

## SWOT Analysis Form

Last Updated On: 03/02/2026

STRENGTHS (+)			WEAKNESSES (-)		
S1	Staff	Staff: Institutional Knowledge	W1	Staff	Redundancy across key positions
S2	Staff	City Council: Institutional Knowledge	W2	Staff	Logistical challenges with rural access
S3	Staff	Relationships with community stakeholders	W3	Staff	Limited resource availability & lack of competition in supplying resources locally
S4	Staff	Financial health overall & clean audit trail over multiple years	W4	Staff	Potential for siloed information
S5	Staff	Streamlined organization	W5	Staff	Resources and experience for grant writing needed to for larger funding sources
S6	Staff	Availability and accessibility of outdoor spaces	W6	Staff	Succession planning for key departments
S7			W7		
S8			W8		
S9			W9		
S10			W10		
S11			W11		
S12			W12		
S13			W13		
S14			W14		
S15			W15		
OPPORTUNITIES (+)			THREATS (-)		
O1	Staff	State and federal funding sources	T1	Staff	Aging infrastructure and capital requirements to address
O2	Staff	Cross training on key positions	T2	Staff	Changing regulatory environment
O3	Staff	Building of electronic archiving for City data, systems, and processes	T3	Staff	Changing political environment in relation to funding availability
O4	Staff	Relationships with regional agencies	T4	Staff	Active litigation
O5	Staff	Continual updates to City SOPs and policies	T5	Staff	Misinformation and/or misunderstanding of role/responsibility of City
O6	Staff	Communication and public outreach	T6		
O7	Staff	Expanding digital access to City services	T7		
O8			T8		
O9			T9		
O10			T10		
O11			T11		
O12			T12		
O13			T13		
O14			T14		
O15			T15		