



HOLLISTON

Massachusetts

Strategic Plan Fiscal Year 2025-2029
Annual Report



INTRODUCTION

This section is an opportunity to demonstrate the progress of the strategic plan and the goals within the Strategic Plan.

Diversity, Equity and Inclusion (DEI)



Embrace our differences by supporting internal and external DEI initiatives; creating a welcoming, inclusive community; and attracting and retaining a diverse pool of workers, residents, and businesses.

Objectives

1. Recruit, hire, and retain a more diverse workforce of Town staff.

☐ Complete ☐ In Progress ☐ Not Yet Started

2. Provide educational DEI materials and ongoing mandatory DEI training to all elected and appointed officials, committee members, and staff, so the value of DEI is understood and becomes part of the Town's culture.

☐ Complete ☐ In Progress ☐ Not Yet Started

3. Provide educational DEI materials and ongoing mandatory DEI training to community members, so the value of DEI is understood and becomes part of the Town's culture.

☐ Complete ☐ In Progress ☐ Not Yet Started

4. Frequently review and evaluate Town policies for fairness and equitability.

☐ Complete ☐ In Progress ☐ Not Yet Started

5. Make board, committee, and Town meetings as accessible as possible so that all can participate and engage.

☐ Complete ☐ In Progress ☐ Not Yet Started

6. Create a partnership between the Town and area schools to implement Equity Audit findings and recommendations.

☐ Complete ☐ In Progress ☐ Not Yet Started

Education and Enrichment



Cultivate a culture of learning among residents and municipal employees to drive innovation, enhance skills, and help ensure the sustainable development of our Town.

Objectives

1. Collaborate with the Holliston Public School district to support its strategic plan implementation (Four Arches).

☐ Complete ☐ In Progress ☐ Not Yet Started

2. Continue commitment to find a long-term facilities solution at Holliston High School.

☐ Complete ☐ In Progress ☐ Not Yet Started

3. Promote and encourage the use of the Town public library, senior (community) center, evening educational programs, and other partners to provide lifelong learning opportunities.

☐ Complete ☐ In Progress ☐ Not Yet Started

4. Provide educational opportunities for community members to enhance the Town's cultural awareness.

☐ Complete ☐ In Progress ☐ Not Yet Started

Environmental Sustainability and Natural Resources



Proactively plan for climate change mitigation and the preservation of natural resources by implementing and supporting policies and initiatives that promote sustainable practices across all sectors, including energy, transportation, agriculture, and infrastructure.

Objectives

1. Develop a climate action plan to prepare the Town for climate change impacts and serve as a guide to equitably achieve climate mitigation, resilience, and sustainability goals.

☐ Complete ☐ In Progress ☐ Not Yet Started

2. Protect and conserve the Town’s water to preserve it for future generations.

☐ Complete ☐ In Progress ☐ Not Yet Started

3. Develop nature-based solutions to protect agricultural and natural resources.

☐ Complete ☐ In Progress ☐ Not Yet Started

4. Invest in and incentivize sustainable living to preserve the Town's resources for generations to come.

☐ Complete ☐ In Progress ☐ Not Yet Started

5. Directly impact decarbonization efforts with municipal operations.

☐ Complete ☐ In Progress ☐ Not Yet Started

6. Conduct greater community outreach and collaborate with a variety of stakeholders to educate the community on climate change, natural resource protection, grant opportunities, sustainable living practices—including lawn care to meet stormwater regulations—electric vehicles, and decarbonization.

☐ Complete ☐ In Progress ☐ Not Yet Started



Implement effective measures to diversify and increase revenue streams, balance costs, and work to ensure long-term financial health.

Objectives

1. Develop a financial sustainability plan to manage revenue streams.

☐ Complete ☐ In Progress ☐ Not Yet Started

2. Review current Town government structure and explore ways to improve continuity in policymaking and processes.

☐ Complete ☐ In Progress ☐ Not Yet Started

3. Maintain financial policy to guide policymakers in decision-making.

☐ Complete ☐ In Progress ☐ Not Yet Started



Promote sustainable growth, innovation, and prosperity by implementing proactive strategies to attract business, and diversify and increase our tax base.

Objectives

1. Implement the MAPC's Economic Development Vision and Service Model Plan to proactively seek opportunities to attract and support all businesses.

☐ Complete ☐ In Progress ☐ Not Yet Started

2. Support sustainable local agricultural initiatives to create economic opportunity, enable access to nutritious and affordable food, and promote agritourism.

☐ Complete ☐ In Progress ☐ Not Yet Started

3. Collaborate with residents, the business community, and neighboring Towns to provide more amenities to Town residents while attracting visitors and/or newcomers.

☐ Complete ☐ In Progress ☐ Not Yet Started

4. Work with existing private property owners to identify desirable commercial development and/or redevelopment opportunities.

☐ Complete ☐ In Progress ☐ Not Yet Started



Invest, maintain, and expand Town infrastructure sustainably to help ensure the needs of today and future generations are met.

Objectives

1. Invest in water and sewer infrastructure to provide opportunities to scale for affordable housing as well as diverse commercial development.

☐ Complete ☐ In Progress ☐ Not Yet Started

2. Increase and diversify the Town's housing stock, especially rental and multi-family homes, to help ensure attainable, equitable, and affordable housing.

☐ Complete ☐ In Progress ☐ Not Yet Started

3. Update the Town's Master Plan to reflect modern requirements and community needs.

☐ Complete ☐ In Progress ☐ Not Yet Started

4. Enhance and maintain the quality and connectivity of streets, roads and bridges, sidewalks, and bike paths to ensure the safety, reliability, and sustainability of the Town's transportation corridors.

☐ Complete ☐ In Progress ☐ Not Yet Started

5. Prioritize municipal facilities projects outlined in the Town's capital plan.

☐ Complete ☐ In Progress ☐ Not Yet Started (If selected, please explain in the comment box below.)

Thriving And Engaged Community



Partner with local and regional organizations to provide programming, services, and events that support the physical, mental, and social well-being of residents.

Objectives

1. Coordinate services, events, and programming to attract and engage residents.

☐ Complete ☐ In Progress ☐ Not Yet Started

2. Promote volunteer opportunities to involve more residents.

☐ Complete ☐ In Progress ☐ Not Yet Started

3. Promote and encourage multicultural and intergenerational events at public spaces to celebrate the Town's diversity and increase community engagement and participation.

☐ Complete ☐ In Progress ☐ Not Yet Started

4. Improve communication and education to support residents in finding and accessing resources.

☐ Complete ☐ In Progress ☐ Not Yet Started

5. Review community spaces to determine if they are meeting needs and make recommendations for improvements/enhancements.

☐ Complete ☐ In Progress ☐ Not Yet Started

6. Maintain an active partnership with Public Safety (Police and Fire/EMS) in implementing existing strategic plans.

☐ Complete ☐ In Progress ☐ Not Yet Started

Upcoming Activities

Below are upcoming activities, challenges and/or potential items for consideration in future plan updates that have been noted over the course of the reporting period.

Diversity, Equity, and Inclusion

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Education and Enrichment

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Environmental Sustainability and Natural Resources

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Financial Stability

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Flourishing Economy

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Robust Infrastructure

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Thriving and Engaged Community

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