



CONSERVATION SUDBURY

Proposed 2025 Work Plan

Conservation Sudbury uses an integrated approach in carrying out its mandate in the Vermilion, Wanapitei, and Whitefish watersheds. [Programs and services](#) are delivered that further the conservation, restoration, and responsible management of natural assets. These programs and services are categorized in accordance with *Conservation Authorities Act* (CA Act) regulations, and their delivery is supported by the [Programs and Services Support Agreement](#) with its member municipality, the City of Greater Sudbury.

Commitments

Governance

- Review the 2017 – 2021 Strategic Plan in the context of the Natural Asset Management Strategy completed in 2024.
- Adopt the new organizational chart (attached) to better align with the CA Act, and strategic goals. This includes ensuring that the structure supports effective oversight, accountability, and decision-making processes.
- Review and revise the Business Continuity Plan
- Update the procedures for hearings held under Section 28 the CA Act.
- Establish an agreement with the Nickel District Conservation Foundation regarding administrative support and funding priorities.
- Commence relationship building with Wahnapiatae First Nation and Atikameksheng Anishnawbek

Finance

- Review reserve allocations and develop a Reserve Policy
- Review and Update the Asset Management Plan (AMP)
- Update the Capital Reserves based on the AMP and confirm the inclusion of flood-plain and other natural hazard mapping as assets with auditors.
- Maintain, improve, and diversify funding generated from land holdings.

Information Management

- Update natural hazard delineations on mapping for internal use and use by the City of Greater Sudbury (CGS) where required
- Integrate new data collected by staff and partners (CGS, Province)
Continue information management and archives consolidation in accordance with the Records Retention Policy completed in 2024.

Human Resources

- Complete update of Personnel Policy
- Implement, review and revise Health and Safety Policy and Standard Operating Procedures as required
- Full implementation of Performance Management system for full-time staff
- Support professional development and learning opportunities
- Update job descriptions and employment agreements for all staff occupying positions on the organizational chart
- Introduce Indigenous Awareness components into training

Infrastructure, Facilities and Lands

- Continue rehabilitation of the Junction Creek Box Culvert System
- Undertake next steps resulting from the Dam Safety Reviews of Froot, Maley, and Nickeldale Dams
- Continue dam safety and other inspections as recommended in the Asset Management Plan (AMP) and undertake maintenance based on outcomes, including the Maley Dyke north of Lillian Boulevard, the weirs at Rideau Street in Coniston and at Kelly Lake.
- Conduct replacement value appraisals for current buildings and systems (Nature Chalet, Ski Cottage/Garage)
- Complete upgrades to landscaping and visitor experience at Lake Laurentian Conservation Area
- Further develop policies governing land acquisitions and land dispositions
- Finalize formal agreements with the BioSki Cross-country Ski and Snowshoe Club and the Broder Dill Snowmobile Club / Sudbury Trail Plan

Public Safety, Flooding and Drought

- Operate and maintain the flood forecasting and warning program
- Formalize operating procedures for flood forecasting and warning, including flood contingency procedures to ensure continuity of operations in respect of flood forecasting and warning
- Install acquired meteorological equipment near the Vermilion River in Capreol
- Collaborate with Ministry of Natural Resources on Whitewater Lake level monitoring
- Work with the CGS to update the *Community Flood Action Plan EM 2002-01*
- Operate flood control dams as appropriate
- Roll out of floodplain mapping update for the Junction Creek watershed from the headwaters in Garson downstream to Elm Street in Sudbury.
- Roll out of floodplain mapping updates of the Whitson and Whitewater watersheds

- Roll out of floodplain mapping updates for the Algonquin watershed, from Silver Lake to confluence at McFarlane Lake
- Provide flood hazard education to the community and stakeholders.
- Lead the Low Water Response Plan and support the CGS and the Province

Development Review (Planning and Regulation)

- Continue to develop / modernize policies and procedures for plan review and permitting regarding proposed development activities that protect people and property from natural hazards through development review.
- Enforcement of the *CA Act* through administration of *Ontario Regulation 41/24*.
- Target of 10% monitoring of development activities addressed in permits
- Provide hazard-based input to official plan and supporting studies, building permit review, natural hazard review on behalf of the province at planning, legal reviews, committee of adjustment reviews, and other related planning and review services
- Continue with integration efforts related to Accela / Pronto systems of CGS
- Pursue outreach opportunities to legal, real estate, development sectors
- Enhance public communication by improving online permit resources

Drinking Water Source Protection

- Analyze annual reports from implementing bodies to submit the Eighth Annual Progress Report to the Ministry of Environment, Conservation and Parks (MECP)
- Submit amended Assessment Report and Source Protection Plan to MECP for approval
- Renew 1/3 of Source Protection Committee memberships and welcome a new Chair
- Complete Climate Change Vulnerability Assessment for water quality for the Ramsey Lake Drinking Water System

Stewardship, Monitoring and Restoration

- Enhance service delivery for the CGS groundwater monitoring network.
- Local lead for the Provincial Water Quality Monitoring Network (PWQMN)
- Local lead for the Provincial Groundwater Monitoring Network (PGMN)
- Local lead for the MECP's Climate Change Monitoring Network
- Year nine of the 50 Million Trees program in conjunction with Forests Canada
- Work with local partners and various funding agencies as opportunities arise related to research, restoration, valuation, and conservation of natural assets.
- Work with a variety of academic institutions to facilitate watershed science

Education and Health

- Operate the highly-successful Camp Bitobig summer day camp for seven weeks in the summer at the Lake Laurentian Conservation Area (LLCA)
- Run the School Field-trip Program at the Lake Laurentian Conservation Area and the School Yard Program by meeting students in their school yards
- Explore curriculum opportunities that address topics related to natural assets
- Continued participation in Earth Day and the Children's Water Festival

- Provide other programming when feasible (e.g., family fishing day, forest therapy, owl prowls, Xmas Bird Count)
- Continue to enhance the visitor experience at the Lake Laurentian Conservation Area including improvements to the Trails Sign Plan and Trails Maintenance Program
- Continue collection and analysis of trail-use data
- Deliver events and activities for the general public on conservations lands that may include partnerships with the following and others:
 - Sudbury Game and Fish Protective Association
 - Laurentian University Outdoor Leadership Program
 - BioSki Cross Country and Snowshoe Club
 - Laurentian Nordic XC Ski Club
 - Walden Mountain Bike Club
 - Rainbow Routes
 - APEX Warrior Race Series
 - ARC Yoga and Climbing / Climb Sudbury