



# CONSERVATION SUDBURY

## Proposed 2026 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 keep people and property safe from the risks of natural hazards, and 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 only participating 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.
- Review and revise the Business Continuity Plan.
- Establish an agreement with the Nickel District Conservation Foundation regarding administrative support and funding priorities.
- Work with the new Ontario Provincial Conservation Agency regarding proposed changes to the conservation authority framework and goals.

#### 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

- Transition to the new ESRI framework in collaboration with Conservation Ontario.
- Update the jurisdictional boundary based on latest topographical information.
- Refresh all GIS layers related to the above items including an update of natural hazard delineations on mapping as required.
- Complete annual review of mapping in accordance with *Ontario Regulation 41/24*.
- Continue information and archives consolidation in accordance with the *Records Retention Policy* completed in 2024.

### **Human Resources**

- Complete roll out of updated employment agreements recommended by legal counsel.
- Review and update the Health and Safety Policy and Standard Operating Procedures.
- Complete implementation of Performance Management system for full-time staff.
- Update job descriptions for all staff occupying positions on the organizational chart.

### **Infrastructure, Facilities and Lands**

- Relocate the main office from the 4<sup>th</sup> to the 6<sup>th</sup> floor of 199 Larch Street.
- Complete a review of all leases of lands with the City of Greater Sudbury.
- Continue rehabilitation of the Nolins / Junction Creek Box Culvert System.
- Undertake repairs re: Dam Safety Reviews of Frood, Maley, and Nickeldale Dams.
- Through an RFP, retain an Engineer of Record for all water control structures.
- Continue dam safety and other inspections as recommended by best practices 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.
- 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 north of 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* and the *Community Flood Management Plan*.
- Roll out of floodplain mapping update for the Upper Junction Creek, Whitson River and Whitewater Lake watersheds.
- 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)**

- Develop a public-facing guidance document covering the requirements for wetland mapping and associated reports, including external stakeholder consultation and education.
- 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.
- 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.

### **Drinking Water Source Protection**

- Review annual reports from implementing bodies and prepare the Ninth Annual Progress Report to the Ministry of Environment, Conservation and Parks (MECP).
- Finalize and submit the amended Assessment Report and Source Protection Plan to MECP for approval.
- Complete the update to the Tier 3 Water Quantity Risk Assessment for the Valley East Drinking Water System.

### **Stewardship, Monitoring and Restoration**

- 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 eleven of the 50 Million Trees program in conjunction with Forests Canada.
- Remain receptive to working with academic institutions, local partners, and various funding agencies to opportunities that may arise related to watershed research, restoration, valuation, and conservation of natural assets.

### **Education and Health**

- Run the School Field-trip Program at the Lake Laurentian Conservation Area and the School Yard Program by meeting students and educators in their own backyards.
- Integrate fast-flowing water and other natural hazards into curriculum programming.
- Continued participation in the Children's Water Festival.
- Operate the highly successful Camp Bitobig summer day camp for seven weeks in the summer at the Lake Laurentian Conservation Area (LLCA).
- 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:
  - Ducks Unlimited
  - Sudbury Game and Fish Protective Association
  - Laurentian University Outdoor Leadership Program
  - BioSki XC Ski and Snowshoe Club
  - Walden Mountain Bike Club
  - Rainbow Routes
  - APEX Warrior Race Series
  - ARC Yoga and Climbing
  - Climb Sudbury