



## STRATEGIC PLAN

# Lethbridge Police Commission

### OVERARCHING GOAL:

To strengthen the clarity, consistency, and effectiveness of the Commission's governance and public role.

## STRATEGIC PRIORITY 1: GOVERNANCE EXCELLENCE (INTERNAL)

PROVIDING CLEAR, CONSISTENT, AND ACCOUNTABLE GOVERNANCE TO SUPPORT EFFECTIVE POLICING IN THE COMMUNITY.

### Core Responsibilities:

1. Ensure compliance with all relevant legislation and oversight standards.
2. Establish and maintain LPC governance policies and procedures.
3. Provide oversight of LPS plans, performance, and service delivery through oversight of the Chief of Police.
4. Allocate and oversee the use of funds approved by the City of Lethbridge.
5. Ensure transparency and accountability in Commission processes.

### Strategic Shifts (Key outcomes):

1. Clarify the roles and responsibilities of LPC, LPS and the City of Lethbridge, as well as the roles of individual commissioners.
2. Strengthen governance processes, including internal communication and knowledge sharing, to reduce reliance on ad hoc approaches.
3. Improve continuity through onboarding, succession, and knowledge sharing.
4. Proactively enhance preparedness for complex or high-profile situations.
5. Provide clear onboarding, oversight, and support for the Executive Director.

## STRATEGIC PRIORITY 2: ENGAGEMENT, TRUST & ADVOCACY (EXTERNAL)

BUILDING TRUST THROUGH MEANINGFUL ENGAGEMENT, CLEAR COMMUNICATION, AND STRONG RELATIONSHIPS WITH THE COMMUNITY AND PARTNERS.

### Core Responsibilities:

1. Respond to community concerns and emerging issues.
2. Prioritize transparency in communication and decision-making.
3. Engage with City Council and relevant stakeholders as required.

### Strategic Shifts (Key Outcomes):

1. Develop and implement a coordinated communication approach.
2. Strengthen relationships and proactive engagement with the City of Lethbridge.
3. Advance proactive advocacy related to policing priorities, resourcing, and community safety needs.
4. Build and leverage relationships with external partners, including other Commissions, and Local, Provincial and Federal related organizations.
5. Increase public understanding and visibility of the Commission's role, mandate, and impact.

**MISSION:** To establish policies for efficient and effective policing for the City of Lethbridge. This is done through strategic direction to the Chief of Police, support of community oriented policing activities, and the allocation of funds provided by Council.

**VISION:** To ensure the Lethbridge Police Service responds strategically and has the operational resources to meet the needs of citizens for a safe and secure community.

**VALUES:** **Trustworthy** in our decision making and interpersonal relationships  
**Transparent** in our communications and processes  
**Accountable** for our actions and decisions