Canton Township
YOU BELONG HERE
Community Strategic Plan and Update
2023-2024
Alignment of the township’s vision and mission today provides the roadmap to create a better tomorrow.

Township Vision
To be a forward thinking and intentionally inclusive community.

Township Mission
To collectively deliver on the community’s priorities ensuring a high quality of life for all.

A community strategic plan provides the work plan for the Township and guides the Township’s work. It includes strategic initiatives with associated objectives, strategies, measures, and actions that will be implemented within the community over a specific period of time. The strategic elements were derived from the Board of Trustees strategy development process and reflect the staff’s involvement and feedback throughout the process.
A Message from the Supervisor

The Canton Township Board of Trustees strategic plan has been successfully moving forward with many accomplishments. The board and staff met in January, 2023, and discussed next steps on many of the goals, as well as the agreement of what we completed in the first two years.

Since the launch of our strategic plan, we brought $14M into Canton for projects by working closely with our county, federal and state partners. For instance, Wayne County Executive Warren Evans and County Commissioner Melissa Daub played a large part in securing funds for Cherry Hill Village and its downtown concept and construction.

Those vital partnerships also brought in funds to:
- Rebuild Canton Center Road between Ford and Warren
- Develop plans for park and facility updates, including our newly named Zibiwes Nature Area Park on Ford and Ridge.
- Establish a sidewalk gap program to close over 54 miles of connectivity across the Township,
- Begin engineering on establishing electric vehicle chargers at Township properties.
- Install accessibility equipment at the North Pavilion
- Add shade structures to the popular splash pad
- Updates to the Summit aquatic center
- Repair/replace many parking lots as well as Pheasant Run cart paths
- Our millage paid for $10 million neighborhood road projects as well as sections of Sheldon, Lotz, Warren, Lilley, Lotz and Haggerty since 2020.

An additional $14M was announced in 2023 from State Representative Ranjeev Puri with the support of State Senator Dayna Polehanki for a new fire station, additional road repairs and renovations of a community counseling center.

Additionally, for the past two years Canton was recognized as a Gold-level Michigan Green Community (highest level) for environmental efforts that improved the quality of life for our residents.

As you can see the projects listed above are just some of what the strategic plan has accomplished for the community. Additional accomplishments are highlighted under Welcoming Community, Quality Infrastructure, Healthy Ecosystem, Organizational Climate and Culture and Financial Stability. We will continue to work together moving Canton forward for the residents and provide progress reports to the community.

Values

Commitment to Service
We are dedicated to seeking solutions for our community.

Integrity
We demonstrate sound, honest, truthful, and consistent actions.

Welcoming
All residents are able to fully and effectively access township services, influence policy and direction, and feel a sense of belonging in Canton.

Accountability
We take ownership of our actions and responsibilities.
Your Township Board of Trustees

Anne Marie Graham-Hudak
Supervisor
Anne Marie was elected as Canton Township’s first woman Supervisor in November 2020, the 9th largest community in Michigan. As the Township’s chief administrator, she is CEO responsible for all Township services across 36 square miles, serving 100,000 residents, 3,000 businesses, and about 800 employees. She works cooperatively with the Board of Trustees, Treasurer, Clerk and District Court. Prior to becoming Canton Township Supervisor, she served as an elected Canton Trustee and Planning Commissioner for four years. Anne Marie has an extensive engineering background, having worked for the automotive industry for 26 years, and the Federal Aviation Administration prior to that. Anne Marie holds an engineering degree from Boston University and an MBA from Lawrence Technological Institute.

Anne Marie represents Canton by serving on numerous local and regional boards. She is serving on the Conference of Western Wayne's board of 18 communities, 35th District Court Executive Board, and Western Townships Utilities Authority Executive Board. She was also elected to the Southeast Michigan Council of Governments (SEMCOG) Executive Committee and the Regional Review Committee. Anne Marie is also the 2023 recipient of the SEMCOG Taubman Fellowship to the Harvard Kennedy School Executive program, and a 2019 recipient of Crain’s Detroit Notable Women in STEM.

Her past and present community service includes several director positions for the League of Women Voters, Chair of Plymouth-Canton Citizens for Diversity, and Inclusion (PCCDI), leadership team of the Plymouth-Canton Interfaith Community Outreach group (ICO) and board member of the South Asian American Voices for Impact (SAAVI). She is also a member of the Canton Chamber of Commerce, Rotary Club and leads Canton’s Technology Committee. Anne Marie’s direct involvement in these organizations strengthens Canton’s partnerships and collaborations on the local, regional and statewide levels. It also gives Canton a voice as projects are being planned and decisions are being made, as well as continuing to build a strong, rich, and diverse community.

Dian Slavens
Treasurer
Dian Slavens, Treasurer Dian Slavens has been Canton Treasurer since 2016, and has been a resident of Canton since 1987. As Treasurer she is instrumental in developing eservice for our residents, bi-monthly billing and reducing water rates. Dian received her MiCPT in June of 2019 and maintains her certification through annual training with the Michigan Municipal Treasurers Association. Dian also serves on the Wayne County Treasurers Association Executive Board. Dian also served in the Michigan House of Representatives from 2008 to 2014. She represented the 21st House District, which includes Canton Township, Belleville and Van Buren Township. As State Representative Dian served on the Families, Children and Seniors Committee, Military and Veterans Affairs Committee, Ethics and elections Committee and Health Policy Committee. Dian was also instrumental in pushing through legislation to ban smoking in restaurants and buildings throughout Michigan, adding Autism to healthcare and removing lifetime-health care to legislators. Her priorities included school funding, government efficiency, and encouraging residents to buy local, Michigan-based products. Dian has volunteered at Plymouth-Canton Community Schools, as a Sunday School teacher at Geneva Presbyterian Church, and as a Girl Scout leader for the Huron Valley Council. Dian is also a member of the Northwest Wayne County League of Women Voters and on the board of the Canton Community Foundation’s Giving Hope. Dian also worked as a Respiratory Therapist for Beaumont Hospital in Royal Oak and Henry Ford Hospital, downtown campus.

Michael Siegrist
Clerk
Michael has been the Canton Clerk since 2016 and is currently Third-Vice President of the Michigan Association of Municipal Clerks (MAMC) and President of the Association of Wayne County Clerks. Michael grew up in the community, graduating from Canton High School. He attended the University of Michigan in Ann Arbor and graduated with a bachelors degree in Political Science. While there, he interned for Congressman John Dingell and was elected to serve on the Canton Public Library Board. Michael was elected to the Plymouth-Canton Community Schools Board of Education. As clerk Michael has been accredited by the Bureau of Elections, certified by the MAMC and the International Institute of Municipal Clerks, and earned a Certificate in Election Administration from the Humphry School of Public Affairs at the University of Minnesota and currently serves on the advisory board for the program as a graduate. After realigning voter precincts, expanding the permanent absentee list, and adding new voting locations, Michael helped make it easier to vote, save taxpayer money, and reduce wait times at the polls. Michael has been appointed to the Legislative Committee and Council of Elected Officials with MAMC. In 2020 Michael successfully ran the largest turnout of voters and absentee ballots in Canton’s history and is a leading expert on election matters in Michigan. His office won a Clearinghouse Award from the United States Election Assistance Commission for “Outstanding Innovation in Election Cybersecurity and Technology.” He was elected Township Clerk of the Year in 2021 by the over 1,500 municipal clerks in Michigan.
Kate Borninski, Trustee
Kate Borninski has lived in Canton for over 23 years. As township trustee, Kate enjoys serving on the following committees: Leisure Services Advisory Committee, Master Plan Advisory Board, Boards & Commissions Interview Committee, and Police Clinician Ad Hoc Committee. She also completed the Citizen Planner Program through MSU Extension. She previously served on the Plymouth-Canton Community Schools (P-CCS) Board of Education, including 2 years as President. While Kate served as President of the P-CCS board, budgets were balanced, and the Safety & Security package as well as the Business Academy were approved. During her tenure on the school board, Kate received the Award of Merit from the Michigan Association of School Boards (MASB). Kate was also instrumental in the Canton Public Safety Department’s Youth Diversion Program becoming a reality. In addition, she served on the boards of the Educational Excellence Foundation and PFLAG Plymouth-Canton and is a 2018 graduate of Leadership Canton. A graduate of the University of Michigan, Ann Arbor, Kate also did graduate studies at Eastern Michigan University to receive her teacher certification.

Sommer Foster, Trustee
Sommer Foster has lived in Canton since 2003 and is the first African American and the first woman-of-color elected to the Canton Township board in 2016. Sommer is on the Roads Advisory Committee, the Planning Commission, the Boards and Commissions Interview Committee, and Police Clinician Ad Hoc Committee. She is the Co-Executive Director of Michigan Voices, a 501c3 non-profit organization that provides support to other non-profits to help them meet their civic engagement, civic access and civic representation goals. She graduated from Eastern Michigan University where she studied Political Science, she has more than 15 years of experience working on public policy, community engagement, and issue advocacy. She is a Naacp Leadership 500 and an Emerge Michigan Fellow. Previously, Sommer has served as Co-Chair for the VoteYesPCCS Bond committee (2013), the PCCS Sex Education Advisory Committee, and PCCS Community-District Equity Leadership Team (C-DELT), the Canton Culture, Arts and Heritage Commission, and the Canton Coalition for Inclusive Communities (CCIC). In 2012 she was elected to the Canton Library Board, where she served as vice-chair. In 2014, she won a Canton Achievers award, in 2019, she was named a “Woman of Achievement” by Kappa Alpha Psi Fraternity, and in 2021 received an award from Black Women’s Roundtable for Leadership and Service.

Tania Ganguly, Trustee
Tania Ganguly has lived in Canton for more than 17 years and became the first South Asian woman to be elected to the Canton Township board in 2020. Tania works with VCA North America—an agency under the UK Department of Transport and is Finance Manager for Americas. Tania holds an engineering degree from NIT Durgapur in India and a MBA from Ross School of Business at the University of Michigan. She is currently a member of the Canton Culture, Arts and Heritage Commission, Canton Inclusion Task Force, the Plymouth-Canton Interfaith Community Outreach group (ICO) and PORCH volunteer with seniors. Tania has been the President of Swajan a local Indian American nonprofit working to build cultural awareness in the community and is the past President of the Covington Square Homeowners Association. She is also a founding member of a South Asian voter outreach group, a New American Leaders alumnus and 2018 Emerge Michigan Fellow. As a parent in the Plymouth Canton schools, Tania was a co-chair of the parents’ committee for the Plymouth Canton Community Schools Talented and Gifted Program and assisted in coaching the East Middle School Science Olympiad team.

Steven Sneideman, Trustee
Steven Sneideman has lived in Canton since 1994. Steven has been a trustee since 2012 and has been instrumental in passing the Human Rights ordinance, as well as the Canton roads program, balancing the township budget, and helping residents, faith houses and businesses interface with township services. Steven is also in the Canton Hall of Fame as a resident that has supported the community for many years. Steven is the Chairman of the Canton Community Foundation and has led the foundation in offering scholarships to students, providing grants to 501©3 organizations for local youth and seniors, as well as veteran support. Steven has also been on the Partnership for the Art board and served on the Plymouth-Canton school board from 2006-2012, where he was President for two years. While on the board, Steven was instrumental in diversity and inclusion programs at PCCS and adding Chinese Language to the curriculum. Steven is a global program manager for AT&T. He earned a Bachelor’s degree in economics from Harvard University and a Master of Business Administration from New York University.

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Roles and Responsibilities

**Supervisor**
- Moderates board and annual meetings
- Chief assessing officer (if certified)
- Secretary to board of review
- Township’s legal agent
- Maintain records of supervisor’s office
- Responsible for tax allocation board budget (if applicable)
- Develops township budget
- Appoints some commission members
- May call special meetings
- May appoint a deputy

**Treasurer**
- Collects property taxes
- Keeps an account of township receipts (revenues) and expenditures
- Issues township checks
- Deposits township revenues in approved depositories
- Invests township funds in approved investment vehicles
- Collects delinquent personal property tax
- Responsible for jeopardy assessments in collecting property tax
- Collects mobile home specific tax
- Must appoint a deputy
- Must post a surety bond

**Clerk**
- Maintains custody of all township records
- Maintains general ledger
- Prepares warrants for township checks
- Records and maintains township meeting minutes
- Keeps the township book of oaths
- Responsible for special meeting notices
- Publishes board meeting minutes
- Keeps voter registration file and conducts elections
- Keeps township ordinance book
- Prepares financial statements
- Delivers tax certificates to supervisor and county clerk by September 30
- Must appoint a deputy
- Must post a surety bond
Together the Board of Trustees

- Create a shared vision for the Township
- Build and strengthen relationships with the community
- Serve on regional boards on behalf of the Township
- Represent the community on policy issues
- Develop strategic goals and objectives to obtain vision
- Maintain fiscal responsibility

Trustees

- Township legislators, required to vote on all issues
- Responsible for township’s fiduciary health
- Other duties as assigned by board
Canton’s decision-making is informed by focusing on key topics of interest in a manner that is inclusive, equitable, barrier-free, and recognizes the needs and interests of both the community and the Township.
## Welcoming Community

**Program Vision:** A township in which all residents can fully and effectively access services, influence policy and direction, and feel a sense of belonging and safety.

### Completed Goals

- Strengthen enforceability of Human Rights Ordinance
- Develop a data collection plan to evaluate long-term election resource needs
- Employ embedded Social worker to support Police
- Create Police Transparency and Guidance subcommittee
- Cultural competency training program for staff
- Perform a Communications Needs Assessment
- Expand multi-cultural programming in Leisure Services
- Expand Juvenile Diversion Plan
- Create resources in various languages
- Increase programming to our diverse community
- Increase in Senior Services

### New/Ongoing Goals

- Strengthen Social Worker programming
- Continue to increase diverse programming to the community
- Increase in Senior Services
- Revitalization of Cherry Hill Village
- Creation of Town Square at Cherry Hill
Healthy Ecosystem

Program Vision: An accessible and sustainable environment that affords a high quality of life while conserving our natural resources. Be known for abundant green space.

Completed Goals

- Reduce carbon footprint through alternative energy
- Create healthy Ford Road landscaping with native plants
- Establish Food Truck Ordinance and additional outdoor dining

New/Ongoing Goals

- Add pocket parks and green space to eliminate park deserts, develop Ridge Road and Ford into a nature area
- Update Master Plan with Planning Commission
- Expand community, butterfly and rain gardens
- Extend trail system and acquire property along drains, creeks and streams for additional green space
- Eliminate sidewalk gaps throughout the township; plan for non-motorized transportation throughout township
- Promote waste reduction and recycling through increased composting
- Dealing with climate, stormwater and drainage in the community
Quality Infrastructure

**Program Vision:** Use a smart city, forward thinking approach, integrating technology to accelerate, facilitate and transform the ecosystem. Be adaptive, responsive and always relevant to all those that live, work in and visit the township.

### Completed Goals

- Responsible Contracting Policy
- Continue Canton Roads Program including intersection improvements
- Ensure Township fleet includes hybrid or electric vehicles
- Increase communications from Elected Officials and staff to educate residents
- Addition of a Fire Inspector position
- Create Technology Committee

### New/Ongoing Goals

- Create virtual option for conducting all business with the Township
- Increase transparency on public documents
- Develop Electric Vehicle Charging Plan and Alternative Energy Plan with Technology Committee
- Public Safety Administration renovation
- Construction of a fourth Fire Station
- Creation of Michigan Avenue Innovation Network (MAIN) with neighboring communities
Organizational Climate and Culture

Program Vision: The best and brightest, culturally and organizationally competent workforce, where employees feel valued and have ownership over the organization's goals.

Completed Goals

Develop program inventories
Develop and implement an organization-wide performance management system
Assess sourcing of Township legal services
Update and centralize Treasurer's Office policies and procedures
Articulate formal service-level standards and track key performance indicators for Building and Inspection Services Division
Develop an IT governance structure
Create an ITI Department
Create a Deputy Supervisor position
Relocate and establish formal service legal agreements for Facilities Maintenance

Completed Goals

Create a Deputy Director of Municipal Services position
Conduct an Organization Impact Assessment to determine resource requirements in employee base
Evaluate negotiating process and set goals for future contracts
Purposely strive for an inclusive workforce through all policies, processes, and communication
Succession Planning
Review part-time wage scales
Additional records position
Administration Building renovations
Organizational Climate and Culture (continued)

Program Vision: The best and brightest, culturally and organizationally competent workforce, where employees feel valued and have ownership over the organization's goals.

New/Ongoing Goals

Establish Onboarding and Communication Process for Board

Develop an Outcome-Based Performance Measurement Program

Develop Organization-Wide Workforce Development and Succession Planning Program

Clarify Roles and Responsibilities within Canton Township Government

Update and Implement the Township’s ITI Strategic Plan

New/Ongoing Goals

Develop Processes for Work-Life Balance that Allows for Flexible Scheduling and Work from Home

Create and Pass a Living Wage Ordinance to Establish Standards for Compensation

Facilities Maintenance Staffing Deficiencies

Succession Planning/Increase Police Staffing
Financial Stability

Program Vision: Direct human and financial resources in ways that cultivate a sense of community and an ecosystem where families, individuals and businesses thrive.

Completed Goals

- Review community programs and initiatives for cost and benefit
- Conduct a water and sewer utility rate study to determine effective rates for covering operating and capital expenses
- Develop a comprehensive cost allocation plan to provide clarity on the full cost of township operations
- Implement Priority-Based Budgeting

New/Ongoing Goals

- Create an Economic Development Strategic Plan for Canton
- Foster strong partnerships with business community to create a thriving economic base
- Prepare an Annual Budget document that meets GFOA Best Practices
- Develop a long-term Financial Plan for the Township
- Prefund pension costs
- Policy on Prefunding pension costs
The Canton Board of Trustees would like to thank the Canton team for their input.