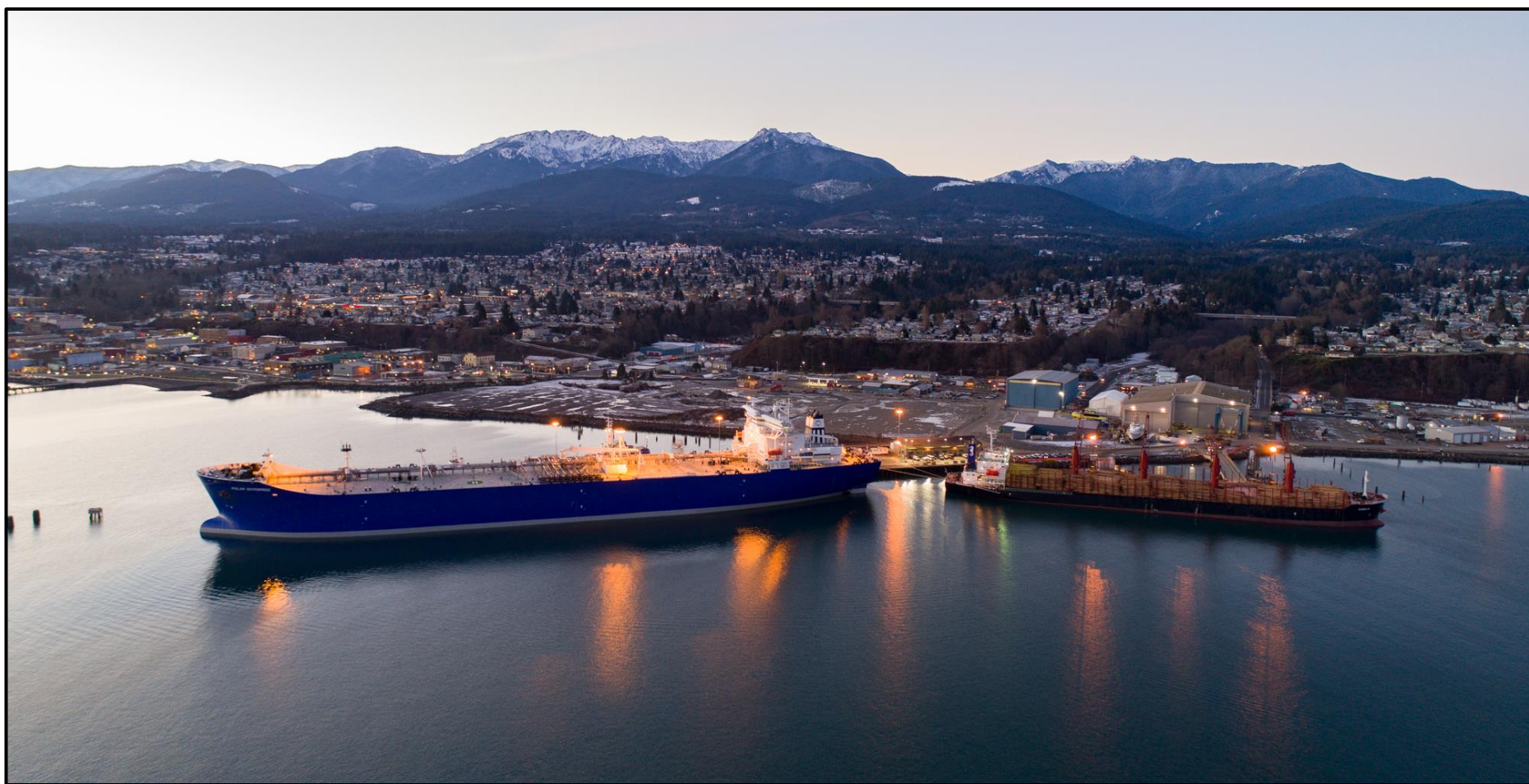




Strategic Plan 2025



GOAL AREA



Organization and Culture



GOALS

Increase the Port's organizational capacity and capabilities.

Promote a work environment and reputation that retains and attracts talent.

Develop a workplace environment where all team members are empowered to contribute their thoughts and ideas.

Operate Port facilities safely, efficiently, cost-effectively, and in a sustainable and inclusive manner.

STRATEGIES

Maintain the Port's Team Retention Rate (TRR) at 90% or better.

Enhance Team development, capabilities, and growth to meet current and future strategic goals.

Offer professional development opportunities that support the career advancement of the Port Team.

Foster a diverse, equitable, and inclusive mindset in the Port's daily operations that is an example for others.

Promote fairness and equity in all employment practices

Actively engage with Ecology and local stakeholders to promote the cleanup of contaminated properties within the Port district to create space for safe and productive future uses.

GOAL AREA



Economic Development



GOALS

Develop and support Economic Development throughout Clallam County.

Promote innovative, value-added wood product manufacturing.

Coordinate efforts with key legislators to improve local economic opportunities by supporting the retention, expansion, and recruitment of preferred employers to the District.

Preserve and expand the Port District's Working Waterfront.

STRATEGIES

Proactively support regional economic development initiatives to expand the local employment base.

Create conditions to attract new business and industry to the District.

Continue ongoing communication with legislators.

Engage with WA DNR to achieve a reliable and sustainable timber harvest.

Focus business recruitment efforts on Port-owned properties, while keeping in mind potential opportunities for referrals to regional partners.

Understand and strengthen the Port's impact on the District.

GOAL AREA



Financial



GOALS

Ensure that Port projects, operations, and assets receive sufficient funding, are well-planned, and are properly maintained.

Target annual revenue increase of 5% across all business units.

STRATEGIES

Develop and identify funding for a 10-year Capital Improvement Plan.

Provide appropriate support to accommodate and achieve multi-year Capital Improvement Projects.

Develop and maintain a diversified revenue stream through operating revenues, property taxes, grants, and debt financing tools.

Prioritize new investments for inclusion in the Capital Improvement Plan.

Continue development of the Port's Self-Performance capabilities.

GOAL AREA



Community Outreach and Partnerships



GOALS

Increase community understanding, sense of ownership, and support for the Port of Port Angeles, its facilities, and its initiatives.

STRATEGIES

Provide ongoing communication and engagement with our constituents through diverse media and platforms.

Educate our constituents and stakeholders on Port business, economic development, environmental stewardship, and initiatives.

Foster partnerships with other municipalities, Tribes, community organizations, and State/Federal agencies to pursue Port initiatives with regional impact.

Engage with customers and constituents regarding specific business lines through developing and promoting advisory committees.