

CondonCAN! Vision Plan 2050

November 2024



Thank you to everyone who participated in the CondonCAN! Visioning project.

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Executive Summary

Community Visioning is a collaborative process where the future of a city is defined by its residents. Along with having a plan for the future, the engaging nature of this work brings people together to build ongoing diverse relationships for the benefit of the community.

This Vision Plan outlines the assets, themes, and recommended next steps that emerged over the ten-month process which engaged approximately 200 citizens from the City of Condon and surrounding region. Information was collected through surveys, interviews, focus group, and/or community workshops. These key findings are summarized in this report and include:

Vision Statement: This is what makes a place unique. It identifies assets and describes the heart of the community.

Core Values These are guiding characteristics of the community that represent the distinct culture and values of the people.

Focus Areas: In this report, key themes that emerged are categorized into three focus areas: People, Place, and Prosperity. Strategies under each focus area provide direction for elected leaders and community-serving organizations.

“I’d like Condon to be a place that holds value, somewhere that my kids call their home and want to come back to build their families. With growing businesses that last and are thriving.”

Recommended Next Steps

By the end of the Visioning process, there was clear consensus on community priorities, but more time is needed to clarify next steps and responsibilities for moving to action. Below are the recommended next steps:

1. Meet as the Home Team (Coordinating team) to clarify roles—who is doing what and who is the lead organization. (Completed 11/20/24)
2. Consider forming action groups for strategies if there isn't a clear entity who is responsible.
3. For each strategy develop more details around short-, medium-, long-term plans.
4. Prioritize actions/projects under each strategy, develop plans, start implementing and identify funding for large projects.



Vision Statement:

All Roads Lead to Condon

Condon is a place where history meets innovation; embracing a modern lifestyle for residents and visitors alike. With a history in agriculture, recreation, and arts, Condon is a safe and vibrant community.



Core Values

The following core values define the culture and identity of the people. This is the way we act, connect, and make our community a prosperous and welcoming place. In order to live with integrity at the individual, community, and government level, it's important to align decision making with these core values.

Clean, Safe, and Welcoming

Condon takes pride in being a quaint hometown which welcomes new residents, visitors, and families.

Respect for People and Property

In Condon we respect our neighbors and their belongings. We look out for each other because we need each other.

Active Healthy Lifestyle

We enjoy the outdoor recreation opportunities available in the surrounding area and in town.

Culture and Heritage

From the first peoples to inhabit the land, to the pioneers and farmers, we uplift the stories of resilience and innovation around agriculture and natural resources that this place has to offer.

Family and Youth

We see families and youth as the future of our community. We value intergenerational relationships and offer places and activities that are family friendly.

Everyone Can Make a Difference

We believe in the potential of every person to serve the community and are welcome and open to new volunteers.

Community Spirit and Pride

We love our town, its history, the place, and all it has to offer. We uplift our community through supporting local businesses, art, community celebrations, and the stories we tell.

FOCUS AREA:



Condon fosters a nurturing community deeply committed to family values and youth development. We offer a flourishing quality of life that provides a fresh start for all who live here.

Strategy #1: Communication, Inclusion, and Community Engagement

(The Times-Journal & Oregon Frontier Chamber of Commerce)

20-Year Vision: New and established residents are engaged in the community, recognized for their service, and feel welcome.

What does success look like in 5 years?

People in the community know what is happening and know how to get involved and can easily access information. There is community space where information is shared either in a physical or online format. Ideally there is a community system/hub that streamlines and centralizes community events, assistance, and volunteer opportunities.

Actions/Projects:

- Develop communication platform to centralize information
 - Explore community website partnerships
- Incentives/recognition, reward volunteers
- People can easily find and share job openings, volunteer opportunities, individual skills for skill sharing, and businesses in town.

“It’s the People – we need to keep this feeling alive and keep everyone doing kind things for and with each other.”

Strategy #2: Intergenerational Activities

(Gilliam County Public Library Board & Summit Springs Village)

20-Year Vision: Kids and adults learning together to build connections and to strengthen individual and community resiliency.

What does success look like in 5 years?

There are activities that serve the youth and support bonds between youth and adults in the community. Internships with community organizations and businesses support mentorship, community service, the arts, and career opportunity. There are adult education classes which help to share knowledge and skills.

Actions/Projects:

- Community tied into class offerings
- Schools partner with business community
- 1st Lego league
- Math night
- Scholarships
- Cooking, movie, game nights
- Farm to Table program
- Work study and internships fostering community
- Adult learning and skill trade (e.g., canning, building, quilting, etc.)

“I’d like to preserve Condon’s proud history in livestock and farming; its ‘old country’ legacies and family histories of community settlers; its community pride.”

FOCUS AREA:



(Continued)

Strategy #3: Thriving Schools *(Condon School*

District & Parent and Community Team - PACT)

20-Year Vision: By 2050 Condon's school system continues to thrive by offering a variety of classes and activities for all learners. Teachers are well compensated and recognized, and the school is an active part of the community and the community an active part of public education.

What does success look like in 5 years?

Students, Administrators, and the Community are interconnected and working together to support education, economic opportunity, and community service. The School Board and administration are active within the broader community. There is a vision for the school and communication and recognition is clear for all residents. Vision, activities, staff, and student academic successes is communicated with all residents.

Actions/Projects

- Develop volunteering and intern programs with students and community.
- Strengthen relationship with school and community
- Attend Chamber, 4H, City Council, etc. meetings
- Communicate activities via the local newspaper and announcement apps
- Shop, trades, arts, classes in the schools.

“I’d like Condon to have great schools, care for school age children (before/after school and during breaks), low crime, cultural and athletic activities.”



“If we can help develop our schools to be the best in the area, we can attract more families to the area and continue to grow our community with great families and a strong sense of community.”



FOCUS AREA:

PLACE

We value our rich heritage while embracing a modern lifestyle for residents and visitors alike. Recreation, arts, and cultural activities enhance community connections and pride.

Strategy #1: Community Gathering Spaces

(South Gilliam County Health District & Gilliam County Fair Board)

20-Year Vision: Condon has a variety of gathering places that provide social connection and recreation to support active and healthy lifestyles.

What does success look like in 5 years?

The town is safe and walkable, and new infrastructure expands year-round recreation options.

Actions/Projects

- Workout groups
- Indoor/outdoor all ages activity center
- Pickleball
- Utilize gym at the school/old grade school
- Identify walking corridors: sidewalk installation, negotiate easements, get the kids involved, ADA considering
- Turn the abandoned Condon-Kinzua and Southern railroad into a recreation trail
- Dog park: Get dog owners, identify location
- Set up Parks & Rec District to move projects forward
- Encourage gym to get keyless entry
- Utilize community spaces (Elks – dancing)
- Gather proposals for bike/pump park; Identify funding
- Explore pool options; Save and improve

Strategy #2: Arts & Culture *(Condon Arts Council)*

20-Year Vision: There is music and art programming for residents and visitors of all ages that are well attended and valued by the community.

What does success look like in 5 years?

Expanded support for the Arts Council is demonstrated through volunteers, leadership and funding. The community participates in programs and events which increase community pride and celebrates local culture and history.

Actions/Projects

- Adult theatre group; Adult music – hootenanny
- Live art show
- Find out how to advertise to all
- More murals and public art



FOCUS AREA:



(Continued)

Strategy #3: Housing *(Pioneer Community Development Corporation & City of Condon)*

(Pioneer Community Development Corporation & City of Condon)

20-Year Vision: In Condon there is a variety of housing options that allow everyone who wants to move to the area to be able to do so.

What does success look like in 5 years?

There are a variety of rentals, homes for sale, and buildable lots. Because people respect each other and their homes, lots are clean and visually pleasing.

Actions/Projects:

- Promote grant options to incentivize builders; share energy rebate options
- Contact derelict home owners; share PCDC programs
- Encourage infrastructure and development of vacant lots
- PCDC to be a developer to get housing built
- Review planning to support development
- Educate the community on the value of housing and development
- Revisit Main Street and 2nd story housing
- Revisit options for HUD housing; partnership with Habitat for Humanity and Fairway Housing Project



“Good paying jobs, incentives to acquisition of homes whether new home construction, older home purchase and remodeling (to live in not to rent).”



“I'd like Condon to be similar to now, but with a healthier population that allows for more stable economic security through local business, jobs, housing, and culture.”

FOCUS AREA:



Condon empowers local sustainable businesses which add life and vitality to a bustling Main Street and the community supports the local economy. Residents and visitors can get their basic needs met in town.

Strategy #1: More Job Opportunities

(Oregon Frontier Chamber of Commerce)

20-Year Vision: Condon has an adequate amount of skilled trade workers to meet needs in town and entrepreneurship is encouraged.

What does success look like in 5 years?

There are a variety of eating establishments and jobs are full in the service industries. There is workforce housing, and skilled trade laborers meet local resident and commercial needs.

Actions/Projects:

- Community college or high school program to train for trades
- More windmill/solar management to local business
- Food cart pods: Trucks, hub location



Strategy #2: Increase Childcare Options

(Condon Early Learning Center)

20-Year Vision: Childcare is available for every family in Condon and the surrounding region, making it an accessible place for families to live and work.

What does success look like in 5 years?

Childcare options are expanded to include afterschool and summer school age care.

Actions/Projects:

- More staff for ratio, summer pre-K; better wage/benefits is already complete
- Bigger building: Expansion underway, going out to bid soon
- Fundraising still
- School-age program after school and summer; CELC working on developing program
- Actively involve private daycares in conversations and resource connections

“Love my community and the people. I never really wanted to live elsewhere; went to college and came back.”

“I’d like more businesses on Main Street, with a welcoming look coming into town in each direction.”

FOCUS AREA:

PROSPERITY

(Continued)

Strategy #3: Bustling Main Street/ Thriving Small Business *(Oregon Frontier Chamber of Commerce & Gilliam County Economic Development Staff/Department)*

20-Year Vision: Storefronts on Main Street are occupied and open at least five days a week. Residents visit downtown frequently and purchase what they can locally.

What does success look like in 5 years?

There is affordable housing to support workforce labor. Restaurants and small business incentives make starting a business in Condon accessible and sustainable.

Actions/Projects:

- Education and training on creating and operating business on Main Street
- Find funding through grants and other opportunities for workforce housing in 2nd story initiatives
- Entrepreneur classes and better relationship with SBDC



“In 10-20 years I’d love to see Condon have a thriving downtown area with places to eat and shopping.”



Information Gathering

This diagram explains the process of developing the vision plan.

All Roads Lead to Condon



Kick Off Meeting

October 9, 2023

17 People

- Community leaders and key stakeholders
- Project overview
- Rural vital signs assessment
- What does success look like?
- Roles and timeline

Interviews & Focus Groups

November – January

~32 People

- 9 Interviews
- 4 Focus Groups:
 - Historical Society; Community Leaders; Library; Youth
- What is working?
- What are challenges?
- What are opportunities?
- Idea/solutions

Survey 1

January – February

145 People

- What do you appreciate about Condon?
- How long have you lived here?
- What keeps you here/brought you to the area?
- What is your vision for Condon in 20 years?
- What are the challenges?
- Career opportunities

Community Meeting 1

March 18, 2024

20 People

- Story arc
- Draft value statements
- Draft vision statement
- Appreciative inquiry around identified priorities
- Small group fine tuned the vision statement

Community Meeting 2

August 6, 2024

24 people

- Finalized vision statement
- Developed action plans for top priorities

Survey 2

May – July

55 People

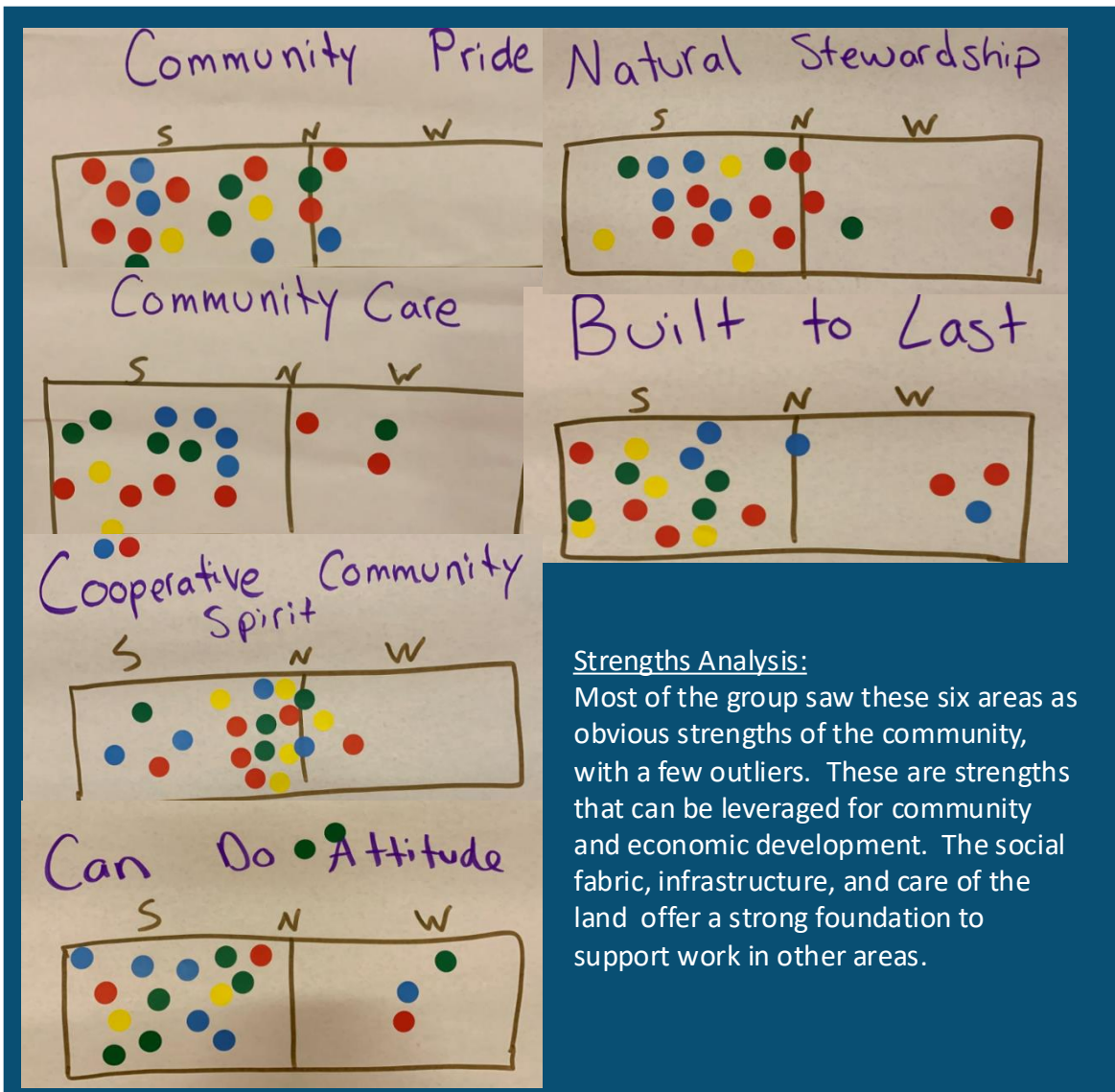
- Vote on vision statement
- Prioritize values
- Prioritize community strategies
- Shared specific projects (goals) for strategies

16 Rural Vital Signs Assessment

This **community assessment tool** serves as a way to start or broaden conversations around key community characteristics. Developed by RDI from their 30+ years of working with rural communities, this assessment can ultimately aid in building consensus, identifying top priority areas, and having strategic conversations to address opportunities in moving characteristics forward. This assessment was completed at the Visioning Kick off meeting on October 9, 2023, with 17 community leaders. For the purposes of this report, the results are categorized into four categories: Strengths, Weaknesses, Neutral, and Scattered.

Key:
 S-Strength
 N-Neutral
 W-Weakness

Colors of dots are not relevant.



Strengths Analysis:
 Most of the group saw these six areas as obvious strengths of the community, with a few outliers. These are strengths that can be leveraged for community and economic development. The social fabric, infrastructure, and care of the land offer a strong foundation to support work in other areas.



Weakness Analysis:
 Participatory Decision Making and Deliberate Transitions are seen mostly as a weakness. There appears to be a gap in building a pipeline of leaders. Current experienced leaders are not mentoring the younger generations. When it comes to community-based decision-making there is no transparency, awareness, or consensus building. Ideally power is shared, and input is routinely gathered to make important community decision which builds trust.

16 Rural Vital Signs Assessment, Continued

Key:
 S-Strength
 N-Neutral
 W-Weakness
 Colors of dots are not relevant.

Political Voice
 S N W

Financial Wealth
 S N W

Resilience & Preparedness
 S N W

Scattered Analysis:
 There was significant discrepancy around these three vital signs. Results were perceived as strengths, neutral and weaknesses. These scattered results demonstrate the different viewpoints and perspectives present at the time of the assessment. The obvious tension here creates an opportunity to explore creative solutions and/or build deeper understanding of what's available.

Diverse Economy Building
 S N W

Innovation Friendly
 S N W

Social Capital
 S N W

Growing Knowledge
 S N W

Information Resources
 S N W

Neutral Analysis:
 All of these vital signs have a majority of the dots on the neutral line. As neither a strength or weakness, these are areas for improvement but may be lower priority than the obvious weaknesses.

Engagement Process

Process Description

In a visioning plan, the process of bringing people together to make new connections and brainstorm collectively is as important as the final product. While engaging people in future planning conversations, new and old connections were made and built which creates a strong foundation for the work to unfold.

The 2050 visioning process consisted of engaging community leaders and citizens through two surveys, interviews, focus group conversations, and three community meetings. Overall, approximately 200 community members provided feedback and/or participated in meetings.

“We chose Condon because it had everything we wanted.”



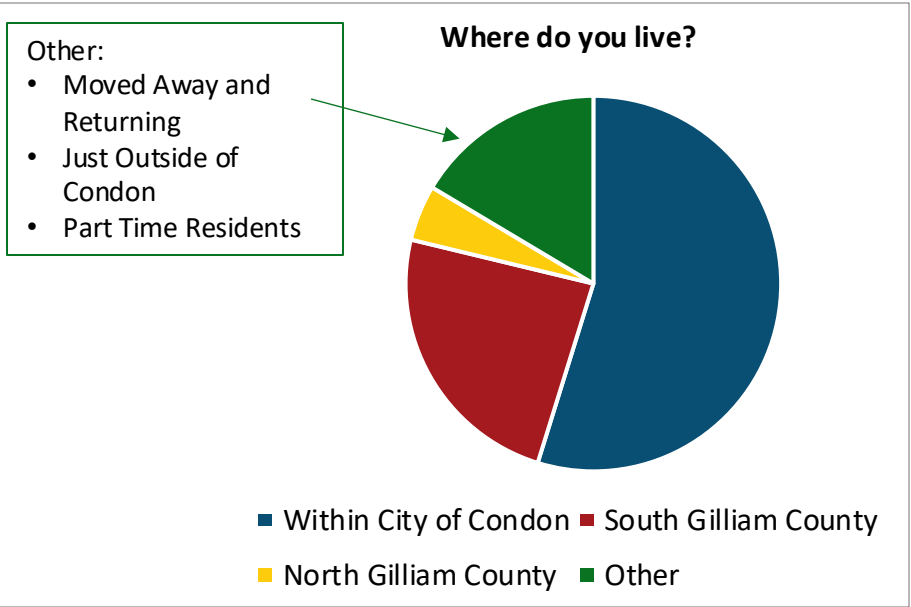
“When a need arises, people come together to solve the need.”

Community Survey Results Summary

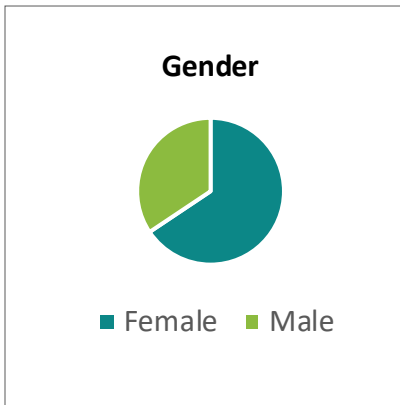
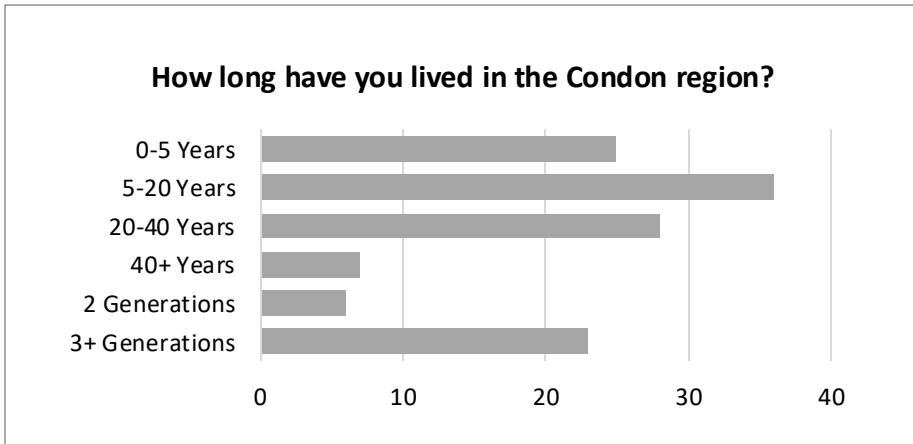
There were 142 responses to the first community survey which was administered between January 22, 2024, and March 11, 2024. Of the 142 survey responses, 55% reported living within the City of Condon, 24% live in South Gilliam County, and 5% in North Gilliam County. Sixteen percent live in other areas including just outside of Condon, are part time residents, or moved away and are returning.

Of the 142 survey responses, a majority were male and identify as white or Caucasian. Sixteen percent of respondents have lived in the Condon region for more than three generations; 25% percent have lived in the region for 5-20 years. People who have lived in the Condon region for five years or less reported that they came for the following:

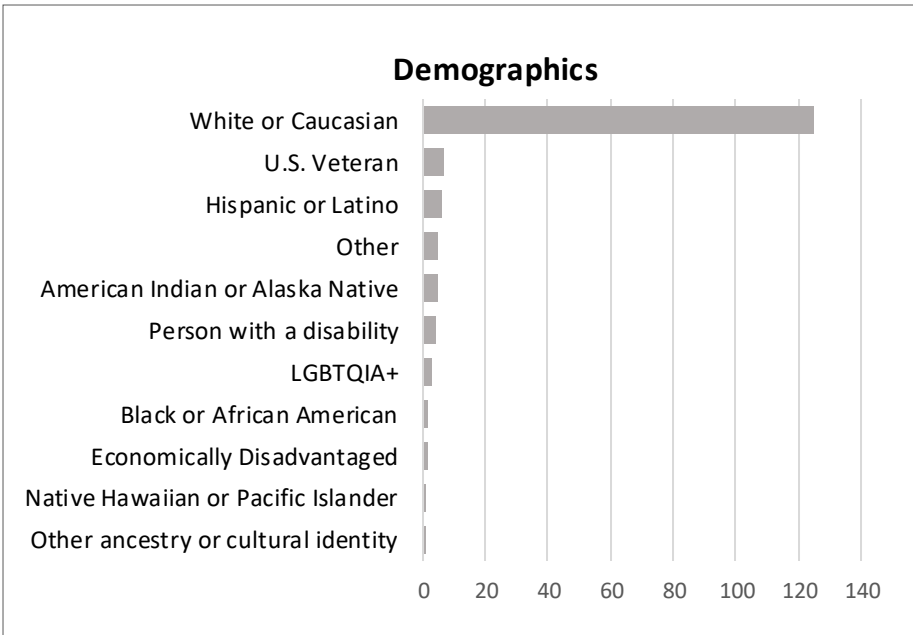
- Family
- Work
- Quality of Life
- Safety



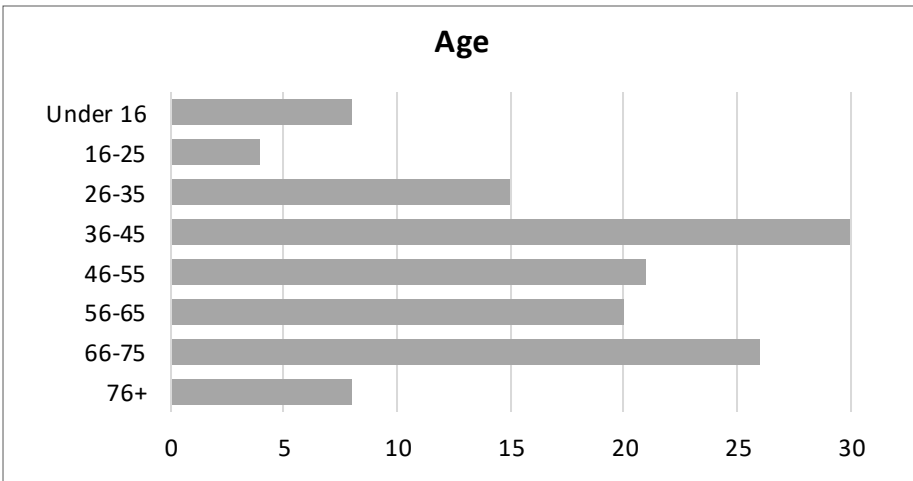
Survey Results Summary, Continued



“I appreciate the quiet rural setting, the sense of community, available amenities for such a small community, good place to raise children.”



Demographic categories that were not selected: Asian; Language Other Than English Spoken at Home



Strengths and Assets

When asked what they appreciate about Condon, the majority of respondents indicated that the sense of community, the people, and the safe small town atmosphere are what they appreciate.

What do you appreciate most about Condon?



Opportunities

Survey respondents indicated they want to see more gathering places, thriving businesses, more housing, and great schools in the next 10-20 years. Many expressed the desire to maintain the rural feel of the community and ensure Condon remains a small town.

What do you want to see in Condon in the next 10-20 years?



The word clouds on this and the following page are visual representations of words or phrases that appeared in responses to the CondonCAN! community feedback surveys. The most frequently used words appear larger and bolder than the others.

Career Opportunities

When asked what additional job or career opportunities people would like to see in the Condon area, respondents reported wanting jobs in recreation, skilled labor/trades, childcare, and more retail and restaurants for work. They also expressed interest in telecommuting opportunities and opportunities for young adults including mentorship opportunities between local businesses and high school.




What are the current and future job and careers opportunities in Condon?



“A place that supports business and growth, somewhere where you can grow up, go to college and come back for a good job...”



Appendix: Vision Plan Accountability Chart

Focus Area	Leads	Strategy	Lead(s)
	City of Condon & Oregon Frontier Chamber of Commerce	Communication, Inclusion & Community Engagement	<i>The Times-Journal & Oregon Frontier Chamber of Commerce</i>
		Intergenerational Activities	<i>Gilliam County Public Library Board & Summit Springs Village</i>
		Thriving Schools	<i>Condon School District & Parent and Community Team (PACT)</i>
		Community Gathering Spaces	<i>South Gilliam County Health District & Gilliam County Fair Board</i>
		Arts & Culture	<i>Condon Arts Council</i>
		Housing	<i>Pioneer Community Development Corporation & City of Condon</i>
		More Job Opportunities	<i>Oregon Frontier Chamber of Commerce</i>
		Increase Childcare Options	<i>Condon Early Learning Center</i>
		Bustling Main Street/Thriving Small Businesses	<i>Oregon Frontier Chamber of Commerce & Gilliam County Economic Development Staff/Department</i>