

Strategic Plan 2023-2025



Mission

Improve the quality of life for all residents through the delivery of quality and sustainable services.

Vision

A thriving community that leverages resources, opportunities, and strengths to enhance quality of life.

Core Values

- Leadership: identifying issues and developing solutions
- Excellence: providing valuable and accurate information
- Trust: earning and maintaining the trust of our citizens
- Innovation: applying creative ideas to solve city problems
- Collaboration: developing a network that adds value to the organization
- Stewardship: using financial resources responsibly
- Transparency: including our residents and taxpayers in the process
- Professionalism: hiring, training, and recognizing exceptional staff
- Accountability: reporting to our residents



www.HibbingMN.Gov



218-262-3486

Access this report online

www.hibbingmn.gov/258/About-the-City-of-Hibbing





Thriving Destination and Regional Leader

- Enhancing local tourism and growing as a travel destination
- Partnering and promoting strengths with other regional communities
- Building off regional airport and outdoor assets
- Bolster and maintain transportation connections
- Leading model of City operations, governance



Well-Rounded, Strong Quality of Life

- Quality housing stock that is affordable and accessible
- Strong schools and educational systems that draw people to the City
- Modern facilities for recreation and wellness making the City a healthy place families want to live
- Youth-oriented programming and services, particularly around the outdoors
- Access to quality medical care and facilities in the City
- Comprehensive services for all phases of life



Engaged and Forward-Thinking Leadership

- Transparent and collaborative local government
- Representative of the community
- Future-focused on all levels of the organization
- Community-oriented problem solving
- Sustainable operations
- Destination careers that attract and retain high-quality employees



Vibrant Economic Hub

- Destination for shopping and dining
- Diverse types of industry providing local jobs
- Economic growth to draw and retain people
- Examine fiscal impact of changes/termination in mining



Safe, Secure, and Valued Community

- Everyone feels they are an integral and involved part of the community
- Services and infrastructure for young and older generations
- Safe place to live and raise a family
- Lead in concert with private, public, and non-profit partners to sustain community
- Celebration of diverse ethnicities and pride in community heritage



Excellence in Delivery of Services

- Well-maintained and high functioning infrastructure
- Technologically advanced, effective processes
- Engaged employees making a positive impact
- Progressive approach in partnerships and networking with local, state, and federal entities
- Integrity and trust throughout organization
- Fiscally responsible and efficient
- Accountability to community and each other

Key Results Areas

- Long Term Financial Sustainability
- Economic Vitality
- Community Growth and Public Safety
- Communication and City Image
- Community Pride and Philanthropy

