

Attachment 1**Second Quarter 2025 Key Initiatives Update by Strategic Plan Focus Area****1. Protecting Our Vital Lands & Ecosystems**

Key Initiatives	Strategic Plan Focus Area	Second Quarter: April 1 to June 30, 2025
Englishman River Regional Park Riparian Assessment	1. Protecting Our Vital Lands & Ecosystems	Implementation of the Riparian Trail Assessment four-year work plan is underway. New box steps have been installed to direct visitors onto sanctioned trails when entering the park. Signage and split-rail fencing have been installed to direct visitors to established river access points and away from unsafe areas of eroded riverbank.
Coats Marsh Regional Park Weir	1. Protecting Our Vital Lands & Ecosystems	The consulting team has completed an environmental assessment of the weir pool and has prepared a restoration plan to mitigate habitat loss. In Q2 2025, the consultants acquired the necessary permits and issued a tender to decommission the weir and restore habitat in Q3 and Q4.
French Creek Estuary Nature Preserve	1. Protecting Our Vital Lands & Ecosystems	A key priority outlined in the preserve's management plan is completing the necessary archaeological assessments to support priority infrastructure improvements and ecological enhancement projects. Archaeologist has been retained to conduct an Archaeological Overview Assessment for the entire nature preserve and to carry out additional assessments, as needed, for two project sites: the pond (for habitat enhancement) and the main entrance/parking lot/viewing area. This approach addresses current projects and provides valuable guidance for future restoration efforts.
Mount Benson Regional Park Management Plan	1. Protecting Our Vital Lands & Ecosystems	The updated management plan will include conservation management, trail use and development. Trails will be classified based on suitable activities, such as hiking or biking, to support planning, maintenance, and resource allocation. This will help identify key routes that connect parks and natural areas, strengthening regional networks for recreation, transportation, and conservation. A public open house and idea survey has been completed to collect public feedback on management plan goals and actions.

1. Protecting Our Vital Lands & Ecosystems

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Errington Community Park Improvements - Concession and Washroom Building	1. Protecting Our Vital Lands & Ecosystems	The pre-fabricated washroom and concession building has been delivered to the site and installation of the utilities, deck, ramp and stairs is complete. The new cafe and washrooms were opened on May 3, 2025. Project is now complete.
Lions Community Park Improvements	1. Protecting Our Vital Lands & Ecosystems	A totem pole is being carved by a Qualicum First Nation artist. It is anticipated that this totem pole will be installed in Q3. Staff are working on infield upgrades to the diamonds which are expected to take place in Q4 2025.
707 Community Park Expansion	1. Protecting Our Vital Lands & Ecosystems	This acquisition is complete.
French Creek Community Park Trail and Riparian Protection	1. Protecting Our Vital Lands & Ecosystems	A new split-rail fence was installed in French Creek Community Park. The fence follows the existing trail and protects the adjacent forest and riverbank from foot traffic. In Q4 2024 a graphic design firm completed design work for interpretive signage in the park. The signs have been manufactured and will be installed in Q3 2025. Parks staff will continue to work with Friends of French Creek Conservation Society on further path improvements and restoration planting in the park.

1. Protecting Our Vital Lands & Ecosystems

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Regional and Community Parks and Trails Classifications	1. Protecting Our Vital Lands & Ecosystems	As the park system expands, further refinement of the parks and trails classification system is needed to help distinguish the various roles individual parks play within the overall parks system. Work has begun with consultants in Q4 2024 to develop an updated formal, standardized system for both regional and community parks and trails. This primarily technical project will define clear characteristics and attributes for different types of parks and trails, providing a resource to help guide how the RDN plans, acquires, enhances, operates, and protects its vast inventory of parks and trails. Parks and Open Space Advisory Committees and Electoral Area A Parks and Recreation Committee will review the preliminary draft and provide feedback in Q3 and Q4 2025.
Parks Biodiversity Strategy	1. Protecting Our Vital Lands & Ecosystems	The Parks Biodiversity Plan was approved by the Board in Q2 2025.
Amendments to Regional Growth Strategy and Official Community Plan Policies for Density Bonus and Amenity Transfer Approach for Park Acquisition	1. Protecting our vital lands & ecosystems.	Scoping Report presented at April 22, 2025 Board meeting. Draft policies have been prepared for review with RDN senior staff.
Regional Park Acquisition Criteria & Rating Framework	1.1 Review and update the Regional Park Acquisition Criteria & Rating Framework to address new and emerging priorities for land protection.	The Regional Park Acquisition Criteria and Framework will be updated to align with current goals and priorities. Consultants have been engaged to support the project, starting in Q1 2025. The project involves reviewing the existing framework, researching best practices, and identifying areas for improvement. A final report, including recommendations for the updated framework, will be presented to the Committee of the Whole in Q4 2025. This initiative supports development of a regional parks acquisition strategy to guide parkland acquisitions for conservation and recreation.

1. Protecting Our Vital Lands & Ecosystems

Key Initiatives	Strategic Plan Focus Area	Second Quarter: April 1 to June 30, 2025
Natural Asset Management	1. Protecting our Vital Lands & Ecosystems 2. Managing Impacts of Climate Change	The Natural Asset Management (NAM) Framework is underway with expected completion by Q4 2025. This work reports on the current state of NAM in the organization, identifies roles and responsibilities and sets the scope for a NAM plan. This is a Climate Action Plan priority.
Parksville Community Centre (PCC): Pop-up Recycling Depot	1. Protecting our Vital Lands & Ecosystems 3. Planning and Managing for Growth	Pop-up depots continue to be provided by the PCC. A lack of appropriately zoned land in the Parksville and Qualicum Beach area limits prospective depot operators from moving forward with land acquisition. Staff are investigating partnership opportunities, while advocating at a regional and provincial level for a solution that returns depot service to the area.
Electoral Area F Official Community Plan Update	1. Protecting our Vital Lands & Ecosystems 3. Planning and Managing for Growth	Revised draft Official Community Plan (OCP) reviewed with RDN departments. Completion of revised draft OCP for Board consideration is pending completion of the Area F Boundary study.
Agricultural Area Implementation Action Plan	1. Protecting our Vital Lands & Ecosystems 3. Planning and Managing for Growth	Staff will be working through the high-priority items for Q3 and Q4 2025.
Waste Shredder Acquisition	1. Protecting our Vital Lands & Ecosystems 2. Managing Impacts of Climate Change 3. Planning and Managing for Growth	Staff are proceeding with the Board-approved Waste Shredder Trial, which sees machines rented for multiple months at a time to test efficacy. The acquisition of a shredder has been deferred until the metrics of the Shredder Trial quantify if the RDN should, or should not, proceed with a permanent waste shredder operation.
Regional Landfill Design Operation and Closure Plan (DOCP): Phase 3	1. Protecting our Vital Lands & Ecosystems 2. Managing Impacts of Climate Change 3. Planning and Managing for Growth	Staff have prepared and issued contracts to award the Preliminary Design for Phase 3 Construction. The work is anticipated to be completed by Q4 2025, for review and determination of next steps.

1. Protecting Our Vital Lands & Ecosystems		
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Our Changing Coast: Planning for Climate Resilient Communities	1. Protecting our Vital Lands & Ecosystems 2. Managing Impacts of Climate Change 3. Planning and Managing for Growth	Results of year 1 of 4, focusing on engagement work and technical studies, to be shared with Board in summer 2025. Starting next phase of building partnerships with other agencies/governments. Work plan for this phase under development for Sept 2025.

2. Managing Impacts of Climate Change

Key Initiatives	Strategic Plan Focus Area	Second Quarter: April 1 to June 30, 2025
Climate Action Technical Advisory Committee Recommendations Review and Update	2. Managing Impacts of Climate Change	Completed. The new Climate Action Plan was approved by the RDN Board in October of 2024 and implementation is under way.
Climate Resilient Policy	2. Managing Impacts of Climate Change	A draft climate lens is under review to direct review of corporate policy. This is a Climate Action Plan priority.
Pilot Project - Hydrogen Fuel Cell Buses	2.1 Shift to more environmentally sustainable modes of transportation to help achieve provincial objectives and regional targets for the reduction of greenhouse gas emissions.	On October 8, 2024, the Board approved a resolution to send a letter to the Minister of Transportation and Transit to explore a partnership between the Province, BC Transit, HTEC (a private company) and the RDN in a pilot program to introduce hydrogen fuel cell buses into the RDN transit system. The letter was signed by the Chair and sent in Q1 on February 7, 2025.
Transit Facility Upgraded Fuel Management System	2.1 Shift to more environmentally sustainable modes of transportation to help achieve provincial objectives and regional targets for the reduction of greenhouse gas emissions.	The fuel management system implementation has experienced significant delays due to replacement component shortages. Completion is targeted for Q3 or Q4 2025, contingent on receipt of key components.
Battery Electric Bus (BEB) and Facility Implementation Planning	2.1 Shift to more environmentally sustainable modes of transportation to help achieve provincial objectives and regional targets for the reduction of greenhouse gas emissions.	The RDN will continue working with BC Transit through the planning process for the implementation of Battery Electric Buses (BEB) and facility upgrades. This planning process will determine the necessary infrastructure upgrades at the current site to accommodate BEBs and charging stations. Staff and BC Transit will present further options to the Board in Q3 or Q4 2025.
Liquid Waste Management Plan Amendment	2.3 Advance priority actions that are identified within RDN Board-approved plans and initiatives.	Waiting for a response from the Ministry regarding the amendment requests.

2. Managing Impacts of Climate Change

Key Initiatives	Strategic Plan Focus Area	Second Quarter: April 1 to June 30, 2025
Expand Curbside Organics Program	2.3 Advance priority actions that are identified within RDN Board-approved plans and initiatives.	All organic cart upsize orders have been delivered. Cart order portal has been updated and is open for residents to place cart orders as needed. Surplus organic carts are being repurposed to Duncan. Expanded organic cart program has concluded.
Advocacy of Regional Solid Waste Programs (Local, Provincial and Federal)	2.3 Advance priority actions that are identified within RDN Board-approved plans and initiatives.	Work continues at all levels of government, including resolutions to AVICC in April 2025. Work at the federal level continues on several fronts including climate action, zero waste initiatives, circular economic development, plastic action, and landfill gas regulation development.
Development of Programs in Solid Waste Management Plan	2.3 Advance priority actions that are identified within RDN Board-approved plans and initiatives.	Waste Hauler Licensing has seen good participation by regional waste haulers, with material tracking occurring as prescribed by the Bylaw. Some challenges with Mandatory Waste Source Separation have been identified, with staff seeking to contract an external party to provide coaching on Mandatory Waste Source Separation program application.
Solid Waste Enforcement	2.3 Advance priority actions that are identified within RDN Board-approved plans and initiatives.	Recruitment for the Solid Waste Compliance Officers continues, with external consultant hired to assist in locating qualified candidates. Work with respect to the enforcement components (ticketing software/ procedures/etc.) continues, with good progress made to date.
Improve Curbside New Services and Cart Exchange Process	2.3 Advance priority actions that are identified within RDN Board-approved plans and initiatives.	Work continues on improving contractor software/hardware to increase clarity on cart data. Staff are investigating the use of AI to support increased waste diversion, reduce contamination of the recycling and organic stream, and prepare for future service levels.

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Reduce Contamination in the Automated Curbside Collection to Ensure Compliance with Recycle BC	2.3 Advance priority actions that are identified within RDN Board-approved plans and initiatives.	Staff are preparing a public education and communication initiative with the intent of lowering contamination. At the same time, staff are investigating the use of AI to identify and notify offending set-outs that have contamination.
Moving to 90% Diversion by 2029 per Solid Waste Management Plan	2.3 Advance priority actions that are identified within RDN Board-approved plans and initiatives.	Staff continuing to monitor regional and provincial waste volumes, while advocating for circular solutions and waste diversion programs at the provincial and federal level.
Implement the Two Solid Waste Bylaws (Hauler License and ICI Section Waste Source Separation) - Resubmission to Ministry	2.3 Advance priority actions that are identified within RDN Board-approved plans and initiatives.	Staff continuing to monitor, inform, and educate on Waste Hauler Licensing and Mandatory Waste Source Separation, while seeking to identify ways to improve both.
Implementation of Regional Strategy for Rainwater Management	2.3 Advance priority actions that are identified within RDN Board-approved plans and initiatives.	Continuing to work with Rainwater Working Group to find opportunities to advance the guidelines into policy. Water staff working with Long Range Planning staff have had the opportunity to "test apply" the checklist that was developed with this initiative to a development proposal.
Execution of Water Conservation Plan Initiatives	2.3 Advance priority actions that are identified within RDN Board-approved plans and initiatives.	Participated in and supported the City of Parksville's Water Supply Study that affects the Nanoose Water Service Area. The first draft report validated the actions recommended in the RDN Water Conservation Plan.

2. Managing Impacts of Climate Change

Key Initiatives	Strategic Plan Focus Area	Second Quarter: April 1 to June 30, 2025
Electoral Area B Parks and Recreation Master Plan	2.3 Advance priority actions that are identified within RDN Board-approved plans and initiatives.	Development of the Master Plan is nearing completion with additional feedback received at an open house in May. The Master Plan Advisory Committee provided final input on June 25. Plan to be presented to the Electoral Area Services Committee in September 2025.
Morden Colliery Regional Trail Bridge Project	2.3 Advance priority actions that are identified within RDN Board-approved plans and initiatives.	Preliminary survey and geotechnical and hydrotechnical investigation are complete and will be used to complete a bridge type analysis and high-level costing for each bridge type. Results will be summarized in a technical memorandum and a recommendation will be provided to the Board in Q3 2025. With Board approval, subsequent design phases will proceed.
Develop Implementation Strategies for 2019-2029 Oceanside Recreation Services Master Plan	2.3 Advance priority actions that are identified within RDN Board-approved plans and initiatives.	Implementation of the Oceanside Recreation Services Master Plan is ongoing.
Additional Funding to School District 69 (Qualicum) for the Oceanside Community Track Project	2.3 Advance priority actions that are identified within RDN Board-approved plans and initiatives.	Opening event is planned for September 12, 2025.
Funding Support and Approval to Oceanside Generals Hockey Society for Oceanside Place Dressing Room Project	2.3 Advance priority actions that are identified within RDN Board-approved plans and initiatives.	Planning and design by the Society is in progress to establish application to City of Parksville for building permit. Operations/maintenance and co-management (storage of floor with City of Nanaimo) agreements anticipated to be presented at the Oceanside Services Committee meeting in September.

2. Managing Impacts of Climate Change

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New Electric Zamboni	2.3 Advance priority actions that are identified within RDN Board-approved plans and initiatives.	Awaiting delivery with anticipated arrival in July. Delays due to parts availability for manufacturer.
Address Demand for After School and Summer Programs	2.3 Advance priority actions that are identified within RDN Board-approved plans and initiatives.	After review of arena programs, the after school camp will not operate effective Sept. 2025. Northern Recreation Services programming plans are ongoing and will be maintained at current levels in summer and fall 2025.
Construction on the Heat Recovery and Energy Upgrade Project	2.3 Advance priority actions that are identified within RDN Board-approved plans and initiatives.	Contract awarded and executed May 2025. Contractor began work June 1, 2025.
Referendum for Ravensong Aquatic Centre	2.3 Advance priority actions that are identified within RDN Board-approved plans and initiatives.	<p>The Ravensong Aquatic Centre Expansion Referendum was not approved by eligible electors. The question on the ballot for the most recent referendum read and had the following results:</p> <p>“Are you in favour of the Regional District of Nanaimo adopting Ravensong Aquatic Centre Loan Authorization Bylaw No. 1921, 2024, which will authorize the Regional District of Nanaimo to borrow up to thirty million dollars (\$30,000,000) in order to finance the Ravensong Aquatic Centre expansion?”</p> <p>60.9 percent of the votes were "No" and 39.1 percent of votes were "Yes". The total number of votes was 7,364 out of a total of 45,384 eligible electors. This represents 16.2 percent of eligible electors.</p> <p>As the majority of electors voted against the question, the Regional District of Nanaimo cannot proceed with the \$30 million borrowing at this time. Section 171(2) of the Local Government Act specifies that the Regional District must wait at least six months before seeking elector assent on another bylaw for the same purpose.</p>

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Chemical and Filtration System Review and Analysis at Ravensong Aquatic Centre	2.3 Advance priority actions that are identified within RDN Board-approved plans and initiatives.	Not started. Awaiting results and next steps following receipt of the revised design project scope and costing from the architect and consultant team, as directed by the RDN Board on June 24, 2025. Staff will report back to the Oceanside Services Committee on September 18 for direction regarding submitting a revised project scope application to the federal Green and Inclusive Community Buildings program to utilize the provisionally awarded \$7 million federal contribution previously committed to the originally approved Ravensong Aquatic Centre Expansion project scope.
Provide Inclusion Support Services in Recreation Programming	2.3 Advance priority actions that are identified within RDN Board-approved plans and initiatives.	Enhanced Inclusion Support Services in Recreation Programming continues with additional support being provided for youth programs. For summer 2025, seven Temporary Inclusive Support Leaders were hired and there are currently 25 children who have been identified by their families as needing support.
Promotion of Cedar Heritage Centre Community Gathering Place	2.3 Advance priority actions that are identified within RDN Board-approved plans and initiatives.	At the end of Q1 community/external rentals made up 50% of the overall use of the Centre which is at 65% capacity.
South Wellington School Conversion Project	2.3 Advance priority actions that are identified within RDN Board-approved plans and initiatives.	Completion date has been deferred to December 2025 due to supply chain delays related to the delivery of electrical distribution panels and equipment.
Implementation of Website Accessibility Audit	2.3 Advance priority actions that are identified within RDN Board-approved plans and initiatives.	Content accessibility updates are underway with work ongoing until mid November 2025.

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IDEA Public Engagement Toolkit and Training	2.3 Advance priority actions that are identified within RDN Board-approved plans and initiatives.	To support the revised public engagement toolkit, training was provided by consultants and the engagement coordinator to support the implementation. Two INclusive public engagement workshops were held for staff to better understand the changes and the need for more inclusive and accessible public engagement.
Harmonize User Rates for Sewer Collection among All Service Areas	2. Managing Impacts of Climate Change 3. Planning and Managing for Growth	On hold due to other priority work.
Net Zero Strategy for Building Efficiency and Localized Energy Generation (New Buildings)	2. Managing Impacts of Climate Change 3. Planning and Managing for Growth	Project is on hold due to lack of staff capacity with resources dedicated to other key initiatives.
Improved Supports for Climate-adaptive Home Retrofits and New Builds	2. Managing Impacts of Climate Change 3. Planning and Managing for Growth	Ongoing delivery/monitoring of Home Energy Navigator retrofit support service - review pending for Sept 2025 to decide on future of program. Developing Builder Support program for higher levels of BC Energy Step Code BC Hydro funded (fall/winter 2025-2026).
Mid-Island EV Charging Station Installation	2. Managing Impacts of Climate Change 3. Planning and Managing for Growth	Completed. The final, 29th station was installed at Little Qualicum Hall in March 2025.
Corporate Carbon Neutral 2032 Plan Implementation Including Net Zero Pathways for RDN Facilities and Fleet Decarbonization	2. Managing Impacts of Climate Change 3. Planning and Managing for Growth	Focus is on immediate opportunities for emissions reductions at Oceanside Arena and Ravensong Aquatic Centre. Agreement is being preparation for low-cost third-party support for smaller facilities/fleet.
French Creek WSA Reservoir Maintenance	2. Managing Impacts of Climate Change 3. Planning and Managing for Growth 4. Water Security	Completed in Q1 2025.

2. Managing Impacts of Climate Change

Key Initiatives	Strategic Plan Focus Area	Second Quarter: April 1 to June 30, 2025
Rivers Edge WSA Water Quality Improvement Project	2. Managing Impacts of Climate Change 3. Planning and Managing for Growth 4. Water Security	Parks permits in place and site preparation work is complete. Well drilling contract is in place and work will start in early July.
Nanoose Bay Bulk Water WSA Aquifer Storage and Recovery (ASR) Trial	2. Managing Impacts of Climate Change 3. Planning and Managing for Growth 4. Water Security	Trial will conclude in early July. A report on the trial and the feasibility of "permanent" ASR wells will be prepared in September.
Nanoose Bay Peninsula WSA Reservoir Improvement Project	2. Managing Impacts of Climate Change 3. Planning and Managing for Growth 4. Water Security	Project cancelled due to AAP non-approval. Has been restructured into two projects.
French Creek Reservoir Replacement Planning	2. Managing Impacts of Climate Change 3. Planning and Managing for Growth 4. Water Security	Qualicum Beach has engaged a consultant (at the RDN's cost) to study the effect of this change on their water system. Results expected in July.

3. Planning and Managing for Growth

Key Initiatives	Strategic Plan Focus Area	Second Quarter: April 1 to June 30, 2025
FCPCC Expansion Project and Odour Control Upgrades	3. Planning and Managing for Growth	Site civil work and geotechnical improvement in progress. Completion planned for Q4 2027.
Bay Avenue Forcemain Replacement	3. Planning and Managing for Growth	Procurement for Linear Infrastructure Condition Assessment Strategy Phase 2 planned for Q3 2025.
FCPCC Auto Thermophilic Aerobic Digester Mixer Replacement	3. Planning and Managing for Growth	Major equipment procurements complete. Procurement for construction services scheduled for June 2025.
Nanoose Forcemain Replacements Phase 2	3. Planning and Managing for Growth	Fairwinds Golf Club parking lot fast-tracking was terminated in Q2. Project work will resume in 2027 per the 2025-2029 Financial Plan.
FCPCC Chemical Scrubber Replacement	3. Planning and Managing for Growth	Feasibility study completed in Q2 2025. Final strategy decision expected for Q3 2025.
GNPCC Grit and Sedimentation Tank Relining and Basement MCC Upgrades	3. Planning and Managing for Growth	Contractor is mobilized for 2025 scope. Project completion planned for Q3 2026.
Wellington Pump Station Upgrade	3. Planning and Managing for Growth	Phase 2 construction awarded and equipment procurement initiated. Planned completion for Q4 2025.
Departure Bay Forcemain Twinning	3. Planning and Managing for Growth	Being executed in combination with the Departure Bay Pump Station Upgrade project. Validation phase completion planned for Q3 2025.
Departure Bay Pump Station Upgrade	3. Planning and Managing for Growth	Being executed in combination with the Departure Bay Forcemain Twinning project. Validation phase completion planned for Q3 2025.
Regional Landfill Airspace Densification Program	3. Planning and Managing for Growth	Work continues on the Board-approved Waste Shredder Trial. Compaction density is being closely monitored, with adjustments to technique being made to maximize efficacy. Final report planned for Q4 2026, with recommendations.
Church Road Transfer Station Containerized Waste Water Treatment Plant Upgrade/Replacement	3. Planning and Managing for Growth	Project is under review for costing and an operational needs assessment.

3. Planning and Managing for Growth

Key Initiatives	Strategic Plan Focus Area	Second Quarter: April 1 to June 30, 2025
Bowser Village Centre Rainwater Management Improvements - Feasibility Study	3. Planning and Managing for Growth	Report presented to Board in November 2024. Completed in Q4 2024.
Asbestos-Cement Watermain Replacement (Nanoose)	3. Planning and Managing for Growth	Construction anticipated to start in 2030. Detailed condition assessment will be done in 2025 to establish the actual planned replacement date. Engineering is complete.
Surfside Smart Meters	3. Planning and Managing for Growth	Installation will occur in early July and will be followed up with detailed notice to residents once the meters are commissioned.
Surfside New Well and Transmission Main Planning	3. Planning and Managing for Growth	Final hydrogeologist report due in late June.
San Pareil Shorewood Drive Watermain Looping	3. Planning and Managing for Growth	Construction complete. Final paving to be done in July.
Melrose Terrace Chlorine Analyzer Renewal	3. Planning and Managing for Growth	Waiting for delivery of new analyzer.
Rivers Edge Well Pump Renewal	3. Planning and Managing for Growth	Procurement delayed by other priorities, planned for Q3 2025.
Nanoose Dolphin Reservoir Repairs	3. Planning and Managing for Growth	Request for Proposals in development.
Nanoose Bulk Water ERWS Pretreatment	3. Planning and Managing for Growth	Consultant's first report received. Bench testing to support pilot testing has been completed. Pilot plant testing likely in Q3.
Nanoose Bulk Water Aquifer Storage and Recovery (ASR) Implementation	3. Planning and Managing for Growth	Anticipated to begin in Q3 2025 if ASR trial is completed and successful.
Westurne Heights Chlorine Analyser Renewal	3. Planning and Managing for Growth	Waiting for delivery of new analyzer.
Descanso Bay Regional Park Water Access Feasibility	3. Planning and Managing for Growth	In Q4 2024 RDN staff issued a Request for Proposals for consulting firms to prepare a feasibility study for an accessible beach access ramp in the day-use area of Descanso Bay Regional Park. A completed feasibility study is expected in Q3 2025 and will provide a concept design option and a construction cost estimate, and outline permitting and regulatory requirements for a potential accessible ramp from the parking area to the beach.

3. Planning and Managing for Growth

Key Initiatives	Strategic Plan Focus Area	Second Quarter: April 1 to June 30, 2025
Jack Bagley Community Park Improvements	3. Planning and Managing for Growth	Fencing and field improvements are underway. The park will include flexible field space that allows for a turfed baseball/softball field and a variety of field sports for various ages. The field will be improved through fertilizing, topdressing, overseeding and aerating. Additional improvements will include a new backstop and a new ball control fence.
Huxley Community Park Multi Sport Storage	3. Planning and Managing for Growth	The Huxley Community Park multi sport storage shed is complete.
Ammonite Regional Trail Parking and Security Improvements	3. Planning and Managing for Growth	The Benson Creek Falls Regional Park Creekside Place Advisory Committee met to discuss neighbourhood parking issues. Online public map platforms including Google Maps, Alltrails and Open Street Map have been updated to promote the Weigles Road Parking lot as a trailhead for Ammonite Falls. To continue the efforts to reduce parking pressures at Creekside Place, staff are working with the Ministry of Transportation and Transit (MoTT) to install new roadside signage to promote the Weigles Road trailhead as an access point to Ammonite Falls. Staff are also working with MoTT to install gates and signage at the Creekside Place parking lot.
Lighthouse Country Regional Trail Improvements	3. Planning and Managing for Growth	Construction of the Nile Creek pedestrian bridge and trails to connect the north and south sections of the regional trail is complete. The new trail includes boardwalks and stairs.

3. Planning and Managing for Growth

Key Initiatives	Strategic Plan Focus Area	Second Quarter: April 1 to June 30, 2025
Top Bridge Regional Trail Parking Lot Improvements	3. Planning and Managing for Growth	Contractor has completed the Allsbrook Road parking lot improvements. This includes improving parking efficiency by delineating parking stalls with curb stops, and pedestrian staging through improved wayfinding signage and bike racks. Pedestrian safety has been improved by separating vehicular and pedestrian areas with boulders and a removeable bollard. A kiosk map will be developed and installed in Q3.
Boulton Community Park	3. Planning and Managing for Growth	The Boulton Community Park playground installation is complete. Tree planting is scheduled for Q4.
Bensonview Regional Trail Improvements	3. Planning and Managing for Growth	Trail improvements were paused due to road work occurring on the Mosaic Forest Management access road. The rerouted trail is now expected to be completed in Q3 2025, and the existing trail remains open to the public.
Meadowood Community Hall	3. Planning and Managing for Growth	Meadowood Hall Recreation Association has taken over operations of the community hall. RDN staff continue to support the Association during the transition phase.
Bill 44 Housing Needs Report	3. Planning and Managing for Growth	Project now complete.
Geohazard Risk Priority Assessment	3. Planning and Managing for Growth	Awaiting final edits to steep slope hazard maps.
Review of Alternative Housing Forms (Including Tiny Homes & RVs)	3. Planning and Managing for Growth	Reports being drafted for Board consideration in Q3 2025.
Regional Growth Strategy Context Statements	3. Planning and Managing for Growth	RDN staff are reviewing the Nanaimo Official Community Plan (OCP) and draft Lantzville OCP for consistency with the 2024 Regional Growth Strategy.

3. Planning and Managing for Growth

Key Initiatives	Strategic Plan Focus Area	Second Quarter: April 1 to June 30, 2025
Regional Growth Strategy Implementation	3. Planning and Managing for Growth	Board received a staff report at its June 10, 2025 meeting that identified five implementation projects.
Introduction of Portal for Submission of Development Application	3. Planning and Managing for Growth	In progress: preparing information and application forms and conducting final testing.
Update of Zoning for Areas Formerly in Land Use Contract	3. Planning and Managing for Growth	Planned for Q3 2025.
Reviewing Decision-making Process in Delegation Approvals	3. Planning and Managing for Growth	Planned for Q3 2025.
Review of Application Processes	3. Planning and Managing for Growth	Planned for Q3 2025.
Establishment of New Local Service Area for the Lakes District and Schooner Cove	3. Planning and Managing for Growth	In progress. Cost of service being prepared by land owner.
Update to Subdivision and Development Service Bylaw	3. Planning and Managing for Growth	On hold until 2026.
Establishment of a Proof of Water for Subdivision Policy	3. Planning and Managing for Growth	Draft policy has been prepared for Board consideration.
Development of Procedure for Approving Development in Rural Building Strata Conversion	3. Planning and Managing for Growth	Draft policy has been prepared for Board consideration.
Review Regulations for Shipping Containers	3. Planning and Managing for Growth	To be included in Phase 3 of Zoning Bylaw review.
Bylaw 500 Update	3. Planning and Managing for Growth	Completed on January 14, 2025. Bylaw 500 is now replaced with Bylaw 2500.
Development of Wastewater Safe Work Master Plan	3. Planning and Managing for Growth. 3.1 Understand and develop an inter-connected framework of strategies and plans to manage growth to support complete communities, including planning, transportation, infrastructure, and fiscal sustainability.	Final review complete. Safe Work action plan development complete. Field implementation estimated completion August 2025.

3. Planning and Managing for Growth

Key Initiatives	Strategic Plan Focus Area	Second Quarter: April 1 to June 30, 2025
Development of Inflow and Infiltration Program	3. Planning and Managing for Growth. 3.1 Understand and develop an inter-connected framework of strategies and plans to manage growth to support complete communities, including planning, transportation, infrastructure, and fiscal sustainability.	RDN staff met with staff from all member communities to discuss region-wide approach. Positive response and workshop to be scheduled in 2025 to begin approach development. Building business cases to acquire 2026 resources necessary to support this initiative. In June 2025, Board approved a motion to support the development of an Inflow and Infiltration Program.
Development of Wastewater Asset Management Plan	3. Planning and Managing for Growth 3.2 Complete our Asset Management program to ensure physical and natural assets across the region are optimally managed.	Staff continuing to work with Finance on Asset Management Program. Building business cases to acquire 2026 resources necessary to support this initiative.
Various Housing Projects	3. Planning and Managing for Growth 3.3 Explore Strategies to address the housing affordability crisis in the region.	Staff report prepared for July 3 EASC meeting on housing projects to be completed from Q3 2025 to Q1 2026. Staff report on 1.0 ha lots in rural residential areas also prepared for the July 3 EASC. Staff reports on regional housing options and manufactured home relocation policy have been prepared for Board consideration in early Q3.

3. Planning and Managing for Growth

Key Initiatives	Strategic Plan Focus Area	Second Quarter: April 1 to June 30, 2025
Feasibility of Implementing an EcoPASS	3.1 Understand and develop an inter-connected framework of strategies and plans to manage growth to support complete communities, including planning, transportation, infrastructure, and fiscal sustainability.	On February 11, 2025, the Board directed staff to explore the feasibility of implementing the EcoPASS fare discount program in the RDN. Staff work plans for 2025 are being evaluated, with a report anticipated to the Committee of the Whole in Q4 2025.
Provide Free Transit to Youth (Present Two Options to RDN Board on Budget and Logistical Implications Associated with Providing Free Transit to All Youth below 18 and to All Grade 9 Students)	3.1 Understand and develop an inter-connected framework of strategies and plans to manage growth to support complete communities, including planning, transportation, infrastructure, and fiscal sustainability.	On February 11, 2025, the Board directed staff to prepare a report as soon as possible regarding fare-free transit for all youth under 18, and separately, for all grade 9 students. Staff work plans for 2025 are being evaluated, with a report to the Committee of the Whole anticipated in Q4 2025.

3. Planning and Managing for Growth

Key Initiatives	Strategic Plan Focus Area	Second Quarter: April 1 to June 30, 2025
Transit Improvement Program - Three-Year Expansion Plans	3.1 Understand and develop an inter-connected framework of strategies and plans to manage growth to support complete communities, including planning, transportation, infrastructure, and fiscal sustainability.	<p>On October 22, 2024, the Board approved the BC Transit Three-Year Expansion Plan for 2025–2026 and the following two years. The request includes 17,350 additional service hours for conventional transit to support Strategy 2 of the Transit Redevelopment Strategy (TRS) (Central RDN restructuring), an analysis of adjustments to Route 99, and 1,000 service hours to enhance interregional service for the Nanaimo to Cowichan Express. A total of 3,000 custom (handyDART) service hours was also requested—2,000 hours to expand weekend service and introduce holiday service, and 1,000 hours to improve weekday service spans.</p> <p>Of the expansion hours requested by the RDN, on April 11, 2025, BC Transit approved 4,000 annual service hours and three leased CNG heavy-duty buses for Nanaimo conventional transit in 2025/26 (part of Year 2, Strategy 2), as well as 3,000 annual service hours and two new light-duty buses for Nanaimo custom transit. The remaining 12,100 annual service hours and five vehicles for Year 2, Strategy 2 of the TRS, along with 250 annual service hours for the Route 99 extension in Electoral Area H, will be brought forward for consideration in 2026–2027.</p>
Transit Exchanges (Woodgrove, Country Club, Downtown)	3.1 Understand and develop an inter-connected framework of strategies and plans to manage growth to support complete communities, including planning, transportation, infrastructure, and fiscal sustainability.	<p>The RDN and BC Transit continue to collaborate with the City of Nanaimo to finalize the construction design drawings and project agreement for the Downtown Exchange. The consultant's analysis of how transit routes and schedules will function with the proposed design has been completed. The Norwell Drive and Country Club Exchange corridor plan has finished the first round of engagement and the findings are currently being compiled, with follow-up staff meetings planned for Q3 2025. The RDN is working with the City of Nanaimo and other partners on the Woodgrove Area Assessment, which will help guide future plans for the existing Woodgrove Exchange. Follow-up staff meetings are planned through Q4 2025.</p>

3. Planning and Managing for Growth

Key Initiatives	Strategic Plan Focus Area	Second Quarter: April 1 to June 30, 2025
Expansion of Service Recommendations for 9,900 Hours for Conventional Transit Annual Service Hours	3.1 Understand and develop an inter-connected framework of strategies and plans to manage growth to support complete communities, including planning, transportation, infrastructure, and fiscal sustainability.	After successfully implementing 1,000 service hours in Q4 2024, the remaining 8,900 service hours were fully implemented in Q1 2025.
Expansion of Service Recommendations for 3,000 Hours for Custom Transit Annual Service Hours	3.1 Understand and develop an inter-connected framework of strategies and plans to manage growth to support complete communities, including planning, transportation, infrastructure, and fiscal sustainability.	The RDN has submitted a request for additional service expansion through BC Transit's Transit Improvement Process (TIP) for the 2025/2026 operating year. On April 11, 2025, the RDN requested a total of 3,000 custom (handyDART) service hours, which have been approved. This includes 2,000 hours to expand weekend service and introduce holiday service, and 1,000 hours to enhance weekday service spans. These service hours are scheduled to begin in January 2026.
Facility Master Plan in Partnership with BC Transit	3.1 Understand and develop an inter-connected framework of strategies and plans to manage growth to support complete communities, including planning, transportation, infrastructure, and fiscal sustainability.	The final draft of the RDN Transportation Services Facility Master Plan (FMP) was completed in May 2023. RDN staff, in collaboration with BC Transit staff, are preparing options for the Board to review in Q4 2025.

3. Planning and Managing for Growth

Key Initiatives	Strategic Plan Focus Area	Second Quarter: April 1 to June 30, 2025
Fare Review Process	3.1 Understand and develop an inter-connected framework of strategies and plans to manage growth to support complete communities, including planning, transportation, infrastructure, and fiscal sustainability.	Fare review formal options were presented to the Transit Committee on January 23, 2025, and the Board approved the resolutions on February 11, 2025. Implementation successfully completed April 1, 2025.
Island Rail Corridor Planning Project	3.1 Understand and develop an inter-connected framework of strategies and plans to manage growth to support complete communities, including planning, transportation, infrastructure, and fiscal sustainability.	All-Parties Meeting held June 9, 2025 with over 50 attendees, including representatives from the Ministry of Transportation and Transit, Transport Canada, Crown-Indigenous Relations and Northern Affairs Canada, and the Island Corridor Foundation; the BC Parliamentary Secretary for Transport (MLA George Anderson); and representatives from 10 of the 14 First Nations and all of the 5 regional districts participating in the project. Draft final report on Snaw-Naw-As First Nation's studies is anticipated for review in Q3 2025. An update to the Board is anticipated to be provided in fall 2025 with recommendations for next steps for Board consideration.
Asset Management Program	3.2 Complete our Asset Management program to ensure physical and natural assets across the region are optimally managed.	Revised Asset Management Policy for Development of the RDN's Asset Management Strategy has been presented to the Asset Management Working Group in May 2025. All projects with a budget of >75K in 2025-2029 Capital Plan have been reviewed for potential deferability. A report was presented to the Board in Q2. All 2025-2026 capital projects with a budget of >75K have been assessed to estimate potential risk exposure to tariffs. Reports were brought to June 2025 Committee of the Whole meetings.

3. Planning and Managing for Growth		
Key Initiatives	Strategic Plan Focus Area	Second Quarter: April 1 to June 30, 2025
Arbutus Reservoir Renewal	3. Planning and Managing for Growth 4. Water Security	Work in progress.

4. Water Security

Key Initiatives	Strategic Plan Focus Area	Second Quarter: April 1 to June 30, 2025
Latecomer Agreement for San Pareil Water Utility	<p>4.1 Understand our water resources and their risks, to manage our water resources effectively and sustainably.</p> <p>4.2 Evaluate our land use decisions through a water security lens.</p> <p>4.3 Collaborate with regional partners including First Nations, land trusts, federal, provincial, and local governments, to ensure water resources are managed and shared equitably and responsibly.</p>	In July staff will submit documents to the Ministry and a final decision is expected shortly afterwards.

5. Advocacy

Key Initiatives	Strategic Plan Focus Area	Second Quarter: April 1 to June 30, 2025
RDN Advocacy	5. Advocacy	All 10 resolutions submitted to AVICC by the RDN were endorsed. Four requests for meetings with Ministers or Ministry staff at UBCM were submitted in June 2025, on the following topics: hydrogen fuel cell bus pilot program (Minister of Transportation and Transit (MOTT)), Provincial tax credit for first responders (Minister of Finance), NRGH patient tower and catheterization lab (Ministry of Infrastructure staff), and roadside encampments in rural areas (MOTT and Ministry of Public Safety staff).
Government of Canada's Green and Inclusive Community Buildings Program - Ravensong Aquatic Centre Expansion	5. Advocacy	The Ravensong Aquatic Centre Expansion Referendum was not approved by eligible electors. At its regular Board meeting on June 24, 2025, the RDN Board passed the following motion: That staff be directed to research an alternate project scope contingent to utilizing all of the \$7 million funding contribution provisionally awarded to the Ravensong Aquatic Centre Renovation project, and that \$117,950 be reallocated from the Ravensong Aquatic Centre Renovation project to revise designs to reapply to the green and inclusive community buildings program to utilize the provisionally approved \$7 million dollar grant funding.
Boundary Study for Electoral Area F	5.1 Collaborate with the Province in undertaking restructure studies to improve the RDN's governance.	Information booklet mailed to residents April 2025. Community engagement meetings held on May 8 and 13, 2025. Feedback was collected from residents on the three boundary options presented at the two community meetings. The study survey was open from June 1 to 15, 2025. Final Report to be presented to Board on July 22, 2025.

5. Advocacy

Key Initiatives	Strategic Plan Focus Area	Second Quarter: April 1 to June 30, 2025
Community Issues Assessment for Electoral Area G	5.1 Collaborate with the Province in undertaking restructure studies to improve the RDN's governance.	Information booklet and survey mailed to residents April 2025. Community engagement meetings held on April 29, May 7 and 14, 2025. The survey was open from April 9 to May 19, 2025. Feedback provided in this survey will be gathered and summarized for the Board in the Final Report to be presented to the Board on July 22, 2025.
Legislative Reform Initiative	5.2 Partner with First Nations, local governments, associations, and the Province to modernize the legislative framework within which BC's local governments operate.	RDN staff compiled a "What We Heard" document from the February 28, 2025 engagement session, which was sent to UBCM Area Associations. Don Lidstone, K.C., updated the discussion document to incorporate feedback received from the province-wide survey circulated to all Area Association members from March through May 2025. Mr. Lidstone presented on the legislative reform initiative at all five Area Association conventions and the UBCM Regional District Chair/CAO Forum in April and May 2025. Updated discussion document with cover letter signed by all Area Associations has been sent to UBCM Executive, requesting that the Executive add the initiative to its annual workplan. RDN is working with AVICC coordinating and developing materials for a proposed 2025 UBCM session on the initiative, to be sponsored by all 5 Area Associations.
Inclusive Regional Governance Study	5.3 Collaborate with First Nations, regional districts and the Province to facilitate discussion and engagement about First Nation representation on regional district boards outside the treaty process.	Awaiting final report later this year from Ministry's consultant compiling study results from all RDs participating in the project. RDN continues participation in planning group meetings with Ministry, Ministry consultant, and participating RDs. Ongoing work towards identifying legislative options for inclusive regional governance continues, including as part of the Regional District Legislative Reform Initiative.

Board Vision/Role/Commitments		
Key Initiatives	Strategic Plan Focus Area	Second Quarter: April 1 to June 30, 2025
First Nations Relations	Board Vision	RDN resolution on private managed forest lands was endorsed by AVICC, and letter from Chair sent to Minister of Forests in June 2025. Ongoing engagement with First Nations on matters of mutual interest, including evacuation route planning, Area F and G study, regional landfill, coastal climate adaptation strategy, NRHD advocacy, and other initiatives. Further update on First Nations relations in entry for Island Rail Corridor Planning Project.
Strategic Planning	Board Vision	On March 4, 2025, the Board participated in a half-day Strategic Plan Check-in session with an external consultant as part of the 2026 financial planning process.

Not Directly Linked to 2023-2026 Strategic Plan

Key Initiatives	Strategic Plan Focus Area	Second Quarter: April 1 to June 30, 2025
NRHD Advocacy and Priority Healthcare Projects	N/A	The 2025 NRHD information pamphlets were distributed to residents with the municipal property tax and RDN utility statements in late May. The Chair presented to the Select Standing Committee on Finance and Government Services on June 16, 2025, making the recommendation for the Province to accelerate the concept plan, business plan and Treasury Board approval of the remaining projects. Planning and input sessions for the fall health summit are underway with the save the date notice, sponsorship package and speaker invitations to be sent in Q3.
Development Approvals Process Review	N/A	This project has many components with some complete, some underway and others to be initiated.
New Building Bylaw	N/A	Planned start for Q3 2025.
BC Building Code Implementation (Legislation Change)	N/A	Staff have attended multiple training sessions. Training and documentation for the public are underway in conjunction with other agencies (i.e. Canadian Home Builder's Association).
New Building Fee Bylaw	N/A	Fee Amendment Bylaw 1595 was adopted and came into effect May 1, 2025.
Improve Building Permitting Processes	N/A	Many processes have been improved. Staff continue to work to find further efficiencies.
Public Education on BC Building Code and RDN Building Bylaws	N/A	New documentation expected from BC Housing for the seismic changes. Work underway on RDN supporting documents.
Improve Public Information for Permitting	N/A	New application checklists are now available to the public. Inspection guide to be rolled out by end of Q3. Website information under review.
Review of Bylaw Enforcement Policy - Regulatory Services and Procedures	N/A	Staff report planned for September 9, 2025 EASC meeting.
Review Cost Recovery Options Including Nuisance	N/A	Staff report planned for September 9, 2025 EASC meeting.
Coordinated Response for Rural Roadside Encampment Issues	N/A	Ongoing. Bylaw staff continue to facilitate/organize the coordinated response meetings with working group. New partners have been added including District of Lantzville Bylaw, BC Housing, Vancouver Island Health Authority outreach, fire services, etc.
Noise Control Bylaw Review	N/A	Noise Control Bylaw Review is anticipated to begin in Q3 2025, to include construction noise in Electoral Areas H and B, along with a review into quarry-related activities in Electoral Area A, and potential to establish a noise control service for Electoral Area H.
Exotic Pets Bylaw Including Serval Cats	N/A	Pending resources. This project is anticipated to begin in Q3 or Q4 2025.
Review of Internal Process and Workflow Improvements	N/A	Building and Bylaw workflow process for Notice on Title (S.57s) files, involving Legislative Services and process to bring to RDN Board.

Not Directly Linked to 2023-2026 Strategic Plan

Key Initiatives	Strategic Plan Focus Area	Second Quarter: April 1 to June 30, 2025
Nanoose Bay Volunteer Fire Department Tender Replacement	N/A	Anticipated for delivery Q3 2025.
Bow Horn Bay Volunteer Fire Department Wildland Truck	N/A	Anticipated for delivery Q3 2025.
Nanaimo River Fire Protection Services Feasibility Study	N/A	Report anticipated for Q3 2025.
Horne Lake Fire Protection Feasibility Study	N/A	Strata reviewing options likely 2026.
Dashwood Fire Hall Construction	N/A	Completed.
Errington Hook Trucks (Tenders)	N/A	Ordered; anticipated delivery in Q3 2025.
Qualicum/Dashwood/ Coombs-Hilliers Live Fire Training Props	N/A	Completion anticipated in Q4 2025.
Nanoose Bay Tender 3-13 Replacement	N/A	Ordered; anticipated delivery in Q2 2026.
Construct Shared Training Ground at Nanoose Fire Hall and Lantzville Fire Hall	N/A	Ordered; anticipated delivery in Q4 2025.
Extension Fire Protection - Firehall Project (Hall 2) South Forks	N/A	Property owners survey anticipated to be brought to Board in Q3 2025.
RDN Firefighters Volunteer Recognition	N/A	Anticipated to begin in Q3 2025.
Extension and District Volunteer Fire Department Society Alternate Governance Options	N/A	Completed.
Coombs Hilliers Engine Replacement	N/A	Anticipated to begin in Q3 2025.
RDN Fire Structure and Compensation Policy Review	N/A	Consultant's draft report received in Q2 2025.
Errington Firehall Replacement (Hall #2) Design and Public Engagement	N/A	Architect and construction consultant hired for Class B estimate.
Cold and Heat Weather Emergency Response	N/A	Two reports presented to Board on June 24, 2025.
Collaborative Evacuation Plan for Electoral Area G, Parksville & Qualicum Beach	N/A	Work ongoing. Expected completion and report to Board by end of Q3 2025.

Not Directly Linked to 2023-2026 Strategic Plan

Key Initiatives	Strategic Plan Focus Area	Second Quarter: April 1 to June 30, 2025
Update Emergency Management Plan	N/A	Project expected to start in Q3 2025, in alignment with anticipated release of the regulations associated with the <i>Emergency & Disaster Management Act</i> (current targeted release is Fall 2025). Emergency management plan and program development need to align with legislation and regulations.
Improve Staff Training for Emergency Operations Centre	N/A	2025 EOC Equipment and Training grant approved by UBCM. RFP and hiring of consultant expected in Q3 with training through end of 2025 and early 2026.
Community Preparedness, Engagement and Outreach for Emergency Services	N/A	Waiting for development of Engagement, Outreach and Training Coordinator staff position. Job description is in progress.
Renew/Update Expired and Soon to Expire Agreements, Including Livestock Management, Nanaimo Search & Rescue, Lighthouse Country Marine Rescue Services, Ladysmith Victim Services, Nanaimo Police Based Victim Services, etc.	N/A	Completion of all agreement renewals is anticipated by end of Q4 2025.
Wildfire Resiliency - FireSmart Program Grant Funding Acquisition for 2025	N/A	Staff report presented to Board on June 24, 2025.
Update and Renew Regional Emergency Resource Agreement	N/A	Anticipated to begin end of Q4 2025. Includes Parksville and Qualicum Beach.
Begin Discussion of Update and Renewal of Regional Emergency Management Agreement	N/A	This will be a 2026 item. Includes all Local Governments and First Nations.
Updating Fire-related Bylaws to Reflect Provincial Changes in the <i>Fire Services Act</i> and <i>Fire Safety Act</i>	N/A	Anticipated to begin in Q3 2025.
Business Continuity Plan	N/A	Continuity Management Plan (CMP) working group has been created. Work with consultant continues, with anticipated completion of initial CMP by mid Q3 2025.
Next Gen 911 Agreements	N/A	NG911 TELUS agreement executed by RDN, waiting on finalized execution copy. Local Government Association Member agreement work now starting with partner local governments.
Code of Conduct - Appointment of Commissioner	N/A	Report brought forward to the July 8, 2025 meeting for Board consideration on weighting of each category in the Request for Statement of Qualifications. Request for Statement of Qualifications closes on July 11, 2025.

Not Directly Linked to 2023-2026 Strategic Plan

Key Initiatives	Strategic Plan Focus Area	Second Quarter: April 1 to June 30, 2025
Privacy Management Program	N/A	Privacy policy, Breach Management policy and Access to Information policy and associated procedures are anticipated to be completed by Q3. Freedom of information and privacy impact assessment training materials developed and will be rolled out in 2025.
2023-2026 Accessibility Plan Implementation	N/A	Progress continues to be made on the Plan's recommendations. The RDN IDEA statement that was drafted in Q1 2025 has been finalized and will be incorporated in the RDN People Plan. Initial scoping meetings for the service area IDEA reviews are currently being scheduled. These reviews will inform the development of the 2027-2030 Accessibility Plan recommended actions.
Redevelopment of Web Mapping Platform	N/A	Limited internal review of initial "beta" versions of the new maps is underway, with broader internal review and public "beta" period anticipated in Q3. Final launch and retirement of previous interactive maps before year end.
Corporate Administration Building Renovation/ Replacement	N/A	Front counter consolidation moving forward. Class D estimates through preliminary design are taking place. Long-range study still awaiting inputs to begin.
Development of RDN Human Resources Strategic Plan	N/A	Focus areas and strategic initiatives have been identified based on five input exercises completed between Q3 2024 and Q2 2025 (employee engagement survey, Human Resources IDEA Audit, client workshops, departmental self-assessment, Executive Leadership Team visioning) and work is currently underway to prioritize these initiatives for sequencing and budgeting purposes. A draft of the supporting elements has been provided by the consultant and is under review. Finalization of the plan and subsequent communication of the plan to RDN staff are expected in Q3 2025.
Report on How the Purchasing Policy Could be Amended (Greater Weight to Goods and Services within Canada)	N/A	Although anticipated for Q2 2025, report titled "Buy Canadian Implementation Strategies" is being finalized for July 2025.
Potential Impacts of Tariffs on Capital Projects	N/A	Report titled "Regional District of Nanaimo Capital Plan" was presented to Committee of the Whole on June 23, 2025. Discussions regarding Capital will be ongoing at numerous additional meetings scheduled in 2025.

Not Directly Linked to 2023-2026 Strategic Plan

Key Initiatives	Strategic Plan Focus Area	Second Quarter: April 1 to June 30, 2025
Implementation of Reserve Policy into Financial Planning	N/A	RDN staff are meeting with CAO to discuss surplus for each of the 6 services that contributed 72% to the overall 2024 surplus. Reserve Policy is being considered for all services in relation to the 2026-2030 financial planning process.
Co-host AVICC 2025	N/A	Event completed April 11-13, 2025.