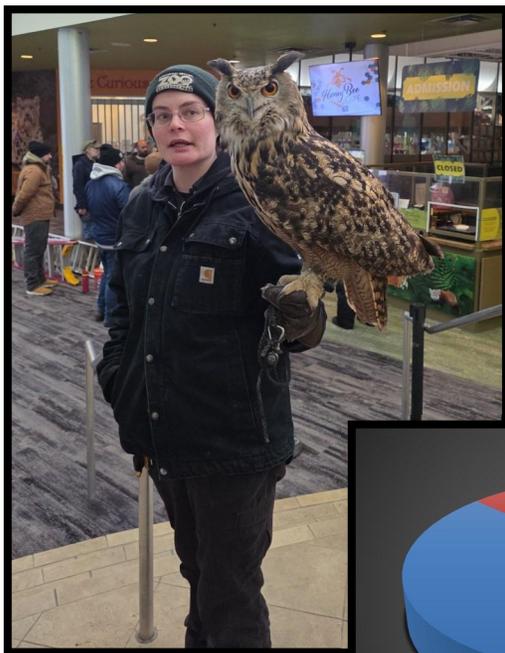


## Footprints to the Future

The 2026 System Retreat was attended by 46 member directors, managers, OCPL: System staff as well as management from CLRC, FOCL and O<sup>2</sup>CM SLS. This document is a summary of the 38 evaluations received and photos shared.

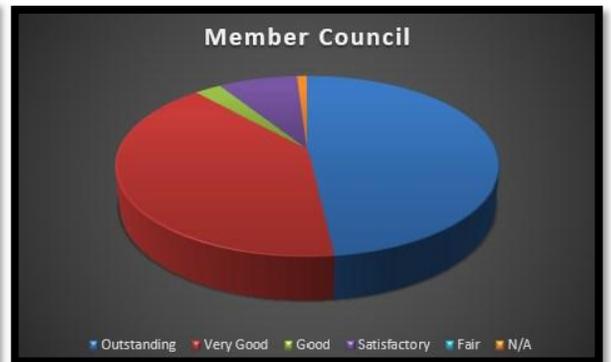
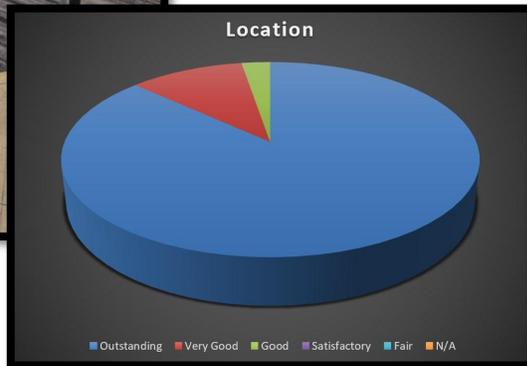
Special THANK YOU to the OCPL Board of Trustees for continuing to fund this amazing event!



### Location/Food

The majority of participants found the Zoo to be an outstanding location for the retreat with good parking. Everyone loved being greeted by our Zoo Ambassador, Egon the Eurasian Eagle Owl and feeling his wing wind! However, the Zoo has been reported as "tired" so a new centralized location should be considered.

Most thought the food options were excellent with great gluten free options.

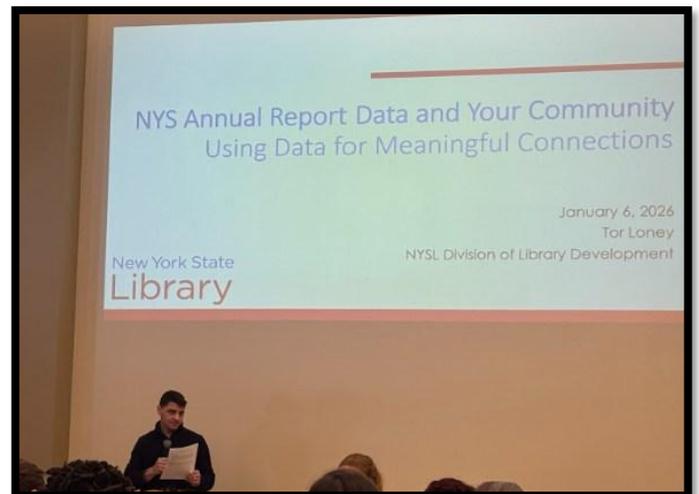


### Structure of the Day

Most thought the day was run well. It's clear we need to change the day of the week to a Friday and definitely not the week after New Years again. Participants wanted more interactive sessions in the morning and better structure to MC Committee Reports.

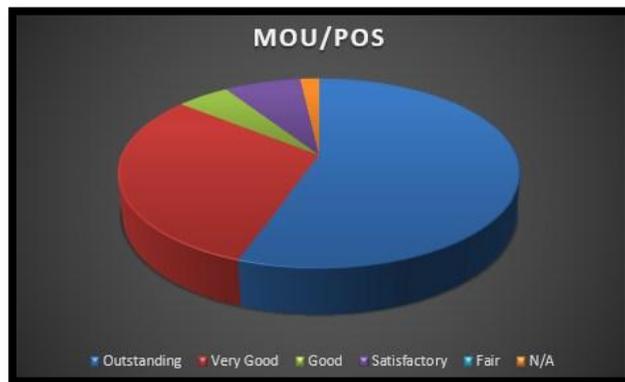
### Annual Report with Tor Loney

Mostly positive responses around using data differently. Staff were especially interested in the Social Wellbeing Calculator. There was some disappointment around concrete next steps and how to use the data we provide right now.



## MOU/Plan of Service

Participants found the MOU/Plan of Service presentation “Extremely helpful!” and the “Best explanation I’ve received.” However some reported it was confusing at times and needed to better understand the timeline and actionable next steps.



## Start-Stop-Continue

Everyone loved start-stop-continue! Biggest complaints were organizing where to start better and shorter discussion times. “6 minutes was too long.”

Notably, the delivery poster had very little on it illustrating how far we have come with our delivery services!

START	STOP	CONTINUE
<ul style="list-style-type: none"> <li>Name the trucks + content</li> <li>Emergency kiosks - Amazing!</li> <li>get better till gates and bus made inside the trucks (extra thing)</li> <li>more sorting staff that are dedicated to delivery</li> <li>pre-sorting along route to reduce sorting room load and delivery times. (plan and pre-sorting made)</li> </ul>	<ul style="list-style-type: none"> <li>Nothing</li> </ul>	<ul style="list-style-type: none"> <li>Keep being awesome</li> <li>Efficiency</li> <li>Good communication</li> <li>Staffing for delivery staff</li> <li>Color systems being awesome</li> <li>Wear safe in winter weather</li> </ul>



## Training Requests

Participants had much to say about future trainings - Fortunately we are already on top of it for 2026! Themes include Practical leadership support, HR/legal guidance, Real-world problem topics, Policy and governance clarity and Social impact framing.



## Key Insights:

- The event was very successful overall.
- Participants want practical application over theory.
- MOU and governance topics are high-interest but need pacing and clarity.
- Data is exciting — but must be actionable.
- There is appetite for deeper HR/legal/leadership development.
- Communication of ongoing initiatives needs strengthening.
- Engagement formats (interactive, small groups) are valued.

---

## A Great Day!

This is the best turnout we have had for a System Retreat ever. Moving it to January was difficult at first but clearly the best choice! We are excited to unpack all the data and work together to build an even better OCPL!

