EXECUTIVE SUMMARY

ONE COMMUNITY PROJECT

The One Community Plan is a roadmap for the future of Leadville and Lake County that strengthens community resilience, expands local opportunity, and preserves what makes this place special. It is an opportunity to shape change on our own terms. Grounded in the community's values and vision, this Joint Comprehensive Plan seeks to improve coordination and policy alignment between the City and County, and outlines clear goals, strategies, and actions to guide the next decade.

A Community-Driven Process

The 2025-2026 One Community Project was a sustained effort to bring members of our community together to listen, learn, and envision what a prosperous and authentic future could look like for everyone who calls Leadville and Lake County home.

This depthful engagement created space for broad participation and thoughtful dialogue about trade-offs and priorities. The result is a community-driven policy document designed to enable on-the-ground change.

1,630+
COMMUNITY TOUCHES ACROSS 18 MONTHS OF ENGAGEMENT

80+ ENGAGEMENT ACTIVITIES

70 SMALL GROUP CONVERSATIONS

10 STAKEHOLDER SESSIONS

24 ACTION TEAM MEETINGS

Our Community Values

Community values provide us a shared understanding of what matters most. When decisions get difficult, priorities compete, or resources are limited, our values are the commitments we return to.

CONNECTION TO NATURE & OUTDOORS - We value our connection to nature and our access to the mountains, water, and outdoor spaces where we adventure, spend time together, or find quiet alone. This gives us a deep appreciation of the natural world and a shared responsibility to care for it.

A REAL COMMUNITY, BUILT BY REAL PEOPLE - Building a life at 10,000 feet makes us strong and resilient. We value hard work, authenticity, and good character over image, and take pride in the local spirit and integrity sustained by our everyday people.

NURTURING OUR ROOTS - We value the diverse cultures, people, and traditions that make our community unique. By caring for our historic places and community spaces, we build pride and stronger connections.

NEIGHBORS WHO CARE - We value being part of a community where people know, support, and look out for one another, and where everyone has the opportunity to feel welcomed by and connected to our neighbors.

WORKING TOGETHER - We value being a community where people roll up their sleeves to solve problems, striving to show up, listen, and work together even when we disagree.

OUR ABILITY TO STAY HERE - We value stability, opportunity, and belonging across the full arc of life, where people can put down roots, feel involved, and thrive from childhood to old age.

Our Community Vision

Our vision points the way forward by describing the future we are striving for, shaping every goal and strategy in this plan.

DEVELOPMENT GROWTH - Growth and development add to local residents' quality of life and make living here better by creating and preserving quality places, neighborhoods, and amenities for locals to enjoy.

CONNECTIVITY - People can get around more safely, meet more of their daily needs locally, and get the care they need to stay healthy and remain in the community.

INFRASTRUCTURE - Public infrastructure and services are more reliable and make life safer and healthier for more people, better positioning us as a community for resilience to changing conditions.

HOUSING - There are more housing choices and more attainable options for people who want to live or stay in our community, and more of our existing housing is healthy and safe for occupancy.

JOBS & BUSINESSES - Local businesses are thriving and growing. New industries are rooted in community strengths and provide jobs with dignity, and we are better positioned to adapt to economic cycles.

TOURISM & RECREATION - Recreation resources support the community's health and quality of life, and tourism is managed to have more positive benefits for local residents and businesses, and protect the health and quality of our natural assets and systems.

CIVIC CAPACITY - The City and County coordinate to efficiently deliver programs and services to residents, and there's more effective coordination with local and regional partners and nonprofits with less duplication of resources, services, and investments.

NATURAL SYSTEMS & RESOURCES - Our open spaces and natural areas are managed and protected with a deep respect for natural systems and wildlife.

Plan Policies & Big Moves

Topical policies developed by community-driven action teams guide our community's direction and shared priorities. The policies lay out goals, naming the outcomes we want to see, and strategies, identifying how we move forward toward those outcomes. Some goals and strategies build on existing efforts, while others introduce new, and at times aspirational, milestones.

The Plan contains 23 goals and 113 strategies in six, interrelated topical areas:

- Land Use & Development
- Housing
- Infrastructure & Transportation
- Economy
- Natural Resources & Environment
- Community Facilities & Services

A companion Action Plan contains 322 specific action steps that move the strategies forward.

Big Moves are strategies that:

- Span multiple priority areas
- Benefit from coordinated action
- Unlock the broadest progress toward community goals

BIG MOVES & SPARK PROJECTS

BIG MOVE	WHAT IT UNLOCKS
Foundational Enablers (Big Moves 1–3). What needs to be in place first. These moves build the City and County's capacity to govern together, plan jointly, and act on shared priorities. They are primarily government-driven, with partner organizations in supporting roles.	
Build a Shared Foundation *...so that the City and County have the collaborative structures in place to make decisions together and follow through on this plan.*	Puts both governments at the same table with shared resources, updated agreements, and a joint work plan. The other four Big Moves all require City-County coordination that doesn't yet have a home. This one builds it.
Plan It, Fund It, Fix It Together *...so that the pipes, roads, and systems our community depends on are maintained and upgraded in a coordinated way that supports the housing, jobs, and growth we want.*	Coordinates capital investments across governments so that limited dollars go further and infrastructure spending aligns with the community's growth vision.
Guide What We Want to Where We Want It *...so that growth and development happen in the right places and align with community priorities*	Updates the rules that govern what, when, where and how development occurs so it serves community needs.
Strengthening Collaborative Systems (Big Moves 4-5). Strengthen partnerships and collaborative muscle to deliver lasting results. These Big Moves strengthen the coordination and alignment between government and the partner organizations doing critical work in the community so that everyone's efforts add up to more than the sum of their parts.	
Strengthen Our Housing System *...so that housing delivery doesn't depend on one project or one grant at a time, but on a coordinated system with clear roles and a shared pipeline that keeps producing results year after year.*	Continues to focus and retool the City and County's land use, funding, and policy tools to support housing outcomes, and strengthens the Regional Housing Authority as the central convener for coordinating the pipeline, funding, and partnerships needed to deliver at scale.
Nurture Local Businesses Together *...so that starting or growing a business or career here is something the community actively makes possible.*	Focuses on collaborative efforts to connect, train, and grow our local businesses and entrepreneurs so that they can provide local jobs to local workers, and help to diversify our economy, making it more resilient to economic shifts.

Taking Action Together

This Plan establishes a shared foundation for local decision-making. Effective implementation will require:

From local government:
- Proactive leadership
- Sufficient staffing
- Sustainable funding

With the community:
- Lasting commitment to the Vision
- Mutual accountability to progress over time

With our partners:
- Program alignment
- Efficient resource sharing

A **nonbinding companion Action Plan** lays out specific steps designed to advance the plan policies. The Action Plan:

- Provides detail on who does what and when and potential funding opportunities
- Informs annual work plans and budgeting
- Is adaptable to new opportunities

This Plan will guide Leadville and Lake County through the next decade, and not every goal, strategy, and action will be advanced at once. The City and County will **balance future dreams and current reality by:**

- Taking small steps that build toward larger outcomes
- Upholding our community values in decisions and investments
- Prioritizing based on available resources, capacity, and changing conditions
- Aligning and collaborating with community and external partners and resources
- Adapting strategies over time as we learn what works and as conditions change

AS THINGS CHANGE...

WE KNOW OUR DESTINATION

The Vision and Values inform new officials, staff, and partners of where the community wants to go.

Our Vision + Values

WE CAN REROUTE OUR TRAIL

If major conditions change, any plan policy can be revised through a formal public process.

WE WILL CHECK THE WEATHER

The City and County will regularly review progress of Action Plan steps to make the best of current conditions and opportunities.