



Kane County

KC Committee of the Whole

Agenda

Government Center
719 S. Batavia Ave., Bldg. A
Geneva, IL 60134

Tuesday, April 22, 2025

4:00 PM

County Board Room

- 1. Call To Order**
- 2. Roll Call**
- 3. Remote Attendance Requests**
- 4. Pledge of Allegiance**
- 5. Approval of Minutes: December 16, 2024, February 13, 2025, February 25, 2025, & March 25, 2025**
- 6. Public Comment**
- 7. Presentations/Discussion**
 - A.** Kane County's Strategic Planning Kick-off (Michelle Kennedy, BerryDunn)
 - B.** Duties & Responsibilities of Department Heads
 - C.** Duties & Responsibilities of the County Board
- 8. Executive Session**
 - A.** Release of Closed Session Minutes
- 9. Open Session**
 - A.** Vote on Release of Closed Session Minutes
- 10. Adjournment**

STATE OF ILLINOIS)
COUNTY OF KANE) SS.

PRESENTATION/DISCUSSION NO. TMP-25-521

**KANE COUNTY'S STRATEGIC PLANNING KICK-OFF (MICHELLE
KENNEDY, BERRYDUNN)**



April 22, 2025

Kane County, Illinois
Strategic Planning Kick-off
Committee of the Whole



Agenda

- ▲ Introductions
- ▲ Strategic Planning Overview
- ▲ Project Phases and Approach
- ▲ Key Tasks
- ▲ Questions and Discussion



Introducing the BerryDunn Team



Michelle Kennedy
Project Manager and
Lead Facilitator



Karen Whichard
Facilitator



**Maddison Powers
Spencer**
Facilitator



Lukasz Stykowski
Research Analyst



**335+ Consulting Resources
and 38 Years Serving the
Public Sector**

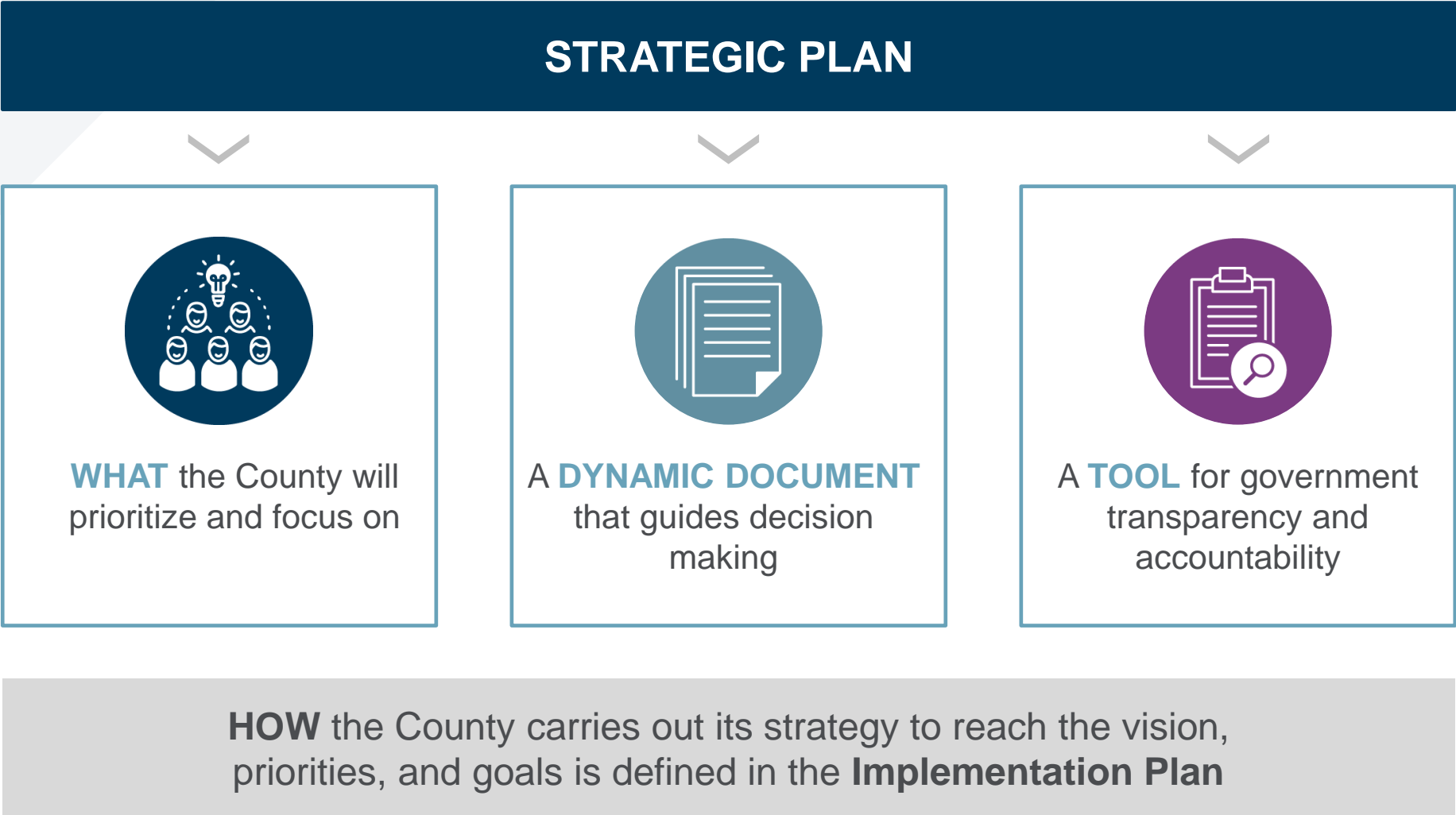
Inspiring Government Organizations to Transform and Innovate

BerryDunn has an in-depth understanding of the operations, business processes, and systems required to provide services to the public, partnering agencies, and internal stakeholders.

This understanding was gained through our work with more than 625 state, local, and quasi-governmental clients across the country, as well as through our team members' prior work in various roles across state and local government.



What is a Strategic Plan?



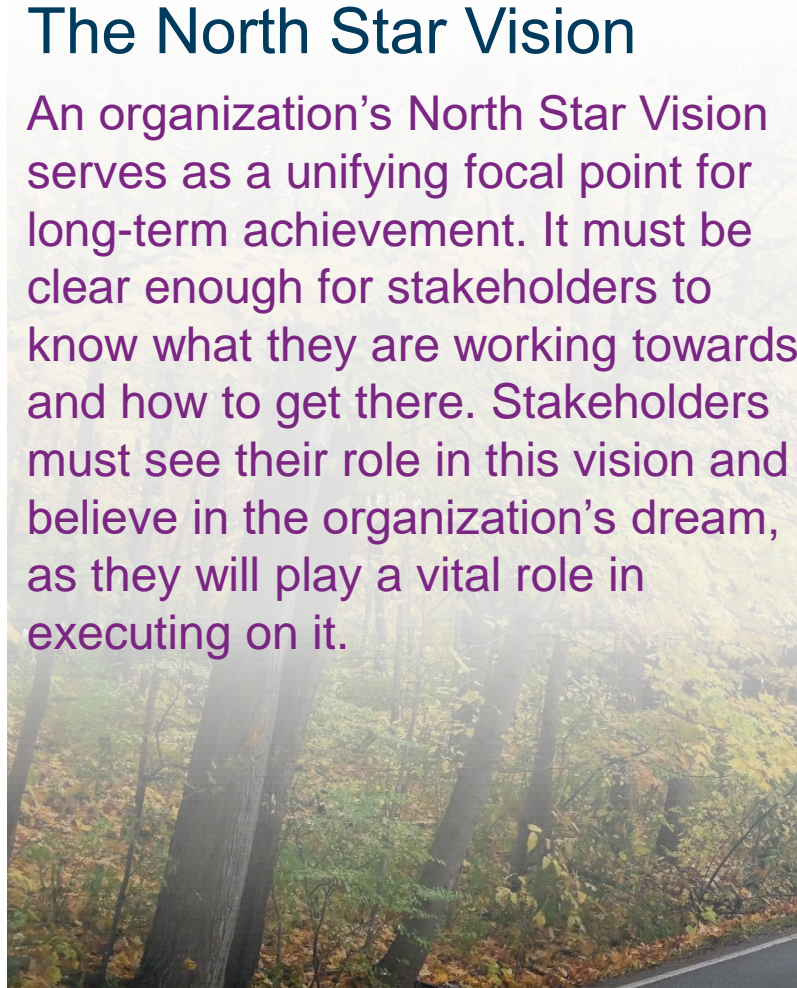
How Does the Strategic Plan Help the County?

Having a clear, concrete strategic direction will help keep the County **on track and focused** on what is important when challenges, setbacks, and unanticipated events occur.

It also helps ensure decisions, policies, plans, programs, and processes are designed through the lenses of stewardship of resources and collective impact.

The North Star Vision

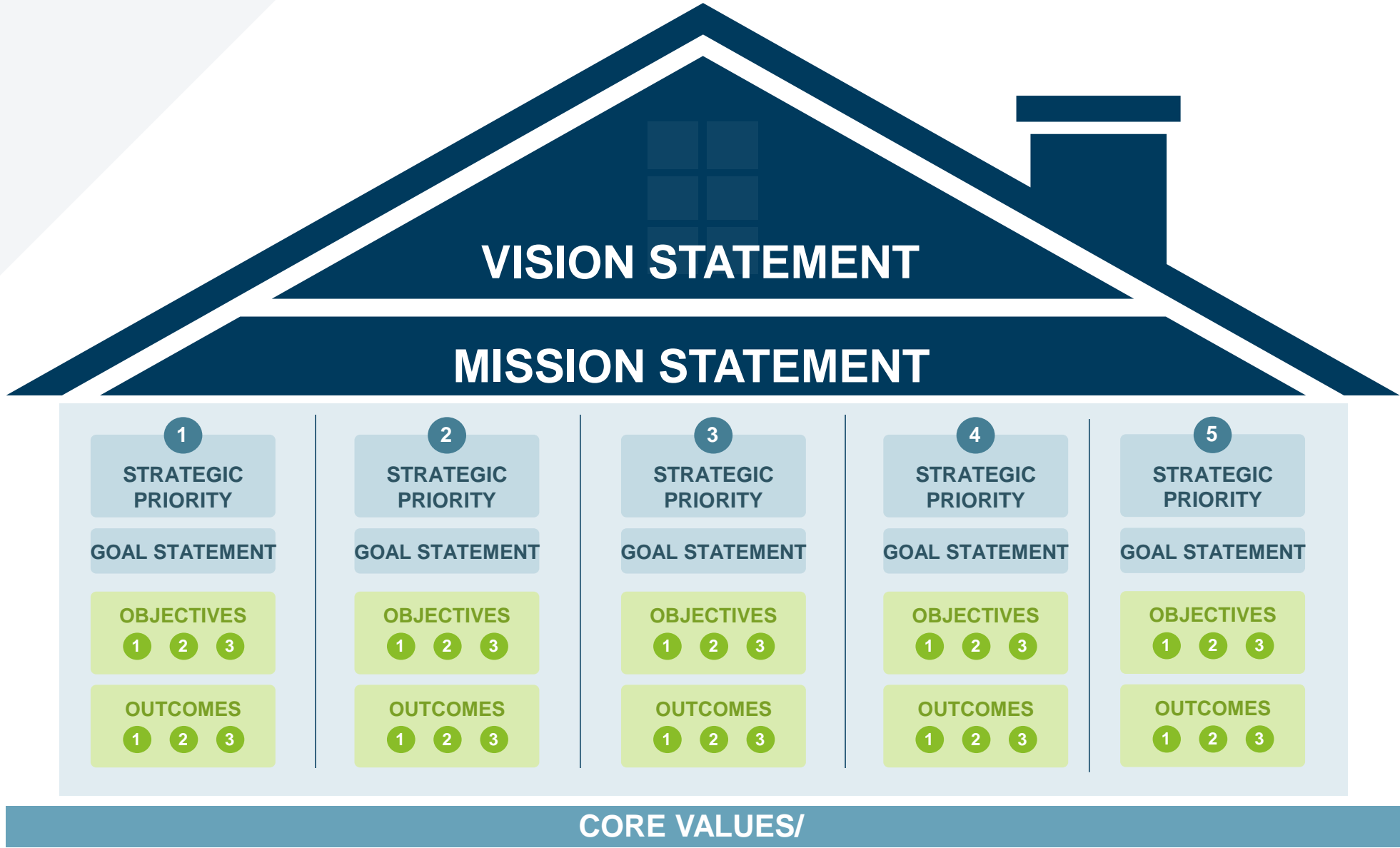
An organization's North Star Vision serves as a unifying focal point for long-term achievement. It must be clear enough for stakeholders to know what they are working towards and how to get there. Stakeholders must see their role in this vision and believe in the organization's dream, as they will play a vital role in executing on it.



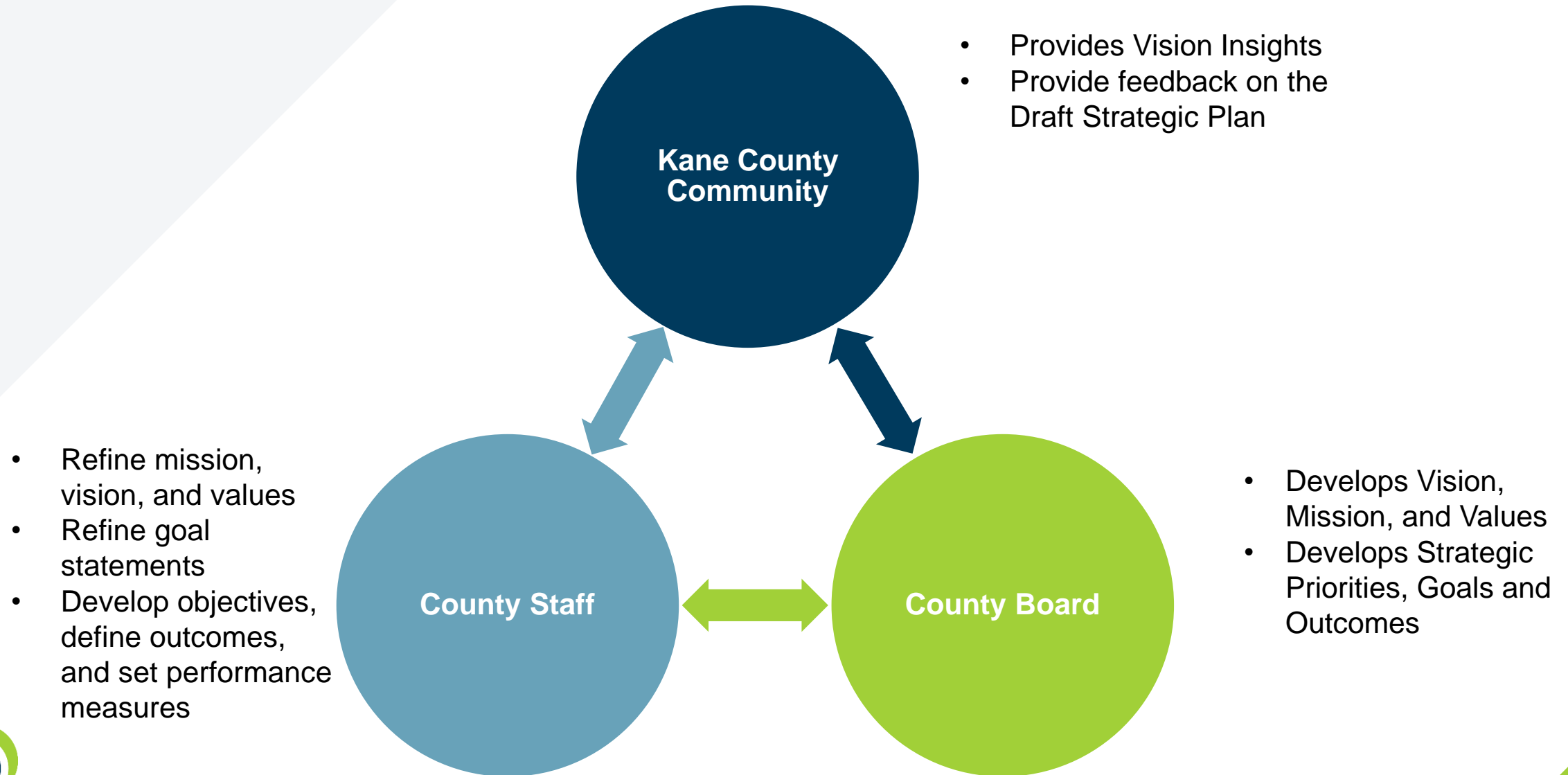
Flexible and Highly Actionable

- Broad priorities and goals
- Clear, time-bound objectives
- Clear performance measures
- Regular cadence of status and progress reporting

Elements of the Strategic Plan



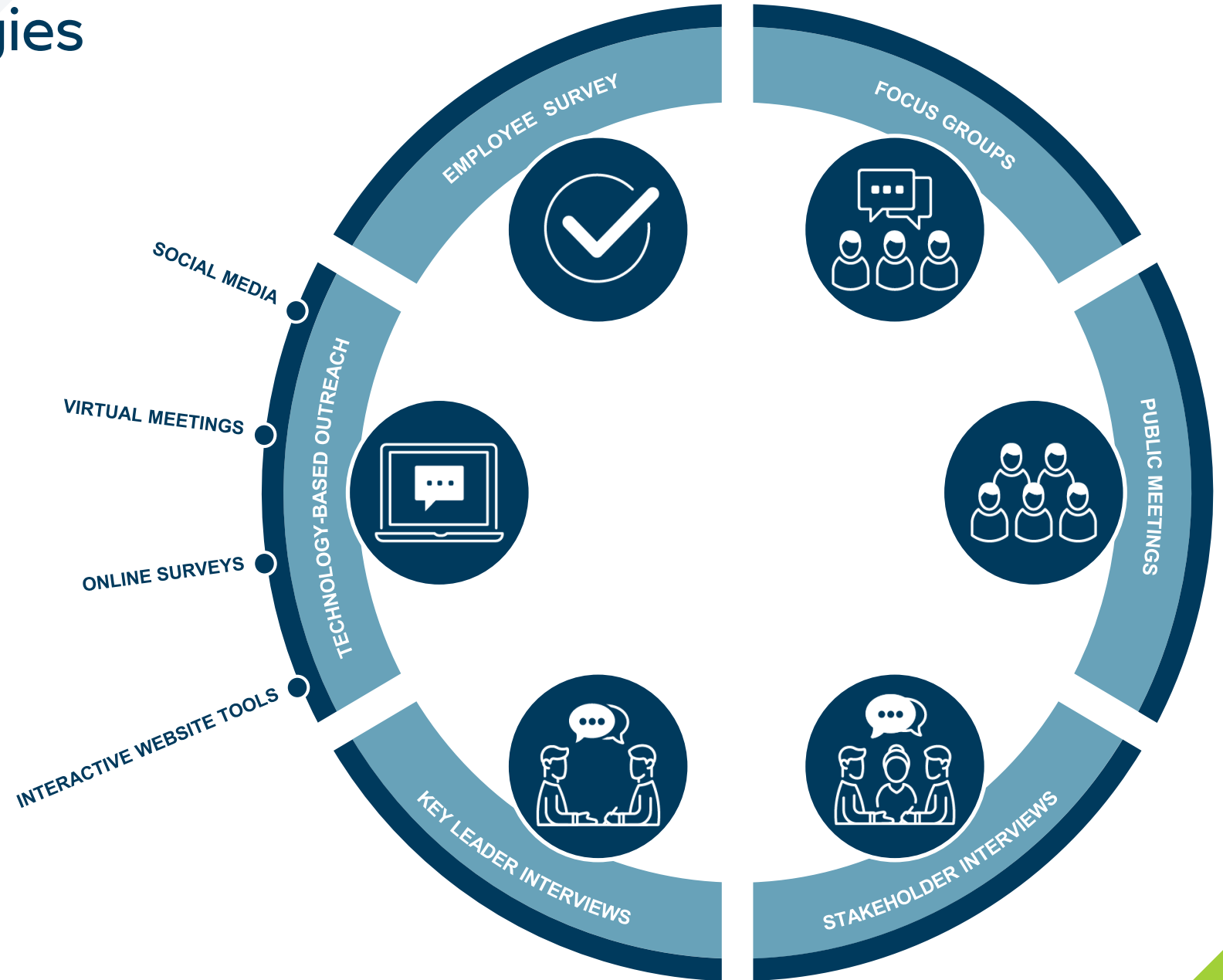
Roles in the Strategic Planning Process



Engagement Strategies

We meet people where they are

- Midday and evening hours
- Welcoming venues and gathering spaces
- Communications, meeting-in-a-box, interviews and focus groups, community forums, Social Pinpoint
- Existing County connections and engagement methods



What Sources Inform the Strategic Planning Process?



Community and employee input including individual interviews, group interviews, written responses, and three community forums



Social Pinpoint Strategic Planning website including a survey, poll, ideas wall, and discussion board



County, and regional demographic and economic data



Current County plans, budget, and policy documents



County Board and staff plan development sessions

Project Approach and Phases



**Project Initiation and
Management**

April – May 2025



**Community Engagement and
Strategic Analysis**

June – August 2025



**Strategic Plan Development and
Budget Integration**

September - November 2025



Implementation Planning

December 2025 – January 2026

Key Project Activities

Community and Staff Engagement

- Social Pinpoint
- Interviews and focus groups with community leaders, elected officials
- Interviews with staff
- Community forums

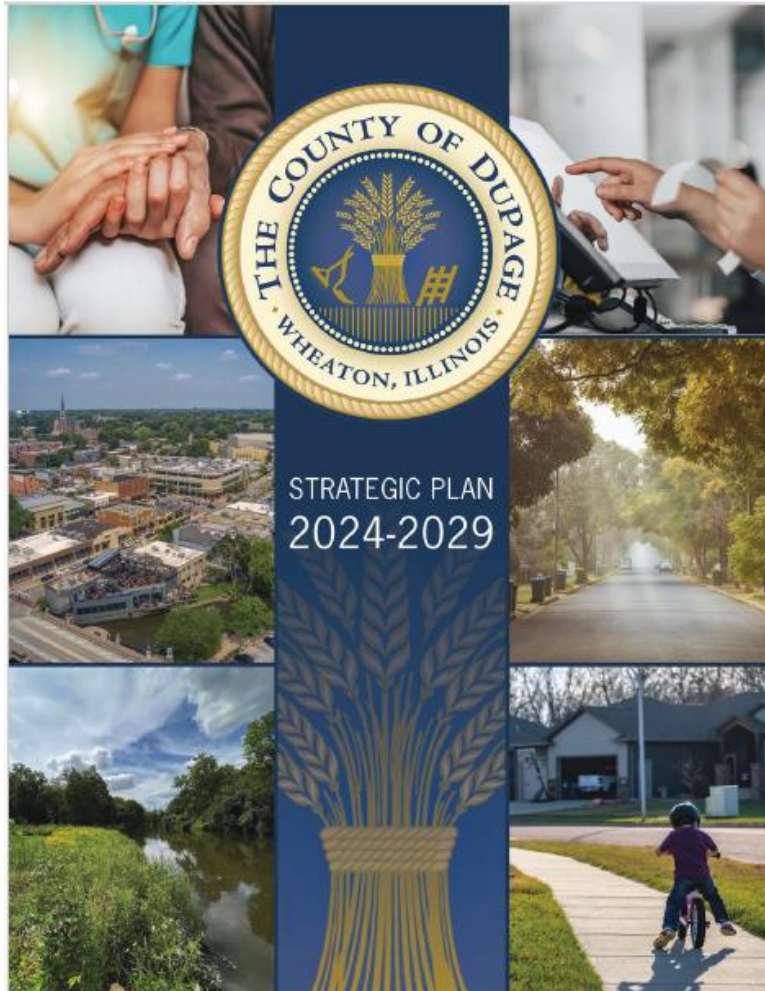
Plan Development

- Strategic planning workshops with County Board and County Leadership
- Refinement of goals, objectives and performance measures through work sessions with staff
- Graphically designed version of the final strategic plan adopted by the County Board

Implementation and Action

- Development of implementation plan to operationalize the vision and strategic goals and monitor strategic plan progress
- Connect the Strategic Plan to the Operating and Capital Budgets

Final Strategic Plan Example



Who We Are

Our Mission

DuPage County provides exemplary services in a financially sustainable manner to make our County a desirable place to live, work, and raise a family.

Our Vision

DuPage County is a hub of economic vitality, features expansive natural spaces, delivers high-quality services, and prides itself on being a place where all can thrive.



Guiding Principles

Accountability

We ensure that County government, through its policies and programs, is responsible for creating and achieving high-quality performance standards.

Diversity and Inclusion

We approach the work of County government in a culturally competent and inclusive manner so that all are able to fully participate.

Leadership

We find innovative approaches that provide local, regional, and statewide solutions to common issues for our communities, in collaboration with working external and internal stakeholders to share resources and information.

Quality

We offer effective, accessible, and efficient services, provided by well-trained, highly valued, and supported staff, who respond to new and emerging community needs.

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Why a Strategic Plan?

Charts the Course

The Strategic Plan's five-year timeline allows for thoughtful sequencing of initiatives. The alignment with the County's annual budget process creates a stronger connection between finances and operations. With the Strategic Plan as a guide, other County plans and initiatives will be built to align. In addition to priorities, goals and objectives, this plan includes performance measures for government transparency, accountability, and ongoing improvement.

Results for the Community

We know our community has high standards and aspirations for DuPage County. We enjoy a high quality of life here, and want to remain an excellent place to raise a family. The County's Strategic Plan lays a foundation for progress, defines a shared vision for the future and focuses County resources on six key strategic priorities: Community Well-Being, Fiscal Responsibility, Thriving Economy, Safe Community, Environmental Stewardship, and Mobility. These priorities, and their supporting goals and objectives, came from considerable community input and feedback. These priorities drive us toward meaningful outcomes and big steps forward on the road to reaching our collective long-term vision.



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Final Strategic Plan Example

Plan at a Glance



Thriving Economy

Our Goal...

Sustain a policy and regulatory environment that supports a successful business community, ensures an adequate supply of workforce housing, and advances economic growth.

Objectives

1. Collaborate and partner with Choose DuPage and the DuPage Convention & Visitor Bureau to support new and existing business growth and strengthen and diversify the County's economy.
2. Support local businesses by developing policies and practices that encourage using County-based businesses for County service delivery.
3. Incentivize private developers to build affordable housing by granting density bonuses and other variances, providing land and necessary site infrastructure, and identifying other tools and mechanisms identified as part of the Ad Hoc Housing Committee review.
4. Educate developers about the resources available through the state and federal government, including the Illinois Housing Development Authority, and help them connect to resources available to increase the number of workforce housing units built and preserved.
5. Increase access to employment and career opportunities in key sectors of the DuPage County economy by providing workforce development programming.



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STRATEGIC PLAN 2024-2029

Performance Measures

Milestone

- Complete Ad Hoc Housing Committee Affordable Housing Review by the 4th Quarter of 2024
- Develop a reporting index for the diversity of populations served by workNet DuPage and then track the appropriate output and outcome data

Output

- Increase the number of people participating in workNet DuPage programs
- Achieve average wage among workforce training program completers with barriers to employment to \$22/hour
- Ensure majority of grant-funded training develops workforce for key industry sectors of DuPage
- Increase the number of new businesses in the County annually
- Increase the number of living wage new jobs created annually
- Increase the number of hotel stays annually
- Reduce the number of days for plan review cycle for workforce housing projects
- Increase the number of affordable housing units created
- Increase the number of affordable housing units preserved

Outcome

- Increase labor force participation rate
- Maintain unemployment rate lower than the state average



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Questions and Discussion

Michelle Kennedy

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