



Village of Mahomet, Illinois

Strategic Plan 2026-2030

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INTRODUCTION

PLANNING PROCESS

The Village of Mahomet, Illinois conducted a series of strategic planning sessions in October 2025 to engage leadership, staff, and community stakeholders in shaping the Village's future.

October 2nd, 2025 – Leadership Team Strategic Planning Session:

- A six- hour planning session was held in the Village Council Chambers with Leadership Team members to develop Vision, Mission, Goals and Strategies.

October 8th & 9th, 2025 – Stakeholder's Strategic Planning Session:

- Four ninety-minute planning sessions were held in the Village Council Chambers with Stakeholders from the community to discuss Vision, Mission, Goals and Strategies.
- Stakeholders were also asked to identify Strengths, Weaknesses, Opportunities, and Threats (SWOT).

October 21st, 2025 – Village Board Trustees Strategic Planning Session 1:

- A three-hour planning session was held in the Village Council Chambers with the Board of Trustees to develop Vision & Mission.

October 28th, 2025 – Village Board Trustees Strategic Planning Session 2:

- The final three-hour planning session was held in the Village Council Chambers with the Board of Trustees to discuss organizational values and develop goals and strategies.

A full list of participants who attended the strategic planning sessions is provided in the Acknowledgments section.

PURPOSE

The Village of Mahomet undertook a strategic planning process to define a shared vision and mission, identify organizational values, and develop practical goals and objectives to guide the Village and its departments toward success over the next four years. The Village Team worked diligently to establish achievable goals and strategies, assigning each goal a dedicated champion and accountability partner to ensure effective implementation.



METHODOLOGY

At the beginning of the strategic planning process, department leaders were invited to participate in the strategic planning process. They reviewed the existing vision and mission statements and provided recommendations for potential updates. Each department also identified goals for the next four years, along with objectives to help achieve those goals.

Following this, community stakeholders gathered to share their perspectives on the Village's strengths, weaknesses, opportunities, and threats. This input helped the Board understand how residents viewed the Village's current position and where improvements could be made. The results of this SWOT analysis can be found in the graph on the following page. Stakeholders also discussed the Village's vision, mission, and the values they believe are most important.

The Board of Trustees then met to conduct their portion of the strategic planning process. They reviewed the current vision and mission statements to determine if they still reflected the Village's direction. After considering input from staff and community members, the Board chose to create new vision and mission statements that more accurately represent the Village today. They also established a set of core values that embody the organization's identity.

Finally, the Board developed specific goals to be accomplished over the next four years and defined measurable objectives for each. To ensure implementation, every goal was assigned a designated champion and an accountability partner to help guide successful implementation.

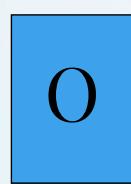
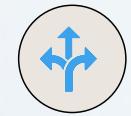
SWOT ANALYSIS

STRENGTHS
<ul style="list-style-type: none"> • Schools • Safe Community • Lake of the Woods • Village Police & Cornbelt Fire Protection District • Community Growth • Library District • Volunteerism • Multiple Festivals • Mahomet Aquifer • Location



WEAKNESSES
<ul style="list-style-type: none"> • Difficult for 1st time homeowners to purchase a home • Lack of Industrial Businesses • Lack of sit down restaurant • Increased Taxes • Difficulty accessing different parts of town due to river • Lack of communication with residents - no local newspaper anymore • Lack of indoor recreation facilities • Sidewalk conditions • Losing our small town feel • Retail leakage to Champaign

OPPORTUNITIES
<ul style="list-style-type: none"> • Commercial development • 55 plus communities • Grow daytime population • Increased communications • Recreation facilities • Infrastructure • More assisted living facilities • Growth around Interstate exits • Grow the arts in the community



THREATS
<ul style="list-style-type: none"> • How to keep people in Mahomet spending retail dollars in community • Power issue - can't sustain growth • Misinformation - social media • Higher property tax • Downsizing of homes unavailable • Code Enforcement • Worry of crime increasing • Need for more infrastructure • Danger of losing Mom & Pop shops • Traffic concerns



Village of Mahomet Illinois



VISION

A vibrant safe community with exceptional opportunities.

MISSION

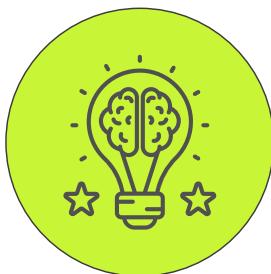
Delivering excellent services and fostering opportunities while building our future.

ACCOUNTABILITY

Taking responsibility for one's actions, decisions, and results.

CREATIVITY

Innovative thinking to produce something new or solve problems.

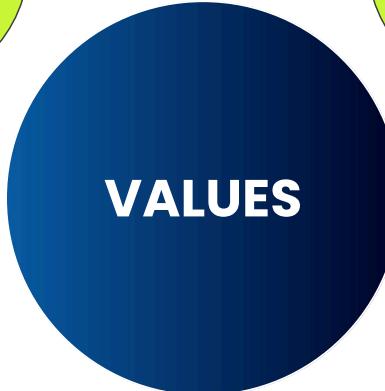


CITIZEN FOCUSED

Putting the needs and interests of residents at the center of decisions.

INTEGRITY

Doing the right thing even when it is difficult.



COMMITMENT

Dedicated to supporting and caring for the Village.

TEAMWORK

A group of people working together towards a common goal.



COMPETENCE

Having the ability, skill, or knowledge to do something effectively.



BOARD GOALS

Goal B1: Marketing and Branding Plan:

- **Champion(s):** Village President, Village Administrator
- **Time Frame:** 2026
- **Objectives:**
 1. Establish branding strategy for the Village
 2. Create a marketing plan based on branding strategies (operation and economic development)
- **Accountability Partner:** Village Board

Goal B2: Park & Recreational Improvements:

- **Champion(s):** Trustee Willard, Trustee Metzger, Dan Waldinger
- **Time Frame:** 2026 - 2030
- **Objectives:**
 1. Identify grant and other funding opportunities
 2. Update Parks & Recreation Comprehensive Plan
 3. Complete Phase 1 - addition of pickleball courts at 13-Acre Park
 4. Identify possible improvements to soccer, baseball, basketball and concession stands
- **Accountability Partner:** Village Board

Goal B3: Prioritize Commercial Development & Recruitment:

- **Champion(s):** Austin Shufflebarger, Village Administrator, Village President, Trustee Schriver
- **Time Frame:** 2026 - 2030
- **Objectives:**
 1. Study session - involve Board of Trustees in goals and strategies
 2. Identify the desired commercial development
 3. Complete East Mahomet Economic Development Plan
 4. Establish written guidelines for financial incentives
 5. Actively recruit commercial development
- **Accountability Partner:** Village Board

Goal B4: Comprehensive Sidewalk/Multi-Purpose Path Plan:

- **Champion(s):** Trustee Schriver, Trustee Colravy, Ellen Hedrick, Abby Heckman
- **Time Frame:** 2026 - 2030
- **Objectives:**
 1. Study session - involve Board of Trustees in a comprehensive sidewalk and multipurpose pathway (shared-use path) plan
 2. Identify gaps in connectivity and determine areas of priority
 3. Identify costs for construction and determine short-term and long-term funding needs and possible grant opportunities
 4. Put sidewalk plan in capital improvement plan
 5. Design & construction
- **Accountability Partner:** Village Board

Goal B5: Address Administration & Police Space/Facility Needs:

- **Champion(s):** Village Administrator, Police Chief, Trustee Olinger, Consultant
- **Time Frame:** 2026-2028
- **Objectives:**
 1. Need assessment - document current space, safety issues, and future growth
 2. Identify funding and budgeting to meet our needs(2-6 months)
 3. Site and design (4-9 months)
 4. Approvals (10 months)
 5. Construction phase (11-13 months)
 6. Transition and occupancy (23-24 months)
- **Accountability Partner:** Village Board

Goal B6: Develop Succession Planning Strategy:

- **Champion(s):** Village Administrator
- **Time Frame:** 2026
- **Objectives:**
 1. Assess current staffing needs vital for daily operations
 2. Identify critical positions and timeline for retirements and potential vacancies
 3. Identify future staffing needs due to community growth in order to meet operational excellence
 4. Establish a succession plan
 5. Implement plan
- **Accountability Partner:** Trustee Metzger

Goal B7: Communication Strategy:

- **Champion(s):** Trustee Metzger, Trustee Harpst
- **Time Frame:** 2026 - 2030
- **Objectives:**
 1. Study session - involve the Board of Trustees in strategy discussion for best practices
 2. Use our NewsFeed and our existing social media channels to proactively promote and communicate our messaging
 3. Partner with Chamber of Commerce and Library on messaging and communication methods and strategies
- **Accountability Partner:** Village Board

LEAD TEAM GOALS

Administration Goals

Goal A1: Succession planning for key positions approaching retirement:

- **Champion(s):** Village Administrator, Village Engineer
- **Time Frame:** 2026-2029
- **Objectives:**

1. Identify staff who fit these criteria and discuss their timeline
2. Establish a plan to replace them

- **Accountability Partner:** Village President

Goal A2: New Administration and Police Facility:

- **Champion(s):** Village Administrator, Police Chief, Consultant
- **Time Frame:** 2026-2030
- **Objectives:**

1. Need assessment - document current space, safety issues, and future growth
2. Data - staff levels, calls for service, evidence storage, and public safety demands
3. Justification report with the cost of inaction, liability, safety, and inefficiency
4. Funding and budgeting (2-6 months)
5. Site and design (6-12 months)
6. Approvals of plan (10 months)
7. Construction (18-24 months)
8. Transition and occupancy (24-36 months)

- **Accountability Partner:** Village Board, Village Administrator, Police Chief

Goal A3: Improve resident communication strategies:

- **Champion(s):** Village Administrator, Clerk
- **Time Frame:** 2026-2028
- **Objectives:**

1. Develop a plan to improve proactive communication with residents
2. Create strategies with library, chamber, clerk and others to implement the plan

- **Accountability Partner:** Village President

Goal A4: Develop Comprehensive Human Capital Strategic Plan:

- **Champion(s):** Village Administrator and Department Leaders

- **Time Frame:** 2026-2029

- **Objectives:**

1. Comprehensive analysis of organizational staffing needs for the next four years
2. Employee satisfaction survey
3. Retain high quality satisfied employees
4. Review compensation and benefits

- **Accountability Partner:** Village President, Finance Director

Goal A5: Implementation of Economic Development initiatives:

- **Champion(s):** Austin Shufflebarger

- **Time Frame:** 2026-2030

- **Objectives:**

1. Initiate and implement initiatives for economic development focused on the East Mahomet 150/Prairieview Road and Eastwood Drive area

- **Accountability Partner:** Village Board

Goal A6: Update Village Administration Phone System and Equipment:

- **Champion(s):** Village Clerk

- **Time Frame:** 2026-2027

- **Objectives:**

1. Research needs of personnel
2. Present options to administrator
3. Budget for the new phone system
4. Install new phone system

- **Accountability Partner:** Village Administrator

Goal A7: Organize Village Files & Documents:

- **Champion(s):** Village Clerk

- **Time Frame:** 2026

- **Objectives:**

1. Reorganize filing systems of physical documents and digital documents
2. Purge appropriate files after securing permission from Illinois Secretary of State for records disposal
3. Work with other stakeholders

- **Accountability Partner:** Village Administrator



Goal A8: Organize Archive Storage Room:

- **Champion(s):** Village Clerk

- **Time Frame:** 2026

- **Objectives:**

1. Meet with community development staff to discuss what is no longer required or has been digitally scanned
2. Meet with finance to discuss what meets criteria for disposal

- **Accountability Partner:** Finance Director

Engineering Goals

Goal E1: Transportation Plan:

- **Champion(s):** Village Engineer

- **Time Frame:** 2026

- **Objectives:**

1. Update existing conditions, speed limits, roadway functional classifications
2. Update maintenance practices, goals, new innovations
3. Identify needs for studies and master plans
4. Update long range transportation master plan
5. Update bicycle master plan

- **Accountability Partner:** Village Planner

Goal E2: Review East Mahomet Transportation Infrastructure Needs:

- **Champion(s):** Village Engineer & Consultant

- **Time Frame:** 2026 - 2030

- **Objectives:**

1. Street connectivity: Patton and Purnell
2. Traffic signal improvements
3. Traffic study of the area
4. Coordinate with IDOT
5. East entrance to Mahomet

- **Accountability Partner:** Village Administrator, Village Planner

Goal E3: Continue Progress on Implementation of Downtown Master Plan:

- **Champion(s):** Village Engineer, Village Administrator, Consultant
- **Time Frame:** 2026 - 2030+
- **Objectives:**
 1. Continue progress on streetscape projects in 500 and 600 blocks of Main Street
 2. Work with consultant to plan next phases
 3. Identify funding sources
 4. Coordinate with other departments (utilities, parks)
- **Accountability Partner:** Village Administrator, Village Planner, Village Economic Development Specialist

Goal E4: Identify Improvement Areas of Sidewalk & Multi-Use Path Network:

- **Champion(s):** Village Engineer
- **Time Frame:** 2026 - 2030+
- **Objectives:**
 1. Make Mahomet a more walkable community
 2. Develop alternate modes of connectivity focusing on gaps in system
 3. Develop a bicycle path system
 4. Safe routes to school
 5. Regional planning for rails to trails
- **Accountability Partner:** Village Administrator, Parks Director

Goal E5: Inventory data in GIS:

- **Champion(s):** Village Engineer & GIS Consultant
- **Time Frame:** 2026 - 2030
- **Objectives:**
 1. Make data available in GIS to be viewed and edited in the field
 2. Make data digestible by their departments
 3. Make the program able to sort and present data
 4. Create electronic maps with block-by-block street, sign and culvert inventory
- **Accountability Partner:** Village Administrator, Water/Sewer Director, Code Compliance Manager

Finance Goals

Goal F1: Water Billing Cycle:

- **Champion(s):** Village Collector
- **Time Frame:** 2026 - 2028
- **Objectives:**
 1. Plan to bring the water billing into a more current frequency
 2. Communicate with customers to inform them of the change
 3. Collaborate with software company to determine steps to make changes
 4. Complete this in stages
- **Accountability Partner:** Village Administrator

Goal F2: ERP System:

- **Champion(s):** Finance Director
- **Time Frame:** 2026 - 2030
- **Objectives:**
 1. Search for a software company comparing pros and cons, pricing and implementation
 2. Present findings to the Administrator
 3. Budget for software implementation
 4. Implement software change
 5. Training on the new software
- **Accountability Partner:** Village Administrator

Goal F3: Records:

- **Champion(s):** Finance Director
- **Time Frame:** 2026 - 2028
- **Objectives:**
 1. Review all file cabinets and storage
 2. Identify documents that can be disposed
 3. Determine what documents can be digitized
 4. Consolidate files in one location
- **Accountability Partner:** Village Clerk

Community Development Goals

Goal CD1: Increase Daytime Population:

- **Champion(s):** Economic Development Specialist
- **Time Frame:** 2026 - 2030+
- **Objectives:**
 1. To attract large commercial, office and retail to the Village
 2. Improve tourism and retail
 3. Increase youth retention
- **Accountability Partner:** Village Administrator

Goal CD2: Tourism:

- **Champion(s):** Economic Development Specialist
- **Time Frame:** 2026 - 2030+
- **Objectives:**
 1. Assist Park & Recreation in securing funding for park projects (tourism)
 2. Improve accessibility for walking and biking between the two reserves
 3. Improve festivals to continue to draw more people into the community
 4. Increase franchising and retail into the Village
- **Accountability Partner:** Park & Recreation Director, Village Engineer

Goal CD3: Younger Adult Retention:

- **Champion(s):** Economic Development Specialist
- **Time Frame:** 2026 - 2030+
- **Objectives:**
 1. Develop more locations for younger adults to socialize
 2. Create economic opportunities for young adults
 3. Foster community connection
- **Accountability Partner:** Village Planner

Goal CD4: Zoning Ordinance Updates:

- **Champion(s):** Economic Development Specialist, Village Planner
- **Time Frame:** 2026 - 2028
- **Objectives:**
 1. Update sign ordinances
 2. Increase development standards for signage options
 3. Develop omnibus text amendments to simplify and clarify zoning rules
 4. Explore ADU (Accessory Dwelling Units) as housing options
- **Accountability Partner:** Village Administrator



Goal CD5: Update Comprehensive Plan:

- **Champion(s):** Village Planner, Village Engineer, Park & Recreation Director, Economic Development Specialist, Consultant
- **Time Frame:** 2026 - 2027
- **Objectives:**
 1. Create RFP/RFQ
 2. Choose consultant
 3. Acquire staff and stakeholder input
 4. Community engagement for the community's vision
 5. Plan adoption
- **Accountability Partner:** Village Administrator, Village Engineer, Park & Recreation Director, Economic Development Specialist

Goal CD6: Complete Geocivix Implementation:

- **Champion(s):** Village Planner, Village Engineer, Code Compliance Manager
- **Time Frame:** 2026
- **Objectives:**
 1. Continue working with development team to make adjustments
 2. Complete training program
 3. Continue to take user feedback to improve workflow
 4. Complete implementation with all permits going through the new system
- **Accountability Partner:** Village Administrator, Village Engineer, Code Compliance Manager

Goal CD7: Adopt Downtown Design Guidelines:

- **Champion(s):** Village Planner, Economic Development Specialist
- **Time Frame:** 2026
- **Objectives:**
 1. Design guidelines for downtown
 2. Complete final edits of draft documents
 3. Present to Planning Zoning Commission
 4. Present to Board of Trustees
 5. Implementation training for staff
- **Accountability Partner:** Village Administrator

Goal CD8: Licensing and Training for Code Compliance Officials:

- **Champion(s):** Code Compliance Department
- **Time Frame:** 2026 - 2030
- **Objectives:**
 1. Research pathways to achieve objective
 2. Training for everyone in the department
 3. Manager & Inspector to become fully licensed for building inspections and compliance
- **Accountability Partner:** Village Administrator, Code Compliance Manager

Goal CD9: Combine GIS Mapping Systems:

- **Champion(s):** Code Compliance Manager, Public Work Superintendent, Consultant, Village Engineer
- **Time Frame:** 2026 - 2029
- **Objectives:**
 1. Research the systems everyone uses
 2. Research ways to combine the systems
 3. Research a system that meets everyone's needs
 4. Combine into one system
 5. Training on the system
- **Accountability Partner:** Village Administrator, Code Compliance Manager

Goal CD10: Review Fee Structure & Permitting Costs:

- **Champion(s):** Code Compliance Manager, Code Compliance Department, Village Planner
- **Time Frame:** 2026 - 2028
- **Objectives:**
 1. Research fee structure for local communities
 2. Set fees to be aligned with area fees
 3. Evaluate cost of all permit application fees
 4. Implement fee adjustments as determined
- **Accountability Partner:** Village Administrator, Code Compliance Manager, Village Planner

Goal CD11: Property Maintenance Codes:

- **Champion(s):** Code Compliance Manager
- **Time Frame:** 2026 - 2030
- **Objectives:**
 1. Research local property maintenance codes
 2. Create a property maintenance code structure
 3. Create and implement an enforcement program
 4. Implement the property maintenance code structure
 5. Utilize data-driven proactive enforcement
- **Accountability Partner:** Village Administrator, Code Compliance Manager

Park & Recreation Goals

Goal PR1: Complete Phase 1 of a Pickleball Facility:

- **Champion(s):** Park & Recreation Director
- **Time Frame:** 2026 - 2027
- **Objectives:**
 1. Create preliminary design
 2. Complete bid documents, construction documents by March 2026
 3. Secure funding (fundraising, capital budget, grants, & partnerships) by August 2026
 4. Bid project in Winter 2026
 5. Begin construction by 2027 with target completion in 2027
- **Accountability Partner:** Village Administrator

Goal PR2: Update Park & Recreation Comprehensive Plan:

- **Champion(s):** Park & Recreation Director
- **Time Frame:** 2026 - 2029
- **Objectives:**
 1. Initiate plan update to align with the Village comprehensive plan timeline
 2. Conduct community input sessions and surveys
 3. Present updates to the Village Board
- **Accountability Partner:** Village Planner

Goal PR3: Evaluate and Implement Recreation Management Software:

- **Champion(s):** Park & Recreation Director, Recreation Manager
- **Time Frame:** 2026 - 2027
- **Objectives:**
 1. Conduct evaluation of current software and new software by February 2026
 2. Pilot system with program registration and facility scheduling by April 2026
 3. If a new software is chosen implementation by January 2027
- **Accountability Partner:** Village Administrator

Goal PR4: Improve Efficiency in Grounds & Maintenance Operations:

- **Champion(s):** Park & Recreation Director, Public Works Superintendent
- **Time Frame:** 2026 - 2029
- **Objectives:**
 1. Conduct cross-departmental evaluation of mowing, landscaping and ground maintenance by January 2026
 2. Develop recommendations for consolidation of equipment, staffing, and scheduling by March 2026
 3. Implement the consolidation by 2027
- **Accountability Partner:** Public Works Superintendent

Goal PR5: Advance Development of the Mahomet River Walk:

- **Champion(s):** Park & Recreation Director, Village Engineer
- **Time Frame:** 2026 - 2029
- **Objectives:**
 1. Pursue grant funding opportunities
 2. Complete updated feasibility and design planning by 2028
 3. Build partnerships with Forest Preserve District, Regional Planning agencies, and local organizations by 2028
 4. Launch a community engagement campaign to highlight vision and generate support by 2028
 5. Develop a phased implementation plan with clear milestones by 2029
- **Accountability Partner:** Park & Recreation Director

Transportation Goals

Goal T1: Identify Transportation/Parks & Recreation Facility Space

Needs:

- **Champion(s):** Public Works Superintendent, Park & Recreation Director
- **Time Frame:** 2026 - 2027
- **Objectives:**
 1. Evaluate space and equipment storage needs
 2. Adjust Capital Improvement Program (CIP) plan accordingly
- **Accountability Partner:** Park & Recreation Director

Goal T2: Evaluate Staffing Needs to Meet Operational Requirements:

- **Champion(s):** Public Works Superintendent
- **Time Frame:** 2026
- **Objectives:**
 1. Hire one additional full-time employee
- **Accountability Partner:** Park & Recreation Director

Goal T3: Storm Sewer GIS Mapping:

- **Champion(s):** Public Works Superintendent, Transportation Foreman
- **Time Frame:** 2026 - 2029
- **Objectives:**
 1. Map storm sewers throughout the Village
 2. Add to the combined mapping system
- **Accountability Partner:** Code Compliance Manager



ESDA Goals

Goal E1: Warning Sirens:

- **Champion(s):** Public Works Superintendent, ESDA Director
- **Time Frame:** 2026 - 2028
- **Objectives:**
 1. Determine what sirens need to be replaced and what needs upgraded
 2. Replace the siren on Main St and State St
 3. Upgrade sirens that can upgraded
 4. Replace sirens that need to be replaced
 5. Plan for future needs and budget in Capital Improvement Program (CIP)
- **Accountability Partner:** Public Works Superintendent, ESDA Director

Water/Sewer Goals

Goal WS1: Education & Licensing:

- **Champion(s):** Public Works Superintendent, Consultant
- **Time Frame:** 2026 - 2027
- **Objectives:**
 1. Determine the future operating education and licensing needed
 2. Have one person in training towards licensing
- **Accountability Partner:** Village Administrator, Consultant

Goal WS2: Continue Implementation of Water Master Plan:

- **Champion(s):** Public Works Superintendent, Consultant
- **Time Frame:** 2026 - 2030
- **Objectives:**
 1. Determine next priority for obsolete water main replacement objects
 2. Replace identified obsolete mains
- **Accountability Partner:** Village Administrator, Consultant

Goal WS3: Identify Building Space Needs:

- **Champion(s):** Public Works Superintendent
- **Time Frame:** 2026 - 2030
- **Objectives:**
 1. Determine future space needs for equipment and storage
 2. Budget for growth if needed
- **Accountability Partner:** Public Works Superintendent

Police Goals

Goal P1: Address Police Department Space and Facility Needs:

- **Champion(s):** Police Chief
- **Time Frame:** 2026-2027
- **Objectives:**
 1. Need assessment - document current space, safety issues, and future growth
 2. Data - staff levels, calls for service, evidence storage, and public safety demands
 3. Justification report with the cost of inaction, liability, safety, and inefficiency
 4. Funding and budgeting (2-6 months)
 5. Site and design (6-12 months)
 6. Approvals of plan (10 months)
 7. Construction (18-24 months)
 8. Transition and occupancy (24-36 months)
- **Accountability Partner:** Village Board, Village Administrator, Deputy Chief

Goal P2: Evaluate Staffing Needs & Priorities:

- **Champion(s):** Police Chief
- **Time Frame:** 2026-2027
- **Objectives:**
 1. Identify gaps - coverage needed, calls holding, future demands, and safety
 2. Identify recruitment and retention processes to be competitive with other departments
 3. Attract quality candidates and create a smooth hiring process
 4. Investigate work-life balance initiatives such as flexible scheduling and wellness programs
- **Accountability Partner:** Village Board, Village Administrator, and Deputy Chief

Goal P3: Police Community Engagement:

- **Champion(s):** Deputy Chief
- **Time Frame:** 2026 - 2030
- **Objectives:**
 1. Build community trust in a positive manner with public (gather feedback)
 2. Improve morale - officers and community
 3. Help children feel safer - going into schools or events
 4. Develop partnerships with businesses
- **Accountability Partner:** Village Board, Village Administrator, Police, Chief, Officers

Goal P4: Departmental Policy Review

- **Champion(s):** Police Chief & Deputy Chief
- **Time Frame:** 2026 - 2027
- **Objectives:**
- 1. Review, change, and rewrite as needed one chapter of the policy manual every week
- **Accountability Partner:** Deputy Chief

Goal P5: ILEAP Accreditation:

- **Champion(s):** Deputy Chief
- **Timeline:** 2026 - 2030
- **Objectives:**
- 1. Assign an accreditation manager
- 2. Start the process with Illinois Association of Chiefs of Police

Accountability Partner: Police Chief

Goal P6: Police Training:

- **Champion(s):** Chief
- **Timeline:** 2026-2030
- **Objectives:**
- 1. Investigate quality training
- **Accountability Partner:** Village Board, Village Administrator, Deputy Chief

Goal P7: Vault Inventory:

- **Champion(s):** Deputy Chief & Administrative Assistant
- **Timeline:** 2026
- **Objectives:**
- 1. Inventory evidence vault
- **Accountability Partner:** Police Chief

Implementing the Village Vision, Mission, Values, and Goals – Action Plan

Focus Area	Action Steps	Responsible Party	Timeframe /Frequency
Build a Shared Understanding	<ul style="list-style-type: none"> Host community workshops to explain the vision, mission, and values in relatable terms. Provide printed and digital summaries for staff and residents. Incorporate goals and objectives into the Village's Comprehensive Plan. 	Village Administrator, Department Heads	Initial rollout; refresh annually
Integrate into Daily Work	<ul style="list-style-type: none"> Align Village and departmental goals with the mission and vision. Share examples in meetings showing how daily work supports long-term goals. Celebrate goal and objective completions. Reference goals in Board agendas and ordinance preambles. 	Department Heads, Village Administrator, Village Clerk Ongoing / Quarterly review	Ongoing / Quarterly review
Reinforce Through Communication	<ul style="list-style-type: none"> Display the vision and mission in public and staff areas, and on the Village website. Begin meetings with a reminder of how agenda items connect to goals. Discuss progress toward goals during Board meetings. 	Village Administrator, Mayor/Board	Ongoing
Support Employees and Departments	<ul style="list-style-type: none"> Provide training and mentoring to link individual roles to the larger vision. Encourage cross-department collaboration. Recognize and thank staff for contributions. Budget annually to support completion of goals. 	Human Resources, Village Administrator, Department Heads, Finance Director	Annual / Ongoing



Focus Area	Action Steps	Responsible Party	Timeframe/ Frequency
Engage the Community	<ul style="list-style-type: none">• Partner with schools, businesses, library, Fire District, and community groups to share and reinforce the vision and mission.	Mayor/Board, Village Administrator	Ongoing
Report Progress	<ul style="list-style-type: none">• Share goal updates with staff and the community to build trust.• Use dashboards, scorecards, or info-graphics on the website to show results.	Village Administrator	Quarterly / Annual Report
Keep It Living, Not Static	<ul style="list-style-type: none">• Revisit the vision and mission annually with staff and the Board.• Emphasize patience and consistency in progress.• “Work the plan” — ensure actions align with stated goals.	Village Administrator, Mayor/Board	Annual Review

ACKNOWLEDGMENTS

Those present in the Leadership Team Strategic Planning Session:

T.J. Vance	Patrick Brown	Abby Heckman	Austin Shufflebarger
Dave Smysor	Carole Tempel	Dawn Mohr	Eric Crowley
Dan Waldinger	Ellen Hedrick	Rebecca Goodwin	

Those present in the Stakeholder's Strategic Planning Session:

Duane Northrup	Darwyn Boston	Roger Jackson	Ryan Heiser
Tom Campion	Jennifer Vallowe	Darla Ortin	Nick Schneider
John Koller	Marlin Livingston	Russ Taylor	Rob Parker
LaDonna Kaiser	Sara Heath	Matt Pommier	Robert DeAtley
Mike Buzicky	Jennifer Cougill	Jessica Hanson	John Howard
Dustin Heuerman	Kenny Lee	Chad Hoffman	Max McComb
Nick Bastone	Christian Davis	Nathan Mills	Michael Hernandez
Michael Livermore			

Those present in the Village Board Strategic Planning Session 1:

Brian Metzger	Bill Olinger	Toby Willard	Bruce Colravy
Bill Schriver	Andy Harpst	Jason Tompkins	

Those present in the Village Board Strategic Planning Session 2:

Brian Metzger	Bill Olinger	Toby Willard	Bruce Colravy
Bill Schriver	Andy Harpst	Jason Tompkins	



Village of Mahomet Illinois

2026-2030 Strategic Plan at a Glance



STRATEGIC GOALS

VISION

A vibrant safe community with exceptional opportunities.



Marketing & Branding Plan

Parks & Recreational Improvements



MISSION

Delivering excellent services and fostering opportunities while building our future.



Develop Succession Planning Strategy

Address Administration & Police Space/Facility Needs



VALUES

Accountability
Citizen Focused
Commitment
Competence
Creativity
Integrity
Teamwork



Prioritize Commercial Development & Recruitment

Communication Strategy



Comprehensive Sidewalk & Multipurpose Path Plan