for conservation, waste, and septic systems.

8. Conservation & Natural Areas

- Develop Sandy Beach Conservation & Management Plan with public; reopen in 2026 with parking measures.
- Implement annual Conservation Plan actions (trees, ecocorridors, invasive species management).
- Expand and maintain trails with volunteer stewardship groups.

9. Waste, Recycling & Septic Systems

- ✓ Communicate 2026 recycling frequency changes and second-bin criteria. Dec. 1, 2025
- Transition to 120L compost bins at no extra charge.
- Add a centrally located bin for cardboard with a slot (little to no management).
- Advance septic-system management with clear communication and enforcement.

10. Communications, Branding & Identity

- Refresh branding, website, public signage, and customer experience.
- Strengthen digital presence; expand Hudson Voice (incl. French copies).
- Adopt a Public Participation Policy.

11. Culture, Community & Tourism

- Implement Cultural Policy Action Plan; support HA&CC governance growth.
- Update Senior Policy; strengthen seniors programming and Spot55+.
- Adopt Youth & Family Policy; assess weekly teen nights; explore Youth Committee.
- ✓ Launch focused EDC; clarify DEV VS collaboration. Launched Mar. 5, 2026 (R. Feb. 24, 2026)
- Complete business survey; reassess kayak program.

R1: (3) Collective agreement achieved; (4) 64 Cedar updated + Legion/CC added; (11) EDC launched Mar. 5, 2026.