



EXECUTIVE SUMMARY

Elk Grove Township

STRATEGIC PLAN 2025-2028



NORTHERN ILLINOIS UNIVERSITY

Center for
Governmental Studies

Outreach, Engagement, and Regional Development

PREPARED JUNE 2026

ELK GROVE TOWNSHIP

BACKGROUND

Elk Grove Township serves nearly 95,000 residents across approximately 27.5 square miles located about 31 miles northwest of Chicago's Loop. The Township includes portions of five municipalities within its jurisdiction: Arlington Heights, Des Plaines, Elk Grove Village, Mount Prospect, and Rolling Meadows. Through its various departments and programs, the Township provides a broad range of services designed to support residents' social, economic, and community needs. These services include emergency and general assistance programs, LIHEAP application support, property tax appeal assistance, employment services, voter registration, passport services, veterans assistance, senior benefits enrollment, and facility rentals for community use.

The Township also offers several resident-focused programs and resources aimed at enhancing quality of life and community well-being. These include a food pantry for individuals and families experiencing food insecurity, transportation services for seniors and residents with disabilities, youth and family support programs, and counseling and therapy services. Township facilities include the Township Hall and Bicycle Safety Course located at 600 Landmeier Road in Elk Grove Village. Additional information about Township programs, services, and resources is available through [Elk Grove Township's official website](#).

INTRODUCTION

Strategic planning reflects leadership's vision for the future and the goals established to guide progress toward that vision. The planning process provides an opportunity the organization to confirm priorities, define purpose, and establish a clear direction for the future. To support these efforts, in October 2025, Elk Grove Township (the "Township") engaged the Northern Illinois University Center for Governmental Studies ("NIU-CGS") to facilitate its strategic planning update process.

The process included gathering elected official and administrative leadership input that informed the strategic planning leadership workshop held in January 2026. Residents were also invited to attend and participate in a workshop exercise. Key themes and insights from this feedback were presented and discussed, helping leaders shape the Township's vision and goals for the next 3–5 years.

The [full report](#) provides a detailed summary of the process and presents the consensus on strategic directions and goals for the Township.



STRATEGIC GOALS AND PRIORITY AREAS

At the strategic planning leadership workshop, insights from elected official and administrative leadership feedback were presented as key themes to consider. These themes, along with other environmental scanning information, guided discussions on visioning for the Township's future and an assessment of its strengths, weaknesses, opportunities, and challenges. Through these discussions and exercises, elected officials and administrative leadership established strategic goals for the Township.

2025-2028 STRATEGIC GOALS

NIU-CGS worked with the Township's administrative leadership to refine and organize the strategic goals developed during the workshop. Goals were categorized as short-term (1–3 years), long-term (4–8+ years), and routine, or complex. Routine goals generally reflect initiatives that can be addressed through existing Township operations or resources, while complex goals may involve multiple steps, coordination across departments or outside partners, and additional planning or implementation efforts.

In total, 12 short-term and 11 long-term strategic goals were developed. The goals reflect leadership's commitment to building a future-ready community. Following the workshop, elected officials ranked the goals to identify higher-, medium-, and lower-priority items. The ranking is intended to help guide future decision-making as the Township considers available resources, staff time, and implementation capacity.

Routine goals include actions that can typically be addressed with existing resources, though adjustments or enhancements may be needed.

Complex goals are multifaceted, often involving multiple components, external partners or experts, and may serve as subgoals required to achieve larger, long-term objectives.

HIGH-PRIORITY STRATEGIC GOALS

The following high-priority goals are offered as a process “snapshot”, representing the highest ranked goals by category for the Board and staff to address in the months and years ahead. To view the full list of goals developed, please refer to the [full report](#).

HIGH-PRIORITY SHORT-TERM ROUTINE GOALS (1- TO 3-YEAR TIME FRAME)

Expand and enhance community education and outreach programs conducted by the Township.

- *Enhance our information platforms and approaches and strive to reach greater awareness of Township programs, activities, services, proposals and decisions.*

Work to ensure that options and alternatives are provided so that all residents have access to Township services, i.e. physically, visually or hearing impaired through phone service or language apps, etc.

HIGH-PRIORITY LONG-TERM ROUTINE GOALS (4- TO 8+-YEAR TIME FRAME)

Take steps and actions that maintain fiscal health and promote fiscal responsibility in the Township's activities and affairs.

Work to maintain staff retention rates through various actions and steps related to staff development and other aspects of staffing programs and approaches.

HIGH-PRIORITY SHORT-TERM COMPLEX GOALS

(1- TO 3-YEAR TIME FRAME)

Complete capital needs assessment and take steps to develop a multi-year capital plan and capital budget.

Evaluate and identify needed Township website enhancements.

- *Add ADA compliance, multi-language (ML) plug-ins, etc., for our public users and website visitors.*

HIGH-PRIORITY LONG-TERM COMPLEX GOALS

(4- TO 8+-YEAR TIME FRAME)

Begin to execute and complete capital improvements as identified in the capital needs assessment and multi-year capital budget.

Complete our program of needed and desired website improvements per our short-term goal to review the website.

- *Identify enhancements, i.e., ADA compliance, multi-language (ML) plug-ins.*
- *Maintain continuous and regular reviews and enhancements as needed.*

ELK GROVE TOWNSHIP MISSION STATEMENT

Our mission is to empower individuals and families by providing services that enhance their lives. By collaborating with our community partners, we provide for the health, safety, and general welfare of all Township residents in need. In recognizing our fiduciary responsibility to our taxpayers, we ensure all programs and services are evaluated and provided in the most fiscally responsible manner possible.



STRATEGIC PRIORITY AREAS

Based on an evaluation of the entirety of the process, including the interviews, working session, discussions at the workshop, and goals developed, five high-level strategic priority areas emerged. These priority areas represent larger themes that encompass all the strategic goals and highlight the activities and initiatives that the Township will focus on in both the short and long term. The strategic priority areas are listed next. For full definitions of each priority area, see the **full report**.



COMMUNICATION, COMMUNITY AWARENESS, AND OUTREACH



STRATEGIC INFRASTRUCTURE, FACILITY, AND CAPITAL PLANNING OPTIMIZATION



ORGANIZATIONAL EXCELLENCE, FORWARD-FOCUS CULTURE, AND STAFF DEVELOPMENT



FINANCIAL STEWARDSHIP AND LONG-TERM FISCAL SUSTAINABILITY



TRANSPORTATION SERVICE EXTENSION, ACCESSIBILITY, AND COMMUNITY WELL-BEING

**[CLICK HERE TO VIEW THE
FULL STRATEGIC PLAN](#)**

STRATEGIC PLAN PROCESS ACKNOWLEDGEMENTS

ELK GROVE TOWNSHIP ELECTED OFFICIALS

John Scaletta, *Township Supervisor*

Connie Carosielli, *Township Assessor*

Suellen Satern, *Township Clerk*

Phillip J. Dukes, *Trustee*

Robert Lugiai, *Trustee*

Monika Stajniak, *Trustee*

Jason Wynkoop, *Trustee*

ELK GROVE TOWNSHIP ADMINISTRATIVE LEADERSHIP

Izabela Manzo, *Township Administrator*

Corey Dewey, *Director of Social Services*

Luanne Pross, *Director of Adult and Family Counseling*

Ramiro Reyer, *Facility Manager*

Erika Renz, *Financial Director*

Renee Dorn, *Director of Youth Services*

Mandy Stevenson, *Director of Communications and Outreach*

Laurie Wagner, *Deputy Assessor*

The Township would like to thank all who participated in the feedback phase, as well as elected officials, administrative leadership, and residents who participated at the Strategic Planning Workshop. An effective strategic plan includes feedback from various perspectives to ensure that needs and expectations are clearly communicated and understood by leadership.



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