



Strategic Plan FYE26-FYE30

Facilitated by



community works

Planning
Facilitation & Training
Nonprofit Management

Introduction

Mililani Town Association (MTA), established in 1968, is the largest and foremost planned community in the State of Hawaii. In 1986, Mililani was given the All-America City Award. Mililani is the only community in Hawaii to ever receive this distinction.

Located near the center of the island of Oahu, there are 15,829 homes encompassing over 3,500 acres. Mililani consists of two distinct regions, Mililani Town and Mililani Mauka. Together Mililani Town and Mililani Mauka comprise of schools, shopping centers, markets, restaurants, churches, health care facilities, professional offices, two fire stations, and a movie theater. Parks and walkways are abundant throughout the community as well.

With a staff of over 200 employees, MTA is responsible for building maintenance, landscaping, covenants enforcement, design approval, accounting, and special events and programs. MTA provides a variety of recreational activities through its seven recreation centers and offers programs and classes to meet the recreational, educational, and leisure-time needs of its members. MTA is focused on homeowners' quality of life, maintaining property values, and preserving the peace, health, comfort and general welfare of the homeowners.



Guiding Principles

VISION

Mililani Town Association will be the standard of quality for community associations.

MISSION

- ➔ To maintain, preserve and enhance the common areas.
- ➔ To contribute to the homeowners' quality of life, in a homeowner-friendly environment.
- ➔ To provide for efficient and financially stable management and operations.
- ➔ To ensure fair and consistent application of the Mililani Town Association DCC&Rs for the purpose of maintaining property values.

GOALS

1. **Land Use & Landscaping.** Continue to unify and improve community-wide landscaping to maximize aesthetic appeal and promote the sustainability of common areas.
2. **Facilities.** Improve the modernization and sustainability of facilities to meet the diverse needs of the Mililani community.
3. **Green/Sustainability.** Implement a sustainability and resiliency plan to be a model GREEN community.
4. **Training.** Maintain a commitment to consistent and quality education and training for all MTA stakeholders to ensure adherence to best practices and means.



Priority Initiatives

YEAR 1 (FYE 2026)

Land Use & Landscaping. Continue to unify and improve community-wide landscaping to maximize aesthetic appeal and use of common areas.

- Identify more ways to conserve water
- Ongoing implementation of orchards
- Complete planning and budgeting for landscape improvements in Lower Mililani

Facilities. Improve the modernization and sustainability of facilities to meet the diverse needs of the Mililani community.

- Determine the preferred use of Rec 4 and Rec 1
- Revisit making Rec 5 a full-size gym with dual-purpose flooring
- Research cost to air condition Rec 5

Green/Sustainability. Implement a sustainability and resiliency plan to be a model GREEN community.

- Ongoing implementation of Energy Audit and Budget
- Look at Design Rules for landscaping to identify possible changes to help conserve water
- Explore setting a carbon use baseline

Training. Maintain a commitment to consistent and quality education and training for all MTA stakeholders to ensure adherence to best practices and means.

- Annual training(s) for homeowners, board members, and staff members, e.g., New Homeowner Orientation, Safety, CAI, etc.
- Develop and update training tutorials and materials regularly

Other.

- Survey homeowners' satisfaction.



YEAR 3 (FYE 2028)

Land Use & Landscaping. Continue to unify and improve community-wide landscaping to maximize aesthetic appeal and use of common areas.

- Implement conservation measures
- Ongoing implementation of orchards
- Implement planned landscape improvements in Lower Mililani
- Evaluate signage costs and decide whether or not to approve plans

Facilities. Improve the modernization and sustainability of facilities to meet the diverse needs of the Mililani community.

- Begin planning for Rec 4
- If not determined prior, finalize decision on air conditioning Rec 5 in conjunction with developing plans for Rec 4 and Rec 1
- Begin planning for Rec 1

Green/Sustainability. Implement a sustainability and resiliency plan to be a model GREEN community.

- Ongoing implementation of Energy Audit and Budget
- Identify ground cover that is naturally weed-free to eliminate the use of chemicals to kill weeds
- Identify and implement conservation opportunities
- If approved, assess carbon use and set a baseline
- Assess the feasibility of EV charging stations, e.g., impact on parking, hosting vs. owning the stations, etc.

Training. Maintain a commitment to consistent and quality education and training for all MTA stakeholders to ensure adherence to best practices and means.

- Annual training(s) for homeowners, board members, and staff members, e.g., New Homeowner Orientation, Safety, CAI, etc.
- Develop and update training tutorials and materials regularly



YEAR 5 (FYE 2030)

Land Use & Landscaping. Continue to unify and improve community-wide landscaping to maximize aesthetic appeal and use of common areas.

- Implement and monitor conservation measures
- Evaluate whether or not to add more orchards
- Implement planned landscape improvements in Lower Mililani
- Address decision(s) made about signage in FYE28

Facilities. Improve the modernization and sustainability of facilities to meet the diverse needs of the Mililani community.

- Take action on planning and financial information generated in FYEs 26 and 28 for Rec 5, Rec 4 and Rec 1

Green/Sustainability. Implement a sustainability and resiliency plan to be a model GREEN community.

- Ongoing implementation of Energy Audit and Budget
- Initiate comprehensive sustainability and resiliency evaluation(s), likely in FYE32

Training. Maintain a commitment to consistent and quality education and training for all MTA stakeholders to ensure adherence to best practices and means.

- Annual training(s) for homeowners, board members, and staff members, e.g., New Homeowner Orientation, Safety, CAI, etc.
- Develop and update training tutorials and materials regularly



Performance Dashboard

Measure	1-Year Target (FYE 26)	3-Year Target (FYE 28)	5-Year Target (FYE 30)
LAND USE/LANDSCAPING			
Street Orchards	Ongoing implementation of plans for Street Orchards	Ongoing implementation of plans for Street Orchards	Cost/benefit evaluation of Street Orchards
Lower Mililani Improvements	Completed plan for landscape improvements	Ongoing implementation of landscape improvements	
Signage Improvements	Evaluate signage costs and decide whether or not to approve plans	TBD based on decision in FYE 26	
Water Conservation	Identification of water conservation opportunities	Implementation of water conservation actions	Ongoing implementation and monitoring water use
FACILITIES			
Future Use of Recreation Centers 4 and 1	Determine preferred uses for Rec 4 and 1	Plans, budget, and timeline for Rec 4 and 1 renovations	TBD based on decisions in FYEs 26/28
Gym & Flooring for Recreation Center 5	Decision made on gym & flooring	Implement decision – plan, budget, timeline	TBD based on decisions in FYEs 26/28
Air Conditioning for Recreation Center 5	Assess A/C cost and make a decision	If not determined in FYE 26, make a decision in conjunction with plans for Rec 4 and 1	TBD based on decisions in FYEs 26/28



Measure	1-Year Target (FYE 26)	3-Year Target (FYE 28)	5-Year Target (FYE 30)
GREEN /SUSTAINABILITY			
Energy Audit & Reserve Study	Ongoing implementation of Energy Audit and Budget	Ongoing implementation of Energy Audit and Budget	Ongoing implementation of Energy Audit and Budget
Design Rules Affecting Water Conservation	Identification of Design Rules' changes & opportunities for water conservation	Implement conservation actions as allowed	Ongoing implementation and monitoring water use
Weed-Free Ground Cover		Identification and testing of ground materials that naturally reduce weeds	Ongoing installation of weed-free ground cover and decreased use of chemical weed killer
Carbon Use Baseline	Decision on whether or not to set a baseline to monitor over time	If the decision is made to set a carbon use baseline, engage in data collection and set baseline	Ongoing carbon use monitoring
EV Charging Stations		Decision made based on feasibility assessment (homeowner survey, tax benefits, partnerships)	TBD based on decisions in FYE 28
Comprehensive Sustainability & Resiliency Evaluation			Initiate evaluation in FYE 32 Coordinate actions with Energy Audit & Budget in FY 34 Desired outcome: MTA is carbon neutral by 2035
TRAINING			
Homeowner	Online trainings: New Homeowners Orientation; etc.	Online trainings: New Homeowners Orientation; etc.	Online trainings: New Homeowners Orientation; etc.
Board of Directors	Annual trainings: Governance, CAI; etc.	Annual trainings: Governance, CAI; etc.	Annual trainings: Governance, CAI; etc.
Staff	Annual training in Safety; CAI; etc. and cross-training, as appropriate	Annual training in Safety; CAI; etc. and cross-training, as appropriate	Annual training in Safety; CAI; etc. and cross-training, as appropriate
Update Tutorials & Materials	Ongoing, regularly updated tutorials & materials	Ongoing, regularly updated tutorials & materials	Ongoing, regularly updated tutorials & materials



Measure	1-Year Target (FYE 26)	3-Year Target (FYE 28)	5-Year Target (FYE 30)
Other Measures			
Percentage of satisfied or very satisfied homeowner responses on survey	>= 90%	--	--

