

COUNCIL STRATEGIC PLAN 2019-2022



2022 QUARTER 2 UPDATE

April 1 - June 30, 2022





INTRODUCTION

Quarter 2 Update: April 1 - June 30, 2022

The Municipality completed and advanced many Council Strategic Plan priorities during the second quarter of 2022. Virtually all service levels have now returned to pre-pandemic levels as COVID-19 public health orders and restrictions have been lifted.

The draft Official Community Plan received first reading on April 26, and the public hearing is scheduled for July 2022. First reading marked a major milestone enabling the completion of several significant planning priorities directed by Council as part of their 2019-2022 Strategic Plan, including:

- Reconsider the Urban Containment Boundary and where future growth should be concentrated, especially in relation to Quamichan watershed;
- Review requirements for gray water reuse, solar power, and charging stations in new development;
- Rewrite the Official Community Plan including local area plans (Quamichan area, Berkey's Corner, Maple Bay Village); and,

- Incentivize or prioritize new growth in areas close to existing core development.

Council's environmental priorities also made important progress. The new Climate Change Specialist position was hired (effective in July); the Biodiversity Protection Policy project commenced in June following completion of a competitive procurement process to identify a consultant; a grant application to the Strategic Priorities Capacity Building Fund to potentially help cover costs associated with the Biodiversity Protection Policy project to integrate natural assets into the overall asset management program was submitted; and, Operations staff inspected residential recycling bins to check for contamination, resulting in over 900 notices being issued to help raise resident awareness of waste reduction.

Work in April, May and June resulted in continuing progress on Council's ongoing priority to continue building strong relationships

with Indigenous Peoples. The First Nations Relations Committee met and updated their terms of reference to better reflect truth and reconciliation objectives directed by Council and received a presentation on process considerations for implementing the Truth and Reconciliation Commission Calls to Action that apply to municipalities. North Cowichan formally recognized National Indigenous Peoples Day in consultation with local First Nations staff, through financial support to Cowichan Tribes, Halalt and Penelakut in hosting respective community events. At the request of Cowichan Tribes, 22 staff volunteers assisted Cowichan Tribes in hosting their event. Staff also provided a tour for Cowichan Tribes staff to review and discuss areas of interest on Mount Tzouhalem and held an information-sharing session on May 26 with Cowichan Tribes senior Finance and IT staff related to physical and digital records management.

It was a productive quarter with respect to maintaining the existing high levels of service in the community, the foundational 2019-2022 Council Strategic Plan priority. A landmark in North

Cowichan's COVID-19 recovery was inviting the public, Council and staff back into the Council Chambers for the first time since the onset of the pandemic in March 2020. To promote public accessibility and personal choice, Council, staff, and the public now have the option to attend Council meetings in person or electronically. The Election and Assent Voting Bylaw and Sign Bylaw Amendment for political signage was adopted in anticipation of the October 2022 local general election, and the Crofton Fire Hall Loan Authorization Bylaw received the approval of the provincial Inspector of Municipalities. In addition, election cost-sharing agreements have been secured with the Cowichan Valley Regional District and School District 79. Staff presented Council with options and information with respect to the 2023 Financial Plan, and the second-ever North Cowichan Citizen Satisfaction Survey was launched in June. Recruitment to support our recreation programs return to pre-pandemic service and staffing levels continues.

Quarterly Council Strategic Plan updates now include the three previous quarters, plus the current quarter, for ease of reference.



SERVICE

We provide responsive, efficient, transparent and engaged service that contributes value to the community.



Action: Maintain the existing high level of service in the community

2021 Q3 Update	Q4 Update	2022 Q1 Update	Q2 Update								
<ul style="list-style-type: none"> ✓ The <i>Council Procedures Bylaw</i> was brought forward on September 29. The amendments will enable Council to continue to conduct its business electronically during the COVID-19 pandemic. Equitable access to council meetings will be available to Council, staff, and the public, including to accommodate health and safety concerns. ✓ Recreation programs have returned to near normal operations, which includes drop-in access to municipal facilities. 	<ul style="list-style-type: none"> ✓ Worked with the CVRD Regional Emergency Operations Centre to respond quickly and effectively to the Nov. 15-17 flooding situation. ✓ Maintained roads and cleared sidewalks during the winter snow conditions over the holidays. ✓ Through the 2022 business planning process Council has approved the hiring of a Senior Manager of Engineering (Utilities) subject to finalizing the utility rates. ✓ Updated eScribe (web-based agenda) to improve smartphone and tablet access. This update included time-stamping agenda items to enable users to click on an item and jump directly to its start time in the video, and live and recorded closed captioning to improve accessibility for hearing impaired viewers. ✓ As part of the business planning process, each department in the Municipality provided a presentation to Council on their key projects, including any necessary supplementary investments required to advance Council's Strategic Plan priorities and to maintain service levels. 	<ul style="list-style-type: none"> ✓ The Municipality is in the process of recruiting for the following positions approved by Council: <table border="1" data-bbox="1108 537 1509 849" style="margin-left: 20px;"> <thead> <tr> <th>Position</th> <th>Start Date</th> </tr> </thead> <tbody> <tr> <td>Legislative Coordinator; Legislative Services</td> <td>Apr 4, 2022</td> </tr> <tr> <td>Climate Change Specialist; Environmental Services</td> <td>Posted</td> </tr> <tr> <td>Senior Engineer, Utilities; Engineering</td> <td>Posting in progress</td> </tr> </tbody> </table> ✓ The <i>Election and Assent Voting Bylaw</i> was brought forward on March 16, 2022. In addition to North Cowichan electors now being able to cast their vote by mail rather than attend the polling place in person, the chief election officer will be allowed to establish special voting opportunities to increase voter turnout in our youth as well as for those with mobility constraints. ✓ Due to a high volume of development activity and a small number of staff available to review and process building and development applications and manage development related issues, the Municipality is not meeting applicant expectations for issuing permits and approvals. 	Position	Start Date	Legislative Coordinator; Legislative Services	Apr 4, 2022	Climate Change Specialist; Environmental Services	Posted	Senior Engineer, Utilities; Engineering	Posting in progress	<ul style="list-style-type: none"> ✓ To promote public accessibility and personal choice, Council, staff, and the public now have the option to attend Council meetings in person or electronically. ✓ The second-ever North Cowichan Citizen Satisfaction Survey was launched in June. ✓ The OCP Public Hearing was scheduled to take place over two days in July, offering both in-person and virtual participation at various times for maximum accessibility. ✓ The Fire Department received a new aerial fire truck. ✓ The Crofton Fire Hall Loan Authorization Bylaw received the approval of the Inspector of Municipalities. ✓ Recruitment is in process for summer students in the recreation and operations departments. ✓ Council adopted an Asset Retirement Obligations Policy to ensure continuing legal and regulatory compliance with how these liabilities are recognized and reported. ✓ Staff presented Council with options and information with respect to the 2023 Financial Plan.
Position	Start Date										
Legislative Coordinator; Legislative Services	Apr 4, 2022										
Climate Change Specialist; Environmental Services	Posted										
Senior Engineer, Utilities; Engineering	Posting in progress										

Action: Maintain the existing high level of service in the community (continued)

2021 Q3 Update	Q4 Update	2022 Q1 Update	Q2 Update
		<ul style="list-style-type: none"> ✓ Recreation services are not at pre-COVID-19 service delivery levels due to challenges in acquiring qualified staff. This staffing shortage is directly resulting in an inability to operate the Cowichan Aquatic Centre at regular operating hours, meet swim lesson demand, and may potentially limit the summer outdoor aquatic offerings. 	<ul style="list-style-type: none"> ✓ The Election and Assent Voting Bylaw and Sign Bylaw Amendment for political signage was adopted. ✓ Recruitment for 2022 election workers has begun.

Action: Develop a long-term plan for the municipal forest reserve

2021 Q3 Update	Q4 Update	2022 Q1 Update	Q2 Update
<ul style="list-style-type: none"> ✓ Council approved the engagement restart plan at its September 21 meeting. Engagement activities, as well as the concurrent UBC technical review, are set to resume in October. 	<ul style="list-style-type: none"> ✓ Round 1 of engagement for the forestry review took place during Q4. Four facilitated virtual workshops were held, and a survey was conducted. This round focused on the values people hold about the forest, and input will be used by the UBC Group to explore and develop potential forest management options. These options will be reviewed by Council and considered by the public during Round 2, sometime in Spring 2022. 	<ul style="list-style-type: none"> ✓ The summarized results from Round 1 of the MFR engagement were presented to Council in February. Government-to-government discussions with the Quw'utsun Nation are underway. 	<ul style="list-style-type: none"> ✓ Round 1 of the Forestry public engagement feedback is being incorporated by the UBC Partnership Group as they continue to work on draft forest management scenarios. The draft scenarios will be presented to the Forestry Advisory Committee before coming to Council early in Q3. Round 2 of public engagement will commence shortly after Council reviews the draft scenarios. ✓ Working group meetings have continued as per the MOU with the Quw'utsun Nation Alliance.

Action: Recognize the great work of staff

2021 Q3 Update	Q4 Update	2022 Q1 Update	Q2 Update
<ul style="list-style-type: none"> ✓ New Recognition Program drafted in consultation with staff. Program details to be shared with Senior Leadership Team for input and approval. ✓ Recognized employees reaching service milestones in Q3 of 10+ years with the Municipality. ✓ Staff appreciation lunch event held September 23 (alignment with required COVID-19 safety protocols). ✓ Continued employee profiles in July, August and September Council Bulletins. 	<ul style="list-style-type: none"> ✓ Recognition program details were shared with the Senior Leadership Team for input and approval at the January 6, 2022 SLT meeting. The program will be rolled out to the Management Team on February 7, 2022, and the launch will be communicated to all staff during the week of February 7, 2022. ✓ Recognized employees reaching service milestones in Q4 of 10+ years with the Municipality. ✓ Operations/Parks staff who dealt with significant flooding event were provided with a pizza lunch on November 25 to say thank you for their hard work. (In alignment with required COVID-19 safety protocols). ✓ The holiday season was celebrated with staff December 16 and 19 at lunch/breakfast events, attended by the CAO and Mayor, in recognition of all the work our dedicated staff provide to the Municipality. (In alignment with required COVID-19 safety protocols). ✓ Continued employee profiles in October, November and December Council Bulletins. 	<ul style="list-style-type: none"> ✓ The new Recognition program was communicated to all staff. A handbook for Managers was created to support departmental needs. ✓ Thank you email sent to Recognition Committee by CAO for their efforts. ✓ The 2022 Employee Feedback & Development System along with our annual training calendar was set in motion to initiate meaningful conversations between staff and their direct supervisor/manager. ✓ Recognized employees reaching service milestones in Q1 of 10+ years with the Municipality. ✓ Recognized IT, GIS and Parks staff for development of new map application, improving wayfinding, for Mountain View and Pioneer Cemeteries in Council Bulletin. ✓ Planning has begun for 2022 staff recognition events. ✓ Consultant hired to undertake 2022 Exempt Staff & Council compensation review. ✓ Initial conversation with consultant(s) regarding the 2022 Employee Engagement Survey completed. ✓ Continued employee profiles in January, February and March Council Bulletins. ✓ New digital gift card program set-up to use as a tool when recognizing employees; in line with our commitment to reduce our carbon footprint. 	<ul style="list-style-type: none"> ✓ Recognized employees reaching service milestones in Q2 of 10+ years with the Municipality. ✓ Administrative staff were recognized on Administrative Professionals Day using the new digital gift card program as mentioned in Q1. ✓ National Public Works Week was communicated to recognize operations and parks staff for their ongoing dedication to the community. ✓ Continued employee profiles for the months of April, May and June in the weekly Council Bulletins. ✓ The 2022 Employee Feedback & Development System conversations between staff and their direct supervisor/manager have taken place, with 2022 goals in process. ✓ The senior leadership team hosted a staff pancake breakfast to reconnect staff as the COVID-19 pandemic restrictions have continued to ease and recognize the hard work of staff across the organization.

Action: Ensure open and transparent communications with the public

2021 Q3 Update	Q4 Update	2022 Q1 Update	Q2 Update
<p>The following actions took place to support open and transparent communications with the public:</p> <ul style="list-style-type: none"> ✓ Ten news releases were issued. ✓ Significant public, stakeholder, and inter-governmental communications efforts were undertaken in order to address unprecedented heat and drought conditions over the summer months. This included Stage 2, 3, and uncharted Stage 3 'plus' water restrictions, cooling centre notifications during three heat waves, open burning and campfire bans, and swim and beach advisories. ✓ Supported the launch of public engagement on the proposed change to automated curbside collection that saw significant participation with over 2,000 responses to the survey. ✓ Issued updates to the public regarding the continued changes to COVID-19 public health orders including a reinstatement of the mask mandate at the end of August and BC Vaccine Card mandate for some indoor activities. 	<p>The following actions took place to support open and transparent communications with the public:</p> <ul style="list-style-type: none"> ✓ Fourteen news releases were issued, including five related to emergency flood response. ✓ Support at the Regional EOC in response to the November flood event. ✓ Public engagement resumed for the Municipal Forest Reserve Review, including hosting four facilitated virtual workshops and a public survey. ✓ Communications to support the OCP draft review. ✓ Supported consultant engagement for the Wildfire Mitigation engagement. ✓ Issued updates to the public regarding the continuing changes to COVID-19 public health orders. ✓ The Budget 2022 webpage was revamped including information targeted at the Inform level of public participation, providing information to help the public understand the budget process and the considerations that go into budget development. ✓ Communicated the transition away from printed and distributed annual garbage collection calendars in favour of electronically-supported reminders and service updates. 	<p>The following actions took place to support open and transparent communications with the public:</p> <ul style="list-style-type: none"> ✓ ConnectNorthCowichan.ca was launched. This digital engagement platform is North Cowichan's new home for all public engagement opportunities. ✓ Six news releases were issued. ✓ Supported the fire team by developing fire prevention messaging and ongoing campaign opportunities to help educate the public on fire safety and prevention measures. ✓ Participated in and shared public messaging in support of Pink Shirt Day. ✓ Supported the OCP team in communicating next steps to the public/stakeholders in the project process. ✓ Proactive communication support for the spring open burning window. ✓ Support for the Parks team in launching a web presence and survey to consult with the neighbourhood on future development of Otter Street Park. ✓ Support for the Wildfire Mitigation project's final online workshop in January. 	<p>The following actions took place to support open and transparent communications with the public:</p> <ul style="list-style-type: none"> ✓ Ten news releases were issued. ✓ Supported the fire team by developing fire prevention messaging and ongoing campaign opportunities to help educate the public on fire safety and prevention measures. ✓ Participated in and shared public messaging in support of National Indigenous Peoples Day, including the unveiling of Hul'q'umi'num' language park signs at Wul'aam Park. ✓ Supported the OCP team in communicating the next steps of the project process. ✓ Supported National Volunteer Week and recognition for North Cowichan's volunteers through social media and news releases. ✓ Supported the publication of the 2021 Annual Report. ✓ Supported the recreation team in communicating the new times for the annual maintenance shutdown of the Cowichan Aquatic Centre. ✓ Supported the Parks team in developing a campaign aimed at reducing dog feces left on public trails.

Action: Ensure open and transparent communications with the public (continued)

2021 Q3 Update	Q4 Update	2022 Q1 Update	Q2 Update
<ul style="list-style-type: none"> ✓ The municipal coat of arms has been removed from corporate use following a council decision. This was done to show ongoing support for the Truth and Reconciliation report, as well as for gender equality in the workplace and community. ✓ Support for Council's direction to collect and present educational opportunities and resources related for forestry education. ✓ Support at the Regional Emergency Operations Centre (REOC) for the Copper Canyon wildfire, and provided ongoing communication for residents and the community. 	<ul style="list-style-type: none"> ✓ Supported the Fire and Bylaw Department communicate new fireworks regulations. 	<ul style="list-style-type: none"> ✓ Communications support for the janitorial RFPs which resulted in a positive turnout of applicants. ✓ Supported the Recreation team in developing event listing pages on the MNC website for recreation and trail related events. 	<ul style="list-style-type: none"> ✓ Publicly launched the nomination period for the future Sports Wall of Fame 2022 inductees. ✓ Transitioned to a different social media scheduling platform in order to save costs, improve efficiency, and streamline approvals. ✓ Developed the tax mailer insert, to help increase knowledge around how homeowner's property taxes are spent. ✓ Supported public engagement for the development of Otter Street Park. A second neighbourhood survey helped inform the final design concept for the local park space. ✓ Launched a campaign on native and drought tolerant plants. The goal was to help residents choose garden plants that reduce the use of water, in particular over the dry summer months.

Action: Identify potential new sources of revenue

2021 Q3 Update	Q4 Update	2022 Q1 Update	Q2 Update
<ul style="list-style-type: none"> ✓ Began review of Development/ Building Permit fees throughout the region; report to Council anticipated in Q4. 	<ul style="list-style-type: none"> ✓ Continued review of Development/ Building Permit fees throughout the region; report to Council in early 2022. ✓ Provided status update to Council on the establishment of fees for fire inspections. 	<ul style="list-style-type: none"> ✓ Report on Development and Building Permit fees are being evaluated and will be brought to Council in Q2. ✓ Reviewing cost contributions expected from City of Duncan related to RCMP operations now that their population is greater than 5000. 	<ul style="list-style-type: none"> ✓ Staff review of Development and Building Permit fees was completed and will be brought forward in Q3 in conjunction with a review of services related to these fees.

Action: Review RCMP service levels

2021 Q3 Update	Q4 Update	2022 Q1 Update	Q2 Update
<ul style="list-style-type: none"> ✓ Community Safety Response Model Gap Analysis meeting (Improving Community Safety in the Cowichan Valley) with key stakeholders to occur in Q4. 	<ul style="list-style-type: none"> ✓ CSRM Gap Analysis Key Stakeholder meeting was held Nov. 8, 2021. A survey was sent seeking more formal feedback from other local governments, Cowichan Tribes, and community agencies on the long-term recommendations in the CSRM report and whether/how to move forward. The survey closes Jan. 31, 2022. A report to Council will be provided in early 2022. 	<ul style="list-style-type: none"> ✓ Community Safety Response Model Gap Analysis survey on the long-term recommendations in the CSRM report and whether/how to move forward closed January 31. Communications regarding the results and next steps were sent out to Council and key stakeholders in March. ✓ Deferral of new 911 charges confirmed by Province. 	<ul style="list-style-type: none"> ✓ Mayor and CAO met with E-Comm 911 to discuss the funding letter from the Province.

Action: Maintain opportunities for multi-modal transportation

2021 Q3 Update	Q4 Update	2022 Q1 Update	Q2 Update
<ul style="list-style-type: none"> ✓ Joint City of Duncan/MNC Council met September 20 to discuss mutual inputs into respective transportation/mobility plans. Followup letters to First Nations have been sent restating the request for consultation on the MTP. The consultant is working on projecting traffic volumes and updating typical road cross sections to reflect multi-modal uses and current practices. ✓ The new sidewalk on Cowichan Lake Road is complete. ✓ The signalized pedestrian crossing for the Cowichan Valley Trail on Cowichan Lake Road is complete. ✓ The signalized pedestrian crossing on Chemainus Road at Mill Street design is underway. ✓ The signalized pedestrian crossing on Tzouhalem Road at Jaynes Road is 80% complete. 	<ul style="list-style-type: none"> ✓ Staff met with City of Duncan staff and respective consultants to discuss boundary transition areas and how they can be integrated/connected. ✓ Staff and both consultants have been in contact with CVRD and transit as part of the BC Transit plan update. ✓ Master Transportation Plan (MTP) consultant is completing the network assessment and plan development. ✓ Design of the Chemainus Road at Mill Street signalized pedestrian crossing is at 25%. ✓ Design of the Tzouhalem Road at Jaynes Road signalized pedestrian crossing design is complete. Construction is tentatively scheduled for Spring 2022. 	<ul style="list-style-type: none"> ✓ Staff are working on a funding application for the construction of a multi-use pathway along the Trans-Canada Highway that would be done in conjunction with watermain construction between Beverly St and Drinkwater Rd. ✓ Staff are applying for funding from the National Active Transportation Fund for design and construction of the Canada Avenue Complete Streets project. ✓ The solar signalized pedestrian crossing on Chemainus Road at Mill Street was installed in February and included concrete bases, steel poles, light bars, and signage. Only line painting remains to complete this project. ✓ Design of the Tzouhalem Road at Jaynes Road signalized pedestrian crossing design is complete. Construction is scheduled for this summer. 	<ul style="list-style-type: none"> ✓ Grant application submitted for Trans-Canada Highway Water Main Replacement and Multi-Use Trail Project. ✓ Master Transportation Plan network assessment and plan development completed, and engagement scheduled prior to preparation of the draft plan. ✓ Drinkwater and Ford Road improvements related to the new RCMP building are substantially completed. ✓ Design of the Tzouhalem Road at Jaynes Road signalized pedestrian crossing design is completed. Design sent to MoTI and Cowichan Tribes for review. ✓ Menzies Road improvements design is 50% completed. ✓ Adelaide Street improvements (road widening, multi-use trail) design is starting.

Action: Maintain opportunities for multi-modal transportation (continued)

2021 Q3 Update	Q4 Update	2022 Q1 Update	Q2 Update
<ul style="list-style-type: none"> ✓ The Menzies Road overlay and bike lanes design is at 20% complete. ✓ Tzhouhalem/Jaynes Road Traffic Study is nearing completion. ✓ Beaumont Road Traffic Study is underway. ✓ Adelaide Street widening and sidewalk design is underway. ✓ Canada Ave flood gate, road rehab and bridge design is underway. ✓ Canada Ave Complete Streets including sidewalks and bike lanes design is underway. ✓ Ford Road and Drinkwater Road construction in the vicinity of the new RCMP building are well underway. ✓ Mays Road widening and bike lanes design is underway. 	<ul style="list-style-type: none"> ✓ Tzhouhalem Road at Jaynes Road Intersection Study (new crosswalk) is complete. ✓ Menzies Road improvements (overlay, bike lanes) design is at 50%. Bike lanes deferred until MTP is complete. ✓ Beaumont Road traffic study (potential for new sidewalk) is complete. ✓ Adelaide Street improvements (road widening, new sidewalk) design is at 25%. ✓ Canada Avenue flood gate and road raising (new bikes lanes, new sidewalk) design is at 20%. ✓ Canada Avenue Complete Streets (new bike lanes, new sidewalk) design is at 25%. ✓ Ford Road improvements (new sidewalk) construction is at 90%. ✓ Drinkwater Road improvements (new sidewalk, new bike lane) construction is at 20%. ✓ Mays Road improvements (road widening, new bike lanes) design is at 40%. ✓ A joint Council meeting was held with the City of Duncan on Master Transportation Plans. 	<ul style="list-style-type: none"> ✓ Menzies Road improvements design is at 50%. Bike lanes are deferred until Master Transportation Plan (MTP) is complete. ✓ Adelaide Street improvements (road widening, new sidewalk) delayed until completion of MTP. ✓ Canada Avenue flood gate and road raising (new bikes lanes, new sidewalk) design is at 30%. Progress delayed slightly to address storm water management issues. ✓ Canada Avenue Complete Streets (new bike lanes, new sidewalk) design is at 25%. Applying for co-funding. ✓ Ford Road improvements (new sidewalk) construction is at 95%. Only landscape repairs remaining. ✓ Drinkwater Road improvements (new sidewalk, new bike lane) construction is at 95%. Only landscape repairs remaining. ✓ Mays Road improvements (road widening, new bike lanes). Deferred until MTP completed. ✓ Meeting has been scheduled for Q2 with BC Ferries Executive Staff to discuss the proposed Crofton Ferry Terminal upgrades. ✓ Meeting has been requested with Minister Fleming to discuss the petition that the BC Legislature recently received regarding the Crofton – Salt Spring ferry service asking for two vessel service. 	<ul style="list-style-type: none"> ✓ Canada Avenue flood gate and road raising (new bikes lanes, new sidewalk) design is 50% completed. Progress delayed slightly to address stormwater management issues. ✓ Canada Avenue Complete Streets (new bike lanes, new sidewalk) design is at 30%. Applying for co-funding.

ENGAGEMENT



Through collaborative relationships with other governments, Indigenous peoples, stakeholder partners and engaging the community at large, we achieve optimum outcomes for all

Action: Continue to develop strong relationships with Indigenous peoples

2021 Q3 Update	Q4 Update	2022 Q1 Update	Q2 Update
<ul style="list-style-type: none"> ✓ Staff brought forward a report to Council from the First Nations Relations Committee (FNRC) June 14 meeting, which included endorsement of the Principles of the Truth and Reconciliation “Calls to Action” by Council. ✓ Amendment to the <i>Fees and Charges Bylaw</i> to waive the administrative costs (\$50) associated with name changes by Indigenous peoples for a period of five years when reclaiming their names changed by the residential school system. ✓ The Municipality of North Cowichan (MNC) and the Quw’utsun Nation have signed a Memorandum of Understanding (MOU) that outlines the establishment of a Municipal Forest Reserve (MFR) Working Group to share information in relation to the stewardship and use of the MFR for the benefit of the community. ✓ Follow up Master Transportation Plan letters have been sent to five First Nations requesting input and methods of consultation into the transportation plan. Staff are currently working with Cowichan Tribes. 	<ul style="list-style-type: none"> ✓ Coordinated “Indigenous Consultation & Engagement” virtual training through Indigenous Corporate Training Inc. for Friday, March 25, 2022. ✓ Staff met with the technical group consisting of representatives of the Halalt First Nation, Lyackson First Nation, Stz’uminus First Nation, Penelekut Tribe, and Cowichan Tribes on the outfall environmental impact study undertaken as a part of the Chemainus STP Municipal Waste Regulation Registration. ✓ Continuing to finalize details with the Penelakut First Nations on moorage that will be brought forward to Council in early 2022. ✓ Referrals of draft OCP sent to six First Nations in early December. Referral period extended due to flooding and Cowichan Tribe’s election. Follow-up communications undertaken to encourage input. ✓ Staff met with Penelakut First Nation on the referral of the draft OCP. ✓ Letter sent to CVRD requesting an update on the request to change the name of Hecate Park. 	<ul style="list-style-type: none"> ✓ Four members of Council and 24 staff attended the “Indigenous Consultation & Engagement” training on Friday, March 25. ✓ Letter of support provided to Cowichan Tribes for their United Nations Declaration on the Rights of Indigenous Peoples funding application. ✓ Letter provided to Minister Rankin about concerns with the issuance of Mines Act permits exemptions without concurrence by local First Nations. ✓ CAO/SD79 Superintendent meeting was held. It included a presentation on the First Nation – Municipal Community Economic Development Initiative. ✓ Continued efforts to invite First Nations input on draft OCP. Government-to-government meetings being scheduled in Q2. ✓ Signed off on Penelakut Tribe Wharf Agreement for a 1 year trial (April 2022 to March 2023). ✓ Signage development for the S’amanu Trail in conjunction with Cowichan Tribes. 	<ul style="list-style-type: none"> ✓ Unveiling of Wul’aam Park trails signs in conjunction with National Indigenous Peoples Day. ✓ The FNRC held a meeting, where the FNRC Terms of Reference were amended to reflect reconciliation objectives directed by Council, staff received direction on how MNC should proceed in supporting the National Day for Truth and Reconciliation. The Committee considered process options for implementing the Truth and Reconciliation Commission Calls to Action that apply to municipalities. ✓ Staff hosted a tour for Cowichan Tribes staff to review and discuss areas of interest on Mount Tzouhalem. ✓ MNC facilitated an information-sharing session on May 26 with Cowichan Tribes senior Finance and IT staff related to physical and digital records management. This re-affirmed and further developed a longstanding relationship between our organization’s technical staff.

Action: Continue to develop strong relationships with Indigenous peoples (continued)

2021 Q3 Update	Q4 Update	2022 Q1 Update	Q2 Update
<ul style="list-style-type: none"> ✓ Follow up letters have been sent to six First Nations requesting confirmation of a 30-day timeline for feedback and input into draft OCP plan. ✓ Commenced work on the Halalt First Nations water MOU. ✓ Established an agreement with the Penelakut First Nations on moorage that will be brought forward to Council in early Q4. ✓ Collaboration with Penelakut First Nation in support of their March for the Children event in August. ✓ Chemainus Outfall consultation with First Nations partners. 	<ul style="list-style-type: none"> ✓ Added Cowichan Tribes CAO to the quarterly CAO/SD Superintendent meetings. ✓ Formalized which staff will sit on the Municipal Forest Reserve Group working group and working with Quw'utsun to arrange a first meeting. 	<ul style="list-style-type: none"> ✓ First Nations naming and collaboration with Penelakut Tribes for Wul'aam Park trails. ✓ Collaboration and discussions with University of Victoria and Cowichan Tribes on Ye'yumnuts site in regards to brush removal and general discussion on future development. 	<ul style="list-style-type: none"> ✓ Through discussion with local First Nations on their planned National Indigenous Peoples Day events for 2022, MNC Council authorized financial support to Cowichan Tribes for \$5000, to Halalt First Nation for \$1000. At the request of Penelakut Tribe, \$1500, was provided to the Chemainus Valley Cultural Arts Society to support their National Indigenous Peoples Day event at Waterwheel Park in Chemainus. ✓ At the request of Cowichan Tribes, 22 management and administrative staff volunteered at the Cowichan Tribes National Indigenous Peoples Day event.

Action: Support community groups and organizations

2021 Q3 Update	Q4 Update	2022 Q1 Update	Q2 Update
<ul style="list-style-type: none"> ✓ Letters of support and thanks from Mayor and Council have been provided to BC Forest Discovery Centre and Urban Legend Salon and Spa. ✓ A letter advising of support in principle to accept ownership of the Elkington House (1241 Maple Bay) sent to the Province and the Nature Conservancy of Canada. Currently awaiting Cowichan Tribes to have conversation on their interest in the property. ✓ Tom Walker Forest Legacy Bursaries and Scholarships (funded from revenues derived from the Municipal Forest Reserve) were presented in July to three North Cowichan high school students who are enrolled in science-related post-secondary studies such as forestry, environmental, fisheries, hydrology or geotechnical. ✓ Council approved donation of \$2,000 to the M'akola Housing Society to support traffic control for the September 30 Every Child Matters March. 	<ul style="list-style-type: none"> ✓ Council approved the Chemainus Murals Society proposal for the installation of two wind sculptures at the corner of Victoria Street and Chemainus Road, along with a rope fence around Snipe Fountain in Heritage Park. ✓ Letter of support from Mayor and Council provided to Rowing Canada in their application for grant funding. ✓ Funding decision by Council for the Cowichan Green Community out of the CAEP reserve. ✓ Staff continued to support the Somenos Marsh Wildlife Society to complete work related to the water quality of the Somenos Basin. This included additional funding from the Beverly Street constructed wetland project for the planting of about 800 trees and shrubs in the freshly contoured area. This work was facilitated through the dedication and support of the Society's many volunteers. 	<ul style="list-style-type: none"> ✓ Council approved \$235,200 in grants-in-aid to support community organizations during 2022. Funds will be distributed in June. ✓ Installation of Wind Sculptures purchased by Chemainus Murals Society at the corner of Victoria Street and Chemainus Road. ✓ Working with Duncan Lodge Society to support moving their redevelopment plans forward. ✓ Letter from Mayor in support of the Duncan Curling Club for their application for grants and fundraising efforts. ✓ Donated four EJ Hughes prints to non-profit organizations to assist with fundraising. 	<ul style="list-style-type: none"> ✓ Letter to Island Coastal Economic Trust provided to support Rowing Canada's application for Capital and Innovation Program grant for Phase II. ✓ Letter sent to the CMHC Housing Supply Challenge Review Committee supporting the Renovate the Public Hearing proposal being submitted by Simon Fraser University (on public hearing reform to help with application processing and reducing conflicts between residents and developers.) ✓ Staff attended the Quamichan Lake Neighbourhood Association meeting on June 8 to present on the OCP and Quamichan Lake water quality research. ✓ Staff and Mayor met with representatives of Chemainus Business Improvement Association and Chamber of Commerce on June 14 to discuss OCP, zoning, Chemainus Revitalization Plan and other topics of interest to the Chemainus business community. ✓ First phase structural report on Elkington House received. Meeting with Nature Conservancy and Heritage Works being arranged. ✓ Donated two EJ Hughes prints to non-profit organizations to assist with fundraising.

Action: Work collaboratively with regional government partners, ensuring a strong relationship with the Cowichan Valley Regional District (CVRD)

2021 Q3 Update	Q4 Update	2022 Q1 Update	Q2 Update
<ul style="list-style-type: none"> ✓ CVRD staff presented a report to Council on September 1. Council approved participation in a single regional emergency management organization. ✓ Master Transportation Planning presentations in a joint council meeting with the Municipality and the City of Duncan. ✓ Chemainus River Flood Plain study with the CVRD. ✓ Collaboration with CVRD and other agencies around the displacement of residents in regards to the Dingwall fire. ✓ Continued collaboration with CVRD on Cowichan River flood protection. 	<ul style="list-style-type: none"> ✓ MNC staff operated the Regional Emergency Operations Centre in conjunction with members of the CVRD for the local emergency resulting from flooding in the area on November 15/16. ✓ Continued collaboration with CVRD on Cowichan River flood protection. Staff attended a meeting of CVRD Flood Workgroup to review performance of the flood protection works during the November 2021 storm event. ✓ Sent a letter to BC Ferries CEO, Mark Collins, requesting an update on the status of BC Ferries' plan to update the public on its' plans for the Crofton terminal. ✓ CAO and Mayor met with School District 79 staff to receive an update on the new Cowichan High School. ✓ Representatives from the Federal, Provincial and other regional Local Governments were in attendance at the November 8, 2021 Community Safety Response Model Gap Analysis Information Session, and were asked to participate in a survey regarding regional community safety. ✓ Continue to work collaboratively with School District 79 (SD79) to facilitate the new high school and discuss day care projects. 	<ul style="list-style-type: none"> ✓ Collaboration with CVRD and regional partners on a Flood Recovery Plan to support a Disaster Financial Assistance Claim through Emergency Management BC. ✓ Supported CVRD in regional grant applications for the Community Emergency Preparedness for mobile generators and for a mobile emergency operations centre. ✓ Participation in CVRD's Climate Change Adaptation Strategy and Circular Economy Accelerator Program. ✓ Participation in Regional Recreation development process in development of updated statistics, taxation models, and referendum question for the October 2022 local government elections. ✓ Working with CVRD in the creation of a regional emergency management structure. ✓ Working with CVRD on Regional Hydrometric and Climate Monitoring Strategy. ✓ Continuing to work with CVRD on enhancements to Cowichan River flood monitoring system and response. 	<ul style="list-style-type: none"> ✓ Completed flood plain modelling of Chemainus River and entering public and stakeholder consultation stage with in-person public meetings planned that include specific meetings for affected First Nations due to space constraints. Includes a web-based survey open to the public managed by CVRD. ✓ Supported CVRD in Strategic Priorities Fund grant application for the Bings Creek Recycling and Waste Management Centre Project. ✓ Mayor and CAO participated in a call with Honourable Bill Blair to discuss flood-impacted communities. ✓ Met with SD79 staff to continue discussions on progressing the build of the new Cowichan High School. ✓ MNC is participating in the Equity in Action initiative between schools, district partners and the Ministry of Education to support school districts in identifying promising practices as well as barriers that are impacting Indigenous student achievement and success. ✓ Joint Council meeting with the City of Duncan was scheduled, in accordance with the Inter-Municipal Relationship Protocol Agreement.

Action: Work collaboratively with regional government partners, ensuring a strong relationship with the Cowichan Valley Regional District (CVRD), (continued)

2021 Q3 Update	Q4 Update	2022 Q1 Update	Q2 Update
	<ul style="list-style-type: none"> ✓ Draft Official Community Plan referred to CVRD, City of Duncan, Town of Lake Cowichan, the Town of Ladysmith and School District 79 for input and comment. Planning staff have attended meetings with local government staff and the SD79 Board to provide information and support for the referral responses. 		<ul style="list-style-type: none"> ✓ Election cost-sharing agreements have been secured with CVRD and School District 79. ✓ MNC participated in a joint procurement process for aerial photography updates, partnering with CVRD, Duncan, Ladysmith and RDN. This resulted in significant cost savings compared to prior year projects. ✓ Emergency Management Operations Governance was finalized at the CVRD Board. ✓ CVRD staff presented to Council an update on Regional Recreation, specifically on its impact to North Cowichan residents, timelines for public information and engagement, and approval as a region-wide referendum with the October local government election. ✓ Continuing to work with CVRD on Regional Hydrometric and Climate Monitoring Strategy. ✓ CVRD presented to Council on their Climate Action Plan. MNC Environmental staff provided information on how this aligns with several climate adaptation programs currently underway, planned work on climate change risk assessment and adaptation, and the CAEP. ✓ Continuing to work with CVRD on enhancements to Cowichan River flood monitoring system and response.

Action: Lobby the CVRD, provincial and federal governments to support North Cowichan through grants, funding, and tax revenues

2021 Q3 Update	Q4 Update	2022 Q1 Update	Q2 Update
<ul style="list-style-type: none"> ✓ Letters were sent to various government officials on lobbying for a net-zero high school and the decentralization of forestry management on Vancouver Island. ✓ Submitted and administered a grant application under the 2021 Strengthening Communities' Services Program (It Takes a Village: Housing the Unsheltered Population of the Cowichan Valley) on behalf of the region. 	<ul style="list-style-type: none"> ✓ Letters were sent to various government officials on the housing shortage in the Cowichan Valley (Speculation and Vacancy taxes and Additional Transfer tax), and RCMP 911 dispatch services. ✓ Met with Minister Osborne and Rowing Canada seeking funding opportunities. 	<ul style="list-style-type: none"> ✓ Letters were sent to various government officials on rodenticide use in B.C. ✓ Met with Minister Eby and senior BC Housing staff on February 3 to lobby for funding of affordable housing projects. ✓ Letter sent to Public Safety Canada regarding the impact of RCMP retroactive salary increase costs. 	<ul style="list-style-type: none"> ✓ Letter sent to the Federal Minister of Transportation and Port of Vancouver on eliminating anchorages within the southern gulf islands. ✓ Received provincial grant funding for 44 early learning and child care spaces for \$1.76 million for the development of the Crofton Cubs Centre for Early Learning and Care in Crofton.

Action: Provide a strong voice at the CVRD table, advocating for sustainable development in the region

2021 Q3 Update	Q4 Update	2022 Q1 Update	Q2 Update
<p>No change.</p>	<ul style="list-style-type: none"> ✓ Mayor appointed as Chair of CVRD Committee of the Whole. ✓ Mayor and CAO working with Board Chair and CVRD CAO to lobby province for repairs to rail line as a result of flood mitigation. 	<ul style="list-style-type: none"> ✓ CVRD Staff presented their Regional Climate Adaptation Strategy Implementation Plan to staff and Council. 	<p>No change.</p>

HOUSING

We have sustainable housing opportunities that represent the interests of all our citizens.

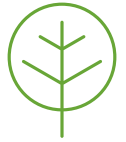


Action: Seek opportunities to partner and support affordable housing initiatives			
2021 Q3 Update	Q4 Update	2022 Q1 Update	Q2 Update
<ul style="list-style-type: none"> ✓ Communications with Cowichan Women Against Violence on emergency shelter. 	<ul style="list-style-type: none"> ✓ Professor Patrick Condon presented to Council on the subject of Land Prices and Affordability at the November 9, 2021 Committee of the Whole meeting. 	<ul style="list-style-type: none"> ✓ Met with Minister Eby to discuss affordable housing including attendance from representatives from Community Land Trust, TL Housing and BC Housing. ✓ Met with Cowichan Housing Association to request they increase their Regional Housing Fund contribution amount. 	<ul style="list-style-type: none"> ✓ Submitted a grant application on behalf of Cowichan Housing Association for "A Place to Be" regional project. ✓ Report presented at June 15 Council meeting with options for additional financial contributions to support Sherman Road affordable housing project.
Action: Develop incentives for creating compact development (e.g. infill)			
2021 Q3 Update	Q4 Update	2022 Q1 Update	Q2 Update
<ul style="list-style-type: none"> ✓ Housing policy under development in accordance with June 16 council direction. ✓ Policies for incentivizing compact development being developed for OCP. 	<ul style="list-style-type: none"> ✓ Housing policy is contained in Chapter 5 of draft OCP. Additional housing policy, including incentives for infill and affordable housing to be proposed to Council in 2022. 	<ul style="list-style-type: none"> ✓ Addressed in draft OCP and forthcoming affordable housing policy. 	<ul style="list-style-type: none"> ✓ Report on affordable housing strategy expected in Q3.
Action: Create opportunities for new forms of housing (e.g. condos above neighbourhood commercial)			
2021 Q3 Update	Q4 Update	2022 Q1 Update	Q2 Update
<ul style="list-style-type: none"> ✓ Staff working with applicants on multiple mixed housing projects. ✓ Policies for encouraging mixed housing types being drafted for OCP. 	<ul style="list-style-type: none"> ✓ Development permit and building permits issued for 196 unit housing project at 4111 Crosland Place. 	<ul style="list-style-type: none"> ✓ Development permit issued for mixed use commercial/residential building at 9744 Willow Street. 	<ul style="list-style-type: none"> ✓ Zoning amendment applications for over 630 mixed housing units presented to Council on May 18, 2022.

Action: Explore opportunities for additional housing that meets the needs of the community

2021 Q3 Update	Q4 Update	2022 Q1 Update	Q2 Update
✔ Housing policy under development in accordance with June 16 council direction.	✔ Draft OCP housing policy (Chapter 5) prepared based on Attainable Housing Strategy and Housing Needs Assessment.	✔ Addressed in OCP and forthcoming affordable housing policy.	✔ 52 unit supportive housing project at 6428 Paddle Road opened in April.

ENVIRONMENT



We lead in environmental policies and practices to support the future health of our community.

Action: Strengthen environmental policy in all land use planning			
2021 Q3 Update	Q4 Update	2022 Q1 Update	Q2 Update
<ul style="list-style-type: none"> ✓ EAC provided input into the Biodiversity Protection Policy scope of work and staff will report back to Council in early Q4 prior to receive direction to request quotes. ✓ Recommendations of Environmental Policy Review being incorporated into draft OCP. 	<ul style="list-style-type: none"> ✓ Staff have completed the RFP based on input from Council and await quotations through procurement process. ✓ Policies for strengthening environmental policy included in draft OCP (Chapter 6), including recommendations from environmental policy review and draft Climate Action and Energy Plan (CAEP). 	<ul style="list-style-type: none"> ✓ Environmental policy addressed in draft OCP. 	<ul style="list-style-type: none"> ✓ Biodiversity Protection Policy project commenced in late June 2022 with a focus on research and consultations with stakeholders and First Nations. Research is underway, with consultations to begin in August.
Action: Remodel and implement the Climate Action and Energy Plan			
2021 Q3 Update	Q4 Update	2022 Q1 Update	Q2 Update
<ul style="list-style-type: none"> ✓ CAEP update is progressing while awaiting final direction regarding growth scenarios from the OCP process. 	<ul style="list-style-type: none"> ✓ Draft CAEP update from the consultant (SSG) has been supported by the EAC and Committee of the Whole. Final version expected to reach Council in early 2022. ✓ Draft CAEP recommendations and action items incorporated into draft OCP. 	<ul style="list-style-type: none"> ✓ Council adopted the updated CAEP in January. Final grant funding approved in February. ✓ Amended CAEP Reserve Fund Terms of Reference developed in consultation with the Environmental Advisory Committee. 	<ul style="list-style-type: none"> ✓ COMPLETED ✓ Corporate light vehicle electric conversion strategy will go to council early Q3. ✓ Electric push mowers ordered on continuing trial of converting yard and garden equipment from ICE to electric. ✓ Analysis of new Crofton Firehall net zero and energy reductions underway.

Action: Reconsider the Urban Containment Boundary and where future growth should be concentrated, especially in relation to the Quamichan watershed

2021 Q3 Update	Q4 Update	2022 Q1 Update	Q2 Update
<ul style="list-style-type: none"> ✓ Draft OCP growth management policy, including urban containment boundary, is being prepared based on input from community engagement process and council direction. ✓ Council workshop scheduled for October 14. 	<ul style="list-style-type: none"> ✓ Amended Urban Containment Boundary proposed in draft OCP (Chapter 3). 	<ul style="list-style-type: none"> ✓ Amended Urban Containment Boundary proposed in draft OCP (Chapter 3). 	<ul style="list-style-type: none"> ✓ COMPLETED ✓ Changes to Urban Containment Boundary proposed in new OCP. Public hearing scheduled for July 18 and 19.

Action: Relocate the Joint Utility Board Sewage Outfall Location

2021 Q3 Update	Q4 Update	2022 Q1 Update	Q2 Update
<ul style="list-style-type: none"> ✓ The Province is continuing its consultation with W̱SÁNEĆ First Nations. ✓ Cowichan Tribes has identified their preferred route which is through the Reserve. The Reserve route was identified by the design team as the preferred route. ✓ Discussions around impacts to Cowichan Tribes infrastructure along pipeline route, and how to best resolve, has commenced. Opportunities for co-benefits to be realized being identified to help facilitate running the pipe through the Reserve. ✓ Design team identifying what land owners on Reserve might be affected by the pipe alignment in terms land needs. ✓ Work is continuing on the acquisition of a Fisheries Act Authorization for the Marine pipe. 	<ul style="list-style-type: none"> ✓ The Province is continuing its consultation with W̱SÁNEĆ First Nations. ✓ Concept design for land-based infrastructure and identification of landowner and infrastructure impacts is continuing. Review of marine pipeline route underway. ✓ Acquisition of various permits is underway. 	<p>No change.</p>	<ul style="list-style-type: none"> ✓ Provided briefing document to Cowichan Tribes technical team members for presentation to new Band Council and Committee members. ✓ Provided letters of support from MNC and Duncan Councils to Cowichan Tribes supporting the removal/relocation of anchorages. ✓ Application made to Transport Canada to remove or relocate anchorage in the way of the outfall pipe. ✓ Preliminary engineering work is continuing on pipe routing.

Action: Relocate the Joint Utility Board Sewage Outfall Location (continued)

2021 Q3 Update	Q4 Update	2022 Q1 Update	Q2 Update
<ul style="list-style-type: none"> ✓ Cowichan Tribes has offered an additional marine entry point at the Tl'ulpalus Reserve, immediately to the south of Cowichan Bay. The alternate marine entry point is at Hecate Park. The Tl'ulpalus Reserve entry point would help avoid running the pipe through a popular small watercraft anchoring location and high value eelgrass areas. This is a positive development. ✓ Effluent pump station locations on or near to the JUB STP site have been identified and discussions have started with Cowichan Tribes on the best location. ✓ Confirmation of design flows and pipe sizing nearly completed. 			

Action: Evaluate options for environmental improvements to Quamichan and Somenos Lakes

2021 Q3 Update	Q4 Update	2022 Q1 Update	Q2 Update
<ul style="list-style-type: none"> ✓ SMWS actively working on the tasks outlined in the agreement. Work on completing the Beverly Street constructed wetlands began in September. This will help improve water quality from urban runoff prior to entering the Somenos Lake and creek waterways. ✓ Water quality testing continued. Seeking contractor to perform core sampling and analysis of sediments in Q4 in Quamichan Lake. 	<ul style="list-style-type: none"> ✓ Somenos Marsh Wildlife Society (SMWS) completed work plan for 2021 and have worked with staff to propose 2022 works. A 2021 summary report and presentation is expected in February with an outline of 2022 works contemplated. ✓ Core Sampling consultant for Quamichan Lake has been retained for work to occur in Q1 of 2022. 	<ul style="list-style-type: none"> ✓ Sampling of lake sediments completed in March and are being analyzed by consultant. ✓ Somenos Marsh Wildlife Society (SMWS) provided a review of work in 2021 to Council in February. ✓ Options for the disposal of the RCMP property being developed. ✓ Reviewing potential improvements to protect Somenos Creek aquatic land base. 	<ul style="list-style-type: none"> ✓ Draft consultant report on sediment sampling that took place in March received and currently undergoing revision and a deeper dive into some options. ✓ Completed review of SMWS 2022 work plan to include improvements of lower reach of Bings Creek. ✓ Report on disposal options for the RCMP building on Canada Avenue will be presented to Council in Q3.

Action: Develop a comprehensive climate change risk & vulnerability assessment

2021 Q3 Update	Q4 Update	2022 Q1 Update	Q2 Update
	<ul style="list-style-type: none"> ✓ Advised that this could only be undertaken if a Climate Change Specialist is hired in 2022 and Council approves the project's budget. 	<ul style="list-style-type: none"> ✓ Climate change specialist position has been posted. 	<ul style="list-style-type: none"> ✓ Climate Change Specialist hired and will begin work in July 2022.

Action: Review requirements for gray water reuse, solar power, and charging stations in new development

2021 Q3 Update	Q4 Update	2022 Q1 Update	Q2 Update
<ul style="list-style-type: none"> ✓ Reference to gray water re-use, solar power and charging stations to be included in draft OCP. 	<ul style="list-style-type: none"> ✓ Staff reported to Council on December 7, 2021 with a recommendation to monitor advances in Photo Voltaic solar panel technology and reductions in costs for installations. ✓ Policies included in draft OCP (Chapters 6 and 9). 	<ul style="list-style-type: none"> ✓ Policies included in draft OCP (Chapters 6 and 9). 	<ul style="list-style-type: none"> ✓ COMPLETED ✓ Policies included in draft OCP (Chapters 6 and 9).

Action: Create a biodiversity protection policy

2021 Q3 Update	Q4 Update	2022 Q1 Update	Q2 Update
<ul style="list-style-type: none"> ✓ Scoping with EAC occurred in July and August. Staff will report back to Council prior to issuing an RFP in early Q4. 	<ul style="list-style-type: none"> ✓ An RFP will go out in early Q1 of 2022. 	<ul style="list-style-type: none"> ✓ RFP issued. 	<ul style="list-style-type: none"> ✓ Biodiversity Protection Policy project commenced at the end of June. Initial phase of work will be an assessment and inventories.

Action: Review opportunities for district energy system partnerships

2021 Q3 Update	Q4 Update	2022 Q1 Update	Q2 Update
No change.	<ul style="list-style-type: none"> ✓ No change from Q3. Feasibility study recommended subject to the hiring of a Climate Change Specialist and Council approving the budget for the project. 	<ul style="list-style-type: none"> ✓ Met with supplier of road and sidewalk mounted photovoltaic panels to gauge interest in a pilot project. 	No change.

Action: Support the health of our beaches, including advocacy with other levels of government

2021 Q3 Update	Q4 Update	2022 Q1 Update	Q2 Update
<p>✓ Letter sent from Mayor to VIHA requesting input regarding septic tank maintenance requirements that may prevent contamination of ground and surface water.</p>	<p>No change.</p>	<p>✓ Annual sampling prepared to start this May/June.</p>	<p>No change.</p>

Action: Integrate natural assets into the overall asset management program

2021 Q3 Update	Q4 Update	2022 Q1 Update	Q2 Update
<p>2022</p>	<p>2022</p>	<p>2022</p>	<p>✓ Grant application submitted to Strategic Priorities Capacity Building Fund.</p>

Action: Increase awareness of waste reduction

2021 Q3 Update	Q4 Update	2022 Q1 Update	Q2 Update
<p>✓ Developed a contamination remediation plan to reduce the amount of non-accepted recycle material placed at the curb for collection. The plan includes resident education through advertising, training of staff, increased inspections and notifying residents of contamination. The plan will be implemented in the fall of 2021 into 2022.</p>	<p>✓ Communication to residents around the elimination of the paper garbage calendar mail out. Encouraged use of alternative reminders (phone call, text message, email, and more), or use of the MNC curbside app, which advises residents of their pick up days and cancellations and provide tips on waste reduction. Hardcopies of the calendar will also be made available to the public by request.</p>	<p>✓ Cart hangers were delivered to all residents using curbside collection services. The cart hanger (flyer) advised of tools to assist residents in determining items that are not accepted in curbside collection, and advised of an upcoming campaign to distribute "oops stickers" to recycle bins that contain contamination.</p>	<p>✓ Operations staff inspected all residential recycling bins in April and May to check for contamination. Over 900 notices were handed out advising residents of specific not-accepted items.</p>

ECONOMY



We attract and retain great talent and sustainable businesses, and have opportunities for all.

Action: Support, retain, and attract light industry			
2021 Q3 Update	Q4 Update	2022 Q1 Update	Q2 Update
<ul style="list-style-type: none"> ✓ Economic development and industrial land use policy to be included in draft OCP. ✓ Implementation of developing land use policy will be considered by staff once the policy has been established. 	<ul style="list-style-type: none"> ✓ Economic development policy included in draft OCP (Chapter 8). Draft OCP referred to CVRD Economic Development Office for review and comment. 	<ul style="list-style-type: none"> ✓ Addressed in draft OCP (Chapter 8). ✓ Working with CVRD on business engagement in Chemainus. Review is to consider ways we can better support businesses. Business walks are proposed in upcoming months. ✓ Council contributed \$10,000 to circular economy program. 	<ul style="list-style-type: none"> ✓ Circular economy program is just underway with Island Coastal Economic Trust grant and contributions that include Campbell River, City of Nanaimo, Port Alberni, CVRD, MNC, Gabriola Chamber of Commerce, and Sunshine Coast Regional Economic Development Org.
Action: Utilize local business when it can be demonstrated through the procurement process that they can deliver comparable value for money to non-local business			
2021 Q3 Update	Q4 Update	2022 Q1 Update	Q2 Update
No change.	No change.	No change.	<ul style="list-style-type: none"> ✓ COMPLETED ✓ Revised procurement policy to include Social procurement principles.
Action: Review options to provide any future municipal forest timber to local businesses for secondary industry			
2021 Q3 Update	Q4 Update	2022 Q1 Update	Q2 Update
No change.	No change.	No change.	No change.
Action: Develop a long-range strategic plan for North Cowichan-owned real estate			
2021 Q3 Update	Q4 Update	2022 Q1 Update	Q2 Update
<ul style="list-style-type: none"> ✓ Remains pending completion of the OCP and Forestry Review. 	<ul style="list-style-type: none"> ✓ Remains pending completion of the OCP and Forestry Review. 	<ul style="list-style-type: none"> ✓ Remains pending completion of the OCP and Forestry Review. 	<ul style="list-style-type: none"> ✓ Remains pending completion of the OCP and Forestry Review.

Action: Support small scale innovative agriculture

2021 Q3 Update	Q4 Update	2022 Q1 Update	Q2 Update
<ul style="list-style-type: none"> ✓ Zoning amendment for "agricultural food hub" at 2431 Beverly Street granted first and second reading on September 21. Public hearing scheduled for October 20. 	<ul style="list-style-type: none"> ✓ Rezoning of the Agricultural Food Hub at 2431 Beverly Street adopted and building permit issued for commercial kitchen. 	No change.	<ul style="list-style-type: none"> ✓ Policies supporting small-scale agriculture and agricultural innovation included in the draft OCP (Chapter 7).

Action: Create conditions that will facilitate the development of specialty services in and around the new Cowichan District Hospital

2021 Q3 Update	Q4 Update	2022 Q1 Update	Q2 Update
No change.	<ul style="list-style-type: none"> ✓ Council direction given to maintain Bell McKinnon Local Area Plan south of Herd Road. 	No change.	<ul style="list-style-type: none"> ✓ Many properties near the hospital site have recently sold. Buyers' and sellers' agents have been in contact with staff.

Action: Support sport tourism and in particular Rowing Canada Aviron's entry into the community

2021 Q3 Update	Q4 Update	2022 Q1 Update	Q2 Update
<ul style="list-style-type: none"> ✓ Requested a meeting between MNC and Rowing Canada with Minister Osborne to discuss the National Training Centre and opportunities for collaboration. ✓ Support for Rowing Canada athletes and team at this summer's Olympic and Paralympic Games by MNC Council and staff. 	<ul style="list-style-type: none"> ✓ Requested a meeting between MNC and Rowing Canada with Minister Heyman to discuss the National Training Centre and explore opportunities for support in regards to water quality in Quamichan Lake. ✓ Partnered with Rowing Canada in its grant application for public access to Quamichan Lake at Moose Road. 	<ul style="list-style-type: none"> ✓ Met with Provincial government senior staff to discuss the National Training Centre and to explore opportunities for support in regards to water quality in Quamichan Lake. ✓ Received the grant in partnership with Rowing Canada for public access to Quamichan Lake at Moose Road. 	No change.

Action: Lobby the provincial government to locate offices in North Cowichan

2021 Q3 Update	Q4 Update	2022 Q1 Update	Q2 Update
No change.	No change.	No change.	No change.

COMMUNITY



We are a mix of unique, inspiring, sustainable, and safe neighbourhoods enjoyed by residents, businesses, and visitors.

Action: Rewrite the Official Community Plan, forming the basis for local area plans throughout the community (e.g. Quamichan area, Berkey's Corner area, and Maple Bay Village)

2021 Q3 Update	Q4 Update	2022 Q1 Update	Q2 Update
<ul style="list-style-type: none"> ✓ Workshop conducted with Council on land uses for Bell McKinnon area on September 7. ✓ Draft OCP being developed by staff and consultants. ✓ OCP Advisory Group meetings scheduled for October 6 and 13. ✓ Council workshop scheduled for October 14. 	<ul style="list-style-type: none"> ✓ Public engagement process on draft OCP concluded on December 22, 2021. Summary of input received, with next steps and recommended changes to be presented to Council in early 2022. 	<ul style="list-style-type: none"> ✓ Results of public engagement on draft OCP reviewed by Council at workshops on February 15 and March 8. Direction was provided by Council on March 16 for changes to draft OCP before consideration of first reading. 	<ul style="list-style-type: none"> ✓ COMPLETED ✓ New OCP received first reading on April 25. Public hearing scheduled for July 18 and 19.

Action: Update the Subdivision Bylaw

2021 Q3 Update	Q4 Update	2022 Q1 Update	Q2 Update
No change.	No change.	No change.	No change.

Action: Renew the Zoning Bylaw

2021 Q3 Update	Q4 Update	2022 Q1 Update	Q2 Update
<ul style="list-style-type: none"> ✓ Pre-planning for <i>Zoning Bylaw</i> delayed, with staff resourcing fully committed and re-allocated to OCP update. 	<ul style="list-style-type: none"> ✓ Included as project in 2022 business plan and budget. 	<ul style="list-style-type: none"> ✓ Expected to commence in Q3. 	<ul style="list-style-type: none"> ✓ Expected to commence in Q3.

Action: Encourage appropriate development charges and amenities to support great development (e.g. Development Cost Charge review)

2021 Q3 Update	Q4 Update	2022 Q1 Update	Q2 Update
<ul style="list-style-type: none"> ✓ Policy for development charges expected in draft OCP. 	<ul style="list-style-type: none"> ✓ Policy for community amenities and affordable housing in draft OCP (Chapters 3, 4 and 5). 	<ul style="list-style-type: none"> ✓ Policies for community amenities and affordable housing in draft OCP (Chapters 3, 4 & 5). 	<ul style="list-style-type: none"> ✓ Policies for community amenities and affordable housing in draft OCP (Chapters 3, 4 & 5).

Action: Improve pedestrian safety on Boys Road

2021 Q3 Update	Q4 Update	2022 Q1 Update	Q2 Update
Listed in upcoming projects.	Listed in upcoming projects.	<ul style="list-style-type: none"> ✓ Improvements will not begin until pipeline route is firmly established. However, high-level work is currently underway to address drainage issues, which will be included in the future work. 	No change.

Action: Provide more input into managing the opioid crisis

2021 Q3 Update	Q4 Update	2022 Q1 Update	Q2 Update
<ul style="list-style-type: none"> ✓ Community Safety Response Model Gap Analysis identifies new strategies to assist with managing the crisis. ✓ Meeting with Minister Malcolmson asking for the Province to allocate some of its funding to include detox beds for the Cowichan Region. 	<ul style="list-style-type: none"> ✓ Mayor and CAO toured the Wellness and Recovery Site. The CAO and site manager will meet to build a relationship and have continued discussions on mutual opportunities and issues. 	No change.	<ul style="list-style-type: none"> ✓ Letter written to the Federal Minister of Health and Addictions supporting MP MacGregor's Bill C-216, for a health-based approach to the Substance Use Act.

Action: Continue to implement existing neighbourhood plans (e.g. Chemainus Revitalization Plan, Crofton Local Area Plan, etc.)

2021 Q3 Update	Q4 Update	2022 Q1 Update	Q2 Update
<ul style="list-style-type: none"> ✓ Staff support provided for new Cowichan Secondary School and Cowichan District Hospital projects. ✓ Council workshop on Bell McKinnon LAP and draft OCP designations held on September 7. ✓ Local area plans principles and policies implemented through development application review and approval process. 	<ul style="list-style-type: none"> ✓ Development variance permit for height variance issued on December 15, 2021 to facilitate design and development of Cowichan District Hospital. ✓ Framework for coordinating Local Area Plans with Official Community Plan included in draft OCP (Chapter 3). ✓ Local area plans, principles and policies implemented through development application review and approval process. 	<ul style="list-style-type: none"> ✓ Local area plans, principles and policies actively being implemented through development application review and approval process. 	<ul style="list-style-type: none"> ✓ Local area plans, principles and policies actively being implemented through development application review and approval process.

INCLUSION



Council will act to maintain and strengthen North Cowichan as an economically thriving and sustainable community of unique and inclusive towns and neighbourhoods

2021 Q3 Update	Q4 Update	2022 Q1 Update	Q2 Update
<ul style="list-style-type: none"> ✓ Inclusion of pronouns in email signatures has been implemented by senior leadership staff. ✓ Conducted inquiry into training options relating to diversity and inclusion, to be scheduled at a later date. ✓ National Day for Truth and Reconciliation recognized as a statutory holiday. Communication sent to employees encouraging participation in the “Every Child Matters March” led by Cowichan Tribes on September 30 and wearing of orange shirts throughout the week of September 27 as a show of additional support to Indigenous community members. Council also approved donation of \$2,000 to the M’akola Housing Society (organizers of the September 30 march) to help cover costs for traffic control and flaggers. ✓ Collaborated with the Province and Halalt to explore short term ways to supplement the water in Chemainus River during the summer drought, resulting in an increase from Holyoak Lake and testing of a deactivated well of the Halalt First Nations. 	<ul style="list-style-type: none"> ✓ Diversity and inclusion training scheduled for management team in Q1. ✓ Subsequent training will be offered to all of staff in 2022. ✓ Separate Indigenous Awareness and Engagement training will also occur throughout 2022 for all staff. 	<ul style="list-style-type: none"> ✓ Social justice and equity framework embedded in draft OCP. ✓ Indigenous Awareness and Engagement training took place for selected staff and Council members. 	<ul style="list-style-type: none"> ✓ Diversity and Inclusion training is anticipated for management staff in Q3. ✓ National Indigenous Peoples Day – a communication was sent to all staff, including links to resources to enhance learning. ✓ The Pride Flag was flown in recognition of Pride Month. ✓ The FNRC received a presentation outlining the reconciliation framework recommended by the Canadian Coalition of Municipalities and the Canadian Commission for the United Nations Educational, Scientific and Cultural Organization (UNESCO) as part of considering the process for implementing the Truth and Reconciliation Commission Calls to Action for municipalities.

Inclusion, *continued*

2021 Q3 Update	Q4 Update	2022 Q1 Update	Q2 Update
<ul style="list-style-type: none">✓ Communication with Genoa Bay Waterworks Society to stay informed of the operation of the water system by the Society and continue updating on progress with Cowichan Tribes regarding licensing.✓ Social Justice and Equity Framework incorporated into draft OCP.			

UPCOMING

The following list of Action Items have a start date beyond 2022



Date	Action
	Review developer utilization of the professional reliance model - Not included in 2022 business plan and budget
	Develop a business case for innovative development (e.g. site adaptive planning, conservation development, residential cluster development, etc.) - Not included in 2022 business plan and budget
	Review the potential for creating a heritage protection policy - Not included in 2022 business plan and budget
	Update the Agricultural Implementation Plan and encourage the use of arable land - Not included in 2022 business plan and budget

COMPLETED

The following list of Action Items have been completed



Date	Action
2020	Evaluate the merits of adopting the Energy Step Code
2022	Remodel and implement the Climate Action and Energy Plan
2022	Reconsider the Urban Containment Boundary and where future growth should be concentrated, especially in relation to the Quamichan watershed
2022	Review requirements for gray water reuse, solar power, and charging stations in new development
2022	Utilize local business when it can be demonstrated through the procurement process that they can deliver comparable value for money to non-local business
2022	Consider the merits of implementing an Economic Development Committee
2022	Rewrite the Official Community Plan, forming the basis for local area plans throughout the community (e.g. Quamichan area, Berkey's Corner area, and Maple Bay Village)
2022	Incentivize or prioritize new growth in areas close to existing core development