



▶ፍጹም ገፍኞች  
**ዎዴሮሎጂክ ኮሌግ ቤከረግግ**  
**ጳጉሜ 8, 2025**

ገቢዎች, ልማት  
 ልማት ከፍተኛ ልማት



Presentation title

# ᐱᓴᓴᑦ ᐱᑦᐱᑦᐱᑦ ᐱᑦᐱᑦᐱᑦ ᐱᓴᓴᑦ ᐱᑦᐱᑦᐱᑦ ᐱᑦᐱᑦᐱᑦ







# 6<sup>o</sup> ገጽ ለግንባታ ስራዎች

ገጽ 1  
ገጽ 2

ገጽ 3  
ገጽ 4  
ገጽ 5

ገጽ 6

ገጽ 7  
ገጽ 8

ገጽ 9  
ገጽ 10  
ገጽ 11

ገጽ 12  
ገጽ 13



# ᐃᑭᑦᑕᑦᑎᐸᑦᑕᑦᑕ ᑕᑦ ᑕᑦᑕᑦᑕᑦᑕᑦᑕᑦ ᑕᑦᑕᑦᑕ ᑕᑦᑕᑦᑕᑦᑕᑦᑕᑦᑕ



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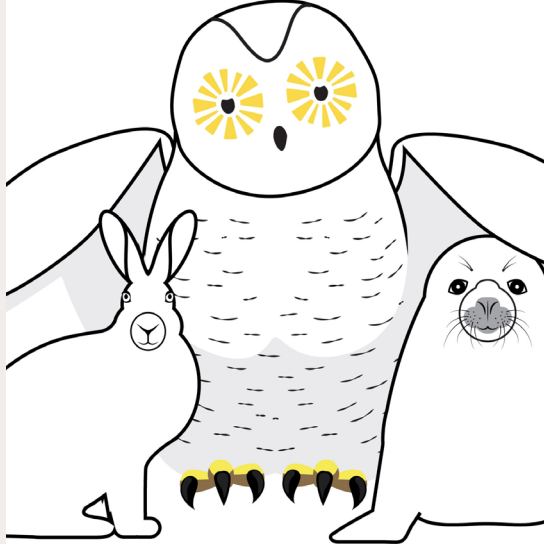
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# בלרז'ב'ש'ם אכ'נ'ב'נ'כ'ג' א'א'ד'ד'ר'מ'

- א'ג'מ' פ'ל'א'מ'ג'
- ש'פ'ב'נ'ד'ב'נ'נ'ש'
- א'ר'ל'פ'ג'מ' א'פ'ז'ב'נ'ד'ב'נ'נ'ש' א'ל'ל' א'ר'ב'ה'ר'ג'מ'
- א'מ'א' א'ר'ע'ד'ז' ד'ב'ד'ז'ג'
- ר'ל' א'ל'ע'ל'ב'ל'ע'ר'א'ש'ל'
- א'ג'ג'ג'



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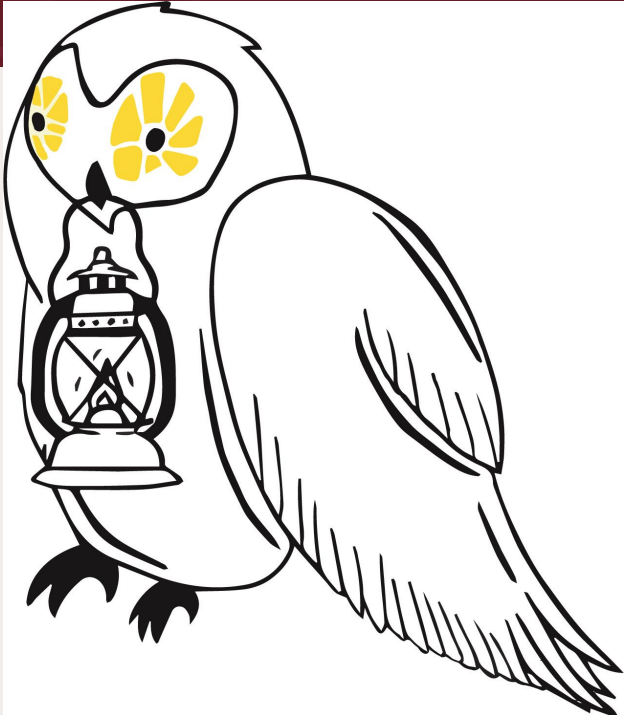
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# ገጽ ስራ

## ግብርና ስራ

- ለግብርና ስራ ደንብ ማዘጋጀት
- ለግብርና ስራ ማከናወን ያለፈውን ስራ ማጠቃለያ
- ለግብርና ስራ ማከናወን ያለፈውን ስራ ማጠቃለያ





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- [www.gjoahaven.ca](http://www.gjoahaven.ca)

PRIORITY 1		Q1 FY 2026 25-Jun	Q2 FY 2026 25-Sep	Q3 FY 2026 25-Dec
<b>1</b> <b>DOING THE BASICS WELL - ADMINISTRATION</b>				
<i>1 Forging a Strong Foundation for Effective Hamlet Operations</i>				
<b>Objectives:</b>				
<b>A. Promoting a strategic focus and transparent management for results</b>				
<b>1A</b>	i) New policies and practices for effective use of Council's governance role and time, free from any perceived or real bias or conflict of interest			
<b>1B</b>	ii) Add: new or updated Code of Conduct			
<b>2A</b>	2) i) A structured approach to oversee and guide the work of the Hamlet and monitor performance on Council priorities on an ongoing RHYTHM / CALENDAR			
<b>2B</b>	ii) Include: regular Council self-assessments and clear objectives for CAO assessments (for ex: 360)			
<b>3</b>	3) Ways to preserve and share corporate knowledge within the Hamlet			
<b>B. Effective hiring, training and retention of staff</b>				
<b>4</b>	1) Investigate local experience of and possible solutions for employment success			
<b>5</b>	2) Improve staff orientation and on-the-job supervision and training			
<b>6</b>	3) Create employee ladder and succession plan			
<b>7</b>	4) Use supply arrangements and skilled contractors to reduce negative effects of vacancies			
<b>C. Adhering to sound financial planning and management</b>				
<b>8</b>	1) Review financial update reports and statements on a monthly basis, including restricted and unrestricted fund balances			
<b>9</b>	2) Review financial policies and delegation instruments and update as required			
<b>10</b>	3) Oversee development of a deficit recovery plan for operating fund and actively reduce deficit in the fund, and as part of the annual budget exercise			
<b>11</b>	4) Address issues raised by auditors in a timely way <b>● <u>Auditor Issues</u></b> - Deficits in prior year operating fund and loan fund not eliminated, and has - Sewer Capital Reserve payback not fully paid - Reserve Accounts not fully funded <b>● <u>Other observations</u></b> - Significant increases in liability impacting financial equilibrium - Significant level of Revenue Reserves are old and are likely uncollectible (risk of loss for Hamlet) - Control work over handling - Other			
<b>12</b>	5) Ensure legal requirements are being met, such as severance benefits, wage increases			
<b>D. Responsible use, care of and planning for capital assets</b>				
<b>13</b>	1) Complete a Capital Asset Inventory and develop an Asset Register			
<b>14</b>	2) Develop a Capital Asset Management Plan (to include the maintenance plan)			

# ፎኖኒክ ልምድ ማሳደግ ለሌሎች ማሳደግ?

- ከግለሰብ ወይም ከግሪፍ ጋር ገንዘብ ማግኘት፣ ግንዛቤ ማስጨበጥ፣ ግብርና ማሰራጨት፣ ግብረሰብ ማሳደግ፣ ግብረሰብ ማሰራጨት፣ ግብረሰብ ማሰራጨት

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# ግጥም

ግጥም ለሰዎች ለሰዎች

ግጥም







# መደብ ለግብርና ለግብርና ለግብርና

ግብርና ለግብርና ለግብርና  
ግብርና ለግብርና ለግብርና

