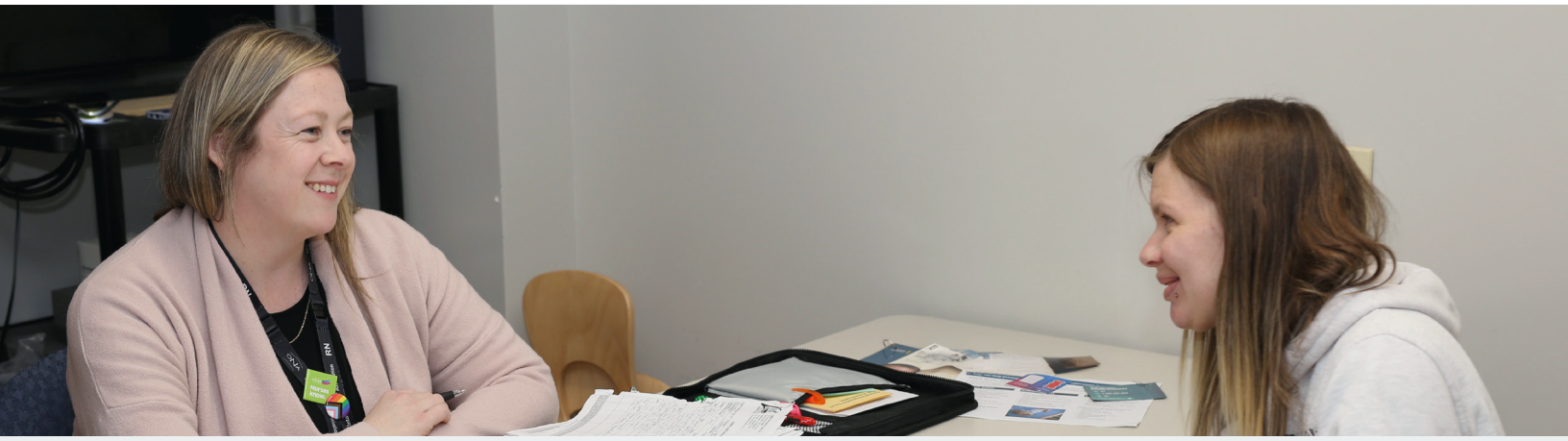
Lambton Public Health







Strategic Plan
2025-2029

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Land Acknowledgment

Lambton Public Health acknowledges that the land on which we gather today is part of the ancestral land of the Chippewa, Odawa, and Potawatomi peoples, referred to collectively as the Anishinaabeg. It is through the connection of the Anishinaabeg with the spirit of the land, water, and air that we recognize their unique cultures, traditions, and values. Together as treaty people, we have a shared responsibility to act with respect for the environment that sustains all life, protecting the future for those generations to come.





Acknowledgments

Strategic planning offers Lambton Public Health a vital opportunity to intentionally shape our path forward, strengthening our ability to deliver on our mandate and advancing our ultimate vision: a community where all people are supported to strive for safety, health, and well-being.

Our planning and our work are a collective effort. We are grateful to all who shared their perspectives – staff, members of the public, community partners, members of the Board of Health, and management. Your insights and ideas, coupled with the information provided by a robust environmental scan, helped to shape the direction of our future work and ensure our strategy is grounded in the needs, strengths, and aspirations of those we serve and work alongside. Thank you.



Message from Kevin Marriott

Lambton County Warden

On behalf of Lambton County Council, I am pleased to present the 2025-2029 Lambton Public Health Strategic Plan.

Lambton County Council, which acts as the Board of Health, is committed to the promotion and protection of health within our community, and supporting residents through every stage of life. This Strategic Plan will help Council to effectively advocate for the advancement of public health policy, aid staff in providing responsive, valuable programs and services to meet the growing and changing demands of our community, and prepare community leaders in addressing possible significant health events.

The COVID-19 pandemic demonstrated the importance of local public health units in the community and reaffirms the confidence we hold in Lambton Public Health. Lambton Public Health continues to be a source of local, reliable information and support, and we are grateful for the efforts of staff in undertaking this work and providing such important resources to our community.

The County is a caring, growing, and innovative community, committed to creating a better future for all. In the County's 2024-2027 Corporate Strategic Plan, we highlight the importance of Community Development, Health, and Wellness and Services and Communications as two of our key areas of effort. This Plan is an important piece in both areas of effort and will help us to continue to build a community where residents are safe and healthy; feel a sense of belonging, pride, and purpose; and care for one another.



Message from Dr. Karalyn Dueck

Medical Officer of Health

We extend our great thanks to valued Lambton Public Health staff and leaders, community partners, and County Council as our Board of Health for your respected insight which has shaped our strategic focus for the next four years. We acknowledge and deeply appreciate your service and support.

Public health achievements throughout history inspire us as a local public health unit to continue to assess, protect, and promote community health. Guided by the Ministry of Health's Ontario Public Health Standards and the Health Protection and Promotion Act, our staff provide programs and services with our partners that embed health protection and promotion throughout many facets and settings of the community.

To achieve these strategic priorities, Lambton Public Health will maintain its presence throughout Lambton County, fostering mental and physical health during critical stages of life. Augmenting engagement and synergies of partnerships will optimize community health, where health is not only influenced by the steadfast service of our health care partners, but also within child care, education, municipal, social, built, and natural environments.

Bolstering community health and safety relies on close, connected community partners who are able to consistently and thoroughly attend to all phases of the emergency management cycle. Equipping our staff and aligning efforts with our partners through all phases of prevention, mitigation, preparedness, response, and recovery to emergencies is integral to protecting public health during these events.

The foundation and impetus for achieving success in these next strategic priorities lies within Lambton Public Health's staff development and wellness; we thank you and recognize your excellence in local public health work!

The 2025-2029 Strategic Plan reflects our commitment to the health and well-being of all Lambton County residents and charts the course for Lambton Public Health to foster a flourishing community.



Message from Kevin Churchill

General Manager, Public Health Services Division

Ontario communities are facing many challenges, and Lambton County is not alone in this. The rising cost of living, lack of affordable housing, homelessness, toxic unregulated drugs, and the re-emergence of infectious diseases including measles, have lasting impacts that affect us all. The need for a strong, knowledgeable, and responsive public health system has never been greater.

Here at Lambton Public Health, our professional staff are our greatest asset. Our highly knowledgeable people bring a wealth of experience, training, empathy, and compassion to their work. Our shared values of Collaboration, Leadership, Equity, Accountability, and Respect are evident in our everyday contributions. Every person here wants to make a difference in the well-being of the community. I'm very proud to say that our strategic priorities reflect this commitment – one that is grounded in acknowledging and supporting the development of our workforce.

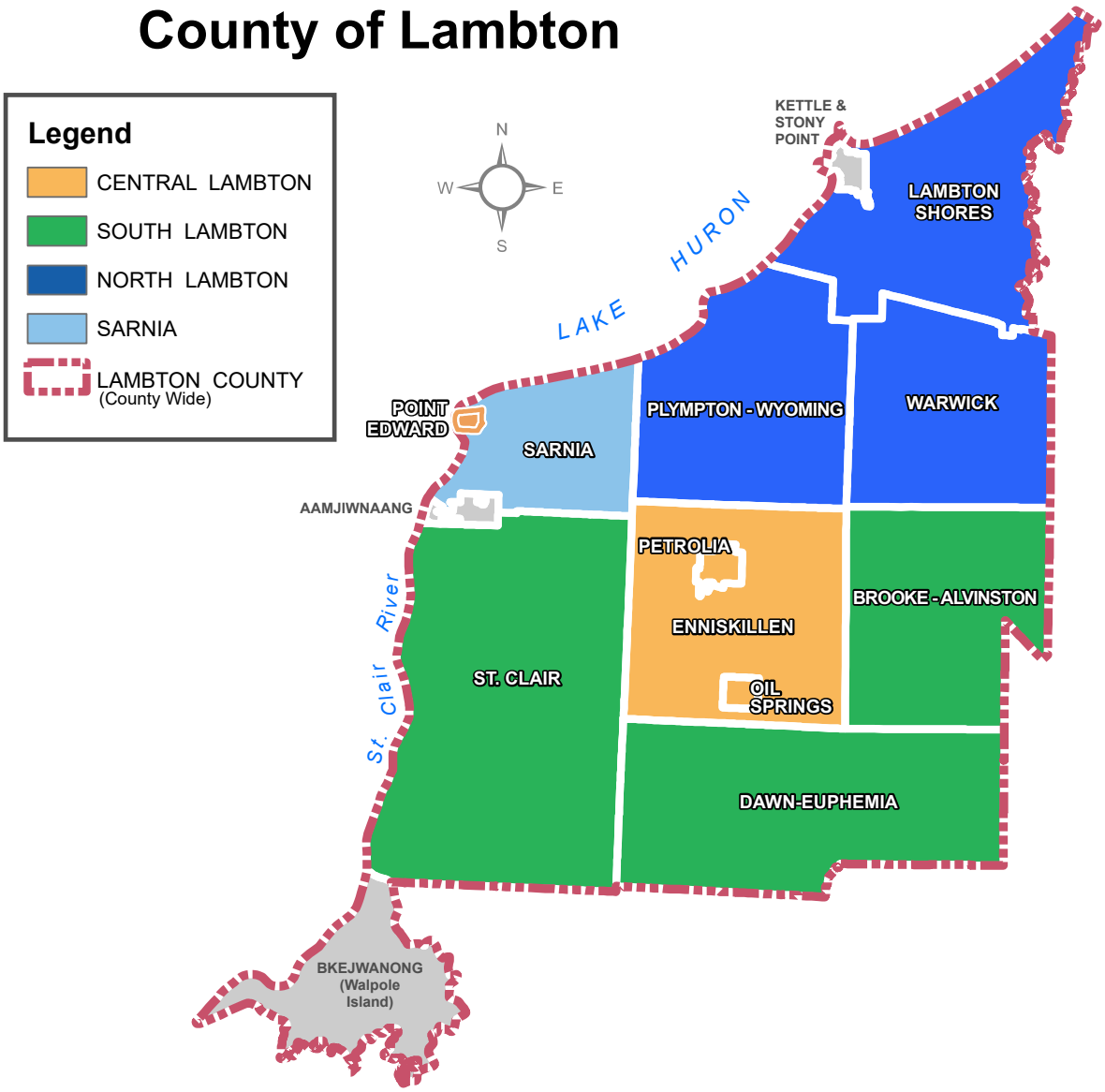
Public health is centered in the community – our partnerships are critically important. By establishing trust, and earning respectful relationships in our daily work, we can leverage that trust and cooperative spirit during public health emergencies. This was very evident during the COVID-19 pandemic.

Our relationships with First Nations, local school boards, health care providers, faith communities, municipalities, labour, business, industry, and others enabled us to respond to the most impactful public health emergency of our lifetime with a systematic, data-driven, timely, and effective response. I'm incredibly proud of all of our staff who worked tirelessly together throughout the pandemic.

By focusing our efforts on mental and physical health in early life, community confidence and engagement, workforce development and well-being, and emergency management, Lambton Public Health will be well positioned to meet current demands, and well prepared to manage future public health emergencies.

About Lambton Public Health

Lambton Public Health is one of 29 public health units in Ontario, delivering mandated public health programs and services for eleven (11) municipalities throughout Lambton County. Our work is guided by the Ontario Public Health Standards and overseen by the Board of Health for the County of Lambton, which is made up of municipal representatives serving on County Council. We provide regular updates to the Board of Health at each County Council meeting, with reports made publicly available in County Council's publicly posted agendas and our own Public Health Reports.



Lambton County is home to a projected population of approximately 128,000 residents. The largest population and urban centre is the City of Sarnia, where about 72,000 people reside. The region also includes a significant rural population—accounting for 28% of Lambton's residents—spread across picturesque towns and farmland rich in agricultural heritage.

Lambton Public Health also works in collaboration with the communities of Aamjiwnaang First Nation, located adjacent to Sarnia; Kettle and Stony Point First Nation, situated northward along the shores of Lake Huron; and Walpole Island First Nation, bordering the municipality of Chatham-Kent.





The work of Lambton Public Health includes diverse areas, such as:

Understanding community health

- Collecting and studying health information to understand what problems people are facing and how to fix them.

Providing public health services

- Delivering public health services directly to people, especially those who need it the most.

Health teaching and education

- Teaching people new things, helping them learn new skills, and supporting them to make healthy changes.

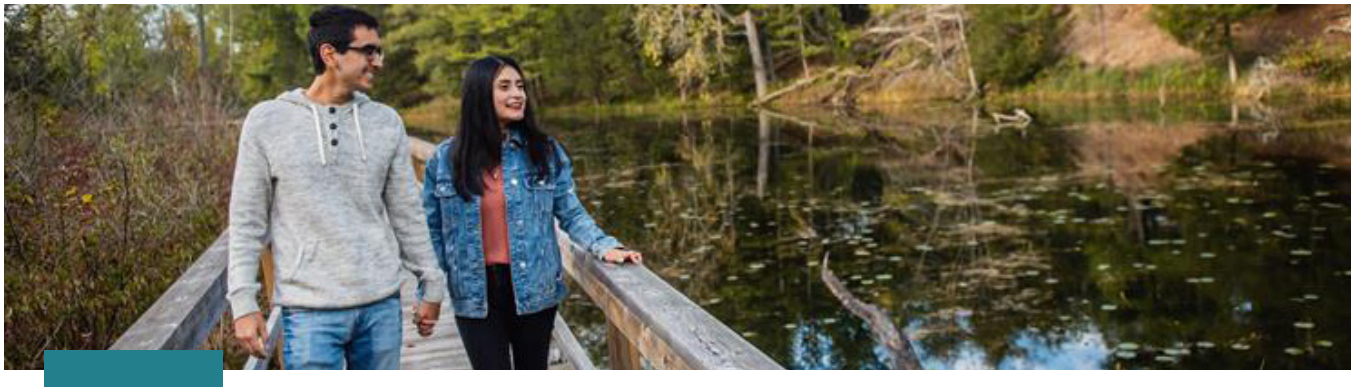
Sharing health information

- Sharing helpful information to enable people and communities to support healthy choices.

Managing diseases and outbreaks

- Finding people who are sick with certain diseases, checking who they were around, and helping stop the disease from spreading.
- Monitoring bugs like ticks and mosquitoes so they don't spread diseases.







Distributing essential health supplies

- Keeping track of and handing out important supplies like vaccines and harm reduction kits to people and groups who need them.

Engaging community partners

- Empowering community partners to solve health problems.

Advancing healthy policies

- Helping community partners create policies and practices that make it easier for everyone to live a healthy life.

Public health inspections

- Checking places like buildings, or businesses to make sure they follow health and safety rules.

Public health investigations

- Looking into things that could or have harmed people's health and finding ways to stop them.



Vision, Mission, and Values

Vision

Lambton County is a community that supports all people to strive for safety, health, and well-being.

Mission

Lambton Public Health works with the community to assess, promote, and protect health, prevent disease and injury, and advance healthy public policy.

Values

With a goal of health for all, Lambton Public Health's values are C.L.E.A.R.

C

Collaboration

We work with many partners to deliver programs and services that meet the needs of our community.

L

Leadership

We inspire and empower our community, partners, and staff to influence positive change.

E

Equity

We commit to reduce barriers so all people can achieve their full health potential.

A

Accountability

We provide accurate, transparent, and timely information with a commitment to protecting privacy and confidentiality.

R

Respect

We act and serve with integrity and treat all people with dignity.

Our Strategic Priorities

Grounded in our mission, informed by interest-holder input, and responsive to emerging needs and opportunities, Lambton Public Health will focus our efforts in these key areas in the next four years:



We are guided in this work by a shared vision of Lambton County as a community that supports all people to strive for safety, health, and well-being.

Priority: Mental and Physical Health in Early Life



Goal: To promote the mental and physical health of children, youth, and families.

Enabling positive mental and physical health requires a community response. Our interest-holders consistently identified mental health and addictions as an urgent priority for our community. The role of public health in these issues is to 'work upstream': addressing root causes, promoting protective factors, and collaborating with community partners who provide direct services and supports.

Focusing on mental and physical health in early life is one of the most impactful investments a public health unit can make. By promoting healthy starts for children and supporting families, Lambton Public Health can help prevent future health challenges, reduce health inequities, and strengthen community resilience. Together, we build a strong foundation for healthier futures for individuals and the whole community.

Lambton Public Health will pursue this goal by:

- Conducting and reporting on a community health assessment with youth and families.
- Enhancing services that meet the health needs of children and families from preconception to school entry.
- Supporting and collaborating with educational settings to promote child and youth physical and mental health.

Priority: Community Confidence and Engagement



Goal: To ensure the delivery of high-quality programs and services that meet local needs and leverage community partners.

With disinformation on the rise, it's more important than ever to keep confidence in public health. When community members feel confident in their local public health unit, they are more likely to engage in programs, follow public health guidelines, and know that Lambton Public Health is a credible, reliable source of information. Lambton Public Health will share clear and consistent information to support health guidance and work together with partners on responsive programs that meet community needs.

Lambton Public Health will pursue this goal by:

- Collecting and reporting on relevant community health information.
- Enhancing Lambton Public Health brand awareness and public confidence.
- Developing a partnership engagement strategy.

Priority: Workforce Development and Well-Being

Goal: To foster a capable, responsive workforce with a positive workplace culture.

Our greatest strength is our people. The public health workforce is a highly skilled, professional group that can respond to evolving community needs. Supporting staff learning and well-being helps ensure they have the tools and supports they need to do their jobs well and adapt to changes in the field and our local community. This, in turn, helps our communities by providing consistent, high quality, compassionate public health practices.

Lambton Public Health will pursue this goal by:

- Promoting continuous learning to enhance delivery of services.
- Promoting a unified workplace with communications that reflect Lambton Public Health's values.
- Prioritizing employee well-being and recognition.

Priority: Emergency Management

Goal: To safeguard public health in emergencies.

Emergency management is essential for public health, enabling quick, coordinated responses to crises, particularly diseases of public health significance. It ensures vital services such as vaccines and public messaging continue during emergencies. Strong planning and partnerships where the public health unit is prepared to respond in their role increases confidence and credibility and strengthens community resilience year-round.

Lambton Public Health will pursue this goal by:

- Maintaining emergency response plans including risk assessments and internal business continuity planning to be prepared for all phases of the emergency management cycle.
- Establishing scalable tools and practices for emergency management.
- Identifying and maintaining critical partnership leads for a range of emergency responses.

How we developed our new Strategic Plan

Lambton Public Health's new four-year Strategic Plan relied on an evidence-informed process designed to align our organizational efforts with the evolving needs of the communities we serve. The process was structured to maximize the use of available data, encourage broad engagement, and ensure the resulting plan is actionable and rooted in local realities.

The planning process unfolded in four phases:



1. Design

Beginning in January 2025, we developed a strategic planning framework that prioritized the integration of data, research, and interest-holder perspectives. An environmental scan was conducted to examine external trends, opportunities, and risks affecting public health. This work helped us better understand our operational context and laid the foundation for informed decision-making.



2. Discover

We engaged internal and external interest-holders through surveys and interviews, including members of the public, community partners, staff, management, and the Board of Health. These conversations identified key local health priorities, system gaps, and opportunities for collaboration and innovation, ensuring our plan reflects the voices of those we serve and work alongside.



3. Decide

Senior leadership came together to dig into the data, identifying themes and potential areas of focus, discerning strategic priorities, goals, and objectives for the next four years.



4. Develop

This final stage drives strategy into action. With a clear roadmap in hand, we are well positioned to operationalize these priorities and measure outcomes that support accountability, alignment across teams, and the ability to monitor and communicate progress toward our goals.

Lambton Public Health

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