Canton Township

YOU BELONG HERE

Community Strategic Plan
2021-2024

Adopted by
Board of Trustees
April 12, 2021
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.
Canton Township continues to focus on being a welcoming community for all as one of its main objectives.

Our objective for a healthy ecosystem includes exceeding the state goals for carbon footprint reduction by 2035. Our organizational Climate & Culture objective creates an empowering and fulfilling work environment for our employees and ensuring accountability of contracted services.

Our quality infrastructure objective harnesses technology to advance Canton into the future and eliminates communication barriers.

And our final objective of financial stability is a guarantee of good governance and accountability to our stakeholders.

We will continue to work together and unify our efforts in the areas identified in this strategic plan and beyond so that Canton remains a township where many of us are proud to live, work, play and invest. The Canton Board of Trustees plan will be implemented during 2021-2024 and beyond with quarterly progress reports and an annual update to the plan provided 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.

Accountability
We take ownership of our actions and responsibilities.

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

Supervisor

Anne Marie was elected as Canton Township’s first female Supervisor in November, 2020. Prior to becoming Supervisor, she served as a Canton Trustee and Planning Commissioner for four years. Anne Marie has an extensive engineering background, having worked for the automotive industry for 26 years. Anne Marie represents Canton by serving on numerous local and regional boards, including: Conference of Western Wayne, 35th District Court, Western Townships Utilities Authority Board, as well as on both the SEMCOG Executive Committee and Regional Review Committee for the Transportation Alternatives Program (TAP). Her 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). 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 has been Canton Treasurer since 2016, and is currently the President of the Wayne County Treasurers Association (WCTA). Dian has been a resident of Canton since 1987. As Treasurer she was instrumental in developing eservice for our residents, bi-monthly billing and reducing water rates. 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 in Canton Township 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 Secretary of the Michigan Association of Municipal Clerks (MAMC) and is Treasurer of the Association of Wayne County Clerks. Michael grew up in the Canton 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 where he served the same school community he was a product of. As clerk Michael assisted the Board of Canvassers with two recounts, was accredited by the Bureau of Elections, certified by the Michigan Association of Municipal Clerks (MAMC), and the International Institute of Municipal Clerks. 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 Legislation 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.”
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. Sommer 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 an NAACP Leadership 500 and an Emerge Michigan Fellow. As a parent in the Plymouth Canton schools, Sommer 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.

Kate Borninski, Trustee

Kate Borninski has lived in Canton for over 21 years. She previously served on the Plymouth-Canton Community Schools (P-CCS) Board of Education, where she held various leadership positions including President, Vice President and Secretary. She also served on the following Board of Education subcommittees: Policy Advisory Committee, Student Performance and Achievement (SPA), and Communications, Legislation and Partnerships (CLP). While serving 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. In 2018, Kate participated in and graduated from 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.

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.

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 501c3 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.
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.
# Involving the Community

The Canton Township Board of Trustees is committed to creating meaningful interactions with residents and business owners through transparent communication and community involvement that results in a connected and informed community.

## Implementation Strategy

The following represents how the programs will be implemented with an emphasis on community involvement.

1. **Identify Initiative**
   - Begins with Board of Trustees and Supervisor
   - Establish vision and objectives

2. **Identify Stakeholders**
   - Includes the Supervisor, Board members, partner organizations, community members, policy/regulatory representatives, etc.

3. **Assign Team**
   - Appoint Directors
   - Assemble cross-departmental team

4. **Create strategic workplans and initiate projects**

5. **Gather stakeholder input through committees and Board meetings**

6. **Implement Projects**

7. **Report Project Performance**
   - Follow up with stakeholders and community to share results, outcomes and next steps
**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.

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<tr>
<th>Objectives</th>
<th>Strategies</th>
<th>Actions</th>
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<tbody>
<tr>
<td>• Provide programs, strategies and activities to increase our ability to deliver excellent service to our diverse community</td>
<td>• Train staff, leadership, and elected officials on cultural awareness and servant leadership</td>
<td>• Expand the Juvenile Diversion Program</td>
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<td>• Provide unique experiences for our diverse community to engage and learn with one another</td>
<td>• Develop a better understanding of community needs and create intentional programs and partnerships to increase inclusivity and participation</td>
<td>• Employ Embedded Social Workers to support Police</td>
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<td>• Strengthen relationship and develop innovative partnerships within our community</td>
<td>• Modernize policing strategies to prioritize equity, fairness and restorative justice model</td>
<td>• Create cultural competency training program for staff</td>
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<td>• Deliver leading levels of public safety in which each resident, businessperson and government official is contributing to the well-being of others</td>
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<td>• Expand multicultural programming in Leisure Services</td>
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<td>• Strengthen enforceability of the Human Rights Ordinance</td>
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<td>• Create Police Transparency and Guidance Subcommittee</td>
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<td>• Highlight community diversity through formal Board Resolutions</td>
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<td>• Establish more outreach programs for marginalized groups</td>
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<td>• Implement a Diversity and Inclusion employee group</td>
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<td>• Create resources for new Americans and immigrant population in various languages</td>
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**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.

**Objectives**
- Exceed state goals for carbon footprint reduction
- Expand recycling program
- Create abundant opportunities for stakeholders (citizens and non-citizens to make a difference)
- Align and implement sustainability initiatives across programs, projects and services
- Township to model goal we want the entire community to achieve

**Strategies**
- Provide opportunities to improve the health of the community, leveraging stakeholders
- Expand and protect our natural resources and leverage to address community health needs
- Re-imagine existing assets and expand green space throughout the community
- Build upon existing recycling strategy and expand services through innovation
- Utilize technology to protect and enhance the natural environment

**Action**
- Eliminate sidewalk gaps throughout the township
- Develop Patriot Park to become a more passive nature area
- Eliminate park deserts throughout township by adding pocket parks
- Reduce carbon footprint through alternative energy
- Promote waste reduction and recycling while expanding composting
- Update Master Plan with Planning Commission beginning in August 2021
- Create healthy Ford Road landscaping with native plants
- Expand community / butterfly / rain gardens
- Extend trail system and acquire property along drains, creeks and streams for additional green space
- Establish food truck ordinance and additional outdoor dining in township
**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.

**Objectives**
- To provide an environment that enhances the mental/physical health and safety of our community via exceptional services and capital improvements
- Increase opportunities to engage people with the township government and community by actively and effectively communicating and eliminating barriers
- Employ a comprehensive plan and partnership strategy that harnesses technology to advance Canton into the future

**Strategies**
- Create more accessibility via walking, biking and alternative mobility options
- Improve ease of access to technology and resources. Tailor communications to increase awareness and improve ease of access
- Employ a comprehensive plan on road strategy
- Utilize improvement plan to repair township roads and leverage county, state and federal resources
- Responsibly source and contract quality
- Create and implement a technology deployment plan

**Action**
- Continue Canton Roads Program including intersection improvement
- Lay foundation for connected and autonomous vehicle technology in Ford Road Project
- Develop and implement streamlined communications strategy to residents and employees
- Create virtual dashboard for transparency on budget, infrastructure, public safety and roads
- Ensure all new construction includes infrastructure for future technology
- Create virtual option for conducting all business with the Township and increase transparency on public documents
- Create Technology Committee to develop electric vehicle charging plan and alternative energy plan
- Ensure Township fleet includes hybrid or electric vehicles
- Develop program for alternative energy generation where possible on township property
- Increase communication from elected officials and staff to educate residents
Program Vision: The best and brightest, culturally and organizationally competent workforce, where employees feel valued and have ownership over the organization’s goals.

Objectives

- Increase community satisfaction with the township organization
- Create a BIC, sustainable Board model
- Create an empowering and fulfilling work environment
- Foster a performance-driven, transparent organization focused on continuous improvement
- Ensure sustainable business practices and accountability of contracted services

Strategies

- Establish and implement strategies to understand community needs, embrace cultural differences and create an atmosphere of inclusivity
- Assess policies and procedures to prioritize employee welfare through situational flexibility and work-life balance
- Align organizational structure and processes to increase efficiency and achieve the goals of the organization
- Improve Board relationship, communication and protocol
- Implement a responsible contracting policy

Action

- Conduct an organizational impact to determine resource requirements in employee base
- Review organizational climate and culture for morale
- Evaluate negotiating process and set goals for future contracts
- Develop processes for work-life balance that allows for flexible scheduling and work from home
- Establish onboarding and communication process for Board
- Create and pass a living wage ordinance to establish standards for compensation
- Purposely strive for an inclusive workplace through all policies, processes and communications
**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.

### Objectives

- Provide financial stability to attract investment and opportunity to our community
- Develop long-term funding models and strategy to support community goals and priorities
- Demonstrate good governance and accountability to our stakeholders
- Maintain high-quality tax base and revenue

### Strategies

- Continue multi-year budgeting with cost-analysis for all future initiatives
- Create a finance committee to guide and direct budget and spending based on strategic priorities
- Pursue alternative funding models (ie; grants, partnerships, etc.)
- Re-imagine commercial districts and existing zoning
- Share financial goals, priorities and performance with all stakeholders

### Actions

- Review community programs and initiatives for cost and benefit
- Create finance committee to develop goals to meet these strategic initiatives
- Develop Ford Road long-term strategy to ensure economic success of private enterprise
- Foster strong partnerships with business community to create a thriving economic base
The Canton Board of Trustees would like to thank the Canton team for their input:
Canton Staff
Susan Kennedy, Research Strategist, Look See