



ACMA

STRATEGIC PLAN

2023 - 2026

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The ACMA Board of Directors is pleased to present the 2023-26 Arizona City/County Management Association (ACMA) Strategic Plan.

As part of the ACMA Board of Directors' efforts to ensure local government excellence in Arizona, the Board has assembled four broad goals and related action items to be assessed and achieved over the next three years. These goals are aligned with ACMA's mission and purpose.

Mission:

ACMA is a non-profit, professional development association dedicated to serving our communities by strengthening the knowledge and expertise of Arizona's existing and aspiring government leaders.

About:

The Arizona City/County Management Association (ACMA) was established in 1954 and incorporated in 1998. It is a non-profit, professional association dedicated to increasing the knowledge and ability of local government managers, as well as educating and preparing the next generation of city, town, county, and tribal managers.

ACMA is committed to strengthening the quality of local government in the state of Arizona through professional management, education, training, and the mutual exchange of information. The association is governed by an Executive Board composed of city and county managers representing communities throughout Arizona. ACMA is staffed by the League of Arizona Cities and Towns.

Strategic Goals:

Goal 1: Professional Development – Provide high quality professional development and training.

FY 2024-25

In process:

- o Leverage relationships and ideas with other associations by exchanging speakers and sessions.
- o Continue to incorporate ICMA applied knowledge and competencies into conferences and trainings.
- o Promote ICMA Coaching and Webinars to ACMA Members.
- o Encourage attendance and participation in current ACMA programs/events.

Accomplished:

- o Create and hold first session of an “ACMA Management Academy” to help members prepare for success in the Assistant/Deputy/City Manager role.
- o Incorporate a session at the Summer 2023 conference with a focus on mental health.
- o Encourage members of the Board to sit on conference planning committees and streamline process.

FY 2025-26

In process:

- o Promote the City Management profession and associated benefits within, across, and outside local government with a particular emphasis on promoting the diversity of work in local government and connecting with undergraduate University programs.
- o Survey membership for conference topics, speakers, and demographics.
- o Evaluate viability of virtual trainings.

Goal 2: ACMA as a Welcoming Organization – Promote Networking, Connection, and Engagement.

FY 2024-25

In process:

- o Increase ACMA membership through direct outreach.
- o Continue reaching out to new members and first-time conference attendees.
- o Promote ICMA CoachConnect Program to ACMA members.
- o Create a welcome committee to meet and engage new members at conferences.

FY 2025-26

In process:

- o Utilize social media and tailored messaging to promote ACMA programming.
- o Develop an ACMA conference scholarship to encourage attendance from local government professionals in small or financially limited Arizona cities, towns and counties.

Accomplished:

- o Continue outreach to universities and students to better understand how ACMA may benefit student members.

Goal 3: Foundational Structure – Sustain and strengthen ACMA mission and structures.

FY 2024

In process:

- o Conduct an ACMA strategic plan update.
- o Clarify and list ACMA Membership benefits and provide a statement of city manager involvement and responsibilities.

Accomplished:

- o Review ACMA Bylaws and have membership vote to approve updates.

FY 2025-26

- o Conduct a review of ACMA Bylaws every 5 years.
- o Create an ACMA Board of Directors succession plan.
- o Review the Committee on Professional Conduct members and operations.

Goal 4: Restoring Civility – Identify and create pathways for restoring civility in local government and our communities by building, lifting, encouraging, persuading, and inspiring

FY 2024

In process:

- o Convene a small working group to narrow the focus of this goal area and identify action items for FY 2025-26.
- o Have sessions at conferences that focus on this.

FY 2025-26

- o Action items TBD pending work in FY2024