

**Municipality of the District of Digby Strategic Work Plan**  
**Year 4- Ending - March 31, 2016**

PRIORITY-ECONOMIC DEVELOPMENT							
Goal	Objective	Timeline	Input	Desired Outcome	Assigned to	Desired End of Year Status March 2016	Actual Status – January 1, 2016
<b>Maximize our opportunities in renewable energy</b>	Engage stakeholders and potential partners	2013-2016	Digby Development Agency (DDA), Town & District Councils, Staff	Build buy-in, partnerships, commitments	Renewable Energy Coordinator T Thibodeau and Dan Harvey	<b>Continuing</b>	<ul style="list-style-type: none"> <li>➤ <del>Energy Trust Fundy Tidal Inc</del></li> <li>➤ COMFIT - South West Eco Energy-Generator project</li> <li>➤ COMFIT – Nov 2015 50kw Endurance E48 Series Turbine</li> <li>➤ Pending of RESL .8 Mw Feb 2016</li> <li>➤ PACE Program –First Reading of By-law Jan 2016</li> <li>➤ EV Charging Station Project</li> <li>➤ Cold Storage Project- MOU signed with developer</li> <li>➤ Ride the Green Wave</li> </ul>
<b>Ensure continued support for Tidal Servicing Centre in the Annapolis Basin</b>	Secure Digby as a location for project	2013-2016	Digby Development Agency, Town and District councils, Staff	Obtain commitment from government and industry	DDA, Renewable Energy Coordinator, and Dan Harvey	<b>Continuing</b>	<ul style="list-style-type: none"> <li>➤ 2012-Digby Site Selection Study</li> <li>➤ Nov 2013 DDA members were invited to and attended the Marine Renewable Canada Annual Conference held in Ottawa</li> <li>➤ Nov 2014 Digby delegation attended ICOE conference held in Halifax</li> <li>➤ Feb 2016 Terry Thibodeau attending ICOE conference in Scotland</li> <li>➤ DDA developed a 5 year Strategic Plan for Tidal Energy Development</li> </ul>
<b>Ensure continued support for Tidal Servicing Centre in the Annapolis Basin</b>	Gain specific knowledge of industry needs	2013-2016	Digby Development Agency, Town and District councils, Staff	Initiating conversation with industry	Renewable Energy Coordinator, and Dan Harvey	<b>Continuing</b>	<ul style="list-style-type: none"> <li>➤ MOU Signed with Open Hydro</li> <li>➤ DDA development of a Tidal Strategy Nov 2015</li> <li>➤ On-going meetings, site visits with Industry</li> <li>➤ Feb 2016 – Tidal Strategy action item - Survey going to Tidal developers regarding a needs assessment</li> </ul>
<b>Ensure continued support for Tidal Servicing Centre in the Annapolis Basin</b>	Prioritize our planning and preparation for service centre	2013-2016	Digby Development Agency, Town and District councils	Complete engineering plans	Renewable Energy Coordinator, and Mayor	<b>Continuing</b>	<ul style="list-style-type: none"> <li>➤ DDA working on 5 year Strategic Plan for Tidal Energy- Action items include securing land and looking for funding for an Environmental Assessment</li> </ul>
<b>Ensure continued support for Tidal Servicing Centre in the Annapolis Basin</b>	Quantify anticipated costs	2013-2016	Digby Dev Agency, Town and District councils	Identify partners, funding sources, investors	Not assigned	<b>Continuing</b>	<ul style="list-style-type: none"> <li>➤ Tidal Energy Action Item – 2017 Feasibility Study</li> </ul>

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Goal	Objective	Timeline	Input	Desired Outcome	Assigned to	Desired End of Year Status March 2016	Actual Status – January 1, 2016
Engage stakeholders in creating a vision for sustainable job/industry development	Host a local economic job/industry summit	2014-2015	WREN, Business Support, Boards of Trades, Communication Digby	Articulate a clear vision and action plan for job creation	CAO, Committee of Council, WREN, Business Support, Communication Digby	Complete by March 2015	➤ WREN responsibility
Engage stakeholders in creating a vision for sustainable job/industry development	Engage stakeholders and potential partners	2014-2015	WREN, Council, DDA,	Build buy-in, partnerships, commitments	WREN, Business Support, Communications Digby	Complete by March 2015	➤ WREN Business Plan Completed Fall 2015

PRIORITY-ENVIRONMENT							
Goal	Objective	Timeline	Input	Desired Outcome	Assigned to	Desired End of Year Status March 2016	Actual Status – January 1, 2016
Continue Improvements to Wastewater Treatment to ensure safe shellfish harvesting from waters adjacent to wastewater treatment plants	To build relationships with Federal Fisheries, CARP, Provincial Fisheries to ensure timely testing of harvesting waters.	On-going	Federal agencies, Clam Industry Association, CARP, Provincial Fisheries	Gain an understanding of top priorities	CAO	Complete	<ul style="list-style-type: none"> <li>➤ No discussions with agencies regarding issues.</li> <li>➤ On-going improvements to all Wastewater Systems part of 5 year Capital Plan</li> <li>➤ Nov 2015 Presentation to Council from CHA2 regarding their Management Plan for improving the clam industry in Annapolis Basin</li> <li>➤ COMPLETE</li> <li>➤ Participation by a council member on CHA2 working group to address issues and build relationships</li> </ul>
Reduce our carbon footprint	Municipal Energy Reduction Strategy	2014-2016	Council, Department of Energy, Efficiency NS, UNSM, Sustainability Officer	Municipal policies and initiative which support renewable resources and energy reduction	Renewable Energy Coordinator, CAO	Continuing	<ul style="list-style-type: none"> <li>➤ Terry Thibodeau is working with other municipal units on a Community Energy Plan.</li> <li>➤ PACE Program</li> <li>➤ EV Charging Stations</li> </ul>

**Municipality of the District of Digby Strategic Work Plan by Year**  
**Year 4 - Ending - March 31, 2016**

PRIORITY-SOCIAL/COMMUNITY							
Goal	Objective	Timeline	Input	Desired Outcome	Assigned to	Desired End of Year Status March 2016	Actual Status – January 1, 2016
Continue to work on physician recruitment	Put new recruitment practices in place	2013-2016	WDRC	2 more MDs recruited for Weymouth	Council	Continuing	<ul style="list-style-type: none"> <li>➤ Working with Mun of Clare and Village of Weymouth.</li> <li>➤ Nov 2015 Entered into an agreement with CanAm, a Doctor Recruiting firm</li> <li>➤ Jan 2016 – Potential candidate visited Weymouth , offer to be made ASAP</li> </ul>
Continue to work on physician recruitment	Put new recruitment practices in place	2013-2016	MEDIC, NSHA	4 more MDs recruited for Digby	Council	Continuing	<ul style="list-style-type: none"> <li>➤ 1 new MD recruited; 3 more to come by Jan 2015</li> <li>➤ \$ 60,000 set aside each year for doctor recruitment incentive pkgs</li> <li>➤ Municipality contributed \$ 250,000 to capital costs of new health clinic in Digby</li> <li>➤ Nov 2015 – One of doctors recruited in Jan 2015 is leaving before the end of the two year contract</li> <li>➤</li> </ul>
Continue to work on physician recruitment	Lobby provincial government to change the college of physician practices re: foreign trained MDs	2013-2016	UNSM, Council	Increase pool of potential physicians	Council	Continuing	<ul style="list-style-type: none"> <li>➤ Discussion held at UNSM Rural Caucus meeting – Spring 2013</li> <li>➤ 2015-Continued lobbying for changes.</li> <li>➤ Provincial government now negotiating new contract with doctors</li> <li>➤ Dr Dow from Clare is the new president of College of Physicians</li> <li>➤ Possible meeting of Wardens, Mayors, and CAOs of Western area to discuss</li> </ul>
Ensure for the continued access to critical open spaces	Develop an Open Space Plan	2014-2015	DARC,	Process for acquisition of lands.	Recreation Director, DCOA	Complete-2015	<ul style="list-style-type: none"> <li>➤ Committee formed and meeting regularly.</li> <li>➤ Open Space Funding Policy approved Oct 2015</li> </ul>

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PRIORITY-CULTURE/HERITAGE							
Goal	Objective	Timeline	Input	Desired Outcome	Assigned to	Desired End of Year Status March 2016	Actual Status – January 1, 2016
Enhance the creative culture of community	Provide leadership in the development of Bear River Creative Arts Community	2013-2015	BR artisans, First Nations, Annapolis Arts Council	Use lessons learned to replicate throughout municipality	Program Coordinator, Area Councillor	Completed March 2016	<ul style="list-style-type: none"> <li>➤ Program Coordinator working on First Impressions Project. Funding request refused. Program Coordinator to re-apply based on input from Province.</li> <li>➤ Meeting held Jan 28<sup>th</sup> with Bear River Bd of Trade</li> <li>➤ 2015 – Successful completion of project in Bear River in partnership with Bear River Board of Trade</li> </ul>
Ensure for the transition of area lighthouses from provincial to public ownership	Assist community groups in the divestiture of federally owned lighthouses	2013-2015	Federal Fisheries, Community Groups, Parks CA, Council	Ensure for the sustainable management of lighthouses by community groups	DCAO, Councillors	Completed March 2016	<ul style="list-style-type: none"> <li>➤ Ongoing process with Federal Gov and community partners.</li> <li>➤ Jan 2016 – In final stages of acquiring Point Prim, Boars Head, and Bear River Lighthouses</li> </ul>

PRIORITY-CORPORATE							
GOAL	Objective	Timeline	Input	Desired Outcome	Assigned to	Desired End of Year Status March 31/14	Actual Status January 1, 2016
Enhance efficiencies of taxation and financial management system	Successfully manage the research, purchase, and installation of new financial software	2013-2014	IT Manager, CAO, Software Providers	Achieve operational efficiencies	Manager of Corporate Services; CAO; IT Coordinator	Complete	<ul style="list-style-type: none"> <li>➤ Decision on software provider expected by first week of November.</li> <li>➤ Town Suite successful bidder. Conversion process began in Dec 2013 with expected completion “GO LIVE “date of Feb 17, 2014.</li> <li>➤ Software conversion completed. March 2014</li> </ul>