



Islands Trust Council

Quarterly Meeting Revised Agenda

Date: Tuesday, March 11, 2025 to Thursday, March 13, 2025
Time: 1:00 p.m. start time on Tuesday
Location: Best Western Dorchester Hotel - Opera Room
70 Church Street, Naniamo, BC, V9R 5H4

	Pages
1. CALL TO ORDER	1:00 PM - 1:05 PM
2. TERRITORIAL ACKNOWLEDGEMENT	1:00 PM - 1:15 PM
3. APPROVAL OF AGENDA	1:15 PM - 1:30 PM
3.1 <u>Review of the Agenda</u>	
Late items, new items, and re-ordering of the agenda.	
3.2 <u>Approval of the Agenda</u>	
4. ELECTION - ISLANDS TRUST COUNCIL CHAIR	1:30 PM - 3:30 PM
4.1 <u>Expressions of Interest</u>	
4.1.1 Trustee David Maude Expression of Interest	10 - 10
4.1.2 Trustee Laura Patrick Expression of Interest	11 - 11
 <u>BREAK 3:30 PM - 3:45 PM</u>	
5. GENERAL BUSINESS ARISING	3:45 PM - 4:30 PM
5.1 <u>Consent Agenda Items</u>	
By general consent Trust Council adopt the recommendation as presented in items 5.1.1 - 5.1.3.5.	
5.1.1 Draft December 2024 Trust Council Quarterly Meeting Minutes	12 - 34
THAT Trust Council adopt the minutes as presented.	
5.1.2 Trust Council Follow-Up Action List	35 - 45
Receive for information.	
5.1.3 Islands Trust Active Priorities Chart	46 - 48

5.1.3.1	Executive Committee Work Program Report	49 - 51
	Verbal report	
	THAT Trust Council approve the Executive Committee Work Program Report as presented.	
5.1.3.2	Governance Committee Work Program Report	52 - 54
	Chair Judi Gedye - verbal report	
	THAT Trust Council approve the Governance Committee Work Program Report as presented.	
5.1.3.3	Financial Planning Committee Work Program Report	55 - 56
	Chair Sue Ellen Fast - verbal report	
	THAT Trust Council approve the Financial Planning Committee Work Program Report as presented.	
5.1.3.4	Regional Planning Committee Work Program Report	57 - 63
	Chair Laura Patrick - verbal report	
	THAT Trust Council approve the Regional Planning Committee Work Program Report as presented.	
5.1.3.5	Trust Programs Committee Work Program Report	64 - 65
	Chair Kristina Evans - verbal report	
	THAT Trust Council approve the Trust Programs Committee Work Program Report as presented.	
5.1.3.6	Chief Administrative Officer Hiring/Select Committee Report	
	Vice-Chair Laura Patrick - verbal report	
5.1.3.7	Islands Trust Conservancy Report	66 - 70
	Chair Lisa Gauvreau - verbal report	

6.	ENGAGEMENT / COLLABORATION	4:30 PM - 5:30 PM
6.1	<u>Delegations</u>	
6.1.1	E March & M Smith	4:30 PM - 4:40 PM 71 - 71
6.2	<u>Public Comments</u>	4:40 PM - 5:30 PM

WEDNESDAY, MARCH 12, 2025

7.	EXECUTIVE	8:30 AM - 11:30 AM
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7.1 Consent Agenda Items

By general consent Trust Council adopt the recommendation as presented in items 7.1.1, 7.1.2 and 7.1.3.

7.1.1 Chief Administrative Officer's Report 72 - 83

Receive for information.

7.1.2 Strategic Plan Quarterly Report 84 - 96

Receive for information.

7.1.3 Trust Council Continuous Learning Plan 97 - 101

Receive for information.

7.2 Discussion / Decision Items

7.2.1 Trust Council Continuous Learning Plan - Request For Decision 102 - 105

THAT Trust Council approve the draft Continuous Learning Plan for the balance of the current council term.

BREAK 10:30 AM - 10:45 AM

7.2.2 Approval of the Draft Islands Trust 2025-2028 Strategic Plan Core Elements - Request For Decision 106 - 132

THAT Trust Council:

1. Approve the Goals & Desired Outcomes, Strategic Directions, and Key Initiatives identified in the document entitled *Draft Islands Trust Council Strategic Plan 2025-28*; and
1. Endorse prioritization of the Key Initiatives identified for the balance of the current Trust Council term in the document entitled *Draft Islands Trust Council Strategic Plan 2025-28*.

8. PLANNING SERVICES

11:30 AM - 12:00 PM

8.1 Consent Agenda Items

By general consent Trust Council adopt the recommendation as presented in items 8.1.1 and 8.1.2.

8.1.1 Director of Planning Services Report 133 - 136

Receive for information.

8.1.2 Bylaw Enforcement Statistical Reports - Briefing

137 - 142

Receive for information.

LUNCH 12:00 PM - 1:00 PM

9. LEGISLATIVE AND INFORMATION SERVICES

1:00 PM - 2:00 PM

9.1 Consent Agenda Items

By general consent Islands Trust Council adopt the recommendation as presented in item 9.1.1.

9.1.1 Director of Legislative and Information Services Report

143 - 145

Receive for information.

9.2 Discussion / Decision Items

9.2.1 Trust Council Bylaw 197 - Local Trust Committee Meeting Procedures Bylaw - Request For Decision

146 - 155

*Deferred from September and December, 2024 Trust Council Meetings.

THAT Trust Council give Bylaw 197, cited as "Local Trust Committees Meeting Procedures Bylaw, 2024", First Reading.

THAT Trust Council give Bylaw 197, cited as "Local Trust Committees Meeting Procedures Bylaw, 2024", Second Reading.

THAT Trust Council give Bylaw 197, cited as "Local Trust Committees Meeting Procedures Bylaw, 2024", Third Reading.

9.2.2 Ratification of Appointment of Trustee Fast to Financial Planning Committee (FPC) - Request For Decision

156 - 157

THAT Trust Council ratify the appointment of Trustee Sue Ellen Fast to the Financial Planning Committee.

10. FINANCIAL AND EMPLOYEE SERVICES

2:00 PM - 4:45 PM

10.1 Consent Agenda Items

By general consent Trust Council adopt the recommendation as presented in items 10.1.1, 10.1.2 and 10.1.3.

10.1.1 Director of Financial and Employee Services

158 - 162

Receive for information.

10.1.2 December 31, 2024 Financial Report - Request For Decision

163 - 171

THAT Trust Council approve the December 31, 2024 Financial Report.

10.1.3	2024-25 Financial Forecast - Briefing	172 - 178
	Receive for information.	
10.2	<u>Discussion / Decision Items</u>	
10.2.1	Draft 2025/26 Islands Trust Budget	
10.2.1.1	Budget Session Outline	179 - 179
10.2.1.2	Draft 2025/26 Budget: Changes Since Trust Council's December Review - Briefing	180 - 182
10.2.1.3	Overview of Draft 2025/26 Budget - Briefing	183 - 201
10.2.1.4	Budget Funding Requests	
10.2.1.4.1	Strategic, Governance, and Programming Initiatives	
10.2.1.4.1.1	Executive Committee 2025/26 Budget Submission - Briefing	202 - 206
10.2.1.4.1.2	EC: Policy Statement Amendment Project - Business Case	207 - 221
10.2.1.4.1.3	EC: Coast Salish Art - Business Case	222 - 225
10.2.1.4.1.4	TPC: Stewardship Education Program - Business Case	226 - 229
10.2.1.4.1.5	TPC: Secretariat Services - Business Case	230 - 233
10.2.1.4.1.6	GC: Trustee Remuneration Review - Business Case	234 - 238
10.2.1.4.1.7	GC: Trust Council Policies Review - Business Case	239 - 242
10.2.1.4.1.8	GC: Trust Council Secretariat - Business Case	243 - 246
10.2.1.4.2	Operational Requests and Staffing	
10.2.1.4.2.1	Temporary Senior Policy Advisor - Business Case	247 - 252
10.2.1.4.2.2	IS Programmer Co-op - Business Case	253 - 255
10.2.1.4.2.3	Records Management & Freedom Of Information Protection Of Privacy Support - Business Case	256 - 259
10.2.1.4.2.4	Time Tracking Software - Business Case	260 - 263
10.2.1.4.2.5	Safety - GPS Locator Devices - Business Case	264 - 267
10.2.1.4.2.6	Cityview Bylaw Portal - Business Case	268 - 281
10.2.1.4.3	Islands Trust Conservancy Budget for 2025/26 - Trust Council Briefing	282 - 288

BREAK 3:00 PM - 3:15 PM

	10.2.1.4.4	Local Trust Committee Projects	
	10.2.1.4.4.1	LTC Projects List	289 - 289
	10.2.1.4.4.2	Planning Services - Projects Feasibility Assessment - Briefing	290 - 293
	10.2.1.4.4.3	Denman - Housing Review (for OCP and LUB Amendments) - Final Phase	294 - 297
	10.2.1.4.4.4	Gabriola - OCP and LUB Review - Phase 3	298 - 302
	10.2.1.4.4.5	Gambier - OCP and LUB Amendments - Final	303 - 306
	10.2.1.4.4.6	Hornby - Relationship Building Actions with K'ómoks First Nation	307 - 314
	10.2.1.4.4.7	Lasqueti - OCP and LUB Review - Phase 1	315 - 321
	10.2.1.4.4.8	Mayne - Housing Options Project - Year 2	322 - 324
	10.2.1.4.4.9	North Pender - Housing Access and Affordability Project	325 - 327
	10.2.1.4.4.10	Salt Spring - Major Amendment to OCP and LUB	328 - 335
	10.2.1.4.4.11	Salt Spring Island Water Sustainability Projects (SSIWPA)	
	10.2.1.4.4.11.1	Salt Spring - Watershed Protection Plan 2022-2032 Coordination	336 - 340
	10.2.1.4.4.11.2	Salt Spring - Groundwater Sustainability (Well-Monitoring)	341 - 343
	10.2.1.5	Unfunded Business Cases	
	10.2.1.5.1	Electronic Document Management Solution	344 - 348
	10.2.1.5.2	Islands Trust Camera Addition	349 - 354
	10.2.1.5.3	Building Footprint	355 - 361
	10.2.1.6	2025-26 Budget Guidelines Assessment - Briefing	362 - 365
11.	BC FERRIES - SHAPING FUTURE ENGAGEMENT SESSION		4:45 PM - 5:30 PM 366 - 366

THURSDAY, MARCH 13, 2025

12. CLOSED MEETING 8:30 AM - 10:30 AM

THAT the meeting be closed to the public subject to Sections 90(1)(c)(g) and (i) of the Community Charter in order to consider matters related to labour relations or other employee relations, litigation or potential litigation affecting the Islands Trust and the receipt of advice that is subject to solicitor-client privilege, including communications necessary for that purpose and that staff attend the meeting.

13. RISE AND REPORT

BREAK 10:30 AM - 10:45 AM

14. FINANCIAL AND EMPLOYEE SERVICES

10:45 AM - 11:45 AM

14.1 Discussion / Decision Items

14.1.1 2025/26 Islands Trust Budget Adoption

14.1.1.1 Financial Plan Bylaw - Request For Decision

367 - 374

1. THAT Islands Trust Council Bylaw 201, cited as the "Islands Trust Council Financial Plan Bylaw 2025-2026", be Read a First Time.
2. THAT Islands Trust Council Bylaw 201, cited as the "Islands Trust Council Financial Plan Bylaw 2025-2026", be Read a Second Time.
3. THAT Islands Trust Council Bylaw 201, cited as the "Islands Trust Council Financial Plan Bylaw 2025-2026", be Read a Third Time.
4. THAT Islands Trust Council Bylaw 201, cited as the "Islands Trust Council Financial Plan Bylaw 2025-2026", be forwarded to the Minister of Municipal Affairs for approval consideration.

14.1.1.1.1 *Revised Schedule A*

375 - 375

This document incorporates the requested changes by Trust Council on Day 2 of the meeting and replaces the original Schedule A included in Bylaw 201.

14.1.1.2 Revenue Anticipation Borrowing Bylaw - Request For Decision

376 - 378

1. THAT Islands Trust Council Bylaw 202, cited as "Islands Trust Council Revenue Anticipation Borrowing Bylaw 2025-2026", be Read a First Time.
2. THAT Islands Trust Council Bylaw 194, cited as "Islands Trust Council Revenue Anticipation Borrowing Bylaw 2025-2026", be Read a Second Time.
3. THAT Islands Trust Council Bylaw 194, cited as "Islands Trust Council Revenue Anticipation Borrowing Bylaw 2025-2026", be Read a Third Time.
4. THAT Islands Trust Council Bylaw 194, cited as "Islands Trust Council Revenue Anticipation Borrowing Bylaw 2025-2026", be forwarded to the Minister of Municipal Affairs for approval consideration.

15. TRUST AREA SERVICES

11:45 AM - 12:00 PM

15.1 Consent Agenda Items

By general consent Trust Council adopt the recommendation as presented in items 15.1.1 and 15.1.2.

15.1.1 Director of Trust Area Services Report

379 - 384

Receive for information.

15.1.2 Legislative Monitoring Report - Briefing

385 - 404

Receive for information.

15.2 Discussion / Decision Items

15.2.1 Martin Natural Area Protection Tax Exemption (NAPTEP) Certificate, Salt Spring Island - Request for Decision

405 - 409

THAT the Islands Trust Council request the Secretary to issue a NAPTEP Certificate for the covenanted portion of the property described as PID: 000-363-740, Lot A, Section 39, South Salt Spring Island, Cowichan District, Plan 35768, subject to registration of a conservation covenant and completion of a baseline inventory report consistent with the standards developed for NAPTEP.

LUNCH 12:00 PM - 1:00 PM

16. NEW BUSINESS

1:00 PM - 2:00 PM

16.1 Dark Sky Principles Adoption Advocacy - Request For Decision

410 - 412

*Deferred from September and December, 2024 Trust Council Meetings.

Trustee Morrison

2. THAT Trust Council encourages Trustees to work with their communities to develop and build awareness of the principles of Dark Sky International and encourage voluntary adoption of the principles of Dark Sky International.

3. THAT Trust Council clarify its jurisdiction to control nighttime illumination in all contexts within the Trust Area for Official Community Plan and Bylaw adoption and enforcement across the Trust Area.

4. THAT Trust Council adopt and promote the principles of Dark Sky International.

16.2 Use of Social Media - Discussion

16.3 Use of Artificial Intelligence - Discussion

16.4 Election for Vacancy on the Governance Committee

17. CORRESPONDENCE

2:00 PM - 2:15 PM

17.1 2025-01-10 ICBA - Letter to Municipal Councils

413 - 414

18. DISPOSITION OF DELEGATIONS/PUBLIC COMMENT & CORRESPONDENCE

2:15 PM - 2:30 PM

19. TRUSTEE UPDATES - Community Committee Participation

2:30 PM - 2:50 PM

Written updates received for information only.

19.1 Atl'ka7tsem/Howe Sound Biosphere Region

None provided.

19.2 Baynes Sound/Lambert Channel Ecosystem Forum

None provided.

19.3 BC Ferries Advisory Committee - ex FAC member Trustee Yates

415 - 415

19.4 First Nations Relations

None provided.

19.5 Freighter Anchorages/Oceans Protection Plan (OPP)

None provided.

19.6 Shellfish Aquaculture Management Advisory Committee (SF AMAC) - Trustee Lironi

416 - 417

19.7 Southern Gulf Islands Forum

418 - 421

20. NEXT MEETING

2:50 PM - 3:00 PM

The next Islands Trust Council Quarterly meeting is scheduled to be held in-person on Salt Spring Island, June 16-18, 2025.

20.1 Proposed Upcoming Trust Council Program

422 - 422

Receive for information.

21. ADJOURNMENT



Expression of Interest for Election as Chair of Islands Trust Council

TRUSTEE NAME: David Maude

CANDIDATE PROFILE:

Since informing us that Chair Luckham will be stepping down, many of you have reached out asking me to run for Chair.

Peter is a hard act to follow, I have known him in his various roles for many years and have always admired his hard work and dedication to the Trust.

Since being elected as Vice Chair in 2022 it has been a privilege and honour to work with all of you either at LTC's, Council Committees or Trust Council. The friendship and support I have received in these various roles has been appreciated and together we have all worked together advancing the Trust and our islands.

I have been involved with the Trust for many decades, as a resident that attended every Mayne Island LTC meeting for years, to serving on the APC, being elected in 2018 to Trust Council then to the Executive in 2022.

In our remaining 20 months in this term we have many goals that we would like to achieve – certainly the Policy Statement is at the forefront, but our strategic plan needs to be completed, we are looking forward to a response to our request to the Province for review and we must not forget the laundry list of tasks given to the Governance Committee that need to be decided on and brought to conclusion.

Certainly our ongoing and evolving relationship with Indigenous Peoples and Nations remains a daily aspect of all of our work, protocol agreements are being developed and hopefully enabling legislation from the Province that will streamline our work and bring full and respectful communication for all.

You know me as a calm, respectful and supportive member of both Trust Council and the Executive Committee. I would be honoured to serve you in the role of Chair and commit to working in the best interests of The Trust and our constituents.

Thank you for your consideration.

David Maude

Expressions of interest must be emailed to Rueben Bronee and David Marlor no later than noon, Friday, February 28, 2025. Late submissions will not be accepted for inclusion in the meeting materials for March Trust Council.

Submission of an expression of interest is optional, does not constitute a nomination for election as Chair of Islands Trust Council, and is not a requirement to be nominated. Nominations for election as chair will be made as part of the election process on March 11, 2025, as described in [Trust Council Policy 2.4.3 – Executive Committee Election](#).



Expression of Interest for Election as Chair of Islands Trust Council

TRUSTEE NAME: Laura Patrick

CANDIDATE PROFILE:

I am putting my name forward for the position of Chair, and I offer the following relevant experience and proposed priorities for trustees to consider. Well versed in parliamentary procedure, I will provide the necessary leadership to help bring focus to our remaining 19 months and six trust council meetings in this term.

I will chair the meetings with a fair but firm hand to keep discussions flowing and focused. I commit to working with you, the executive and staff to make our time together worthwhile and productive.

With the strategic plan and budget that will be approved at this March meeting, I anticipate the focus for the remainder of the term to be on:

- Completing the Trust Policy Statement;
- Improving government to government relations with First Nations through the development memos of understandings and protocol agreements;
- Seeing the Provincial Review of the Islands Trust's mandate, governance and structure supported by the province; and
- Implementing improvements in the Islands Trust governance.

I bring experience and stability, as a former vice chair and chair Lasqueti, North and South Pender, Thetis and Saturna island LTCs. I am on all the existing standing and select committees, except for TPC, and I currently chair the RPC.

I am up to date on executive committee activities, as I have been reading the executive committee agendas and viewing their meetings all term.

If selected as Chair, I commit to ensuring that you are more aware of the activities of the Executive Committee, and I will also commit to identifying and redirecting back to Trust Council some of the actions that have been delegated to Executive Committee over the years.

If selected as Chair, I commit to working closely with CAO Bronee. With his understanding of Trust Council's intentions and Trust Council's understanding of staff's needs, the faster we can work together to achieve our strategic work.

Expressions of interest must be emailed to Rueben Bronee and David Marlor no later than noon, Friday, February 28, 2025. Late submissions will not be accepted for inclusion in the meeting materials for March Trust Council.

Submission of an expression of interest is optional, does not constitute a nomination for election as Chair of Islands Trust Council, and is not a requirement to be nominated. Nominations for election as chair will be made as part of the election process on March 11, 2025, as described in [Trust Council Policy 2.4.3 – Executive Committee Election](#).



Trust Council

Minutes of a Regular Meeting

Date: December 3 to December 5, 2024
Location: Coast Victoria Hotel, Ballroom
 146 Kingston Street, Victoria BC, V8V 1V4

Executive Members Present:

1. Peter Luckham, Trust Council Chair, Thetis Trustee
2. Tobi Elliott, Vice-Chair, Gabriola Trustee
3. David Maude, Vice-Chair, Mayne Trustee
4. Timothy Peterson, Vice-Chair, Lasqueti Trustee

Members Present:

5. Sue Ellen Fast, Bowen Municipal Trustee
6. Judith Gedy, Bowen Municipal Trustee
7. Sam Borthwick, Denman Trustee
8. David Graham, Denman Trustee (electronic attendance)
9. Susan Yates, Gabriola Trustee
10. Lisa Gauvreau, Galiano Trustee
11. Ben Mabberley, Galiano Trustee
12. Joe Bernardo, Gambier Trustee
13. Kate-Louise Stamford, Gambier Trustee
14. Alex Allen, Hornby Trustee (attended Tuesday and Wednesday)
15. Grant Scott, Hornby Trustee
16. Mikaila Lironi, Lasqueti Trustee
17. Jeanine Dodds, Mayne Trustee (electronic attendance Tuesday)
18. Aaron Campbell, North Pender Trustee
19. Deb Morrison, North Pender Trustee
20. Jamie Harris, Salt Spring Trustee (electronic attendance)
21. Laura Patrick, Salt Spring Trustee
22. Mairead Boland, Saturna Trustee (electronic attendance)
23. Lee Middleton, Saturna Trustee
24. Kristina Evans, South Pender Trustee
25. Dag Falck, South Pender Trustee (electronic attendance)
26. Ken Hunter, Thetis Trustee (electronic attendance)

Staff Present:

Rueben Bronee, Chief Administrative Officer
 Julia Mobbs, Director, Administrative Services
 David Marlor, Director, Legislative and Information Services
 Clare Frater, Director, Trust Area Services
 Stefan Cermak, Director, Planning Services
 Joe Elliott, Senior Indigenous Relations Advisor
 Jeffery Lloyd, Senior Technical Analyst
 Daphne Shaed, Computer Application Support Technician
 Alexandra Trifonidis, Executive Coordinator
 Lisa Millard, Meeting Administrator/Recorder

Members of the public present: There were two members of the public in attendance.

TUESDAY DECEMBER 3, 2024

The in-person meeting was recorded, livestreamed, and made available for electronic attendance.

1. CALL TO ORDER

Chair Luckham called the meeting to order at 1:00 p.m. He acknowledged that the meeting was held on the territory of the Coast Salish First Nations.

2. TERRITORIAL ACKNOWLEDGEMENT

Songhees Nation Knowledge Keeper Melissa Barnhard, of the ləkʷəŋən People, introduced herself and welcomed Trust Council to the meeting being held on land that is traditionally known to be a sacred burial ground. Trust Area Services Director Frater blanketed Barnhard who explained that Director Frater followed the tradition of wearing the blanket before presenting it as a gift as an indication of safeness.

3. APPROVAL OF AGENDA

3.1 Review of the Agenda

The following amendments to the agenda were presented for consideration:

- 20.3 BC Ferries Advisory Committee report to be provided; and
- 20.5 Freighter Anchorages/Oceans Protection Plan (OPP) report to be provided.

3.2 Approval of the Agenda

By general consent the agenda was approved as amended.

Trustee Dodds joined the meeting at 1:30 p.m.

4. RESPECTFUL MEETING CONDUCT

The Chair noted the necessity of ensuring civil and orderly discussion and debate and the importance of allowing all those that wish to speak the opportunity to do so.

The Chair spoke to the Executive Committee's decision to remove the September Trust Council livestream from the website following advice provided by staff. He acknowledged the lack of communication to Trustees regarding the decision was unfortunate.

Discussion ensued and the following points were noted:

- A complaints resolution procedure and code of conduct policy are in place;
- The recording has been removed and there is no mechanism for Trustees to review it and address questions;
- The issues were conduct at the meeting and others not addressing said conduct during the meeting; and
- The manner in which Executive Committee handled the complaint should be discussed.

TC-2024-093

It was MOVED by Trustee Evans, and SECONDED by Trustee Gauvreau,
that Trust Council take this topic to a Committee of the Whole for better discussion,
date to be determined.

It was MOVED by Trustee Evans, and SECONDED by Trustee Gedye, to amend the motion by replacing the words “this topic” to “Code of Conduct”.

TC-2024-094

It was MOVED by Trustee Evans and SECONDED by Trustee Fast, to amend the amendment by replacing the words “this topic” to “the September meeting conduct.”

CARRIED

The question on the following motion, as amended, was then called.

that Trust Council take the September meeting conduct topic to a Committee of the Whole for better discussion, date to be determined.

CARRIED

5. GENERAL BUSINESS ARISING

5.1 Consent Agenda Items

5.1.1 Draft September 2024 Trust Council Quarterly Meeting Minutes

The following amendments to the minutes were presented for consideration:

- Page 7 under motions TC-2024-066 and TC-2024-067 include vote tally; and
- Page 11, Item 9.2.1, remove second bullet point that reads: “Draft policy generally meets the Regional Planning Committee’s understanding of the ombudspersons recommendations.”

By general consent the minutes were adopted, as amended.

A Trustee indicated they believed the September 26, 2024 in-camera meeting ended later than 11:15 a.m. Staff will check the records and provide follow up.

Trustee Campbell stated he did not leave the September 26, 2024 in-camera meeting. Staff will check the records and provide follow up.

5.1.2 Trust Council Follow-Up Action List

Discussion ensued.

Trustee Gedye left the meeting at 2:45 p.m. and returned at 2:50 p.m.

Trustee Scott left the meeting at 2:46 p.m. and returned at 2:52 p.m.

Trustee Lironi left the meeting at 2:46 p.m. and returned 2:52 p.m.

TC-2024-095

It was MOVED by Trustee Boland, and SECONDED by Trustee Bernardo,

that Trust Council request time is scheduled at a future Trust Council or Committee of the Whole meeting for all staff and trustees to participate in the clean up of Trust Council Follow Up Action List and that appropriate information is provided in an easy to use format in advance.

DEFEATED

TC-2024-096

It was MOVED by Trustee Borthwick, and SECONDED by Trustee Fast,
that Trust Council request staff remove Item No.2 from the Director of
Legislative Services section of the Follow Up Action List.

CARRIED

5.1.3 Resolution without Meeting Report

Receive for information.

5.1.4 Islands Trust Active Priorities Chart

Receive for information.

By general consent Islands Trust Council adopted the recommendations
as presented in items 5.13 and 5.14.

Trustee Dodds left the meeting at 3:03 p.m.

5.1.4.1 Executive Committee Work Program Report

Chair Luckham provided a verbal report.

By general consent Trust Council approved the Executive
Committee Work Program Report as presented.

5.1.4.2 Governance Committee Work Program Report

Committee Chair Gedye provided a verbal report on the priorities of the
committee.

TC-2024-097

**It was MOVED by Trustee Boland, and SECONDED by Trustee
Morrison,**
that Trust Council request the Governance Committee move the
topic "Election of Executive Committee", and possible re-
election during same term, be moved to Urgent High Priority
quadrant of the Governance Committee work program matrix.

CARRIED

By general consent Trust Council approved the Governance
Committee Work Program Report as amended.

5.1.4.3 Financial Planning Committee Work Program Report

Committee Chair Bernardo provided a verbal report.

By general consent Trust Council approved the Financial
Planning Committee Work Program Report as presented.

5.1.4.4 Regional Planning Committee Work Program Report

Committee Chair Patrick provided a verbal report and indicated the
Bylaw Enforcement Review project will not complete this fiscal year.

By general consent Trust Council approved the Regional Planning Committee Work Program Report as presented.

5.1.4.5 Trust Programs Committee Work Program Report

Committee Chair Evans provided a verbal report on the work of the committee.

TC-2024-098

It was MOVED by Trustee Boland, and SECONDED by Trustee Allen,

that Trust Council request that the Xwe' et tay / Lasqueti Archeology Project Presentation be considered by Trust Programs for a future educational webinar.

CARRIED

By general consent Trust Council approved the Trust Programs Committee Work Program Report as presented.

The Chair reordered item 5.1.4.6 to be discussed after item 6 to honour the Delegations start time.

5.2 Discussion / Decision Items

5.2.1 Trustee Roundtable

The roundtable did not occur due to time constraints.

The meeting was recessed for a break at 3:35 p.m. and reconvened at 3:50 p.m.

6. ENGAGEMENT / COLLABORATION

6.1 Delegations

6.1.1 J Roe - Veins of Life Watershed Society

The delegate sent regrets they were unable to attend.

6.1.2 J Starke - Capital Regional District / Rural Housing Program

Justine Starke, Manager, Service Delivery Southern Gulf Islands Electoral Area, provided a presentation on the Capital Regional District's Rural Housing Program and highlighted the following:

- Rural Housing Program will support non-profit sector, provide incentives to build accessory dwelling units, provide pre-development funding, and leverage additional funding; and
- Islands Trust can support the program through land use planning, implementing the housing tool kit, aligning floor area across the Trust Area to support modular pre-fabricated home models, and consider what can be done economically.

6.1.3 Mayor Leonard - Bowen Island Municipality

Mayor Leonard spoke to Trust Council's letter to the Province requesting a wide ranging governance review and the following comments were noted:

- Trust Council also sent a letter to the Province in 2022 with reference to the Trust's own governance review and the reply indicated there were a number of actions the Trust could take on their own behalf;
- Given points made in the letter, and conflicts within the elected body of the Trust, Bowen Island Municipal Council can not support any direction of resources to engagement on the Islands Trust Policy Statement or the request for a comprehensive governance review; and
- The Bowen Island Municipal Council asks that Trust Council advocate for its own solutions, undertake a proper strategic process, and consult with stakeholders in spirit of the existing protocol agreement.

6.1.4 M Leichter - Keep Salt Spring Sustainable

The delegate spoke to Trust Council's letter dated October 16, 2024 sent to the Minister of Municipal Affairs in which it states the term "unique amenities" is undefined in the *Islands Trust Act* and noted the following:

- The term "unique amenities" was defined in the 1986 *Islands Trust Position Paper No. 1*; and
- Analysis of capacity to sustain current population, and the outcome of the request for a governance review, must be received before revising the Trust Policy Statement.

6.1.5 J Margison - Friends of the Gulf Islands Society

The delegate spoke to current work of Trust Council on the Trust Policy Statement and noted the following:

- The *Islands Trust Act* requires that Trust Council focus on protecting the Trust area as a whole with responsibility being executed through Trust Council's budgeting authority and Executive Committee's responsibility to ensure bylaws align with the Trust Policy Statement and these elements ensure local trust committees do not act independently;
- Changes to the Trust Policy Statement undermine the oversight roles of the Executive Committee and the Province and removing, or changing, definitions dilute effectiveness of the Trust Policy Statement; and
- They ask that Trust Council voice their commitment to uphold the mandate to preserve the natural environment.

6.2 Public Comments

A member of the public stated the mandate was established out of concern that the rural and natural character of the islands be preserved and protected, and if the mandate is to be achieved the values associated with it need to continue to be committed to.

Following the conclusion of public comments the order of the agenda continued at 5.1.4.6.

5.1.4.6 Islands Trust Conservancy Report

Island Trust Conservancy Board Chair Smith spoke to a letter sent to Trust Council regarding Trust Council's request for a governance review.

She noted Islands Trust Conservancy was not consulted on the content of the letter sent to the Minister and requested that Trust Council consult with Islands Trust Conservancy on matters that have a direct effect them as per Bylaw No. 86.

By general consent the Islands Trust Conservancy Report was received for information.

7. EXECUTIVE

7.1 Consent Agenda Items

7.1.1 New Islands Trust Chief Administrative Officer Introduction

Chief Administrative Officer Rueben Bronee introduced himself and thanked Director Mobbs for her work as Interim Chief Executive Officer and staff for welcoming him during his first week. He provided details about his experience and background, his role in supporting elected officials by providing evidence based advice, and spoke of opportunity to focus on relevance of Islands Trust.

7.1.2 Interim Chief Administrative Officer's Report

Receive for information.

7.1.3 Strategic Plan Quarterly Report

Receive for information.

7.1.4 Executive Committee Union of BC Municipalities Report

Receive for information.

It was noted that on page 1 of the report, second paragraph, Trustee Patrick was incorrectly identified as Chair of the Salt Spring Island Local Trust Committee.

By general consent Islands Trust Council adopted the recommendation as presented in items 7.1.2 to 7.1.4.

7.2 Discussion / Decision Items

7.2.1 Proposed 2025/26 Trust Council Meeting Schedule - Request for Decision

Discussion ensued and the following comments were noted:

- Preference that Committee of the Whole meetings be scheduled in advance; and
- Exploration of alternate venues due to positive effect of holding them in small communities.

TC-2024-099

It was MOVED by Trustee Borthwick, and SECONDED by Trustee Mabberley,
that Trust Council adopt quarterly meeting dates to the end of fiscal 2025/26 of:

- a) March 11 – 13, 2025
- b) June 17 – 19, 2025
- c) September 16 – 18, 2025
- d) December 2 – 4, 2025; and,
- e) March 10 – 12, 2026

CARRIED

TC-2024-100

It was MOVED by Trustee Yates, and SECONDED by Trustee Stamford, that Trust Council adopt quarterly meeting locations to the end of fiscal 2025/26:

- a) March 2025, Nanaimo, BC
- b) June 2025, Salt Spring Island, BC
- c) September 2025, Gabriola Island, BC
- d) December 2025, Victoria, BC; and,
- e) March 2026, Duncan, BC

CARRIED

TC-2024-101

It was MOVED by Trustee Morrison, and SECONDED by Trustee Allen, that Trust Council request staff to explore options for the December, 2025 and March, 2026 meeting to be in the Trust Area.

CARRIED

The Chair reordered Item 7.2.2 to be discussed Wednesday, December 4.

The meeting was recessed for the day at 5:42 p.m.

WEDNESDAY DECEMBER 4, 2024

Chair Luckham reconvened the meeting at 9:02 a.m.

8. CLOSED MEETING

TC-2024-102

It was MOVED by Trustee Peterson, and SECONDED by Trustee Allen, that the Islands Trust Council close this meeting to the public subject to Part 4, Division 3, Section 90(1)(g) and (i) of the *Community Charter*:

- (g) litigation or potential litigation affecting the municipality; and
- (i) the receipt of advice that is subject to solicitor-client privilege, including communications necessary for that purpose;

and that staff be invited to attend the closed session.

CARRIED

The regular meeting was closed to the public at 9:03 a.m. and reconvened at 11:05 a.m.

Trustee Lironi left the meeting at 11:05 a.m.

9. RISE AND REPORT

Chair Luckham rose and reported that a motion was passed during the in-camera session that Trust Council release the Young Anderson legal opinion of November 13, 2024 relating to the interpretation of Section 3 provided to Trust Council to the public.

TC-2024-103

It was MOVED by Trustee Elliott, and SECONDED by Trustee Fast,
that Trust Council revisit the interpretation of unique amenities from Trust Council of March, 2021 and its interpretation of September, 2023, in a Committee of the Whole, as the basis to revisit this Council's interpretation of the Object, in light of public correspondence and the updated legal opinion received.

TC-2024-104

It was MOVED by Trustee Patrick, and SECONDED by Trustee Peterson,
that Trust Council amend the motion by removing the words "public correspondence and".

CARRIED

TC-2024-105

It was MOVED by Trustee EVANS, and SECONDED by Trustee Allen,
that Trust Council amend the motion by removing the words "of March 2021 and".

CARRIED

TC-2024-106

It was MOVED by Trustee Elliott, and SECONDED by Trustee Evans,
that Trust Council amend the motion by replacing the words "revisit the" with the words "clarify its", replace the second "interpretation" with "discussion", and remove "as the basis to revisit this Council's interpretation of the object and".

CARRIED

The question on the following motion, as amended, was then called

that Trust Council clarify its interpretation of unique amenities from Trust Council's discussion of September, 2023, in a Committee of the Whole, in light of the updated legal opinion received.

CARRIED

Item 7.2.2 was deferred from Tuesday, December 2.

7.2.2 Trust Council Review of 2022 Governance Report - Request for Decision

Director Mobbs summarized the Request for Decision.

Discussion ensued.

TC-2024-107

It was MOVED by Trustee Gedye, and SECONDED by Trustee Boland,
that Trust Council review the 2022 Governance Review in 2025 in a specifically dedicated Committee of the Whole session.

TC-2024-108

It was MOVED BY Trustee Elliott, and SECONDED by Trustee Yates, that Trust Council request addition of the words "...supported by analysis and recommendations by the Governance Committee, and staff" following the words "Whole session...."

CARRIED

Discussion on the motion paused while the meeting was recessed for a break at 12:04 p.m. and reconvened at 1:00 p.m.

Trustee Mabberley joined the meeting at 1:00 p.m.

Trustee Lironi returned to the meeting at 1:00 p.m.

Discussion on the motion continued.

TC-2024-109

It was MOVED by Trustee Bernardo, and SECONDED by Trustee Evans, that Trust Council request addition of the words "by no later than June 2025." to the end of the motion.

CARRIED

The question on the following motion, as amended, was then called.

that Trust Council review the 2022 Governance Review in 2025 in a specifically dedicated Committee of the Whole session supported by analysis and recommendations by the Governance Committee, and staff, by no later than June, 2025.

CARRIED

10. TRUST AREA SERVICES

10.1 Consent Agenda Items

10.1.1 Director of Trust Area Services Report

The Director of Trust Area Services provided a verbal update.

A Trustee noted the report indicates communication is being prepared with respect to implementing heritage conservation areas and they asked that the document be reviewed by all trustees. The Director clarified the publication was created as an information piece and was received, and reviewed, by planners and Regional Planning Managers.

TC-2024-110

It was MOVED by Trustee Boland, and SECONDED by Trustee Yates, that Trust Council request that Executive Committee, at their next meeting, request staff to forward the draft "Implementing Heritage Conservation Areas in the Islands Trust Area Publication" to Regional Planning Committee for review.

DEFEATED

By general consent Trust Council received the Director of Trust Area Services Report for information.

10.1.2 Legislative Monitoring Report - Briefing

Receive for information.

10.1.3 Emergency Communications Oil Spill – Briefing

Receive for information.

By general consent Islands Trust Council adopted the recommendation as presented in items 10.1.2 and 10.1.3.

10.2 Discussion / Decision Items

10.2.1 Doris McHardy Natural Area Protection Tax Exception Program (NAPTEP) Application (North Pender) - Request for Decision

TC-2024-111

It was MOVED by Trustee Elliott, and SECONDED by Trustee Morrison, that the Islands Trust Council request the Secretary to issue a Natural Area Protection Tax Exemption Program Certificate for the covenanted portion of the property described as PID: 005-837-651, Lot 6, Sections 18 and 22, Pender Island, Cowichan District, Plan 6294, subject to registration of a conservation covenant and completion of a baseline inventory report consistent with the standards developed for the Natural Area Tax Exception Program.

CARRIED

10.2.2 Policy Statement Amendment Project (PSAP) - Project Charter - Request for Decision

The Director of Trust Area Services summarized the Request for Decision and highlighted the following:

- Proposal reduces the budget and time frame for public engagement thereby shortening the project timeline in effort to complete this term;
- Some local trust committees have requested engagement support with staff involvement thereby increasing the budget requirement; and
- Print advertising in each community will be sustained but does not include a trust wide mail out.

Discussion ensued and a Vice Chair clarified that when determining a recommendation for funding the engagement project the Executive Committee recognized the need to advance the project and reduce the budget in order to complete it this term.

TC-2024-112

It was MOVED by Trustee Evans, and SECONDED by Trustee Scott, that Trust Council defer any decision for Item 10.2.2 until we reach section 13 on the agenda.

DEFEATED

The Director of Trust Area Services summarized the Policy Statement Amendment Project business case.

Discussion ensued and the following comments were noted:

- The Policy Statement is a foundational document that needs to be effectively communicated;
- Public engagement is critical and there are financial pressures within the budget that need to be considered;
- Going to First Reading allows the engagement and referral process to begin;
- Removing approval in principle provides for a longer engagement period between First Reading and subsequent readings; and
- The step of approval in principle prior to First Reading is important, and if the Policy Statement is introduced after First Reading the public perception is that it is already moving to law.

TC-2024-113

It was MOVED by Trustee Elliott, and SECONDED by Trustee Yates, that Trust Council request staff to amend Policy Statement Amendment Project Charter V 10 by increasing the number of Committee of the Whole meetings to twice monthly until discussion on the draft Policy Statement is concluded, with the aim of producing a draft for consideration of Trust Council.

CARRIED

TC-2024-114

It was MOVED by Trustee Evans, and SECONDED by Trustee Fast, that Trust Council request staff to remove the line item “approval in principle by Trust Council” in project charter V 10.

CARRIED

Trustee Boland left the meeting at 2:53 p.m.

TC-2024-115

It was MOVED by Trustee Evans, and SECONDED by Trustee Harris, that Trust Council request staff to amend the proposed Policy Statement Amendment Project Charter to include a 6-month public engagement and referral period after First Reading.

Trustee Dodds left the meeting at 3:00 p.m.

Trustee Morrison left the meeting at 3:05 p.m.

Discussion on the motion paused while the meeting was recessed for a break at 3:05 p.m. and reconvened at 3:20 p.m.

Trustee Boland returned to the meeting at 3:20 p.m.

TC-2024-116

It was MOVED by Trustee Elliott, and SECONDED by Trustee Evans, that Trust Council request staff to amend the motion by adding the words “by June, 2025” after the words “First Reading.”

CARRIED

The question on the following motion, as amended, was then called

that Trust Council request staff to amend the proposed Policy Statement Amendment Project Charter to include a 6-month public engagement and referral period after First Reading by June, 2025.

CARRIED

Discussion ensued about the project communications budget.

TC-2024-117

It was MOVED by Trustee Patrick, and SECONDED by Trustee Stamford,

that Trust Council request staff to amend the proposed Policy Statement Amendment Project Charter by adding an additional \$30,000 for communications.

DEFEATED

Trustee Falck left the meeting at 3:40 p.m.

TC-2024-118

It was MOVED by Trustee Peterson, and SECONDED by Trustee Gauvreau,

that Trust Council request staff to amend the Policy Amendment Project Charter V 10 by adding \$12,500 for local trust committee / Bowen Island Municipality public engagement.

CARRIED

TC-2024-119

It was MOVED by Trustee Evans, and SECONDED by Peterson,

that Trust Council request staff to amend the Policy Statement Project Charter V 10 by adding \$10,000 for the purpose of distributing a household mailer to residents in the communications line item.

CARRIED

TC-2024-120

It was MOVED by Trustee Elliott and SECONDED by Trustee Yates,

that Islands Trust Council endorse Policy Statement Amendment Project Charter V 10, as amended.

CARRIED

11. PLANNING SERVICES

Due to time constraints the Chair deferred Item 11.1 to Thursday, December 5.

11.2 Discussion / Decision Items

11.2.1 Meeting Administrator - Approve Making Temporary Position Permanent - Request for Decision

The Director of Planning Services summarized the Request for Decision.
Contracted minute takers were acknowledged and thanked for their work.

TC-2024-121

It was MOVED by Trustee Peterson, and SECONDED by Trustee Stamford,
that Trust Council approve the Meeting Administrator staff position a regular, permanent position at Islands Trust.

CARRIED

Due to time constraints the Chair deferred Item 12 to Thursday, December 5.

13. ADMINISTRATIVE SERVICES / FINANCE

13.1 Consent Agenda Items

By general consent Islands Trust Council adopted the recommendation as presented in items 13.1.1 and 13.1.2.

13.1.1 Director of Administrative Services Report

Receive for information.

13.1.2 Financial Forecast to March 31, 2025 - Briefing

Receive for information.

13.2 Discussion / Decision Items

13.2.1 September 30, 2024 Financial Report - Request for Decision

Director Mobbs summarized the Request for Decision.

TC-2024-122

It was MOVED by Trustee Boland, and SECONDED by Trustee Borthwick,
that Trust Council approve the September 30, 2024 Financial Report.

CARRIED

Trustee Morrison returned to the meeting at 4:05 p.m.

Trustee Falck returned to the meeting at 4:06 p.m.

13.2.2 Draft Budget for FY 2025/26

13.2.2.1 Budget Session Overview

The Director of Administrative Services introduced the budget session.

13.2.2.2 Draft 2025/26 Budget Overview – Briefing

The Director of Administrative Services provided a summary of the briefing, highlighted areas of increased expenditures and those of reduced costs, and answered questions from Trust Council.

It was noted the Briefing contained an error on page 2, last paragraph should read that the draft operating budget has increased not decreased.

13.2.2.3 Budget Funding Requests

Trustee Dodds returned to the meeting at 4:30 p.m.

13.2.2.3.1 Strategic & Programming & Governance Initiatives

13.2.2.3.1.1 Executive Committee: Programming Funding – Briefing

TC-2024-123

**It was MOVED by Trustee Evans, and
SECONDED by Trustee Borthwick,**
that Trust Council request staff to ask each
Standing Committee to review their budget
requests and provide any reductions to staff for
incorporation into the March budget.

CARRIED

TC-2024-124

**It was MOVED by Trustee Boland, and
SECONDED by Trustee Evans,**
that Trust Council request staff to remove
budget request for History and Heritage
Conservation Grants-in-aid from the budget.

DEFEATED

There were no comments on Items 13.2.2.3.1.2 to 13.2.2.3.5.

**13.2.2.3.1.2 Executive Committee: Policy Statement Amendment
Project – Business Case**

13.2.2.3.1.3 Executive Committee: Coast Salish Art – Business Case

**13.2.2.3.1.4 Trust Programs Committee: Stewardship Education
Program – Business Case**

**13.2.2.3.1.5 Trust Programs Committee: Secretariat Services –
Business Case**

**13.2.2.3.1.6 Governance Committee: Trustee Remuneration Review
– Business Case**

It was clarified that any recommendations made would
be implemented in the next term and the funding

budgeted will be necessary to engage a consultant to complete the work this term.

13.2.2.3.1.7 Governance Committee: Trust Council Policies Review – Business Case

It was noted that the funding request is to provide contracted support to review, revise, and amalgamate the policies.

TC-2024-125

It was MOVED by Trustee Elliott, and

SECONDED by Trustee Allen,

that Trust Council request staff to remove \$5000 from the legal budget for the review of Trust Council Policies Review business case.

DEFEATED

There were no comments on Items 13.2.2.3.2 to 13.2.2.3.4.10.

13.2.2.3.2 Operational Initiatives & Staffing

13.2.2.3.2.1 Temporary Senior Policy Advisor – Business Case

13.2.2.3.2.2 Records Management & Freedom Of Information Protection Of Privacy Support

13.2.2.3.2.3 Safety – GPS Locator Devices – Business Case

13.2.2.3.3 Islands Trust Conservancy Board Budget Request – Briefing

13.2.2.3.4 Local Trust Committee Projects

13.2.2.3.4.1 Local Trust Committee Projects List

13.2.2.3.4.2 Planning Services – Projects Feasibility Assessment – Briefing

13.2.2.3.4.3 Denman – Housing Review (for Official Community Plan and Land Use Bylaw Amendments – Final Phase

13.2.2.3.4.4 Gabriola – Official Community Plan and Land Use Bylaw Review – Phase 3

13.2.2.3.4.5 Gambier – Official Community Plan and Land Use Bylaw Amendments – Final Phase

13.2.2.3.4.6 Lasqueti – Official Community Plan and Land Use Bylaw Review – Phase 1

13.2.2.3.4.7 Mayne – Housing Options Project – Year 2

13.2.2.3.4.8 North Pender – Housing Access and Affordability Project

13.2.2.3.4.9 Salt Spring – Major Amendment to Official Community Plan and Land Use Bylaw

13.2.2.3.4.10 Salt Spring – Watershed Protection Plan 2022-2032 Coordination

13.2.2.3.4.11 Salt Spring – Groundwater Sustainability (Well-Monitoring)

It was noted the project was initiated through a grant, equipment was purchased, and the budget request is to be used for equipment upgrades to facilitate continued data collection.

13.2.3 Draft 2025/26 Budget Guidelines Assessment

The Director of Administrative Services confirmed staff and committees have looked at the budget guidelines when making budget requests.

It was clarified that staff have removed non-critical items from the budget noted in Appendix 2.

The meeting was recessed for the day at 5:40 p.m.

THURSDAY, DECEMBER 5

Chair Luckham reconvened the meeting at 9:00 a.m.

14. CLOSED MEETING

TC-2024-126

It was MOVED by Trustee Morrison, and SECONDED by Trustee Borthwick, that the Islands Trust Council close this meeting to the public subject to Part 4, Division 3, Section 90(1)(a) and (c) of the *Community Charter*:

- (a) personal information about an identifiable individual who holds or is being considered for a position as an officer, employee or agent of the municipality or another position appointed by the municipality;
- (c) labour relations or other employee relations;

and that the Interim Chief Administrative Officer and Chief Administrative Officer be invited to attend the meeting.

CARRIED

The regular meeting was closed to the public at 9:01 a.m. and reconvened at 10:17 a.m.

Due to Item 16 scheduled session start time the Chair recessed the in-camera meeting and will reconvene it, and address Item 15, following Item 16.

16. SAN JUAN COUNCIL - ISLANDS TRUST - JOINT SESSION

The Chair welcomed Jane Fuller, Chair of San Juan County Council and Cindy Wolf, San Juan Council Member.

Issues of mutual interest were identified for discussion and the following points were noted:

Ferries

- San Juan Council expressed interested in learning about publically funded, passenger only, inter-island ferry service and Trust Council members provided information on the Lasqueti Island route funded by BC Ferries and operated by an independent contractor and the Gambier – Keats Islands passenger only route operated by BC Ferries;
- Mutual challenges include staffing capacity issues due to a worldwide shortage of trained mariners resulting in ferry delays and cancelations; and
- BC Ferries has recently eliminated the BC Ferries Advisory Committees while San Juan County has state legislated advisory committees in which the governing body appoints committee members who have voting rights.

Housing

- Orcas and Lopez Island have two successful community land trusts with a Housing Advisory Committee, comprised of representatives from major subsidized housing non-profits, that determines priorities and advocates for them in the legislature, a housing coordinator paid by the county who finds grant resources and assists non-profits in applying for grants, and a real estate excise tax that supports housing.

Increased Tanker Traffic

- Both regions are experiencing increased large vessel traffic posing potential hazards to eco-systems and First Nations Peoples;
- Transport Canada did approve a large offshore tow vessel for the Arctic region and there is interest in jointly advocating for an emergency response towing vessel to be based in the Haro Strait area;
- Western Canada response corporation has several oil spill response packages situated throughout the southern Gulf Islands; and
- Every tanker going through Juan de Fuca Strait is required to be accompanied by two tug boats.

Tribal / First Nations Engagement

- Both regions are working on government to government relationships with Tribes / First Nations, and
- In San Juan County the Coast Salish ceded lands and waters in treaties with the US Federal Government and in this process they gained rights to access, in perpetuity, based on the requirement to organize themselves into Nations that the Federal Government recognizes as sovereign Nations with access rights compared to BC where First Nations Peoples have not ceded their rights to the land or waters.

Both parties indicated the need to meet at a future date to update the Protocol Agreement.

TC-2024-127

It was MOVED by Trustee Patrick, and SECONDED by Trustee Yates,

that Trust Council request staff to report to the Executive Committee on options to support renewed advocacy with San Juan County and Indigenous Governing Bodies that is directed to our respective federal and state/provincial bodies on oil spill prevention in the Salish Sea.

CARRIED

The meeting was recessed for a break at 12:03 p.m. and reconvened at 12:45 p.m.

The in-camera meeting had been recessed prior to Item 16 and is being reconvened.

TC-2024-128

It was MOVED by Trustee Morrison, and SECONDED by Trustee Campbell,
that the Islands Trust Council close this meeting to the public subject to Part 4, Division 3, Section 90(1)(a) and (c) of the *Community Charter*:

- (a) personal information about an identifiable individual who holds or is being considered for a position as an officer, employee or agent of the municipality or another position appointed by the municipality;
- (c) labour relations or other employee relations;

and that the Interim Chief Administrative Officer and Chief Administrative Officer be invited to attend the meeting.

CARRIED

The regular meeting was closed to the public at 12:48 p.m. and reconvened at 1:34 p.m.

15. RISE AND REPORT

The Chair stated there was nothing to rise and report.

TC- 2024-129

It was MOVED by Trustee Evans, and SECONDED by Trustee Elliott,
that Trust Council request Executive Committee request staff to schedule a facilitated session focusing on Trustee conduct and tools at Council and Chair responsibilities during Council sessions and Standing Committee meetings.

CARRIED

Trustee Gedye stated for the record that the previous day was the 25th anniversary of the incorporation of Bowen Island as a municipality and a main part of the vote was to remain within Islands Trust.

Trustee Campbell left the meeting at 1:35 p.m.

Trustee Dodds left the meeting at 1:36 p.m.

Due to time constraints the Chair re-ordered the remainder of the agenda and items that had previously been deferred. The order commenced as follows: Item 11.1.1, 11.1.2, 12.1, 12.2.3, 12.2.4, 18.1, 20.1 to 20.7, 21.1, 12.2.1, 19, 18.2, 12.2.2.

11.1 Consent Agenda Items

11.1.1 Director of Planning Services Report

By general consent Islands Trust Council received the Director of Planning Services Report for information.

TC-2024-130

It was MOVED by Trustee Patrick, and SECONDED by Trustee Borthwick,

that Trust Council convene a steering committee to guide the technical work to explore the barriers to legal occupancy of tiny homes on wheels and the associated siting and use regulations and appoint Trustees Boland, Campbell, Patrick and Elliott and invite membership of up to four Electoral Area Directors.

CARRIED

11.1.2 Update: Freshwater Sustainability Strategy Implementation – Briefing

By general consent Islands Trust Council received the Freshwater Sustainability Strategy Implementation briefing for information.

TC-2024-131

It was MOVED by Trustee Patrick, and SECONDED by Trustee Gedye, that Trust Council approve staff proceeding with a grant application up to \$500,000, over two years, from the Watershed Security Fund, to implement key initiatives under the Islands Trust Freshwater Sustainability Strategy, including staffing, consulting, and technical resources to undertake the following projects and initiatives:

- I. Islands Trust Area Freshwater Footprint,
- II. Islands Trust Area Watershed Resiliency Mapping,
- III. Freshwater Sustainability Regulatory and Policy Audit,
- IV. Freshwater Helpdesk,
- V. Islands Trust Freshwater Atlas,
- VI. Freshwater Sustainability Technical Advisory Committee, and
- VII. Watershed governance.

CARRIED

12. LEGISLATIVE & INFORMATION SERVICES

12.1 Consent Agenda Items

12.1.1 Director of Legislative & Information Services Report

By general consent Islands Trust Council received the Director of Legislative and Information Services report for information.

12.2 Discussion / Decision Items

Item 12.2.1 was deferred to a future Trust Council meeting due to time constraints.

12.2.1 Trust Council Bylaw 197 - Local Trust Committee Meeting Procedures Bylaw - Request For Decision

Item 12.2.2 was discussed following Item 21.

12.2.3 Amendment to Policy and Procedures Regarding Delegations to Trust Council - Request For Decision

Director Marlor summarized the Request for Decision.

TC-2024-132

It was MOVED by Trustee Peterson, and SECONDED by Trustee Fast,

that Trust Council request Executive Committee to return to Trust Council with a draft bylaw to amend Trust Council's Meeting Procedure Bylaw 101 that:

- I. Requires delegations to specify the action they are asking of Trust Council;
- II. Establishes that any Trust Council direction in relation to disposition of delegations will allow time for staff to provide advice;
- III. If time is of the essence, Trust Council's direction in relation to disposition of delegations will delegate a response to the Executive Committee or the Trust Council Chair;
- IV. Establishes approval authority for receipt of delegation and establishes a different deadline for receipt of delegations for matters on the agenda, and such a deadline would need to be after the release of the agenda outline to the public and before the start of the Trust Council meeting;
- V. Establishes a maximum number of delegations per meeting and/or time limit for all delegations to maintain the integrity of the published agenda; and
- VI. Provides clear criteria for rejection of delegations, with a clear appeal process to Trust Council and 2/3 majority vote required of Trust Council to approve a rejected delegation.

CARRIED

12.2.4 Rescind Trust Council Policy 6.6.1 By-Election Funding - Request for Decision

It was clarified that the policy should be rescinded because by-elections seldom occur yet funding for them remains in the budget which results in taxing on a budget item that isn't being used.

TC-2024-133

It was MOVED by Trustee Fast, and SECONDED by Trustee Yates, that Trust Council rescind Trust Council Policy 6.6.1 By-Election Funding in its entirety.

CARRIED

Trustee Morrison left the meeting at 1:56 p.m.

Due to time constraints the Chair deferred Item 17 to a future Trust Council meeting.

17. NEW BUSINESS

17.1 Dark Sky Principles Adoption Advocacy - Request For Decision

17.2 Trust Council's Disposition of Delegation: Sue Big Oil – Briefing

18. CORRESPONDENCE

18.1 2024-11-07 Association of Vancouver Island Coastal Communities Climate Leadership Steering Committee - 2025 Appointment

The Director of Trust Area services noted that Trustee Morrison wished to continue on the steering committee; therefore, a replacement appointment would not be required.

20. TRUSTEE UPDATES - Community Committee Participation

Written updates received for information only.

20.1 Atl'ka7tsem/Howe Sound Biosphere Region

[October 2024 Forum Review](#)

20.2 Baynes Sound/Lambert Channel Ecosystem Forum

None provided.

20.3 BC Ferries Advisory Committees

Trustee Yates provided a verbal update.

The Director of Trust Area Services noted that BC Ferries will be discussing opportunities for engagement with Islands Trust at a future date.

TC-2024-134

It was MOVED by Trustee Yates, and SECONDED by Trustee Stamford,
that Trust Council request Executive Committee to invite BC Ferries
representative to the March, 2025 Trust Council meeting to discuss the
dissolution of the Ferry Advisory Committees and the future of community
representation to BC Ferries.

CARRIED

20.4 First Nations Relations

None provided.

20.5 Freightier Anchorages/Oceans Protection Plan (OPP)

Trustee Boland provided a verbal report.

20.6 Shellfish Aquaculture Management Advisory Committee (SF AMAC)

None provided.

20.7 Southern Gulf Islands Forum

None provided.

21. NEXT MEETING

By general consent the next meeting will be held March 11 to March 13, 2025.

21.1 Proposed March Trust Council 3-day Program

Received for information.

Due to time constraints Items 12.2.2 had previously been deferred.

12.2.2 Code of Conduct Review - Next Steps - Request For Decision

TC-2024-135

It was MOVED by Trustee Evans, and SECONDED by Trustee Bernardo, that Trust Council request staff to schedule a Committee of the Whole meeting to discuss the draft Code of Conduct at one of the upcoming bi-weekly meetings.

CARRIED

A Trustee requested the Governance Committee discussion also be heard during one of the bi-weekly meetings.

Due to time constraints Item 19 had previously been deferred.

19. DISPOSITION OF DELEGATIONS/PUBLIC COMMENT & CORRESPONDENCE

Trustees noted the need for Executive Committee to meet with Bowen Island Council as soon as possible and that staff schedule meetings to discuss the protocol agreement.

Due to time constraints Items 18.2 had previously been deferred.

18.2 2024-10-31 Bowen Island Municipality - Policy Statement Amendment Project

Discussion ensued and a Trustee stated that the response to Bowen Island Municipality should not concede the point that the Municipality should have been consulted regarding the request for a governance review as it has not been determined by Trust Council that consultation was required.

TC-2024-136

It was MOVED by Trustee Yates, and SECONDED by Trustee Gauvreau, that Trust Council request Executive Committee to reply to Mayor Leonard's correspondence and Bowen Island Municipal Council.

CARRIED

22. ADJOURNMENT

By general consent the meeting was adjourned at 2:30 p.m.

Peter Luckham, Chair

Certified Correct:

Lisa Millard, Meeting Administrator/Recorder

Minutes are not official until adopted at a subsequent meeting.

Follow Up Action Report

Trust Council

Progress	Activity	Responsibility	Dates	Status
100%	1 Staff to inform Executive Committee that Trust Council request Executive Committee to reply to Mayor Leonard's correspondence and Bowen Island Municipal Council.		Meeting: 05-Dec-2024 Target: 13-Dec-2024	Completed

Chief Administrative Officer

Progress	Activity	Responsibility	Dates	Status
0%	1 That Trust Council direct Executive Committee to work with staff on a coordinated strategy and prepare a request that the Province revisit the provincial grant funding formula to the Islands Trust and further that Trust Council respond to Minister Kang to the effect that TC will revisit the request for a review of the Islands Trust mandate, governance, and structure and provide the Minister with an update.	Clare Frater Rueben Bronee	Meeting: 07-Mar-2023 Target: 01-Jun-2025	In Progress
50%	2 Staff to engage with the Province to analyse Section 7 of the Declaration on the Rights of Indigenous Peoples Act to see how it pertains to Islands Trust Council, Islands Trust Conservancy, the Local Trust Committees, and Bowen Island Municipality.	Rueben Bronee	Meeting: 25-Sep-2024 Target: 17-Jun-2025	In Progress
0%	3 Staff to schedule a Committee of the Whole meeting for Trust Council to discuss the September Meeting Conduct.	Rueben Bronee	Meeting: 03-Dec-2024 Target: 01-Jun-2025	In Progress
31%	4 Staff to explore options for the December 2025 and March 2026 Trust Council meetings to be held in the Trust Area.	Rueben Bronee	Meeting: 03-Dec-2024 Target: 28-Mar-2025	In Progress

Follow Up Action Report

Trust Council

Chief Administrative Officer

Progress	Activity	Responsibility	Dates	Status
100%	5 Staff to schedule the following quarterly Trust Council meeting dates and locations to the end of fiscal 2025/26: a) March 11 - 13, 2025 (Nanaimo) b) June 17 - 19, 2025 (Salt Spring Island) c) September 16 - 18, 2025 (Gabriola Island) d) December 2 - 4, 2025; and, (Victoria) e) March 10 - 12, 2026 (Duncan)	Rueben Bronee	Meeting: 03-Dec-2024 Target: 31-Dec-2024	Completed
50%	6 Staff to schedule a Committee of the Whole meeting for Trust Council to clarify its interpretation of unique amenities from Trust Council's discussion of September, 2023, in light of the updated legal opinion received.	Rueben Bronee	Meeting: 04-Dec-2024 Target: 01-Apr-2025	In Progress
50%	7 Staff to schedule a Committee of the Whole meeting for Trust Council to review the 2022 Governance Review supported by analysis and recommendations by the Governance Committee, and staff, by no later than June, 2025.	Rueben Bronee	Meeting: 04-Dec-2024 Target: 01-Jun-2025	In Progress
49%	8 Staff to set one of the upcoming bi-weekly Committee of the Whole meetings solely to discuss the draft Code of Conduct.	Rueben Bronee	Meeting: 05-Dec-2024 Target: 01-Jun-2025	In Progress

Follow Up Action Report

Trust Council

Director Legislative Services and Information Services

Progress	Activity	Responsibility	Dates	Status
0%	1 5.2.2 Review of Trust Council Policies - Undertake review and recommend updates and consolidation of policies. Bring one or more policies back to each Trust Council. Work with relevant director. Now with Governance Committee and budget request for 2025.	David Marlor	Meeting: 26-Sep-2023 Target: 12-Dec-2025	In Progress
52%	2 That Trust Council request Staff to prepare a draft amendment to the Trust Council Meeting Procedures Bylaw under Section 11 of the Islands Trust Act so that it also applies to all 13 local trust committees, and add amendments to require release of local trust committees' agenda outlines a minimum of two days before release date of full agenda. THAT Trust Council request staff to prepare a draft Local Trust Committee Development Procedures Bylaw under Section 11 of the Islands Trust Act that will establish standard procedures applicable to all local trust committees. THAT Trust Council request Staff to prepare a Public Notice Policy with a model Local Trust Committee Public Notice Bylaw, and a draft Trust Council Public Notice Bylaw.	David Marlor	Meeting: 07-Dec-2023 Target: 11-Mar-2025	In Progress
0%	3 Staff to explore options for including an Integrated Spatial Planning approach within the strategic planning process, and report back with recommendations by January, 2025.	David Marlor Stefan Cermak	Meeting: 20-Jun-2024 Target: 11-Mar-2025	In Progress
50%	4 Rename 'Islands Trust Council Goals' chart to 'Islands Trust Council Strategic Plan Goals' in the IT App and corresponding report. *IS HelpDesk ticket sent in October 2, 2024	David Marlor	Meeting: 24-Sep-2024 Target: 13-Nov-2024	In Progress

Follow Up Action Report

Trust Council

Director Legislative Services and Information Services

Progress	Activity	Responsibility	Dates	Status
100%	5 Staff to inform Executive Committee that Trust Council request Executive Committee to schedule a facilitated session focusing on Trustee conduct and tools at Council and chair responsibilities during Council sessions and Standing Committees.	David Marlor	Meeting: 05-Dec-2024 Target: 31-Jan-2025	Completed
100%	6 Staff to inform Executive Committee that Trust Council request Executive Committee to return to Trust Council with a draft bylaw to amend Trust Council's Meeting Procedure Bylaw 101 that: I. Requires delegations to specify the action they are asking of Trust Council; II. Establishes that any Trust Council direction in relation to disposition of delegations will allow time for staff to provide advice; III. If time is of the essence, Trust Council's direction in relation to disposition of delegations will delegate a response to the Executive Committee or the Trust Council Chair; IV. Establishes approval authority for receipt of delegation and establishes a different deadline for receipt of delegations for matters on the agenda, and such a deadline would need to be after the release of the agenda outline to the public and before the start of the Trust Council meeting; V. Establishes a maximum number of delegations per meeting and/or time limit for all delegations to maintain the integrity of the published agenda; and VI. Provides clear criteria for rejection of delegations, with a clear appeal process to Trust Council and 2/3 majority vote required of Trust Council to approve a rejected delegation.	David Marlor	Meeting: 05-Dec-2024 Target: 31-Dec-2024	Completed

Follow Up Action Report

Trust Council

Director Legislative Services and Information Services

Progress	Activity		Responsibility	Dates	Status
100%	7	Staff to rescind Trust Council Policy 6.6.1 By-Election Funding in its entirety.	David Marlor	Meeting: 05-Dec-2024 Target: 31-Jan-2025	Completed

Follow Up Action Report

Trust Council

Director of Planning Services

Progress	Activity	Responsibility	Dates	Status
49%	1 Staff to: a) evaluate the implications of a longer referral response window, and; b) consider how Trust Council and local trust committees (LTC's) might consult with First Nations to better understand what changes to the current referral process should be made to both improve communication and to further reconciliation, and report back to Trust Council.	Stefan Cermak	Meeting: 29-Jun-2023 Target: 30-Sep-2024	In Progress
49%	2 Staff to report in the September (2024) and March (2025) Trust Council meetings about the tracking of planning staff time and application revenue with regards to cost recovery.	Stefan Cermak	Meeting: 14-Mar-2024 Target: 31-Mar-2025	In Progress
0%	3 Staff to explore options for including an Integrated Spatial Planning approach within the strategic planning process, and report back with recommendations by January, 2025.	David Marlor Stefan Cermak	Meeting: 20-Jun-2024 Target: 11-Mar-2025	In Progress
100%	4 Staff to continue drafting amendments to Trust Council Bylaw Compliance and Enforcement Policy (Policy 5.5.1) and provide Regional Planning Committee direction to create a plain language version of the Bylaw Compliance and Enforcement Best Practices manual.	Stefan Cermak	Meeting: 25-Sep-2024 Target: 13-Nov-2024	Completed
25%	5 Staff to: 1. Solicit First Nations to get their feedback about the referral processes, concerns and new initiatives; 2. Develop a work plan that captures planned actions advancing from this Referrals to First Nations - Request for Decision; and 3. Include this initiative in the Draft 2025-2028 Strategic Plan and the amended Reconciliation Action Plan.	Stefan Cermak	Meeting: 26-Sep-2024 Target: 30-Sep-2025	In Progress

Follow Up Action Report

Trust Council

Director of Planning Services

Progress	Activity	Responsibility	Dates	Status
79%	6 Staff to implement the Islands Trust Housing Action Plan into the 2025-2028 Strategic Plan, and prioritize implementation of Actions 23, 24 and 26, with a focus on enabling Tiny Homes On Wheels in the Trust Area. (RPC resolution 2024-020)	Stefan Cermak	Meeting: 26-Sep-2024 Target: 19-Feb-2025	In Progress
100%	7 Staff to convene a steering committee and appoint Trustees Boland, Campbell, Patrick and Elliott to guide the technical work to explore the barriers to legal occupancy of tiny homes on wheels and the associated siting and use regulations and invite membership of up to four Electoral Area Directors.	Stefan Cermak	Meeting: 05-Dec-2024 Target: 31-Jan-2025	Completed
100%	8 Staff to proceed with a grant application up to \$500,000, over two years, from the Watershed Security Fund, to implement key initiatives under the Islands Trust Freshwater Sustainability Strategy, including staffing, consulting, and technical resources to undertake the following projects and initiatives: I. Islands Trust Area Freshwater Footprint, II. Islands Trust Area Watershed Resiliency Mapping, III. Freshwater Sustainability Regulatory and Policy Audit, IV. Freshwater Helpdesk, V. Islands Trust Freshwater Atlas, VI. Freshwater Sustainability Technical Advisory Committee, and VII. Watershed governance.	Stefan Cermak	Meeting: 05-Dec-2024 Target: 31-Dec-2026	Completed

Follow Up Action Report

Trust Council

Director, Administrative Services

Progress	Activity	Responsibility	Dates	Status
100%	1 Staff to inform each Standing Committee to review their budget requests and provide any reductions for incorporation into the March budget.	Julia Mobbs	Meeting: 04-Dec-2024 Target: 15-Dec-2024	Completed

Follow Up Action Report

Trust Council

Director, Trust Area Services

Progress	Activity	Responsibility	Dates	Status
64%	1 Policy Statement Amendment Project - Amend draft Bylaw No. 183 as directed by adopted resolutions. (ONGOING)	Clare Frater	Meeting: 21-Sep-2022 Target: 07-Sep-2026	In Progress
5%	2 Coordinate the provision of expert advice and training to the incoming Trust Council, early in the new term, on the theme of public engagement and consultation, building on lessons learned from the first three phases of Islands 2050 public engagement from 2019 - 2022.	Clare Frater	Meeting: 21-Sep-2022 Target: 31-Mar-2025	In Progress
0%	3 That Trust Council direct Executive Committee to work with staff on a coordinated strategy and prepare a request that the Province revisit the provincial grant funding formula to the Islands Trust and further that Trust Council respond to Minister Kang to the effect that TC will revisit the request for a review of the Islands Trust mandate, governance, and structure and provide the Minister with an update.	Clare Frater Rueben Bronee	Meeting: 07-Mar-2023 Target: 01-Jun-2025	In Progress
100%	4 Staff to inform Trust Programs Committee that Trust Council requests that the Xwe'etay / Lasqueti Archeology Project Presentation be considered by Trust Programs for a future educational webinar.	Clare Frater	Meeting: 03-Dec-2024 Target: 01-Jun-2025	Completed
100%	5 Staff to inform the Islands Trust Conservancy Secretary that the Islands Trust Council requests the Secretary issue a Natural Area Protection Tax Exemption Program Certificate for the covenanted portion of the property described as PID: 005-837-651, Lot 6, Sections 18 and 22, Pender Island, Cowichan District, Plan 6294, subject to registration of a conservation covenant and completion of a baseline inventory report consistent with the standards developed for NAPTEP.	Clare Frater	Meeting: 04-Dec-2024 Target: 13-Dec-2024	Completed

Follow Up Action Report

Trust Council

Director, Trust Area Services

Progress	Activity	Responsibility	Dates	Status
100%	6 Staff to amend the Policy Statement Amendment Project Charter V10 by increasing the number of Committee of the Whole meetings to twice monthly until discussion on the draft Policy Statement is concluded, with the aim of producing a draft for consideration of Trust Council.	Clare Frater	Meeting: 04-Dec-2024 Target: 31-Jan-2025	Completed
100%	7 Staff to remove the line item "approval in principle by Trust Council" in project charter V 10 and the timeline be adjusted accordingly.	Clare Frater	Meeting: 04-Dec-2024 Target: 31-Jan-2025	Completed
100%	8 Staff to amend the proposed Policy Statement Amendment Project Charter to include a 6-month public engagement and referral period after First Reading by June, 2025.	Clare Frater	Meeting: 04-Dec-2024 Target: 31-Jan-2025	Completed
100%	9 Staff to amend the Policy Amendment Project Charter V 10 by adding \$12,500 for local trust committee / Bowen Island Municipality public engagement.	Clare Frater	Meeting: 04-Dec-2024 Target: 31-Jan-2025	Completed
100%	10 Staff to amend the Policy Statement Project Charter V 10 by adding \$10,000 for the purpose of distributing a household mailer to residents in the communications line item.	Clare Frater	Meeting: 04-Dec-2024 Target: 31-Jan-2025	Completed
0%	11 Staff to report to the Executive Committee on options to support renewed advocacy with San Juan County and Indigenous Governing Bodies that is directed to our respective federal and state/provincial bodies on oil spill prevention in the Salish Sea.	Clare Frater	Meeting: 05-Dec-2024 Target: 31-Jan-2025	In Progress

Follow Up Action Report

Trust Council

Director, Trust Area Services

Progress	Activity	Responsibility	Dates	Status
100%	12 Staff to inform Executive Committee that Trust Council request Executive Committee to invite BC Ferries representative to the March, 2025 Trust Council meeting to discuss the dissolution of the Ferry Advisory Committees and the future of community representation for BC.	Clare Frater	Meeting: 05-Dec-2024 Target: 31-Jan-2025	Completed

Islands Trust Council Goals		
• Preserve, protect and advocate for forest and terrestrial ecosystems. • Protect quality and quantity of fresh water resources of the Trust Area. • Mitigate and adapt to climate change impacts. • Improve community engagement and participation in Islands Trust work. • Strengthen housing affordability throughout the Islands Trust Area.		
Executive Committee	Governance Committee	Financial Planning Committee
1. Request to Minister for Review of Islands Trust 2. Update Islands Trust Policy Statement 3. First Nations Reconciliation 4. Strategic Planning	1. Review of Governance Report 2. Corporate Planning 3. Meeting process (Bylaw 101 and policies) 4. Secretariat and/or in-house legal counsel 5. Policy 7.2.1 Trustee Remuneration - Review and Update	1. Finalize 2025/26 Budget and 5-year Financial Plan Bylaw 2. Annual Financial Statements & Audit: Islands Trust and Islands Trust Conservancy 3. 2026/27 Budget Public Engagement Project 4. Financial Policy Review



Trust Programs Committee	Regional Planning Committee	Islands Trust Conservancy
1. Secretariat Role to Forums within the Trust Area	1. Bylaw Compliance and Enforcement Review	1. Strategic Planning/Administration
2. Stewardship Education Program	2. Implement the Housing Strategic Action Plan	2. Covenant and Property Acquisitions
3. Trust Council Policy 1.2.1 (Policy Statement Amendment)	3. Implement the Fresh Water Sustainability Strategy	3. Property and Covenant Management
		4. Communications
		5. Fundraising and Conservancy Support



Local Trust Committees

Northern Islands

Ballenas-Winchelsea, Denman, Gabriola,
Gambier, Hornby, Lasqueti, Thetis

Denman Island

- . Major Project - Denman Housing (OCP and LUB) Review Project - Stage 2, Phase 2
- . Minor Project - Housing Related TUP Review

Gabriola Island

- . Major Project - Gabriola Island Comprehensive OCP and LUB Review - Phase 2

Gambier Island

- . Major Project - Gambier OCP & LUB Targeted Review - Phase 2
- . Minor Project - Keats Island Shoreline Protection Project - Phase 3 (Continued)

Southern Islands

Galiano, Mayne, North Pender,
South Pender, Saturna

Galiano Island

- . Minor Project - Groundwater Sustainability

Mayne Island

- . Major Project - Housing Options Project - Phase 2

North Pender Island

- . Major project - Housing Access and Affordability Project
- . Minor project - Update of Raptors Nest DPAs

Saturna Island

- . Minor Project - Minor housing amendments review project

South Pender Island

- . Minor Project - Minor LUB Review Project

Northern Islands

Ballenas-Winchelsea, Denman, Gabriola,
Gambier, Hornby, Lasqueti, Thetis

Hornby Island

- . Major Project - Hornby Island Official Community Plan and Land Use Bylaw Review

Lasqueti Island

- . Minor Project - Official Community Plan Review - Phases 2 & 3

Salt Spring

Salt Spring Island

- . Extraordinary Project - OCP-LUB Update
- . Minor Project - Housing Action Program - Implementation (Bylaw 537)
- . Major Project - Water Sustainability - coordinate multiple jurisdictions in planning for water sustainability and watershed protection.
- . Major Project - Ganges (Shiya'hwt/Syowt) Village Planning

Active Projects Report

Executive Committee

1. Request to Minister for Review of Islands Trust

Activity:

To follow up on the request by Trust Council for a review of the Islands Trust by the Minister of Municipal Affairs.

Responsible

Rueben Bronee

Dates

Rec'd: 01-Nov-2023
Target: 31-Mar-2025

2. Update Islands Trust Policy Statement

Activity:

With involvement from Trust Programs Committee as appropriate, co-ordinate a review of the Policy Statement including a First Nations and public engagement process.
Updated Project charter approved March 2023. (Strategic Plan 3.1, 4.4 , 5.6, 5.7)

Responsible

Clare Frater

Dates

Rec'd: 26-Feb-2020
Target: 01-Nov-2026

3. First Nations Reconciliation

Activity:

Develop Islands Trust First Nations Reconciliation and engagement planning (Strategic Plan Items 4.5 & 4.6)

Responsible

Clare Frater

Dates

Rec'd: 02-Sep-2020
Target: 31-Mar-2025

Active Projects Report

Executive Committee

4. *Strategic Planning*

Responsible

Dates

Activity:

Guide the development and implementation of the Islands Trust Strategic Plan.

Rueben Bronee

Rec'd: 03-May-2023

Target: 31-Mar-2025

Future Projects Report

Executive Committee

1. *Marine Ecosystems*

Advance the preservation and protection of marine ecosystems.

Responsible

Clare Frater

Date Received

03-May-2023

2. *MOTI MOU's*

To engage with the Ministry of Transportation on a updated Memorandum of Understanding.

Responsible

Clare Frater

Date Received

03-May-2023

3. *Climate Change Emergency*

Programming associated with the Climate Change declaration of the Islands Trust.

Responsible

Clare Frater

Date Received

03-May-2023

4. *Provincial Funding Strategy*

Develop a strategy to request additional funding from the Province, including revisiting the provincial grant funding formula to the Islands Trust.

Responsible

Rueben Bronee

Date Received

07-Mar-2023

Active Projects Report

Governance Committee

1. Review of Governance Report

Responsible

Dates

Activity:

Prepare Trust Council session for review of Governance Report.

Rec'd: 09-Nov-2023

Target: 17-Jun-2025

2. Corporate Planning

Responsible

Dates

Activity:

Continue implementation of enhanced corporate planning processes:
Visioning - complete; Values - skipped; SWOT - complete; Strategic Plan - in progress;
Departmental work plans - upcoming; incorporating work plans into the financial plan - upcoming.

Rec'd: 17-Apr-2023

Target: 16-Sep-2025

3. Meeting process (Bylaw 101 and policies)

Responsible

Dates

Activity:

Review and recommend amendments to the Trust Council Meeting Procedure Bylaws 101 and related policies to address the concerns raised by Great Northern Management Consultants in the 2022 Governance Review Report of the Islands Trust.

David Marlor

Rec'd: 17-Apr-2023

Target: 16-Sep-2025

Active Projects Report

Governance Committee

4. *Secretariat and/or in-house legal counsel*

Responsible

Dates

Activity:

Consider opportunities to hire a Trust Council secretariat or in-house legal counsel, and any associated implications to the Islands Trust.

David Marlor

Rec'd: 11-Apr-2023

Target: 02-Dec-2025

5. *Policy 7.2.1 Trustee Remuneration - Review and Update*

Responsible

Dates

Activity:

Review and update Trust Council's Policy 7.2.1 Trustee Remuneration in line with the UBCM Council and Board Remuneration Guide.

Julia Mobbs

Rec'd: 12-Jan-2024

Target: 17-Jun-2025

Islands Trust Governance Committee Work Program Matrix

January 29, 2025
Forward to Trust Council

LEGEND:

- Not Started
- In-progress
- ✓ Complete

Not Urgent, Important	Urgent, High Priority
• Committees Structure: Clear mandates, review of size, champion proposals to Trust Council • Make Mandate of Conservancy More Prominent	➤ Response to the Province Requesting A Review of Islands Trust • Meeting Process (Bylaw 101 & related policies) • Review of Trustee Compensation Policy ➤ Strategic/Corporate Planning/Visioning process and related operational review • Secretariat/hiring in-house legal counsel - needs research ➤ Prepare a Trust Council Session for review of Governance Report • Election of Executive Committee and possible re-election same term
Not Urgent, Lower Priority	Urgent, Lower Priority
• Information to Trustee Candidates Before Election • Recording of Negative Votes (forward to Executive Committee)	<i>These items require preparation of other policies before they can be effectively addressed.</i> • Communications • Advocacy

Non-Urgent, Important items under close examined by other Council Committees

- Local planning issues: OCP numbers & updates (Regional Planning Committee)
- Policy Statement Update (Trust Programs Committee and Executive Committee)
- Trustee Leadership Development

Matters Outside Our Jurisdictions

Urgent and Important

- First Nations representation (possible referral to First Nations committee if it gets established, otherwise multiple protocol agreements not considered in report)

Not Urgent, Not Priority

- Representation of provincial interest on TC - simple idea, complex in execution, multiple solutions.

Active Projects Report

Financial Planning Committee

1. Finalize 2025/26 Budget and 5-year Financial Plan Bylaw

Responsible

Dates

Activity:

Julia Mobbs

Rec'd: 12-Mar-2025

Prepare report to accompany Trust Council's 5-year Financial Plan Bylaw submission to the Minister of Housing and Municipal Affairs for approval.

Target: 31-Mar-2025

2. Annual Financial Statements & Audit: Islands Trust and Islands Trust Conservancy

Responsible

Dates

Activity:

Julia Mobbs

Rec'd: 12-Mar-2025

Underway:

Target: 31-May-2025

- Audit planning with the appointed auditors, KPMG LLP.

- Audit Committee meeting with KPMG on February 28, 2025.

Upcoming:

- Preparation of Islands Trust and Islands Trust Conservancy financial statements and audit packages.

- Audit fieldwork scheduled for May 2025.

- Audit Committee meeting on May 28, 2025 with KPMG LLP to present audit findings.

Active Projects Report

Financial Planning Committee

3. 2026/27 Budget Public Engagement Project

Responsible

Dates

Activity:

Implement a project to hear from the public about their priorities and views on the Islands Trust proposed spending in 2026/27 and the activities that are proposed to be funded.

Rec'd: 05-Mar-2025

Target: 20-Aug-2025

4. Financial Policy Review

Responsible

Dates

Activity:

Continued review of select Trust Council financial policies:
-6.5.2 Budget Control and Adjustment Authority (EC directed)

Julia Mobbs

Rec'd: 12-Mar-2024

Target: 15-Jul-2025

Active Projects Report

Regional Planning Committee

1. *Bylaw Compliance and Enforcement Review*

Activity:

Jan. 2025: Special meeting - review amended policies

Nov. 2024: RPC reviewed first draft plain language BP manual; request special meeting in Jan. 2025 to focus on project

Sept 2024. Trust Council requested a plain language BP manual; approved inclusion of an LTC Bylaw Compliance and Enforcement Template

March 2024: Trust council approves Project Charter.

Responsible

Robert Kojima
Stefan Cermak
Warren Dingman

Dates

Rec'd: 13-Mar-2024
Target: 31-Mar-2025

2. *Implement the Housing Strategic Action Plan*

Activity:

Strategic Plan Goal: Strengthen housing affordability throughout the Islands Trust Area

Nov. 2024: Advancement of Tiny Homes on Wheels

Sept. 2024: Trust council prioritizes addressing Tiny Homes on Wheels.

December 2023: Trust Council Adopted Housing Strategic Action Plan on . Includes Implementation Plan.

Responsible

Robert Kojima
Stefan Cermak

Dates

Rec'd: 12-Feb-2020
Target: 31-Mar-2025

Active Projects Report

Regional Planning Committee

3. *Implement the Fresh Water Sustainability Strategy*

Responsible

Dates

Activity:

Strategic Plan Goal: Protect quality and quantity of fresh water resources of the Trust Area

Nov. 2024: RPC initiating grant submission to implement FWSS.

Sept. 2024: RPC receives summary of FWSS past projects.

Feb. 16, 2024: RPC has requested staff to draft an Implementation Plan that defines the roles and responsibilities of the RPC, Trust Programs Committee, Trust Council and key staff that is operationalized through multi-year work plans, budget requests, and program-specific implementation plans.

Strategic Plan item #2.4: FWSS-completed and presented to Trust Council in December 2021. A webpage devoted to implementation of the Freshwater Sustainability Strategy is being developed.

Strategic Plan item #2.5 - Map and develop water budgets for groundwater aquifers in the Trust Area. Grant funding to develop water budgets are still required for Hornby, Denman and Gabriola, Salt Spring, Thetis, Keats, Gambier and updates for southern gulf islands.

Stefan Cermak
William Shulba

Rec'd: 12-Feb-2020
Target: 31-Mar-2026

Future Projects Report

Regional Planning Committee

1. *Shoreline Marine Planning*

Responsible

Date Received

Trust Council - 2015-2018 Strategic Plan Item

09-Nov-2017

Conduct a working group session to brainstorm possible directions.

Updated: Feb. 21, 2024: Strategic Plan item #2.2 - Map the extent of eelgrass and kelp beds throughout the Trust Area. Phase 1 of mapping received March 2023. Phase 2 mapping business case not supported by RPC due to funding concerns. RPC requested staff to develop a terms of reference if and when grant funding becomes available.

2. *Preserve, protect and advocate for forest and terrestrial ecosystems*

Responsible

Date Received

1. Map contiguous tracts of the Coastal Douglas-fir zone (CDF) and associated ecosystems to aid in protection of that zone and its associated ecosystems (Completed March 31, 2020) (2018-2022 Strategic Plan item 1.1).

12-Feb-2020

2. Create a model development permit area for Local Trust Committee-Bowen Island Official Community Plans bylaws to protect Coastal Douglas-fir zones throughout the Trust Area (2018-2022 Strategic Plan item 1.2).

Updated Feb. 21, 2024: Strategic Plan item #1.1: Model CDF Protection DPA. SS LTC developed communications materials but changed to Wildfire DP (which could protect some CDF). At present, no future work planned.

Future Projects Report

Regional Planning Committee

3. *Preserve and protect marine ecosystems*

Responsible

Date Received

1. Map the extent of eelgrass and kelp beds throughout the Trust Area (2018-2022 Strategic Plan item 2.2). Phase 1 (GIS and aerial data review) done. Phase 2 - groundtruthing - feasible next step.

12-Feb-2020

2. Undertake a review of Local Trust Committee- Bowen Islands Municipality foreshore policies and regulatory bylaws and develop model policy and regulatory bylaws for the protection of the foreshore and nearshore (2018-2022 Strategic Plan item 2.3). Received Consultants Report.

4. *Protect quality and quantity of fresh water resources of the Trust Area*

Responsible

Date Received

1. Map and develop water budgets for groundwater aquifers in the Trust Area (2018-2022 Strategic Plan item 2.5)

12-Feb-2020

2. Develop a model land use regulation regarding freshwater sustainability including groundwater, rainwater catchment and greywater recycling (2018-2022 Strategic Plan item 2.6).

3. -Develop an Islands Trust Freshwater Sustainability Strategy policy document and recommendations for implementation of the Freshwater Sustainability Strategy

5. *Strengthen housing affordability throughout the Islands Trust Area*

Responsible

Date Received

Future Projects Report

Regional Planning Committee

Implement the high priority actions outlined in the Affordable Housing in the Trust Area:

12-Feb-2020

Strategic Actions for Islands Trust previously referred by Trust Council:

1. Develop model bylaws that use floor area ratio as a density metric for consideration of implementation in local trust area land use bylaws (2018-2022 Strategic Plan item 4.4 iii).

Received Consultants Report.

2. Develop model density bonus bylaws for consideration of implementation in local trust area land use bylaws (2018-2022 Strategic Plan item 4.4 iv).

3. Develop model bylaws to address the use of building stratas as a tool for affordable housing (2018-2022 Strategic Plan item 4.4 v).

6. *Mitigate and adapt to climate change impacts*

Responsible

Date Received

1. Amend Official Community Plans and land use bylaws to foster climate change resilience, including measures to protect Coastal Douglas fir, foreshore and nearshore environments and groundwater. (2018-2022 Strategic Plan item 3.2).

12-Feb-2020

7. *Update the model strategy for antennae systems*

Responsible

Date Received

Future Projects Report

Regional Planning Committee

Feb. 9, 2022

09-Feb-2022

Request from SSI LTC which indicated a need to include First Nations consultation requirements; cultural and sacred sites siting requirements; and consideration of Salt Spring Island Advisory Planning Commission recommendations. Committee discussion included:

RPC-2022-012

It was MOVED and SECONDED,
that Regional Planning Committee add "updating the model strategy for antennae systems" to the projects list of RPC's Work Program.

CARRIED

8. *Develop healthy, resilient island communities*

Responsible

Date Received

Work on a suite of projects that will employ two lenses: mitigating and adapting to the effects of climate change; and managing growth by cultivating equitable, inclusive, and resilient communities and the natural environment.

27-Apr-2023

9. *Strengthen Relations with First Nations*

Responsible

Date Received

Future Projects Report

Regional Planning Committee

Strategic Plan item #4.8: Heritage Conservation Overlay Mapping. Phase 1 complete.

21-Feb-2024

Phase 2 not started due to loss of key staff, loss of key consultants, and feedback from various First Nations. At present, no future work planned.

Active Projects Report

Trust Programs Committee

1. Secretariat Role to Forums within the Trust Area

Activity:

Administer Secretariat Services program.

Responsible

Clare Frater

Dates

Rec'd: 22-May-2024

Target: 31-Mar-2025

2. Stewardship Education Program

Activity:

Develop and implement a stewardship education program directed towards the public, industry and stakeholders in the Trust Area. (Strategic Plan strategy #4.3).

Responsible

Clare Frater
Morgana van
Niekerk

Dates

Rec'd: 22-May-2024

Target: 31-Mar-2025

3. Trust Council Policy 1.2.1 (Policy Statement Amendment)

Activity:

Review of the Policy with the view of making recommendations to Trust Council for amendments if required.

Responsible

Clare Frater
Jason Youmans

Dates

Rec'd: 04-Nov-2024

Target: 16-Apr-2025

Future Projects Report

Trust Programs Committee

1. *Update Crown Land Agreements*

Implement Crown Land Protocol project charter V2 and engage Bowen Island Municipality and the Province of B.C. in updating and consolidating existing agreements about Crown land into one agreement.

Responsible

Clare Frater

Date Received

19-Jun-2014

2. *Community Benefit Land Trust Concept*

Further consideration of the Community Benefit Land Trust Concept briefing presented to TPC on February 5, 2021.

Responsible

Clare Frater

Date Received

05-Feb-2021

3. *Community Stewardship Awards Program*

Trust Council Policy 2.1.11 Administration of Community Stewardship Awards Program states: Islands Trust Programs Committee of Trust Council is responsible for initiating Islands Trust Community Stewardship Awards Program in February in the final year of each term.

Responsible

Clare Frater

Date Received

02-Dec-2021



ISLANDS TRUST CONSERVANCY REPORT TO TRUST COUNCIL 4th Quarter 2024-2025

COMPLETED SINCE LAST REPORT (January -March 2025)	PLANNED FOR FIRST QUARTER 2025-26 (April - June 2025)
1. STRATEGIC PLANNING/ADMINISTRATION	
Staffing: Onboarded new A/Manager. Hired coop student for 2025 spring/summer property and covenant monitoring field work. Five Year Plan Development: Sent letter to Minister of Housing and Municipal Affairs to request an extension for ITC Plan (to 2027). Sent initial letter to First Nations regarding scheduling/holding initial engagement meetings regarding next ITC Plan development. ITC Board: Prepared and submitted 2025/26 ITC Budget Request Briefing. Prepared and held January 2025 ITC Board meeting and prepared for March 2025 meeting. ITC Policy: Initiate ITC Policy Review and identify revisions and new policies for the ITC Board to consider Data Management/GIS: Received Data Needs Assessment Report from consultant to help identify solution options to ITC's property management data management issues. Other: Quarterly Report and Financial forecasting completed. Created procedures for ITC applications using new CityView software; continued updating and	Personnel: Continue recruiting for new Protected Area Management Team Lead position Review staff PMDPs and annual ITC Work Plan plans based on Regional Conservation Plan (RCP) priority actions. Begin forecasting project needs to develop 26/27 fiscal year projects. Five Year Plan Development: Contact with First Nations to schedule and hold initial engagement meetings. Provide capacity assistance to interested First Nations. Property Management Strategy: Review Property Management Strategy and incorporate priority actions to protect species and ecosystems at risk and cultural species of significance. Data Management/GIS: Finalize software solution for ITC's Protected Areas Data Management Project. Continue working with GIS staff to ensure TAPIS 3.0 functionality for ITC projects. ITC Board: Prepare for annual financial audit. Prepare agenda and staff reports and hold May ITC Board meeting. ITC Policy: Continue ITC Policy and Procedures Review Other:

cleansing of legacy data transitioned into new platform. Reviewed and prioritized outstanding Regional Conservation Plan actions for 2025-2029; reviewed and revised reporting process. Drafted application form and procedure for Trust Council sponsorship of NAPTEP fees. Fulfilled the annual reporting requirements for the ITC Species at Risk Program, supported by ECCC. Reviewed Customer Relationship Management (CRM) software options in collaboration with Information Services for ITC and IT use.	Complete report templates, legacy data updates, and staff training with CityView applications software. Staff training and data transfer to new contact relations management software.
2. COVENANT AND PROPERTY ACQUISITIONS	
Current Projects: Prepared Ecological Gifts Program application for one completed NAPTEP covenant (Salt Spring). Continued securement negotiations on ~27 ha of land for ITC nature reserves (1 Galiano, 1 Salt Spring); reviewed new application for ~9 ha (Salt Spring). Continued negotiations on ~2 ha of land for NAPTEP covenants (1 North Pender, 1 Salt Spring), including First Nations referrals and Ministerial approval. Responded to securement enquiries for covenants (Bowen, Galiano, Denman, North Pender) and nature reserves (Denman). Closed the file for 1 withdrawn NAPTEP application (Salt Spring).	Current Projects: Continue securement negotiations on ~36 ha of land for ITC nature reserve (1 Galiano, 2 Salt Spring). Continue negotiations on ~2 ha of land for NAPTEP covenants (1 North Pender, 1 Salt Spring).

3. COVENANT AND PROPERTY MANAGEMENT	
<i>Nature Reserve and Covenant Monitoring:</i> Prepare for 2025 monitoring program. <i>Field Technology Improvements:</i> Updates to Field Maps application. <i>Species at Risk and Invasive Species Projects:</i> Coordinated ongoing habitat restoration and infrastructure management contracts. ITC's new Species and Ecosystems Information Sharing Agreement was sent to all of ITC's covenant landholders to consider signing. Purpose: For ITC to share information at regional, provincial, and national levels to assist species and ecosystem conservation on privately held lands. Met with conservation partners to discuss coordinated management activities for covenants on South Winchelsea and South Pender islands. Continue participation in Sidney Island Ecological Restoration Project (SIERP), Mt Tuam Special Management Area Resource Team (SMART), CDFCP Coastal Oak and Prairie Working Group, and Capital Region Invasive Species Partnership (CRISP). Completed 3rd and 4th Quarter Grant reporting relating to Species at Risk Program. <i>Other:</i> Finalized Service Contract for archeological overview assessment /preliminary field reconnaissance survey for Link and Saturnina Islands. Draft First Nations referral plan for management plans. Developed plan for trial of remote monitoring tools to supplement established monitoring program.	<i>Nature Reserve and Covenant Monitoring:</i> Initiate 2025 monitoring program.. <i>Field Technology Improvements:</i> Training on updates to Field Maps by GIS staff and trial in the field. Transfer data and training for new Data Management System. <i>Species at Risk and Invasive Species Projects:</i> Execute service contracts to continue surveys and monitoring of species at risk in priority areas. Begin procurement processes for habitat restoration and infrastructure management contracts for conservation covenants and nature reserves. Begin planning and implementation of in-house habitat monitoring and restoration activities in covenants on Saturna, North Pender, Bowen, and Salt Spring islands. Finalize First Nations referral plan for management plans. <i>Other:</i> Continue work on archeological overview assessment /preliminary field reconnaissance survey for Link and Saturnina Islands. Continue project to secure an effective and efficient property data management system specific to ITC needs.

Completed land surveys on two covenants on Salt Spring Island. Purpose: Confirming boundary lines, necessary to enhance monitoring and enforcement. Collaborated with GIS staff to ensure new TAPIS 3.0 mapping platform appropriately displays ITC protected areas and ecological information.	
4. COMMUNICATIONS AND OUTREACH	
Kicked off ITC's 35th Anniversary celebration with special edition logo, social media posts, established a Special Places blog to gather stories about ITC and areas it has helped protect. Produced special 35th Anniversary Spring 2025 issue of the Heron Newsletter and ITC eNews. Published 2024/25 Impact Report. Weekly social media posting and engagement (ongoing). Submitted an opinion editorial to the Gabriola Sounder newspaper to raise awareness of the need for more respectful use of the McRae NAPTEP Covenant by the public.	Plan celebration for new NAPTEP covenant. Draft 2024/25 ITC Annual Report. Publish and circulate Species at Risk education material. Publish two articles on the new Islands Trust Conservancy Journal. Celebrate ITC's 35th Anniversary at Trust Council. Publish Spring ITC eNews.
5. FUNDRAISING AND CONSERVANCY SUPPORT	
Donors: Stewardship of donors and advisors (ongoing). Identified 35th anniversary fundraising goals. Holiday appeal held to bolster Covenant Management and Defence Fund (for unforeseen or complex covenant breach issues management). Special matching donation for ITC Board donations (up to \$500). Ad development for Folklife Magazine.	Donors: Stewardship of donors and advisors (ongoing). Initiating 35th anniversary fundraising goals. Strategic Giving: Continued WillPower Campaign seeking bequests of conservation lands or conservation funds. Fund Management: Complete update of Opportunity Fund Guidelines. Other:



**ISLANDS TRUST CONSERVANCY
REPORT TO TRUST COUNCIL
4th Quarter 2024-2025**

Strategic Giving: Continued WillPower Campaign seeking bequests of conservation lands or conservation funds. Fund Management: Drafted update of Opportunity Fund Guidelines.	Attendance at the Canadian Association of Gift Planners' Annual Conference Explore external funding opportunities that would support continued species at risk program work.
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Presentation Outline/Notes for Trust Council Delegation March 2025

Eric G March and Maddy Smith Presenting

████████████████████ Salt Spring Island, BC, ██████████

Introduction:

- Who we are and why our voices are worth listening to.

The difficulties of engaging with the Trust Council as folks who work in the Islands Trust

- We wish to address the challenges of engaging with the Island Trust as working class people, and highlight the lack of diversity in viewpoints shared at Island Trust meetings due to inconvenient scheduling and general exhaustion of persons working full time jobs

The historical Context of the Trust and the Trust Policy Statement, the differences between 1974 and 2025

- The difficulties of the income inequality inherent to the Islands Trust system.
- We will contextualize the needs of working class folks in the Trust then and now.

The Trust Policy Statement and balancing the needs of housing and livelihoods vs environmental protection

- Contextualizing the various definitions of “unique amenities”
- The importance of protecting the rural lifestyle of the Gulf Islands
- The importance of preserving rural workers in the Gulf Islands

Conclusion:

- Call to action

1. ONBOARDING AND ORIENTATION

I'm appreciative of the efforts made by staff and trustees through my first three months as CAO to bring me up to speed on the priority issues and the day-to-day practicalities of this role and the Islands Trust.

Since the December Trust Council meeting, we held our December quarterly all-staff meeting. It was a great opportunity to meet many members of staff in-person, share in some recognition of their work, participate in a learning session on artificial intelligence, and share a little holiday cheer.

I've now had the chance to meet 1-on-1 with most trustees, and my invitation to those who I haven't met with yet remains open. These have been insightful conversations, providing me an overview of some of the priorities for each LTC and individual perspectives from trustees on how I can most effectively support Trust Council and direct the operations of the Islands Trust in general. My thanks to all trustees for their candour and engagement.

2. TRUST COUNCIL/EXECUTIVE COMMITTEE

Becoming familiar with the unique structure, procedures and processes of Trust Council and Executive Committee has, admittedly, been a steep learning curve given the differences from my experience in a provincial government context. My thanks to the senior staff who have been extraordinarily patient and helpful in supporting my learning, and providing sage advice and constructive feedback when needed.

Following December's Trust Council, we invited trustees to complete a survey providing feedback on various aspects of that meeting. The summary of the results of the rated questions is attached to this report. We have taken this feedback into consideration in preparations for the March meeting, as well as the survey to follow that meeting. The intent is to make these surveys a regular practice now for all Trust Council quarterly meetings.

In addition, we conducted a second survey seeking trustee feedback on areas of focus for an updated Trust Council Continuous Learning Plan. The results of that input are reflected in the learning plan presented as part of the March agenda, setting out a proposed learning schedule for the balance of this council term. We were fortunate enough to secure a grant to support some aspects of that learning plan, and additional work related to updating the code of conduct.

With the impact of the provincial election and subsequent organizational changes in the provincial government now settling out, initial steps have been taken to re-engage with the Ministry of Housing and Municipal Affairs regarding the request for a provincial review of the Islands Trust. I have had an initial informal engagement with ministry staff, and a letter from the Chair has been submitted seeking a meeting with the Minister at his earliest convenience.

3. GOVERNANCE COMMITTEE

The Director of Legislative Services has now assumed the lead role supporting the Governance Committee, but I will remain actively engaged in that work as CAO given its broad relevance to Trust Council, Executive Committee and the overall operations of Islands Trust.

4. OPERATIONS

The preparation for the budget for next fiscal has provided an opportunity for me to get more familiar with the full budget picture of Islands Trust. Given the broader economic and fiscal context, it will be important for all business areas with the organization to be particularly prudent in our financial discipline in the new fiscal year.

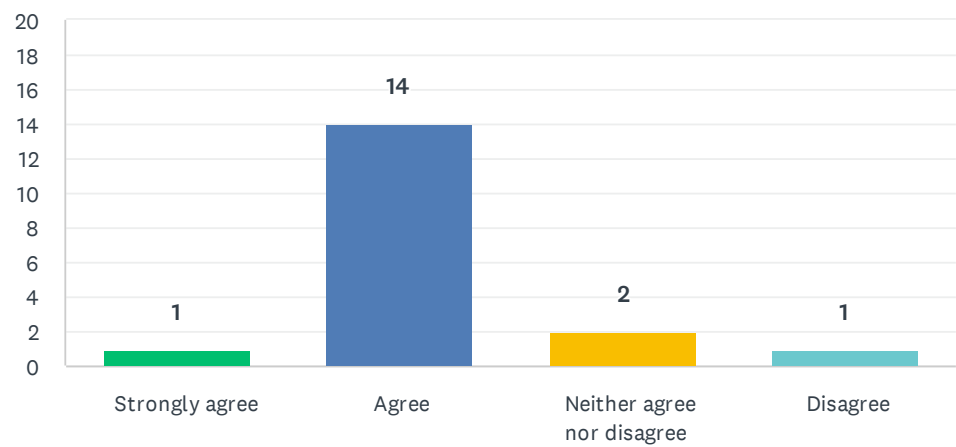
In collaboration with the senior leadership team, I have been working to assess and address some of the underlying human resource pressures and challenges in the organization. At the time of writing this report, it is notable that more than 20 per cent of FTEs in the Islands Trust are vacant. In approximately half of these cases, it is because staff are on long-term leave for a variety of reasons. The other half of those positions actively being filled at various stages of the recruitment process. But that one in five positions are not actively filled creates a notable impact on our organizational capacity.

I recently invited all staff to complete an employee survey to share their perspectives on the experience of working at Islands Trust. This is the first time since 2019 such a survey has been done and it will provide useful insight into what is working and where we can improve. I expect to share the results at the next all staff meeting in early April, and will bring a report to Trust Council. I will then work with staff and the senior leadership team to identify opportunities for improvements in response to the survey results through the balance of the year.

After being deferred at the September meeting, the draft strategic plan is being considered by Trust Council at the March meeting. Once approved, I will work with staff to finalize that and shift into its application to the development of departmental work plans and working to initiate the draft corporate planning process previously approved by Trust Council.

Q1 Was the agenda complete and understandable?

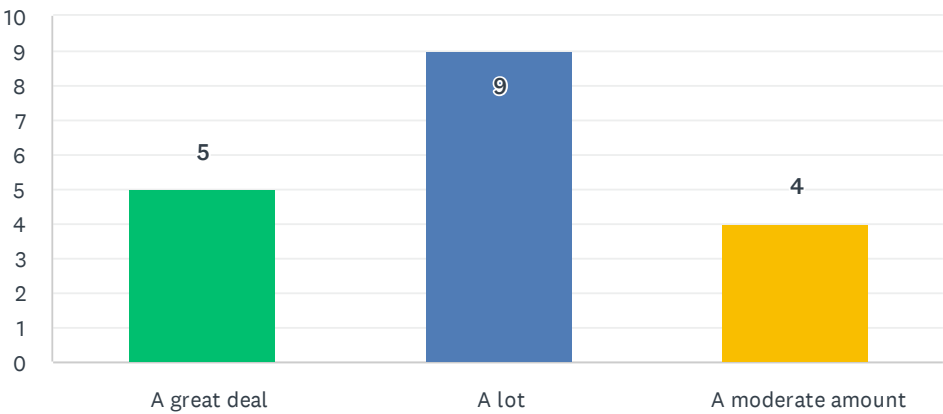
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ANSWER CHOICES		RESPONSES	
Strongly agree		6%	1
Agree		78%	14
Neither agree nor disagree		11%	2
Disagree		6%	1
TOTAL			18

Q2 Did the reports provide sufficient quality of information?

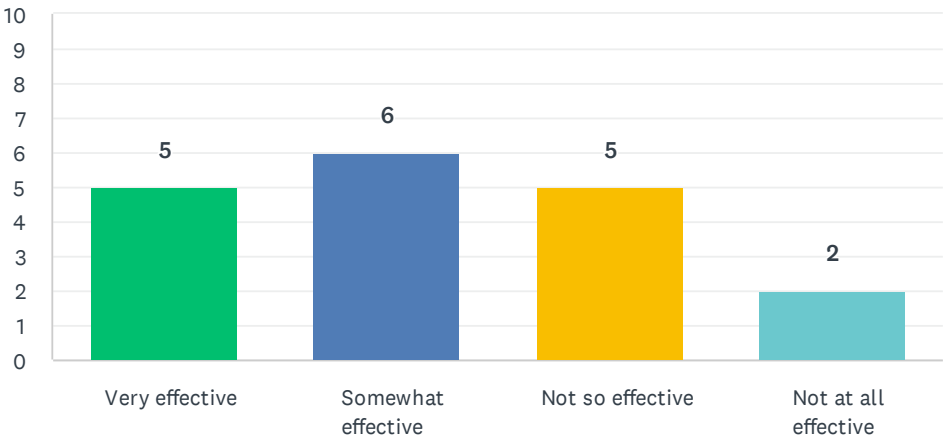
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ANSWER CHOICES	RESPONSES	
A great deal	28%	5
A lot	50%	9
A moderate amount	22%	4
TOTAL		18

Q3 How was the chairing?

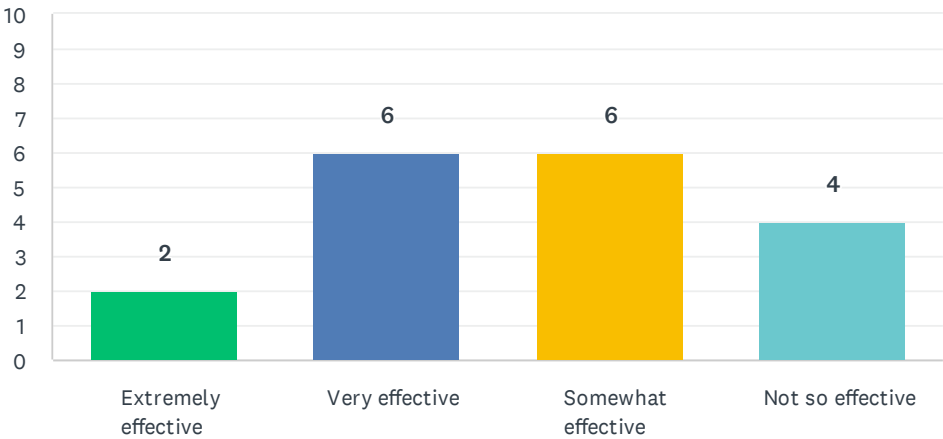
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ANSWER CHOICES	RESPONSES	
Very effective	28%	5
Somewhat effective	33%	6
Not so effective	28%	5
Not at all effective	11%	2
TOTAL		18

Q4 How was the EC Team support

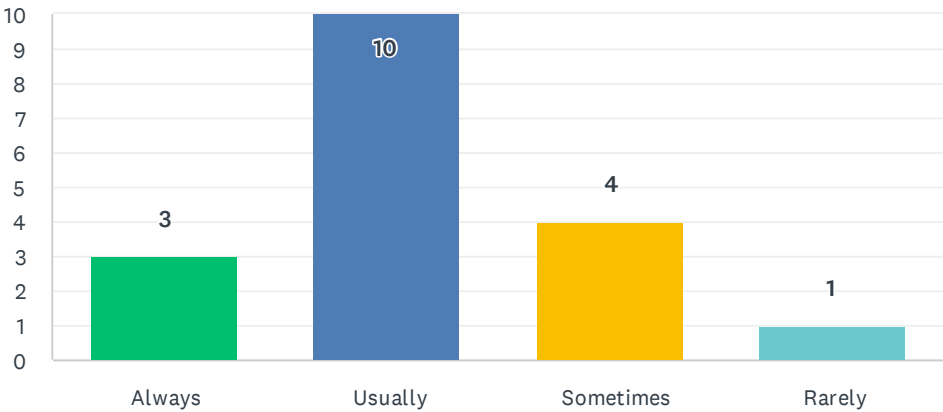
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ANSWER CHOICES		RESPONSES	
Extremely effective		11%	2
Very effective		33%	6
Somewhat effective		33%	6
Not so effective		22%	4
TOTAL			18

Q5 Was the meeting Civil and Orderly

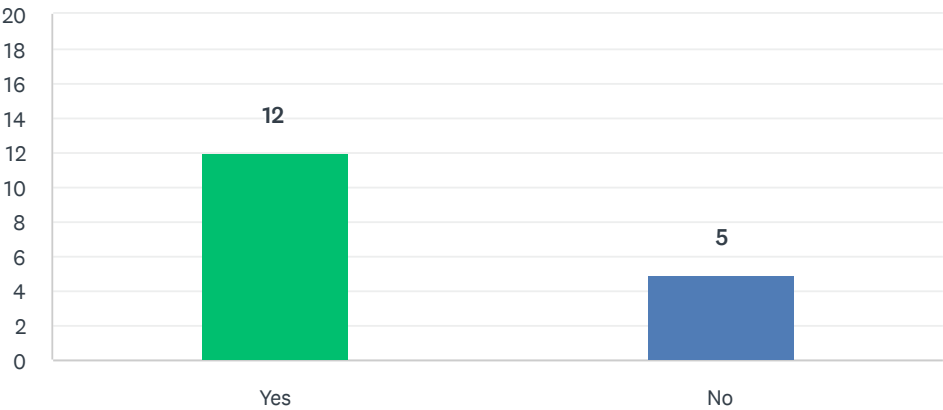
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ANSWER CHOICES	RESPONSES	
Always	17%	3
Usually	56%	10
Sometimes	22%	4
Rarely	6%	1
TOTAL		18

Q6 Did you feel the meeting was safe for all participants?

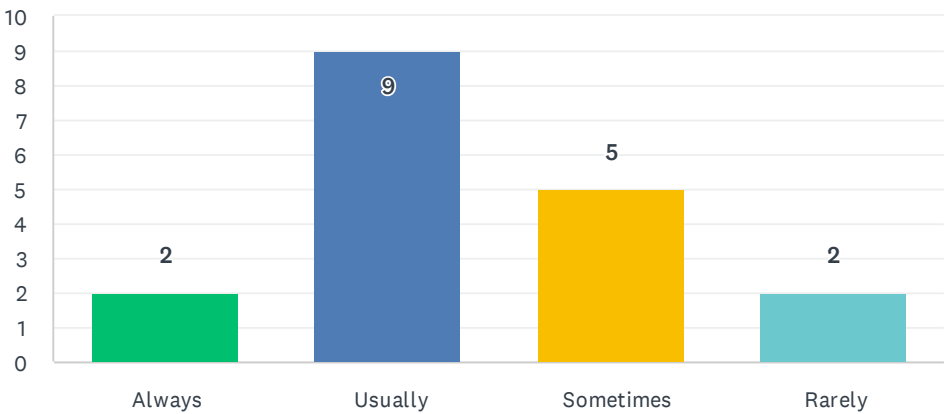
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ANSWER CHOICES		RESPONSES	
Yes		71%	12
No		29%	5
TOTAL			17

Q7 Was there adequate time to speak to motions?

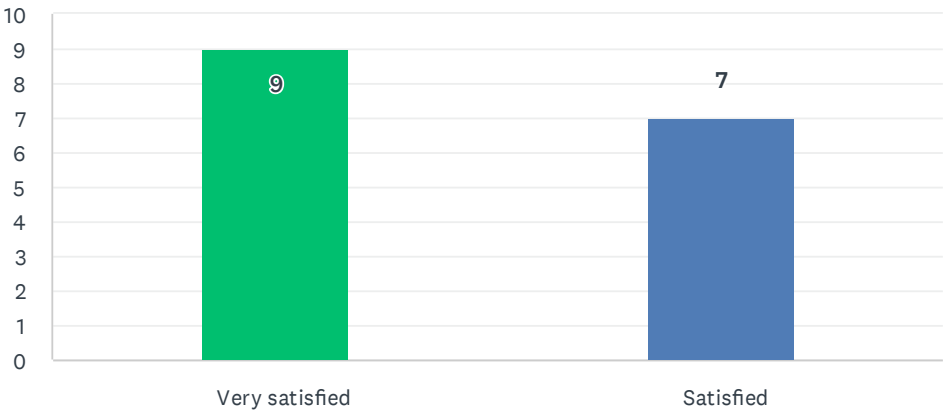
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ANSWER CHOICES	RESPONSES	
Always	11%	2
Usually	50%	9
Sometimes	28%	5
Rarely	11%	2
TOTAL		18

Q8 How was the accommodation?

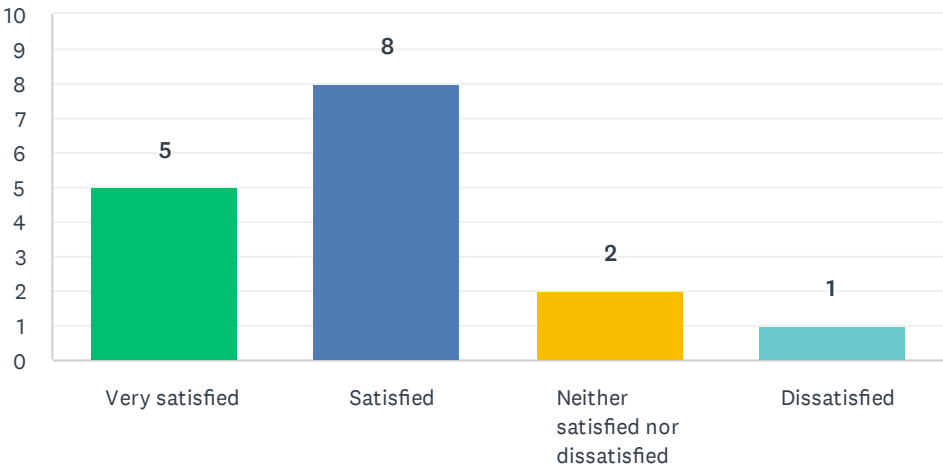
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ANSWER CHOICES	RESPONSES	
Very satisfied	56%	9
Satisfied	44%	7
TOTAL		16

Q9 How was the meeting space?

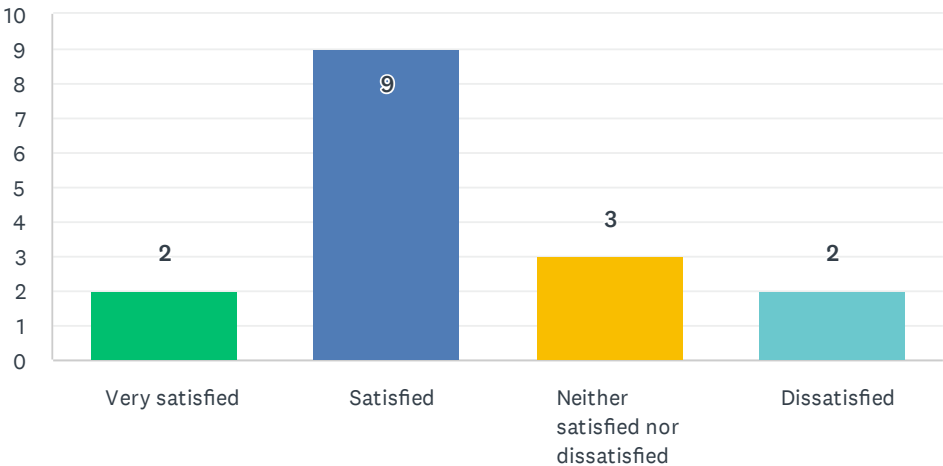
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ANSWER CHOICES		RESPONSES	
Very satisfied		31%	5
Satisfied		50%	8
Neither satisfied nor dissatisfied		13%	2
Dissatisfied		6%	1
TOTAL			16

Q10 How were the meals?

Answered: 16 Skipped: 2



ANSWER CHOICES	RESPONSES	
Very satisfied	13%	2
Satisfied	56%	9
Neither satisfied nor dissatisfied	19%	3
Dissatisfied	13%	2
TOTAL		16

Policy Statement Goal A: 'To Foster preservation and protection of the Trust Area's ecosystems'

1. LAND STEWARDSHIP

Preserve, protect and advocate for forest and terrestrial ecosystems

Strategy	Responsibility	Funding	Comment	Implementation
1.1. Map contiguous tracks of the Coastal Douglas fir zone (CDF) and associated ecosystems to aid in protection of that zone and its associated ecosystems.	Regional Planning Committee		Completed.	100% Complete
1.2. Create a model development permit for Local Trust Committee-Bowen Island Official Community Plans bylaws to protect Coastal Douglas fir zones throughout the Trust Area.	Regional Planning Committee		Last term, RPC decided to wait for work underway on SSI on CDF protection. SSI shifted protecting the CDF zone to considering wildfire resilience in CDF zones. Communication materials were created. Research in community is ongoing. At present, no work related to creating a model DP is planned.	0% complete
1.3. Amend legislation to increase the percentage of the Natural Area Protection Tax Exemption Program (NAPTEP) to act as an incentive for the protection of forest cover for climate change mitigation and adaptation in the Islands Trust Area.	Executive Committee	\$8200 - grant funded	Ministry officials have referred the Islands Trust to the Ministry of Finance for further information. A tax shift analysis is required for a business case to the Province of BC regarding Trust Council's desire that legislation be amended to increase the NAPTEP exemption. Staff have secured an \$8200 grant for this analysis work and Executive Committee has approved a project charter. TAS staff have drafted an invitation to quote for the work and let a contract for the work.	15% complete Ongoing

Policy Statement Goal A: 'To Foster preservation and protection of the Trust Area's ecosystems'

1. LAND STEWARDSHIP

Preserve, protect and advocate for forest and terrestrial ecosystems

Strategy	Responsibility	Funding	Comment	Implementation
1.4. Create forestry initiatives including establishment of development permit areas, tree cutting authority advocacy, enforcement of development permits related to forestry and advocacy associated with the <i>Private Managed Forest Land Act</i> .	Executive Committee	None.	To be removed as per TC Sept. 2024	Cancelled.

2. MARINE AND FRESHWATER STEWARDSHIP

To preserve and protect marine ecosystems

Strategy	Responsibility	Funding	Comment	Implementation
2.1. Advocate to minimize the impact of commercial activities on the marine environment and participate in Canada's Southern Resident Killer Whale (SRKW) recovery plan.	Trust Area Services		Some related Facebook posts.	75% complete
2.2. Map the extent of eelgrass and kelp beds throughout the Trust Area.	Regional Planning Committee		Phase 1 Work was completed in March 2022. Phase 2 business case not supported by RPC nor Trust Council.	50% Complete
2.3. Undertake a review of Local Trust Committee-Bowen Islands Municipality foreshore policies and regulatory bylaws and develop model policy and regulatory bylaws for the protection of the foreshore and nearshore.	Regional Planning Committee	2020/21 - \$10,000	Inventory complete, components for a model bylaw were drafted. Model bylaws not adopted.	75% Complete.

Policy Statement Goal A: 'To Foster preservation and protection of the Trust Area's ecosystems'

2. MARINE AND FRESHWATER STEWARDSHIP

Protect quality and quantity of fresh water resources of the Trust Area

Strategy	Responsibility	Funding	Comment	Implementation
2.4. Develop a regional freshwater management strategy that a. addresses responsibilities under the Water Sustainability Act, b. identifies water resources throughout the Trust Area, c. integrates water resource management into land use decision-making, and d. accounts for the impacts of climate change on island water resources.	Regional Planning Committee		Final Strategy presented to Trust Council in December 2021. Implementation Plan being developed.	75% Complete.
2.5. Map and develop water budgets for groundwater aquifers in the Trust Area.	Regional Planning Committee		Water budgets complete for southern gulf islands. Recharge mapping complete for Hornby, Denman and Gabriola, and southern Gulf Islands. Recharge mapping project continues in 22-23 to include Salt Spring Thetis, Bowen, Keats, Gambier, and select associated islands. Recharge mapping informs water budgets (groundwater availability assessments). Water budgets are still required for Hornby, Denman and Gabriola, Salt Spring, Thetis, Keats, Gambier and updates for southern gulf islands. Water budgets are an important component of suitable land analysis which will be used to inform housing projects by identifying, on each island, the more suitable land for increased density and intensity of land.	50% complete

Policy Statement Goal A: 'To Foster preservation and protection of the Trust Area's ecosystems'

2. MARINE AND FRESHWATER STEWARDSHIP

Protect quality and quantity of fresh water resources of the Trust Area

Strategy	Responsibility	Funding	Comment	Implementation
2.6. Develop a model land use regulation regarding freshwater sustainability including groundwater, rainwater catchment and greywater recycling.	Regional Planning Committee		Model regulations have been developed through the freshwater implementation projects for North Pender and Galiano. In addition to cistern regulations there are revised subdivision regulations for proof of water. A model groundwater protection DPA has also been drafted through these processes.	100% complete (Excludes greywater recycling)

Policy Statement Goal B: 'To ensure that human activity and the scale, rate and type of development in the Trust Area are compatible with maintenance of the integrity of trust area ecosystems'

3. CLIMATE CHANGE

Mitigate and adapt to climate change impacts

Strategy	Responsibility	Funding	Comment	Implementation
3.1. Amend the Islands Trust Policy Statement to add climate change mitigation, adaptation and resiliency policies.	TC/Executive Committee/Trust Programs Committee	\$81,000 in 2024/25	In June and September 2022, after reviewing recent engagement and referral feedback, Trust Council passed a series of resolutions requesting staff to undertake further work. In March 2023, Trust Council approved a project charter to guide next steps and received a communications strategy. In December 2024, Trust Council amended the project charter. In May 2024, the Committee of the Whole received a revised draft, and bi-weekly meetings are scheduled until review is complete. Public engagement will begin after Trust Council provides First Reading, tentatively planned for June 2025.	75% complete (project)
3.2. Amend Official Community Plans and land use bylaws to foster climate change resilience, including measures to protect Coastal Douglas fir, foreshore and nearshore environments and groundwater.	Local Trust Committees		No regional approach. LTCs considering independently. For example: Gambier, Galiano, North Pender, Gabriola, Salt Spring considering various aspects of strategy.	25% Complete.
3.3 Develop i) a set of climate change, demographic and environmental data and ii) performance criteria in order to identify the effects of climate change in the Trust Area and to measure mitigation and adaption efforts.	Trust Programs Committee	2020/21 - \$5,000; 2021/22 - \$25,000 (not spent as re-allocated to Policy Statement Amendment)	Trust Programs Committee received a contracted report about climate indicators at the August 2020 meeting which it forwarded to Trust Council.	25% complete Delayed

Policy Statement Goal C: 'To sustain island character and healthy communities'

4. COMMUNITY AND COMMUNICATION

Improve community engagement and participation in Islands Trust work

Strategy	Responsibility	Funding	Comment	Implementation
4.1. Develop the capacity to broadcast public meetings of Local Trust Committees, Council Committees and Trust Council.	Executive Admin-IT	Incorporated into annual operating budgets	Complete.	Live-streaming capabilities have been incorporated into all Islands Trust public meetings. Funding for required software and service subscriptions is now an annual inclusion in the information services operating budget.
4.2. Develop a new website and initiate a social media program.	Executive Committee		Complete as a strategic item, now an operational undertaking.	Complete.

Policy Statement Goal C: 'To sustain island character and healthy communities'

4. COMMUNITY AND COMMUNICATION

Improve community engagement and participation in Islands Trust work

Strategy	Responsibility	Funding	Comment	Implementation
4.3. Develop and implement a stewardship education program directed towards the public, industry and stakeholders in the Trust Area.	Trust Programs Committee	\$15,000 2024/25	In 2020, TPC delivered a water conservation webinar, an eelgrass webinar and an ecosystem adaptation webinar. In February 2021, TPC delivered a groundwater licencing webinar. In 2021/22, TPC developed a "Living in the Islands Trust Area" mailing for for people new to the region. Since March 2022 the package is mailed to new homeowners. In May 2023, TPC requested that staff poll the public for webinar topic suggestions, endorsed a Living in the Trust Area Mailing Program Project Charter and requested three webinars. Two webinars on freshwater were delivered in January/February 2024 and a webinar on wildfire was delivered for March 2024. TPC is delivering three webinars in 2024/25 and the Living in the Trust Area program continues.	Development complete Implementation -ongoing

Strengthen housing affordability throughout the Islands Trust Area

Strategy	Responsibility	Funding	Comment	Implementation
4.4 Implement the following high priority actions outlined in the Affordable Housing in the Trust Area: Strategic Actions for Islands Trust previously referred by Trust Council.	Trust Area Services/Regional Planning Committee		Trust Council adopted Housing Strategic Action Plan in December 2023. Ongoing implementation.	75% Complete

Policy Statement Goal C: 'To sustain island character and healthy communities'

4. COMMUNITY AND COMMUNICATION

Strengthen housing affordability throughout the Islands Trust Area

Strategy	Responsibility	Funding	Comment	Implementation
4.4. i. Review the Islands Trust Policy Statement and give consideration to: a) giving affordable housing a greater profile for its role in sustainable communities b) including a reference to affordable housing in its policy direction to LTCs and municipalities.	TC/Executive Committee/Trust Programs Committee		As described above the Policy Statement Amendment Project is underway.	75% complete (project)
4.4. ii. Review the Islands Trust Policy Statement to ensure that it: a) includes clear and well-thought out definition of affordability b) includes clearly articulated vision, goal and objectives for affordable housing c) gives affordable housing a greater profile for its role in sustainable communities d) includes a reference to affordable housing in its policy direction to LTCs and municipalities.	TC/Executive Committee/Trust Programs Committee		As described above the Policy Statement Amendment Project is underway. Last term's TPC affordable housing working group discussions informed the development of the Policy Directions report, the discussion paper for Trust Councils March 2021 meeting and Draft 1 policies.	75% complete Ongoing
4.4. iii. Develop model bylaws that use floor area ratio as a density metric for consideration of implementation in local trust area land use bylaws.	Regional Planning Committee		Consultant Report received by Trust Council September 2021. Draft Housing Toolkit reviewed by RPC July 27, 2023 with all feasible regulatory options included. No further work recommended due to low value of using FAR in rural areas and poor uptake of model bylaws.	75% Complete.
4.4. iv. Develop model density bonus bylaws for consideration of implementation in local trust area land use bylaws.	Regional Planning Committee		Example: Flexible housing bylaw created for Mayne Island . Recommend no further action.	75% Complete
4.4. v. Develop model bylaws to address the use of building stratas as a tool for affordable housing.	Regional Planning Committee		Model bylaws are to be developed within the context of LTC housing projects.	0% Complete

Policy Statement Goal C: 'To sustain island character and healthy communities'

4. COMMUNITY AND COMMUNICATION

Strengthen relations with First Nations

Strategy	Responsibility	Funding	Comment	Implementation
4.5 Adopt a Reconciliation Declaration.	Trust Council		Adopted March 2019.	Completed
4.6. Adopt and implement a Reconciliation Action Plan.	Executive Committee/Trust Area Services/Planning S		Trust Council received a 2019-2021 Reconciliation progress report in March 2021 and reconciliation actions are summarized in annual reports. Progress was made in the areas of training/organizational change and relationship development through the Policy Statement process. The plan requires review and update so Staff have begun preliminary work.	50% complete. In progress. Further work is required to formalize and document agreements and protocols with Nations.
4.7. Develop a Trust Area-wide archaeological impact strategy and establish a Cultural Working Group.	Trust Area Services/		Staff developed a draft chance find protocol. In March 2023, Trust Council struck a Reconciliation Learning Group which has begun learning activities with support from a contractor.	50% complete.
4.8 Develop heritage preservation overlay mapping for the Trust Area and model heritage regulatory bylaws for protection of potential heritage and cultural sites.	Regional Planning Committee		Phase 1 completed in 2021/22. At this point it is recommended that any further work be deferred until appropriate relationship-building with First Nations and the successful implementation of protocol agreements.	25% Complete

Policy Statement Goal D: 'Effective, efficient and collaborative governance'

5. GOVERNANCE

To improve and modernize the ability of the Islands Trust to regulate land use activity and work with others

Strategy	Responsibility	Funding	Comment	Implementation
5.1. Amend the Islands Trust Act or other legislation to: i. Allow for entry warrants ii. Grant authority to use municipal ticketing for development permit enforcement iii. Enable adoption of development approval information bylaws by local trust committee iv. Add First Nations to the list of bodies with whom the Trust works in cooperation v. Enable delegation to staff the issuance of development permits vi. Clarify foreshore zoning authority	Executive Committee/Regional Planning Committee		Complete	i. Allow for entry warrants - need to be reconsidered and an alternative strategy developed ii. Grant authority to use municipal ticketing for development permit enforcement - need to be reconsidered and an alternative strategy developed iii. Enable adoption of development approval information bylaws by local trust committee - done. iv. Add First Nations to the list of bodies with whom the Trust works in cooperation - done. v. Enable delegation to staff the issuance of development permits - need to be reconsidered and an alternative strategy

Policy Statement Goal D: 'Effective, efficient and collaborative governance'

5. GOVERNANCE

To improve and modernize the ability of the Islands Trust to regulate land use activity and work with others

Strategy	Responsibility	Funding	Comment	Implementation
				developed vi. Clarify foreshore zoning authority - need to be reconsidered and an alternative strategy developed
5.10 Development of a Corporate Plan for the Islands Trust	Executive Committee		Currently at Phase 2, Part 4: Development of long range goals and objectives	
5.2. Provide a secretariat role to forums within the Trust Area.	Trust Programs Committee		Trust Council adopted the Secretariat Services policy in 2020. Trust Programs Committee co-hosted the Baynes Sound Lambert Channel Forum on May 30, 2020 and delivered support to coordination groups. In 2020/1 and 2021/22, 2022/23 and in 2023/24 and 2024/25 TPC allocated support to : - Southern Gulf Islands Forum, - Baynes Sound Lambert Channel Ecosystem Forum, - Coastal Douglas-fir Conservation Partnership (not allocated in 2023/24 to date), - Howe Sound At'l'ka7tsem Community Forum, and - Rural Island Economic Forum -Vancouver Island and Coastal Communities Climate Leadership Plan Steering Committee (23/24 and 24/25 only)	Development 100% complete Implementation ongoing
5.3. Undertake a Governance and Management Review	Select Committee		Final report presented to Trust Council in March 2022. Governance Committee formed June 2022.	Recieved March 2022

Policy Statement Goal D: 'Effective, efficient and collaborative governance'

5. GOVERNANCE

To improve and modernize the ability of the Islands Trust to regulate land use activity and work with others

Strategy	Responsibility	Funding	Comment	Implementation
5.4 Implement a Trust Council Policy analysis, review, and amendment of deemed top priorities for consideration and approval by Trust Council.	Executive Committee		Added March 2021 by amendment of Trust Council. 2024-05-29 Trust Council has reviewed and deleted 9 out of date or redundant policies. Council Committee Systems and Terms of Reference policies combined and updated. Special Tax Levy policy under review and recommendations via FPC planned for September 2024 Trust Council.	In progress
5.5. Request additional funding from the Province	Executive Committee		The draft letter to the Province requested Provincial review of Islands Trust includes a request for a review of the Islands Trust funding model. No work on this project has advanced with Executive Committee.	Hold
5.8 Prioritize elements of the strategic projects that support land use decision making 5.9 Update the strategic initiatives related to housing to focus on projects that will develop healthy, resilient island communities by employing two lenses: mitigating and adapting to the effects of climate change, and managing growth by cultivating equitable, inclusive and resilient communities and the natural environment	Trust Council			The new strategic plan for 2025-2028 will prioritize work to be undertaken in relation to housing and land use decisions.

Policy Statement Goal D: 'Effective, efficient and collaborative governance'

5. GOVERNANCE

To amend the Policy Statement

Strategy	Responsibility	Funding	Comment	Implementation
5.6. Amend the Policy Statement introductory and definitions sections.	TC/Executive Committee/Trust Programs Committee	See 3.1	See above. Project scope has increased considerably since initiation.	75% complete (project) Ongoing
5.7. Determine if additional changes to the Policy Statement are desired by Trust Council.	TC/Executive Committee/Trust Programs Committee	See 3.1	Pending Trust Council direction on next steps.	75% complete (project) Ongoing

Islands Trust Council Plan for Continuous Learning 2022-2026 Term

Date	Trust-Wide and Administrative Topics	Legal and Governance Topics	Planning How-To	Working With Others
2022	October 25	New Term Orientation: Meeting the Trustees: Trust Council, Executive Committee and Council Committees overview		
	November 8	New Term Orientation: Trustee Roundtable - Getting to know each other and staff		
	TRUST COUNCIL MEETING November 17	New Term Orientation: Computer/HR Orientation, Trustee Tool kit and badges, Victoria staff greetings	New Term Orientation: Oath of Office / Swearing In	
	TRUST COUNCIL MEETING November 18-19	New Term Orientation: Overview of Islands Trust; Islands Trust Conservancy; Governance; Planning Services; Finance and Budgeting	New Term Orientation: Election of Chair, Executive Committee and Conservancy members	
	November 22	New Term Orientation: Trustee administration: remuneration, expenses, computer training		
	TRUST COUNCIL MEETING December 6-8	New Term Orientation: Islands 2050 Policy Statement Amendment Project Overview	New Term Orientation: Introduction to Standards of Conduct/Conflict of Interest/FOI Robert's Rules & Responsible Governance Presenter: Eli Mina, Registered Parliamentarian	New Term Orientation: Local Trust Committees Orientation Reconciliation and First Nations Engagement Presenter: Reece Harding, Barrister & Solicitor, Young Anderson

Islands Trust Council Plan for Continuous Learning 2022-2026 Term

Date	Trust-Wide and Administrative Topics	Legal and Governance Topics	Planning How-To	Working With Others
2023	January 12	A Closer Look: Open meetings, Conflict of Interest, Freedom of Information		
	January 19		Local Trust Committees, Land Use Planning, Bylaw Enforcement	
	January 26	Website and Mapping		
	February 2	Species at Risk (SAR) and Critical Habitat Protection on non-federal lands***		
	February 9	Growing Native Plant Species for People and Places***		
	March 30	GINPR - Monitoring and Restoration of Rare Ecosystems***		
	April 5	BC Conservation Data Centre - BC CDC 101: Providing Information about Biodiversity in BC Presentation***		
	May 4	P'hwulhp (Garry Oak) Meadows: Understanding a Living Cultural Landscape***		
	May 19	Chair Training: Facilitated day-long session. Part 1 and Part 2 Presenter: Lisa Zwarn, Registered Parliamentarian & Public Administration Instructor		

Islands Trust Council Plan for Continuous Learning 2022-2026 Term

Date		Trust-Wide and Administrative Topics	Legal and Governance Topics	Planning How-To	Working With Others
2023	June 19	Forest classification and forest health of the Coastal Douglas-fir zone Presenters: Andy MacKinnon, RPBio (ret.), RPF (ret.) Forest Ecologist and Del Meidinger, M.Sc., RPBio, Research Ecologist			
	TRUST COUNCIL MEETING June 27 - 29 Recording	Local Governments in Reconciliation Presenters: Brent Mueller, Director, Governance Relations (MUNI) and Lisa Bhopalsingh, Manager of Community & Cultural Planning, City of Nanaimo #1PowerPoint #2PowerPoint			Gabriola Island field trips to Museum, Recycling Centre, Elder Cedar Forest
	TRUST COUNCIL MEETING September 26 – 28 Recording				Guided Visit to KELA_EKE Kingfisher Forest or Tour of Magic Lake Estates
	November 29			Cityview Bylaw Enforcement Extension	
	TRUST COUNCIL MEETING December 5 – 7 Recording				San Juan County Council Session



Islands Trust Council Plan for Continuous Learning 2022-2026 Term

Date	Trust-Wide and Administrative Topics	Legal and Governance Topics	Planning How-To	Working With Others
2024	TRUST COUNCIL MEETING March 12-14	Media and Social Media Training - Jan Enns, Communications Consultant		
	TRUST COUNCIL MEETING June 18 – 20 Recording			
	TRUST COUNCIL MEETING September 24 – 26			
	November 26			Xwe’et tay/Lasqueti Archeology Project
	TRUST COUNCIL MEETING December 3 – 4			San Juan County Council Session
2025	January	TBD Webinar: Public Engagement Best Practices		
	TRUST COUNCIL MEETING March			
	TRUST COUNCIL MEETING June			
	TRUST COUNCIL MEETING September			
	TRUST COUNCIL MEETING December			

Islands Trust Council Plan for Continuous Learning 2022-2026 Term

Date		Trust-Wide and Administrative Topics	Legal and Governance Topics	Planning How-To	Working With Others
2026	TRUST COUNCIL MEETING March				
	TRUST COUNCIL MEETING June				
	TRUST COUNCIL MEETING September				
	**NEW TERM TRUST COUNCIL MEETING November	New Term Orientation:	New Term Orientation:	New Term Orientation:	New Term Orientation:
	TRUST COUNCIL MEETING December	New Term Orientation:	New Term Orientation:	New Term Orientation:	New Term Orientation:

*Dates and locations for 2025 and 2026 to be determined.

** General Local Election October 17, 2026. Trust Council Bylaw No. 101 (2.1). *The first regular meeting of the Council shall be held on the first Wednesday of November following a general local election.*

*** Webinars offered for both public and trustee benefit.

++ Outstanding Continuous Learning Item from 2018-2022 Trust Council term on FUAL report – TC-2022-103 *“Coordinate the provision of expert advice and training to the incoming Trust Council, early in the new term, on the theme of public engagement and consultation, building on lessons learned from the first three phases of Islands 2050 public engagement from 2019 - 2022.”*

REQUEST FOR DECISION

To: Trust Council **For the Meeting of:** March 12, 2025
From: Executive Office **Date Prepared:** February 14, 2025
SUBJECT: Trust Council Continuous Learning Plan

RECOMMENDATION:

THAT Trust Council approve the draft Continuous Learning Plan for the balance of the current council term.

CHIEF ADMINISTRATIVE OFFICER COMMENTS: Trust Council has already prioritized Trustee learning for three substantive topics: structured decision making, trustee conduct, and meeting management. With these priorities targeted for delivery in the first half of 2025, there is limited opportunity for additional learning in the balance of this Council term. Proposed additional learning topics are based on the response to survey offered to trustees in late January 2025.

1 PURPOSE:

To seek Trust Council endorsement of the updated Trust Council Continuous Learning Plan for the balance of the current council term.

2 BACKGROUND:

[Islands Trust Council's Policy 2.4.1](#) s.5.3 indicates that the Executive Committee has a responsibility "to facilitate an ongoing trustee training and orientation program."

Executive Committee and Trust Council have previously directed staff to coordinate Trust Council learning for:

- Structured decision making
- Trustee conduct
- Chairing and meeting management

In January 2025, Executive Committee asked staff to undertake a survey of trustees to identify additional preferred topics to be addressed through an updated Continuous Learning Plan for Trust Council.

The resulting survey was administered to Trust Council in the last week of January. The most popular topics identified by the 17 respondents to the survey were:

- Provincial government update on the DRIPA implementation progress (53%)
- Community/public engagement best practices (35%)
- Shoreline protection (35%)
- First Nations relationship building (35%)

The survey also indicated a preference for learning sessions to be delivered via live webinar/virtual meeting format (47%). The second most popular format was a dedicated hybrid session combining options for in-person and virtual participation (29%).

In January 2025, staff also successfully secured a grant from the Local Government Management Association (LGMA) of up to \$25,000 to be used toward training and legal advice in support of code of conduct and effective meeting management.

At its February 5, 2025 meeting, Executive Committee requested staff to develop a strategy to use a portion of this grant to strategy for providing training to trustees and chairs on respectful meetings, conduct and effective governance communications that includes:

- Two half-day on-line training sessions for Executive Committee, Islands Trust Conservancy Board chair and council committee chairs to occur before June Trust Council 2025.
- One half-day in-person training session at the June quarterly Trust Council meeting.

Based on previous direction and trustee input, the proposed Continuous Learning Plan is outlined in Attachment 1 for Trust Council consideration. Confirmation of the proposed sessions beyond June 2025 are subject to identification and availability of appropriate training providers. Proposed dates, providers and content will be brought forward to Executive Committee for approval as they are identified for each session. Trust Council will be advised of confirmation of sessions and any changes to the proposed plan as planning progresses.

3 IMPLICATIONS OF RECOMMENDATION

ORGANIZATIONAL: Scheduling the proposed learning events may be challenging dependent on the availability of learning providers and Trustees' meeting schedules. With the exception of the half-day in-person session on conduct, sessions will be delivered online or in a hybrid format.

FINANCIAL: The LGMA grant will cover the cost of the chair and conduct training sessions. Training providers for the other topics will be selected, in part, based on cost and available funding within the Trustee training budget allocation.

POLICY: None.

IMPLEMENTATION/COMMUNICATIONS: None.

FIRST NATIONS: Appropriate engagement will be undertaken to support delivery of training on the topic of First Nations relationship building.

OTHER: None.

4 RELEVANT POLICY(S): Trust Council Policy [6.12.1 Trustee Training/Conference Attendance](#)

5 ATTACHMENT(S):

1. Proposed Trust Council Continuous Learning Plan

RESPONSE OPTIONS

Recommendation:

THAT Trust Council approve the draft Continuous Learning Plan for the balance of the current council term.

Alternative:

1. Trust Council may amend the Continuous Learning Plan.
2. Trust Council may opt not to proceed with the Continuous Learning Plan at this time.

Prepared By: Rueben Bronee, CAO, February 14, 2025

Trust Council Continuous Learning Plan

Based on previous direction from Trust Council and Executive Committee, and the input from the January 2025 survey of Trustee learning priorities, the following is the proposed Continuous Learning Plan for the balance of the current council term.

TIMING	TOPIC	FORMAT	NOTES
May 2025 TBC	Introduction to Structured Decision Making (SDM)	2-hour virtual session providing an introduction to the practice of SDM and an example of its application to a real-world scenario relevant to Islands Trust	Estimated cost is \$3,000 funded from the Trustee training budget
Late May 2025	Chairing Practices and Meeting Management	Two half-day virtual sessions a week apart for council and committee chairs and vice chairs	Funded through the LGMA grant
June 18, 2025	Conduct	Half-day in-person morning session during the June Trust Council	Funded through the LGMA grant While taking place during June Trust Council, this will be a closed training session outside the council meeting agenda
Oct/Nov 2025 TBC	DRIPA Implementation Update	TBD, but anticipated to be a 2-hour virtual session with provincial government staff	Assuming the provider is provincial government staff, there should be no or minimal cost for delivery
Nov/Dec 2025 TBC	First Nations Relationship Building	TBD	Approach and provider to be determined through engagement with IGBs
Jan/Feb 2026 TBC	Public Engagement Best Practices	TBD, but anticipated to be a 2-hour virtual session with a contracted provider	
April/May 2026 TBC	Shoreline Protection	TBD	Subject to available funding in 26/27 budget



REQUEST FOR DECISION

To: Trust Council **For the Meeting of:** March 12, 2025
From: Executive Committee **Date Prepared:** February 18, 2025
SUBJECT: Approval of the Draft Islands Trust 2025-2028 Strategic Plan Core Elements

RECOMMENDATION:

THAT Trust Council:

1. Approve the Goals & Desired Outcomes, Strategic Directions, and Key Initiatives identified in the document entitled *Draft Islands Trust Council Strategic Plan 2025-28*; and
2. Endorse prioritization of the Key Initiatives identified for the balance of the current Trust Council term in the document entitled *Draft Islands Trust Council Strategic Plan 2025-28*.

CHIEF ADMINISTRATIVE OFFICER COMMENTS:

Approval of the strategic plan elements will assist the Islands Trust to focus its organizational resources on those strategic goals and objectives that Trust Council has identified for the remainder of the term. The goals identified in the strategic plan are consistent with the Islands Trust Object and Policy Statement (both current and the amended draft). Initiatives proposed as priorities for the balance of this Trust Council term are all addressed in the draft 2025/26 budget. Staff's ability to deliver on these strategic plan initiatives depends on Trust Council's resourcing of the plan as part of the annual budget approval, whether Trust Council decides in future to displace strategic initiatives with new priorities, and staff vacancies that may occur over the term.

1 PURPOSE:

1. To seek Trust Council's approval of the Islands Trust Council Strategic Plan Goals, Strategies, and Key Initiatives for 2025-28; and
2. To seek Trust Council's direction on which Strategic Plan Initiatives should be prioritized for the balance of the current Trust Council term.

2 BACKGROUND:

Extension of the 2018-2022 Strategic Plan

At its June 2023 meeting, Trust Council approved continuation of the approved 2018-2022 Strategic Plan through the end of the 2024/25 fiscal year, with some revisions.

Extending the 2018-2022 Strategic Plan allowed Trust Council time to begin development a new strategic plan for the term while still advancing work that was agreed to by the current term's elected body. Trust Council's extension of the 2018-2022 plan through 2024/25 requires a new strategic plan be adopted. Confirming key elements of the draft 2026-28 strategic plan

means Trust Council and staff can have confidence that the draft plan accurately reflects Trust Council's collective will and can be appropriately leaned on to inform upcoming work plans.

Draft 2025-2028 Strategic Plan Development:

Trust Council's adoption of more thoughtful corporate planning processes has sought to enhance the process by which Trust Council develops its strategic initiatives, and move the organization to a more intentional, planned and documented, detailed and transparent implementation of the strategies and actions approved in the Plan. The following has taken place over the last 20 months to support Trust Council's work in this area:

- At its June 2023 meeting, Trust Council completed a Strengths/Weaknesses/Opportunities/Threats (SWOT) exercise to help trustees, staff, and the public understand the current context in which the organization is operating; understanding this context is important to ensure that elements in the strategic plan are sound, applicable, and achievable.
- At its September 2023 and December 2023 meetings, Trust Council engaged in Visioning exercises, with the goal of understanding the collective long-term vision of Trust Council for the Trust Area to help guide goal setting in the strategic plan.
- At its March 2024 meeting, Trust Council began its draft strategic plan development facilitated by WCS Engagement and Planning, via a three-and-a-half-hour interactive workshop, focusing on identifying focus areas and drafting strategic directions.
- At its June 2024 meeting, Trust Council furthered its draft strategic plan via a six-hour interactive workshop facilitated by WCS Engagement and Planning (WCS). This session focused on shaping goals and desired outcomes for each focus area, refining strategic directions, and outlining potential key initiatives in each of the identified topic areas.

Following the June 2024 Trust Council meeting, WCS submitted a draft strategic plan with an outline of Focus Areas, Goals & Objectives, and Key Initiatives informed by the two strategic planning sessions they facilitated with Trust Council. Staff have received this document, and completed the following actions to further develop it:

- Ensured strategies and initiatives are within the jurisdiction of Islands Trust to action. Where they were not, staff amended wording to reflect jurisdiction.
- Ensured strategies and initiatives are not at odds with the existing, or the new draft revised, Policy Statement.

The draft strategic plan was scheduled for consideration at September 2024 Trust Council but was deferred. Since then, staff have:

- Reviewed Trust Council resolutions and committee work programs to identify initiatives and/or direction given by Trust Council that were not reflected in the draft strategic plan. Where substantive work was not already captured, these initiatives have been added and are indicated with an asterisk in the draft list of initiatives (Attachment 1). Some of these are new work that has not yet been initiated, while others are initiatives begun under the existing strategic plan that are ongoing.
- Identified the responsible party for each proposed key initiative in the strategic plan, to support future conversations related to resourcing the draft strategic plan, to support the upcoming development of departmental work plans, and to support approval of the 2025/26 budget.

- Suggested key initiatives for prioritization in the balance of this term based on existing workflow, available resourcing and other dependencies. These are highlighted in green in Attachment 1 and summarized in Attachment 2 for ease of reference. Attachment 2 also provides a general timeline for each initiative. Prioritization of these initiatives does not mean they will be completed within this term, but rather they are underway or will be initiated this term. The completion timeline for each initiative will depend on the scope and scale of that work, and will be articulated in the respective project plans. Notably, some of the key initiatives include within them multiple significant discrete projects, some of which are not yet clearly defined (e.g. 1.2.5 and 1.3.3).

As a result of all the above, the attached draft Islands Trust 2025-28 Strategic Plan reflects a summarized view of Trust Council's desired actions based on conversations at previous Trust Council meetings, previously given Trust Council direction via resolutions, and previously approved Trust Council work programs for committees. Staff have not added any new initiatives or actions of their own determination.

If approved by Trust Council:

- Staff will develop a final draft of the complete 2025-28 Strategic Plan for approval at Trust Council's June 2025 meeting, with a supporting communications plan.
- Key initiatives in the strategic plan will inform departmental work plans for the 2025/26 fiscal year.
- Staff will use the strategic plan to support refinement of the draft corporate planning process, and bring forward recommendations for next steps on that work at a future Trust Council meeting.

3 IMPLICATIONS OF RECOMMENDATION

ORGANIZATIONAL: Approval of the strategic plan will assist Trust Council and Islands Trust staff in focusing resources and efforts to achieve priority goals and objectives. Trust Council's approval of the elements in the draft strategic plan will advance the organization to the next step in the corporate planning process, particularly the development of departmental work plans that will outline more specifically how and when strategic plan and corporate initiatives will be advanced. These departmental plans are intended to map strategic plan initiatives across time with inclusion of resource allocations as required. Note that Attachment 2 also includes, for context, additional major projects already identified in departmental work programs that are underway or anticipated to be initiated during the balance of this council term.

FINANCIAL: Key initiatives identified as strategic plan priorities for the balance of this council term have been included in the proposed budget for 2025/26. Some of the proposed activities identified for future fiscal years may require additional funds, which will be identified as Directors develop their respective departmental work plans.

POLICY: None, other than those directly related to initiatives in the strategic plan.

IMPLEMENTATION/COMMUNICATIONS: [Islands Trust Council's Policy 2.4.1](#) s.5.2 indicates that the Executive Committee is to *'coordinate the development, preparation and implementation of an organizational strategic plan'*. With an approved plan, Executive Committee will assume responsibility for the plan's implementation. The adopted strategic plan will be placed on the Islands Trust website. Council committees will be asked to ensure that their work programs are aligned with the strategic plan. Where applicable, staff work programs will be aligned with the strategic plan. The strategic plan will also form a basis for the annual budget process. Actual implementation of the plan in future fiscal years will be dependent upon Trust Council's annual review of the strategic plan and budget decisions. Trust Council will continue to receive quarterly reports on progress related to the goals and objectives identified in the strategic plan.

FIRST NATIONS RELATIONS: The draft strategic plan includes initiatives that, if actioned appropriately, are intended to strengthen relationships with interested First Nations in the Trust Area. Effective delivering on many of these initiatives will require appropriate engagement with First Nations. This may be challenging given currently available resources.

OTHER: An adopted strategic plan can be used as a tool for communicating with the public and other levels of government regarding Trust Council's priorities during the current term. While local trust committees and the Islands Trust Conservancy Board may decide to undertake work programs that are not aligned with the strategic plan, the plan reflects areas where several local trust committees have common objectives, and as Trust Council approves annual budgets for the organisation as a whole, local trust committee initiatives aligned with the strategic plan are most likely to receive funding.

4 RELEVANT POLICY(S):

- [Policy 2.4.1 Executive Committee Terms of Reference](#)
- [Policy 6.2.1 Priority Setting/Review Guidelines](#)
- [Islands Trust Policy Statement](#) (current)

5 ATTACHMENT(S):

1. Draft Islands Trust Council Strategic Plan 2025-2028
2. Summary of Proposed Strategic Plan Priorities for Current Council Term
3. Planning Services Request by Salt Spring Island Local Trust Committee – Briefing
4. Salt Spring Island Local Trust Committee Work Program Staff Report

RESPONSE OPTIONS

Recommendation:

That Islands Trust Council:

1. Approve the Goals & Desired Outcomes, Strategic Directions, and Key Initiatives identified in the document entitled *Draft Islands Trust Strategic Plan 2025-28*; and
2. Endorse prioritization of the Key Initiatives identified for the balance of the current Trust Council term in the document entitled *Draft Islands Trust Council Strategic Plan 2025-28*.

Alternative:

Trust Council may choose to amend the strategic plan further, recognizing this may delay implementation and require a further extension of the 2018-2022 plan.

Prepared By: Chief Administrative Officer

DRAFT Islands Trust Council Strategic Plan 2025-28

FOCUS AREA	GOALS & DESIRED OUTCOMES	STRATEGIC DIRECTIONS	KEY INITIATIVES	ASSIGNED TO	FUNDING NOTES
			Priority for current council term To be initiated 2026-2027 Initiation timeline TBD		
Governance & Organizational Excellence	Clear and transparent policies, administrative processes and structures enable better decision making, advance service delivery and improve employee satisfaction	1.1 Update and adopt a new Policy Statement	1.1.1 Finish and adopt Islands Trust Policy Statement in accordance with project work plans	EC/TPC	Included in draft 2025/26 budget
		1.2 Strengthen governance, decision-making and workflow processes	1.2.1 Develop a corporate planning process to enable decision-making, workflow efficiency, resource tracking and relevant policy consolidation	GC	Funded by the 2025/26 base budget
			1.2.2 Explore new engagement models (virtual and in person forums) to reach more community members	EC	Subject to funding in the annual budget
			1.2.3 Increase transparency on bylaw enforcement practices and decisions	RPC/EC	Funded by the 2025/26 base budget
			1.2.4 Review Executive Committee election and appointment process (Recommend removal as it is captured in 1.2.5)		
			1.2.5 Prioritise, analyse, and where appropriate, implement the 15 recommendations of the 2022 Governance Report *	GC	Base budget to fund early work in 2025/26
			1.2.6 Review all Trust Council policies, and where appropriate, amend, combine or rescind *	GC/All Committees	Initial funds included in draft 2025/26 budget
			1.2.7 Review all Trust Council and local trust committee agreements and where appropriate, amend, combine or rescind *	EC/LTCs	Funded by the base budget
			1.3.1 Develop advocacy and education strategy for Provincial review request	EC	Funded by the base budget

DRAFT Islands Trust Council Strategic Plan 2025-28

FOCUS AREA	GOALS & DESIRED OUTCOMES	STRATEGIC DIRECTIONS	KEY INITIATIVES			ASSIGNED TO	FUNDING NOTES
			 Priority for current council term	 To be initiated 2026-2027	 Initiation timeline TBD		
		1.3 Advocate to the Province for legislative changes to Islands Trust Act	1.3.2 Request increased funding from the Province			EC	Funded by the base budget
			1.3.3 Act on the Province's response to the request for a provincial review of the governance structure to enable reconciliation and better support Islands Trust's mandate <i>(Wording amended as the request is now submitted and priority will now be addressing whatever response is received)</i>			GC	Funded by the base budget
Growth Management & Community Resiliency	Defined capacity constraints and indicators inform decision making	2.1 Support proactive land use planning and establish limits to growth using evidence-based data	2.1.1 Work with other agencies to facilitate data gathering / share in the development of environmental indicators			TPC	Subject to funding in the annual budget
			2.1.2 Develop a growth management planning framework that includes data on growth trends and projections, geological and hydrological capacities, infrastructure, and development rates			RPC	Subject to funding in the annual budget
			2.1.3 Update and implement Freshwater Sustainability Strategy (2022-2032)			RPC	Partial funding included in draft 2025/26 budget
	Planning processes and Trust Area wide programs enable diverse housing options	2.2 Establish policy guidance for housing in OCP updates	2.2.1 Improve processes for prioritizing funding for ongoing OCP reviews			RPC/LTCs	Subject to funding in the annual budget
			2.2.2 Update OCPs + LUBs to incorporate new Policy Statement policies			RPC	Subject to funding in the annual budget
		2.3 Explore innovative approaches to supporting	2.3.1 Consider Community Benefit Land Trust concept for Islands Trust *			TPC	Subject to funding in the annual budget

(* indicates actions committed to by Trust Council outside the development of the draft strategic planning)

DRAFT Islands Trust Council Strategic Plan 2025-28

FOCUS AREA	GOALS & DESIRED OUTCOMES	STRATEGIC DIRECTIONS	KEY INITIATIVES	ASSIGNED TO	FUNDING NOTES
			Priority for current council term To be initiated 2026-2027 Initiation timeline TBD		
		diverse housing options and tenures *	2.3.2 Design a plan to advocate to enhance community access to funding for housing in the Trust Area	EC	Funded by base budget
Ecosystem Health & Integrity	Advocacy and policy changes improve control of invasive species to protect and restore sensitive ecosystems	3.1 Improve control of invasive species	3.1.1 Advocate for the development and implementation of a fallow deer strategy, including advocacy for deer harvesting	EC	Funded by base budget
	Diverse community members/groups are invested in revitalizing ecosystems and expanding protected areas	3.2 Improve understanding and monitoring of ecosystem health	3.2.1 Identify indicators of ecosystem health and integrity	TPC	Subject to funding in the annual budget
			3.2.2 Update the State of the Islands Report	TPC	Subject to funding in the annual budget
			3.2.3 Develop a shared inter-agency ecosystem health indicator toolkit for citizen groups, conservancies, and other agencies	TPC	Subject to funding in the annual budget
			3.2.4 Monitor progress of protection of ecosystem health in all land use planning decisions.	RPC/LTCs	Grant funded
	Marine and foreshore ecosystems are healthy	3.3 Strengthen marine and foreshore protection practices	3.3.1 Develop recommended LTC policies and bylaws for marine and foreshore protection in cooperation with First Nations (Recommend removal as work is substantively complete)		
			3.3.2 Develop a marine and foreshore protection toolkit (Recommend removal as work is substantively complete)		
			3.3.3 Map eelgrass and kelp forests	RPC	Subject to funding in the annual budget

DRAFT Islands Trust Council Strategic Plan 2025-28

FOCUS AREA	GOALS & DESIRED OUTCOMES	STRATEGIC DIRECTIONS	KEY INITIATIVES	ASSIGNED TO	FUNDING NOTES
			Priority for current council term To be initiated 2026-2027 Initiation timeline TBD		
Climate Change	Land use decisions are informed by data and ongoing monitoring to manage and adapt to climate risks	4.1 Identify the Trust’s mandate and role related to climate change	4.1.1 Develop a climate action strategy, set baseline data and targets	TPC	Subject to funding in the annual budget
			4.1.2 Partner with agencies and others to share climate data	TPC	Funded by base budget
	Communities understand effects of climate change on the Trust Area	4.2 Improve community understanding about climate change mitigation and adaptation	4.2.1 Design and implement a climate action education plan	TPC	Subject to funding in the annual budget
			4.2.2 Create a grant program to increase public understanding of the impact of climate change to the unique amenities and environment of the Islands Trust Area	EC	Funded by base budget
			4.3.3 Update OCPs and LUBs to foster climate change resilience (considering topics such as Coastal Douglas-fir protection, foreshore and nearshore environments, and groundwater) *	LTCs	Subject to funding in the annual budget
			4.3.4 Amend legislation to increase the percentage of the Natural Area Protection Tax Exemption Program (NAPTEP) to act as an incentive for the protection of forest cover for climate change mitigation and adaptation *	EC	Grant funded
First Nations Relations & Reconciliation	Policies, plans, and resources provide opportunities for collaborative First Nations engagement aligned with UNDRIP	5.1 Enhance proactive planning and intentionality of reconciliation initiatives	5.1.1 Update and implement Reconciliation Action Plan	EC	Included in draft 2025/26 budget
			5.1.2 Clarify opportunities for co-governance and co-management of the Trust Area	GC	Funded by base budget
			5.1.3 Develop a schedule and plan for leader-to-leader meetings with Indigenous Governing Bodies	EC/LTCs/ITCB	Subject to funding in the annual budget

DRAFT Islands Trust Council Strategic Plan 2025-28

FOCUS AREA	GOALS & DESIRED OUTCOMES	STRATEGIC DIRECTIONS	KEY INITIATIVES			ASSIGNED TO	FUNDING NOTES
			Priority for current council term	To be initiated 2026-2027	Initiation timeline TBD		
	Indigenous knowledge is incorporated into stewardship and management of Trust Area	5.2 Engage with Indigenous Governing Bodies and Indigenous Peoples on governance, growth management, heritage and ecosystem protection, and climate change	5.2.1 Develop innovative frameworks for decision-making and involve pilot LTCs / BIM with Indigenous Governing Bodies			GC	Subject to funding in the annual budget
			5.2.2 Develop tailored public engagement processes that acknowledge preferred engagement methods of Indigenous Peoples			EC	Funded by base budget



Islands Trust Strategic Plan Key Initiatives and Significant Projects April 2025-November 2026

Strategic Plan Key Initiatives							
Initiative Number	Initiative Description	25/26 Q1	25/26 Q2	25/26 Q3	25/26 Q4	26/27 Q1	26/27 Q2
1.1.1	Finish and adopt Islands Trust Policy Statement in accordance with project work plans						
1.2.1	Develop a corporate planning process to enable decision-making, workflow efficiency, resource tracking and relevant policy consolidation						
1.2.3	Increase transparency on bylaw enforcement practices and decisions						
1.2.5	Prioritise, analyse, and where appropriate, implement the 15 recommendations of the 2022 Governance Report						
1.2.6	Review all Trust Council policies, and where appropriate, amend, combine or rescind						
1.3.1	Develop advocacy and education strategy for the provincial review request						
1.3.2	Request increased funding from the Province						
1.3.3	Act on the Province's response to the request for a provincial review of the governance structure to enable reconciliation and better support Islands Trust's mandate						
2.1.3	Update and implement Freshwater Sustainability Strategy (2022-2032)						
2.3.2	Design a plan to advocate to enhance community access to funding for housing in the Trust Area						
3.1.1	Advocate for the development and implementation of a fallow deer strategy, including advocacy for deer harvesting						
3.2.4	Monitor progress of protection of ecosystem health in all land use planning decisions						

Strategic Plan Key Initiatives

Initiative Number	Initiative Description	25/26 Q1	25/26 Q2	25/26 Q3	25/26 Q4	26/27 Q1	26/27 Q2
4.3.4	Amend legislation to increase the percentage of the Natural Area Protection Tax Exemption Program (NAPTEP) to act as an incentive for the protection of forest cover for climate change mitigation and adaptation						
5.1.1	Update and implement Reconciliation Action Plan						
5.1.2	Clarify opportunities for co-governance and co-management of the Trust Area						
5.2.2	Develop tailored public engagement processes that acknowledge preferred engagement methods of Indigenous Peoples						

Other Significant Projects Not Captured in the Strategic Plan							
Direction	Project Description	25/26 Q1	25/26 Q2	25/26 Q3	25/26 Q4	26/27 Q1	26/27 Q2
via EC	Deliver an updated Trust Council Continuous Learning Plan						
via TPC	Community Stewardship Awards Program (directed by policy to be delivered in last year of term)						
via TPC	Stewardship Education Program (not directed by policy but assigned in last Strategic Plan and funding proposed in 2025/26 - themes to align with Strat Plan)						
via TPC	Secretariat Services (directed by policy)						
via EC	Communications Strategy implementation						
via RPC	Freshwater Sustainability Strategy implementation						
ITC	Islands Trust Conservancy Five Year Plan development and engagement with all First Nations (required by legislation)						
via EC	Election preparation						
Operational	Implementation of new contract relationship management database						

BRIEFING

To: Executive Committee **For the Meeting of:** February 5, 2025
From: Planning Services **Date Prepared:** January 16, 2025
SUBJECT: SSLTC Request to Prioritize a Planning Services Review

PURPOSE:

For the Executive Committee and Trust Council to consider Salt Spring Island Local Trust Committee's (SS LTC) request to prioritize a review of Planning Services to "improve current planning cost recovery, increase staff resources dedicated to long term planning, and improve alignment of long term planning staff resources with highest need."

Staff have provided some background information on recent and relevant Planning Services reviews.

BACKGROUND:

On December 12, 2024, the Salt Spring Island Local Trust Committee (SS LTC) received a staff report reviewing the SS LTC work program (Attachment 1). After discussion, the SS LTC passed the following resolution:

That the Salt Spring Island Local Trust Committee forward the staff report in agenda item 15.1 of the December 12, 2024 meeting to the Executive Committee and request Trust Council to prioritize a review of the delivery of current and long-term planning services and identify opportunities to:

- improve current planning cost recovery,
- increase staff resources dedicated to long term planning, and
- improve alignment of long term planning staff resources with highest need.

Planning Services Review

An analysis of Planning Services was undertaken as part of the [Governance Review](#) completed in February 2022. The Regional Planning Committee (RPC) received a summary of the recommendations of the 2022 Governance Review specific to Planning Services in [April 2023](#). As noted in the briefing to RPC, the 2018 (internal) Review of Planning Services resulted in significant changes to the organization of Planning Services. As a result, many of the recommendations that were identified in the Governance Review were already being actioned or had been implemented.

The most recent substantive recent changes made to Planning Services, as result of the 2018 Planning Services Review, was made in the summer and fall of 2022 when the Islands Trust Council adopted new amended policies:

- [Policy 5.9.1](#) Best Management Practices for Delivery of Local Planning Services to Local Trust Committees
- [Policy 6.2.1](#) Priority Setting / review Guidelines

- [Policy 6.7.1](#) work Program, Follow-up Action List and Priorities Matrix.

These policies support the systematic update of Official Community Plans and Land Use Bylaws on a regular basis, support co-ordination of Local Trust Committee (LTC) projects with regional initiatives, and support realistic expectations for volume and timing of project completion, and promote the fair, efficient and equitable allocation of staff and financial resources for major LTC projects.

The policies are steadily being implemented. For example, staff established a Regional Planning Team and Current Planning Team as per policy 5.9.1. Creation of the teams has led to more flexible and effective assignment of planners to the southern and northern regions but has not resulted in increased planning time spent on projects. However, implementation of policy 5.9.1 in respect of each LTC having one minor project has been very effective in managing both expectations and resources.

Cost Recovery

In March 2024 Trust Council directed staff to report back in September 2024 and March 2025 about the tracking of planning staff time and application revenue with regards to cost recovery. Staff reported to Trust Council in September 2024 and are actively gathering data in preparation for March 2025. Staff are currently addressing issues with time tracking software in order to meet this deadline.

Other Reviews in Planning Services

Bylaw Compliance and Enforcement Review

At the September 2023 Islands Trust Council, council received an administrative fairness review of Bylaw Compliance and Enforcement from the Office of the Ombudsperson. After discussion, council requested staff implement the recommendations. The work remains a top priority and is one of three active projects of the Regional Planning Committee. More information may be found on the [program homepage](#).

Local Government Development Approvals Program

Planning Services went through a major review of its current planning processes as part of the Local Government Development Approvals Program funded by the province. A new Islands Trust Web Portal was created as of May 2024. Staff are continuously working to optimize the system. Access to the portal and relevant materials may be found on the [Land Use Application Guides & Applications Portal webpage](#).

Administrative Review

Staff conducted an administrative review of Planning Services in 2022. Changes resulting from the review include creation of a more desirable succession plan and a new Meeting Administrator position to address the demand for electronic meetings. Staff also conducted an assessment of internal administrative processes and have been working collaboratively to ensure administrative consistency amongst the offices. Aspects of this work remain ongoing.

FOLLOW-UP:

As directed by Trust Council.

Prepared By: **Stefan Cermak, Director, Planning Services**

Reviewed By/Date: **CAO / January 29, 2025**

DATE OF MEETING: December 12, 2024
TO: Salt Spring Island Local Trust Committee
FROM: Chris Hutton, Regional Planning Manager
Salt Spring Island Team
SUBJECT: Work Program Report

REPORT SUMMARY

Provides a review of supporting policies that support management and presentation of the Work Program in all Work units in the Islands Trust, including the Salt Spring Island Local Trust Committee (SSI LTC). The report reflects on past practices of the SSI LTC and other organizational units and makes recommendations on ways to better utilize these tools for the benefit of SSI residents and the Islands Trust as a whole. Provides suggestions on ways to bring the SSI Work Program into best practice and initiate regular review of the Work Program

BACKGROUND

Trust Council Policy [6.7.1 Work Program, FUAL and Priorities Matrix](#) (Policy 6.7.1) defines and guides the use of its tools to allocate resources and tasks and projects, prioritize work activities relative to available resources, and to focus on the achievement of specific results. The Islands Trust's work program system is comprised of three working documents linked to the Trust's annual budget and organizational strategic planning process in terms of day-to-day and/or short-range activity projections.

[Trust Council Policy 6.2.1 Priority Setting and Review Guidelines](#) (Policy 6.2.1) guides priority setting and review within the Islands Trust's strategic planning function; focuses political and administrative attention; and provides basis for resource allocation to work programs. Policy 6.2.1 is also used for monitoring, adjustment and evaluation of performance in the Islands Trust.

[Trust Council Policy 4.1.2 Local Trust Committee Meeting Guidelines](#) (Policy 4.1.2) supplements statutory rules and procedure bylaw requirements for local trust committee meetings.

These policies provide a framework for this report to confirm recommended changes in the preparation, monitoring, and overall management of the of the Salt Spring Island work program.

Workload

The Salt Spring Island Local Trust Committee currently has a considerable workload that accounts for nearly all the Salt Spring Office's (SSO's) workload for LTCs. The office incurs a higher load of land use applications per planner than other offices in the Trust. Not including a range of permits managed primarily by a shared Planning Technician resource, SSO has 58 open applications. With four funded planning positions, this amounts to 14.5 applications per planner. Given that the office has one Island Planner Vacancy, this number is currently 19.33 applications per planner. By comparison, South Office currently has 12.75 applications per planner, and North Office, 7.

Staff are tasked with a range activities that are necessary to providing good service in the administration of land use planning regulations:

- Coordinating relationship building with LCC.
- Developing relationships with 13 First Nations with territorial/treaty interest in lands and waters surrounding the LTA
- Increased hands-on support for applicants transitioning to the CityView Portal, complicated by the usual presence of a local office that serves ~40% of the Islands Trust population, thus creating an expectation of such hands-on support.
- Coordinating with North Salt Spring Waterworks District as it prepares to lift its 10-year long moratorium to ensure that resumption of this service is streamlined with other development review bodies.
- Relocation of the Salt Spring Island Office and coordinating the continuation of service during a temporary office closure.

As the only full-service community with more than 10,000 residents in the Islands Trust, Salt Spring is unique in the islands trust and its policy challenges often require cooperation with other governments as well as third sector actors.

Staffing

Salt Spring office has operated with various vacancies amounting to, on average, at least one vacancy over the past two years. Since March, the Islands Trust has had only one of two funded Island Planner positions. The Island Planner positions are critical for the provision of functional leadership in both current planning and project management.

POLICY DISCUSSION

Work Program

1.2 The Work Program is designed to identify a long list of specific projects or activities that are not items for the Follow-up Action List for potential future work, to identify the top priority projects approved for current work, and to define specific tasks to be accomplished for the top priority items.

The term “long-list” is not a list of projects that will never be completed, or a list of project wishes. The list should include moves that are viewed as strategic and which make up of the top next priorities for the organization unit - in this case, SS LTC – where priority projects report current and next steps and future projects are placed in an accessible and monitored repository that should allow for reflection on previous direction. It is frequent practice for LTCs to present their Work Programs as the Active Projects List (APL) as its top priorities and, rightly, the Future Projects List (FPL). Trust Council strategic plans and the Islands Trust Policy Statement are crucial factors in the identification of SSI work program priorities.

Currently, SS LTC places both Work Program elements in the REPORTS section among a range of reports in the agenda. In keeping with broader LTC practice and Policy 4.1.2, both work Program elements should be in a separate section of the LTC Agenda, entitled “WORK PROGRAM”, separate from the REPORTS section, which provides more operational status indications. Through reporting and discussion with LTC, the RPM should identify items from FPL the list to be actioned at quarterly meetings, as capacity and workload limits allow, and to provide quarterly summaries and recommendations for update reports to the FPL.

Priorities Report

*1.3 The **Priorities Report** is designed to highlight the specific activities to be pursued for the organizational unit's top priorities that are consistent with available resources for endorsement by Trust Council at its quarterly meetings.*

Priorities Report Policies are indicated in both the Work Program Policies, discussed below (s. B.2); and the Priorities Report Policies (s. B.3). This practice should continue, with anticipated next step actions to be noted as the current priority for a given project and change orders to be converted to a project's charter/terms of reference.

The Priorities List should be discussed regularly to ensure staff priorities are clear to all parties, as it relates to projects. For this and other reasons, staff have provided a reporting schedule under the Issues and Opportunities section of this report that outlines a quarterly reporting schedule over the next 15 months that aligns with the Trust Council and Executive Committee meeting schedules, and the budget cycle.

Future Projects List:

The FPL is appropriately structured but has not been well-maintained. Frequent review of the FPL would ensure that workloads align more closely with Policy 6.7.1, and clearly illustrate the capacity of staff and the expectations of LTC.

LTC should consider steering new initiatives that support the priorities or strategies of the LTC towards the FPL. In doing so, staff has greater understanding of the LTC's priorities, leading to more efficient output and completion of tasks. A well-curated FPL also provide for greater clarity in consideration of budget requests and as a resource in larger project conversations to identify areas where previous concepts can be explored for inclusion and execution in opportune moments.

LTC should only populate the FPL with items it wishes to contemplate further and identify tasks it does not wish to maintain on the list if they longer believe the discussion is valid.

The FPL is an underutilized tool and should continue to be updated and provided at each LTC meeting.

Follow Up Action List (FUAL):

*1.1 The **Follow-up Action List** is designed to deal with matters to be dealt with during the next three months that arise from meetings, to highlight matters arising from day-to-day activities, and to define specific tasks associated with work program items.*

FUAL Policy

Most policies in Policy 6.7.1 are followed by LTC with some exceptions:

What goes in the FUAL?

FUAL Policy indicates that FUAL entries should be limited to activities that are expected to be dealt with during the next three months, arising from meetings. Staff recommend that items that do not meet this requirement should be added to other lists as follows:

Development Applications:

Many entries on the SSI LTC FUAL are resolutions that relate to LTC advancement of development applications (ex. directing staff to hold a public hearing, forward to EC). While critical points of consideration, standard development

actions should be tracked through the Applications with Status List (now the Open Applications Report). Staff recommend including only those actions related to development applications that are outside of standard processes (ex. Requests for applicant information, additional consultation) be placed on the FUAL. Other policies in this section appear to be consistent with current practice at SSI LTC meetings.

Project Tasks

Tasks already in scope of an active project should be added to the APL as tracking items, while tasks that are outside of or beyond the intention of an active project scope could be placed on the FUAL. Such tasks should be considered following review of the policies discussed in this report, and any change management process in place. Requests for staff to report back on such scope change requests could be added to the FUAL or FPL, as appropriate.

Wording of FUAL Entries

FUAL entries should not be written as they are now. Entries should include only key words, with references to resolution numbers or meeting date of discussion. To provide clarity, staff suggest that entries be written in plain language and provide clear direction. Attachment 1 contains several re-worded items that demonstrate how FUAL entries should be worded.

For clarity, no change to the way that LTC passes resolutions is intended, simply that the best practices of resolution wording vs. wording of task delegation require some level of translation, and this suggestion implies that staff will update the FUAL to such standard for LTC review at each meeting.

Time Management

Staff have recently re-started the practice of providing expected deadlines for tasks within the control of staff to complete. By adopting the noted changes relating to development applicants, applicant-dependent tasks would not crowd the FUAL, which would provide more clarity around staff performance on timing in the FUAL. To address development tasks that do qualify for the FUAL, time limits should reflect development approval information as applicable; or LTC should impose time limits for externally dependent tasks.

FUAL Review

The FUAL is updated by staff and presented to LTC monthly, though formal review is not often undertaken. The proposed reporting schedule allows for regular recommendations from staff and the next Quarterly Update is intended to provide LTC the opportunity to provide input. Staff should provide a verbal report on what changes have been made to the FUAL at non-quarterly updates.

SSI has good compliance with the completion of tasks policy, in that LTC receives the FUAL with tasks completed since the last FUAL report was prepared marked as such. After this, the task is archived and does not appear on future reports.

Issues and Opportunities

Schedule of Staff Reports

An anticipated schedule of reporting is proposed to ensure that Work Program is reflective of the budget cycle outlined in [Trust Council Policy No. 6.3.1 – Budget Process](#), with regards to budget management. Each quarterly summary should include a summary and discussion of the FUAL, APL, and FPL. Staff propose to the following schedule of objectives for quarterly reports ensure that the reviews drive budget planning and project execution:

Date	FY2024/25 Projects	FY2025/26 Projects	FY2026/27 Projects
2025-02	Spending forecast to year-end	Business case updates.	FPL review, request new or updated project charters.
2025-05	Year-End Summary and Annual Report	Initiated funded projects	Review Preliminary Project Charters and request business cases.
2025-08 (Special)		APL in-focus for fall engagement.	Authorize business cases to TC/Committees.
2025-11		Focus on project execution.	Refine business cases, if necessary.

NEXT STEPS

Unless otherwise directed, staff will undertake the following for the February 2025 meeting:

- update the work program (FUAL, and Work Program) as noted in Attachments 1-3
- Amend the LTC agenda format as indicated in this report
- proceed to prepare a quarterly

Submitted By:	Chris Hutton, MPA, RPP, MCIP, Regional Planning Manager	December 9, 2024
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ATTACHMENTS

1. Proposed FUAL Wording – for Discussion
2. Proposed Active Projects List – for Discussion
3. Proposed Future Projects List – for Discussion

Date Assigned	Original Description	Recommendation	Rationale
2023-06-22	Clean and Safe Harbours InitiativeThat the Salt Spring Island Local Trust Committee request staff to work with CRD staff to explore the potential to expand the Saanich Peninsula Waterways Environmental Action Service to include the Salt Spring Island Local Trust area and to report back to the LTC.March 19, 2024 - Ongoing discussion with CRD staff.	Archive.	CRD LCC has shared interest in harbour management and the request for review is itself a substantial inquiry for what would amount to a significant expansion of resources and functions beyond what the Trust provides. Services that involve work, whether in-house or contracted should be developed first with community and governance partners.
2023-06-22	Clean and Safe Harbours InitiativeThat the Salt Spring Island Local Trust Committee request staff to review the Clean and Safe Harbours Initiative and report back to the LTC at a future meeting.March 19, 2024 - Invite from CRD to discuss marine liveaboard issues for April 30th.	Archive	Discussion of issue with governance partners has shown limited appetite for regulatory approach. Further work is needed, but LTC must work to coordinate with governance partners. Harbour planning is a complex project and previous efforts have not been deeply successful. May require greater relational capital with governance partners to develop meaningful and workable outcomes.
2023-09-14	Coastal Douglas Fir ProjectThat the Salt Spring Island Local Trust Committee request staff to review the status of the integrated geographical data base tool created by the former Coastal Douglas Fir Project Science Working Group and report back to the LTC.	Archive	Current IS/GIS resources limited, so providing meaningful communication is challenging. Resource and follow up noted and should be incorporated at mapping stages of OCP-LUB project.
2023-09-14	SS-DVP-2022.13 - J. Litke - 536 Beaver Point Road, SSIThat the Salt Spring Island Local Trust Committee approve Development Variance Permit SS-DVP-2022.13 and direct that the staff do not issue the permit until a covenant consistent with the draft covenant in Attachment 5 of the report from Planner Buchan, dated September 14, 2023 is registered on the property title addressing the installation of a storm water drainage system and water treatment system for proposed lots 1 - 3 prior to the construction of a dwelling unit (536 Beaver Point Road).That the Salt Spring Island Local Trust Committee, with reference to Section 512(2) of the Local Government Act, approve the frontage relief from the required 10 percent to 2.5 percent for proposed Lot 3 as shown on the plan of subdivision in Attachment 4 of	Archive	Recommend not including post approval tasks for development applications.
2024-03-07	OCP-LUB Project: Staff to recruit a new special Advisory Planning Commission for the OCP-LUB Update Project. <i>Dec. 13 - RFP Under review. Candidates will be sought in once RFP Issued.</i>	Resolution no. SS-2024-019: Staff to proceed with outreach to recruit APC members once OCP-LUB RFP issued.	Other project elements have sufficiently advanced.
2024-03-07	Official Community Plan - Land Use Bylaw: Project Terms of Reference: That the Salt Spring Island Local Trust Committee direct staff to provide a draft Project Charter based on the discussions on the Terms of Reference in Appendix 1. -That the Salt Spring Island Local Trust Committee request staff to have Sue Hallet review the recommended amendments to Official Community Plan - Land Use Bylaw	Complete	TOR Finalized at Oct. Meeting. Now moving to issue RFP. Noting the TOR is more detailed than standard Islands Trust project charter, staff recommended relying on the TOR only.
2024-04-11	Ministry of Housing - Dated 20 March 2024 - Regarding Short-Term Rental Accommodations Act That the Salt Spring Island Local Trust Committee request staff to provide options to exercise the LTC's authorities regarding correspondence item 9.4 Ministry of Housing - Dated March 20, 2024 - regarding the Short-Term Rental Accommodations Act and potential future legislation. December, 2024: Short-Term Accommodations Roundtable tentatively scheduled for Jan. 16, 2025. Outcomes to guide development of policy summary following that engagement.	Resolution No: SS-2024-029 Staff to report options to exercise authorities regarding Short-Term Rental Accommodations Act and relevant regulations. Updates: Nov. 5, 2024: Anticipated discussion with LCC at upcoming joint meeting. Staff report to be presented in December. December, 2024: LCC agreed to host a Short Term Rental Roundtable Jan. 16, 2025. Staff will prepare follow-up report at February TLC based on coordination and engagement with governance partners.	Shifts discussion of options to select both policy and industry engagement.

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2024-04-11	Follow-Up Action List dated April 2024 That the Salt Spring Island Local Trust Committee direct staff to work with Tsawout First Nation staff to develop a Memorandum of Understanding and report back to the LTC. May 2024- Anticipate leadership to leadership meeting summer of 2024Sep 2024 - Development is still underway, MOU after the feast with the Tsawout First Nation.	Work with Tsawout First Nation staff to develop a MOU and report back to the LTC. - Leadership meeting held in June. Feast planning ongoing, Tsawout anticipates MOU after the feast with the Tsawout First Nation; Nov. Staff continue to work with Tsawout to determine attendees. TAS now supporting with resources.	While the MOU will continue to be of speicail interst to SSI, feast this action is a wider one, with championship from SSI.
2024-04-11	That the Salt Spring Island Local Trust Committee request staff to prepare a staff report on 265 Furness Road and report back to the Trustees.	Archive action	Applicant is able to submit a simple development inquiry and work directly with staff as no current development proposed. LTC may further wish to discuss a full range of options in closed meeting prior to requesting any further reporting on this issue.
2024-07-11	Regarding Agriculturethat the Salt Spring Island Local Trust Committee request Staff to provide reporting on Capital Regional District enforcement on agricultural issues and implications for island agriculture including potential conflicts between Local Trust Committee and Capital Regional District bylaws.that the Salt Spring Island Local Trust Committee request Staff to provide a short briefing on current legal action between the Capital Regional District and a local resident regarding roosters.	Archive action	Discussion of CRD legal or enforcement actions not conducive to governance. Consider further collaboration opportunities with CRD on improving agricultural opportunitieis while addressing concerns through intergovernmental meetings.
2024-09-12	North Salt Spring Water District Presentation That the Salt Spring Island Local Trust Committee request staff to work with and support water and waste water infrastructure service agencies to seek opportunities to develop appropriate policies that prioritize connections for housing that matches community values and needs.Will be presenting a proposal in Jan 2025	Resolution No. SS-2024-078 Staff to report on ways to ensure that growth is focsued on providing housing that meets identified needs in serviced areas.	NSSWD continues to lead in bringing together governance leaders for its modernization works. Existing OCP-LUB goal <i>can</i> result in a policy outcome that serves this intention well, provided that project is executed efficiently and approved as such.
2024-09-12	SS-DP-2021.4/SS-DVP-2021.22 - E. Rommel - 270 Furness Road, SSI That the Salt Spring Island Local Trust Committee approves issuance of Development Permit SS-DP-2021.4 (270 Furness Road) subject to the collection of a landscaping security deposit of \$89,662.50 (150% of pre-tax estimate).- DVP has been issued- Applicant has indicated that they will not be paying the landscaping security deposit until	Archive action	Recommend not including post approval tasks for development applications.
2024-09-12	Official Community Plan - Land Use Bylaw Update That the Salt Spring Island Local Trust Committee request staff to evaluate if the provincial housing needs assessment methodology should be supplemented to improve the usefulness of housing needs assessment being prepared for Salt Spring Island under a Trust Council project and if supplemental data is recommended, to identify resource needs.	Archive request	The housing needs report proeject has been initated and addresses and set of indicators rquired by legislation. No other funding, projdct or staff capacity to undertake this work, and pursuit could detract from other, meaningful effortst. This is not to say that valid information about hosuing needs on Salt Spring will not be considered. It is likely that such information would not affect Housing Needs Report results negatively.
2024-09-12	Official Community Plan - Land Use Bylaw Update That the Salt Spring Island Local Trust Committee request staff to provide an update on the suitable land analysis to the LTC.William to present to LTC	Archive request	Relevant aspects of the suitable land analysis have not been incorproated into the Complete Communities Assessemnt.
2024-11-14	"Housing Action Program" FUAL itemThat the Salt Spring Island Local Trust Committee acknowledge that the Housing Task Force work program is complete and that the Chair send a letter to thank the members for their service and advise members that there are vacancies on Advisory Planning Commissions.	Chair Peterson to send letters of thanks to Housing Task Force Committee members and staff to notethat this committee is no longer active.	
2024-11-14	Baker Beach Area Crown Lease ApplicationThat the Salt Spring Island Local Trust Committee request the Executive Committee to review the crown lease referral process along with the relevancy of older Crown Land Administration Letter of Understandings.		

2024-11-14	Baker Beach Area Crown Lease ApplicationThat the Salt Spring Island Local Trust Committee direct staff to forward public correspondence and the petition received regarding the Baker Beach Area Crown Lease Application 1415573 as additional information to the Province.
2024-11-14	Baker Beach Area Crown Lease ApplicationThat the Salt Spring Island Local Trust Committee direct staff to provide the LTC with Crown Land Lease Referrals with sufficient time for consideration of response and that they be added to the applications report.

Original task content	Recommendation/Revision	Rationale
First Nations Heritage and Cultural Site Protection (Jan. 2015)	Remove	Requires relational work with First Nations
Piers Island Bill 27 OCP Update (Dec. 2015)	Review Piers Island OCP for compliance with legislative changes and make recommendations on how to manage policy. (Dec. 2015)	Retain
Marine Environment Protection (Foreshore Audit) (June 2016)	Review	
Official Community Plan Review (Nov. 2017)	Complete	Current OCP-LUB
Development of a Music Strategy (June 2020)	Remove	LTC may provide support for cultural development through permissive zoning, but other elements of a strategy require service provisions that are beyond the purview of a local trust committee.
Waste Transfer Stations (Waste Management Plan) (July 2020)	Remove	Apart from regulatory support, LTCs do not regulate waste transfer stations. Programmatic management and investment in coordination with CRD.
Add a map of the Salish Sea Trail (Oct. 2021)	Promoted	Incorporated through tasks in the OCP-LUB Project. Will align with ongoing planning work underway.
Add public access to lake and marine shorelines as an eligible community amenity in Section H.3.2 of the Salt Spring Island Official Community Plan (Feb. 2022)	Research and report on steps to improve acquisition of public water access through available policy tools. Dec. 2016)	Multiple methods may exist and all should be explored when work program permits.
Outer Islands (Feb. 2015)	Archive.	Minutes unclear.
LUB Update: Affordable Housing (June 2015)	Promoted	OCP-LUB Project

Accessory Buildings Without a Principle Use (Dec. 2016)	Staff to assess regulations to provide options for an accessory use without an established principal use. Dec. 2016)	May be in scope for OCP-LUB Project.
Technical and Minor Amendments (Mar. 2017) Limit fence height to 2.4m; increase dock width from 1.2m to 1.5m; culverts as structures in waterbody setbacks	Retain	Minor amendments that could be undertaken as major or minor project.
Reduce Permitted Lot Coverage in Rural Upland Zones (Aug. 2018)	Retain	May be in scope for OCP-LUB Project.
Ganges Village Planning - Harbourwalk (Oct. 2019)	Complete	Village Policy incorporation in OCP-LUB Project.
Commercial Truck Parking and Storage (July 2020)	Research and make recommendations to address commercial trucking and heavy equipment facilities regulation. (July 2020)	Implementation of Industrial Land Use Project
Regulate Cannabis Production (Sept. 2020)	Complete	
Portable Sawmills (Nov. 2020)	Research and report on regulation of portable sawmills. (Nov. 2020)	
Review of the residential zoning of islets (Jul. 2022)	Retain	
Impacts of future lake levels of St. Mary Lake (Aug. 2022)	Archive	NSSWD intention to upgrade weir and other actions would make any research obsolete. Continued relationships with NSSWD should inform better-informed policy development.

Project Class	Description	New Update
Minor Project - Housing Action Program - Implementation (Bylaw 537)	2024-09-19 – Referred to Tsawout 2024-10-03 – Tsawout staff suggest that feast should occur prior to MOU and may impact timing of referral response.	Dec/2024-No Update
Major Project - Ganges (Shiya'hwt/Syowt) Village Planning	May 18, 2023 - Project abeyed during additional work related to the LTC Work Program relating to grant applications and OCP-LUB Project Scoping. March 26 & 27, 2022-AHNE facilitates a workshop with GVTF. Final Report of all engagement activities anticipated for April or May LTC meeting. Nov. 9, 2021 - Ahne Studio finalizes engagement plan with SS LTC and task force. Ahne and staff begin numerous engagement activities including: survey, ideas fair, walk shops, stakeholder virtual events, school engagement, pop-up engage3ment and community design charrette.Task Force Meetings are ongoing. March 11, 2021-TC approved \$97,000 project budget Nov. 10 2020 - Project Charter, Public Engagement Framework, and Task Force Terms of Reference adopted. Endorsed applying for C2C funding. Dec 14, 2022 - SS LTC endorsed funding for the Task Force to have a two-day workshop facilitated by Ahne Studio. April 19, 2022 - Ahne Studio presented the engagement summary to SS LTC.	Archive-Project and budget incorporated into SSI OCP- LUB Project

Extraordinary Project - OCP-LUB Update	Next Steps:2024 - 09: ·Receive draft Complete Communities deliverables Most Recent: 2023-11: Ongoing First Nations Engagement, Terms of Reference approved by Description:There has been no comprehensive review of the SS OCP since its adoption in 2008, nor any review of the Land Use Bylaw since 1999. The need to update these bylaws is a priority in response to policy, social, and technological change and to address contemporary community challenges the current document no longer serves. Those challenges include a lack of affordable housing and housing options, growth pressures, climate resiliency planning, infrastructure issues (such as the water moratorium), workforce stability challenges, transportation networks, and First Nations Reconciliation. The SS OCP update is intended to provide a framework to guide the development of a complete community by diversifying and increasing housing options at appropriate locations, advancing First Nations Reconciliation, reducing infrastructure costs, reducing greenhouse gas (GHG) emissions, and improving walkability. The Land Use Bylaw update will improve land use planning regulation to ensure that regulations match the needs and expectations of land use in the community, in consideration of the OCP.	2024-12-12 Update: RFP Drafted and submitted to Finance department. Anticipate Issuance of RFP in coming weeks. Revised Target Date: June, 2026

Major Project - Water Sustainability - coordinate multiple jurisdictions in planning for water sustainability and watershed protection.	Currently includes:1. Coordination of SSIWPA;2. Development of Proof of Water Bylaw: -To be brought forward following report out on well-monitoring3. Weston Lake Water Availability Study: -Project completed, now working through follow-up resolutions. 4. Watershed Strategic Plan: -May 14, 2024: Plan developed. Implementation process under consideration. 5. Ongoing well-monitoring:May 14, 2024: Synthesizing data to target report out in next 4 months. Sept. 6, 2022: Draft Lake Weston Study received, referred to various agencies and organizations; and to coordinate a discussion with POLIS and other groups for Water Sustainability Act considerations. April 2022: Draft Weston Lake Study being reviewed by staff; Contract issued for phase 2 of Watershed Strategic Plan; staff seeking LTC direction on reduced SSIWPA budget.Nov. 19, 2021: kick off meeting with Econics for phase 1 of Watershed Strategic Plan: a Situational AnalysisJuly 15, 2021: Signed MOU submitted to CRD for Weston Lake Study. RFP posted (Nov. 2021) May 25, 2021: LTC approves project charter of Watershed Protection PlanApril 27, 2021: MOU approved for Weston Lake AssessmentMarch 11, 2021 - TC budget approve: \$75,500 special tax requisition for 2021/22 SSIWPA; up to \$80,000 from surplus funds to spend on a watershed strategic plan and Weston Lake Watershed Assessment	No Update
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1. Regional Planning Committee

In support of the Regional Planning Committee (RPC) staff have completed work on the following Trust Council approved top priorities:

- ~ **Bylaw Compliance and Enforcement Policy Review:** Scheduled a special business meeting to supplement a regular business meeting in order to continue review of Bylaw Compliance and Enforcement policies and best practices. The review has advanced:
 - Ongoing amendments to Policy 5.5.1.
 - Local Trust Committee bylaw compliance and enforcement policy template
 - Plain Language Best Practices manual
 - Website updated
 - Project will not meet project charter timelines
- ~ **Housing Strategy Action Plan:** Work advanced on implementing the Housing Strategy Action Plan.
 - Tiny Homes on Wheels Steering Committee and Technical Advisory Committee met to advance project. Full day workshop being scheduled.
 - Discussed draft results of Housing Needs Reports
 - Various local trust committees reviewed draft Suitable Land Analysis results. Staff are assessing feedback.
- ~ **Freshwater Sustainability Strategy:** Multiple actions within the strategy were advanced.
 - Staff proceeded with a grant application up to \$400,000, over two years, from the [Watershed Security Fund](#), to implement key initiatives under the [Islands Trust Freshwater Sustainability Strategy](#), including staffing, consulting, and technical resources to undertake the following projects and initiatives:
 - Islands Trust Area Freshwater Footprint,
 - Islands Trust Area Watershed Resiliency Mapping,
 - Freshwater Sustainability Regulatory and Policy Audit,
 - Freshwater Helpdesk,
 - Islands Trust Freshwater Atlas, and
 - Freshwater Sustainability Technical Advisory Committee, and
 - Watershed governance

2. Planning Projects

The current status of major and extraordinary local trust committee (LTC) projects (projects over \$5,000) are listed in Table 1 below. The table includes RPC projects. Planning Services projects are managed by members of the Regional Planning Team.

Table 1 Major and Extraordinary Projects

LTC	Major or Extraordinary Project Name	Project Phase	Current Status
DE	Housing Review	Bylaw Drafting	On-going
GB	OCP and LUB Review	Consultation	On-going
GM	OCP / LUB Review – Targeted Amendment	Legal Review and Implementation	On-going
HO	First Nations Relationships OCP/LUB Review	Consultation and Legislative Review	On-going
MA	Housing Options	Consultation	On-going
NP	Housing Review	Consultation	On-going
SS	OCP/LUB Review - Targeted Amendment	Analysis	On-going
SS	Water Sustainability (SSIWPA)	Analysis	Deferred
SS	Water Sustainability (well monitoring)	Monitoring	Deferred
RPC	Housing Action Plan (Tiny Homes on Wheels)	Consultation	On-going
RPC	Housing Action Plan (Housing Needs Report)	Analysis	On-going
RPC	Freshwater Strategy (various)	Analysis	On-going
RPC	Bylaw Compliance and Enforcement Review	Drafting and Review	On-going

Local Trust Committees are permitted one active minor project (Table 2). The exception is that the Salt Spring Island Local Trust Committee is permitted up to three active projects (minor and major combined). The total funding available for all active minor projects is \$36,000. Funding has been fully allocated although this may change as completed projects update their expenditures. Projects noted as completed are waiting for provincial staff to complete actions.

Table 2 Minor Projects

LTC	Active Minor Project Name	Project Phase	Current Status
DE	OCP Amendments – Technical and First Nations updates	Initiated	On-going
GL	Small Islands LUB update	Initiated	On-going
HO	OCP/LUB Review	Analysis	On-going
LA	TBD pending Major Project		
NP	Raptor nest DPA update	Drafting	On-going
SA	ALR exclusion	Completed	Completed
SA	Minor Housing Review	Analysis	On-going
SP	LUB Amendments	Consultation	On-going
SS	Housing Action Program – Implementation (Bylaw 537)	Legislative	On-going
SS	Proof of Water	Legislative	Deferred
TH	LUB – Targeted Amendment	Initiated	On-going

3. Current Planning

Planning Services opened 127 new applications and referrals in the second quarter (October 1 – December 31 (Q3) of the 2024/25 fiscal year (Figure 1). Applications and referrals opened in Q3 are broken down by type and local trust area in Figure 2.

Figure 1 Applications Opened by Quarter

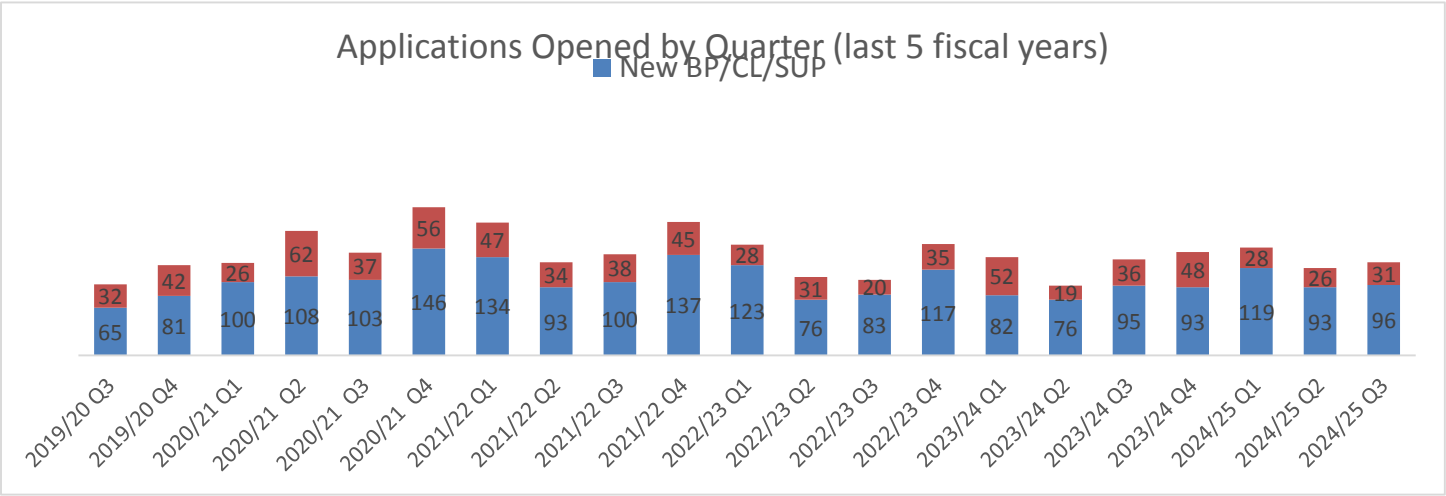
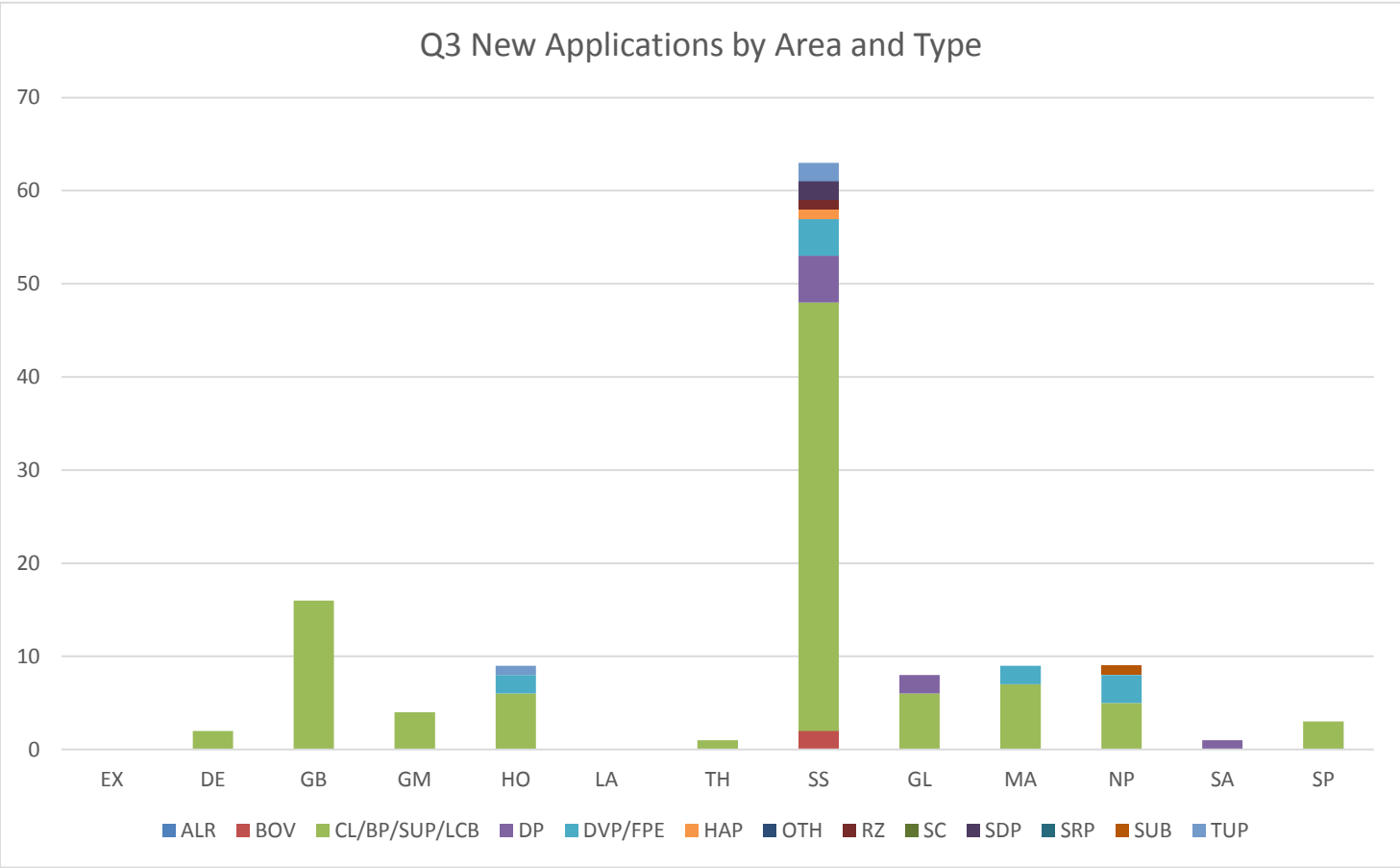


Figure 2 Applications Opened in Q3 by Type and Area



(see legend next page)

Legend	
ALR	Agricultural Land Reserve
BOV	Board of Variance
CL/BP/SUP/LCB	Crown Lease/Building Permit/Siting Use Permit/Liquor and Cannabis Board
DP	Development Permit
DVP/FPE	Development Variance Permit / Flood Plain Exemption
HAP	Heritage Area Permit
OTH	Other
RZ	Rezoning (includes OCP amendments)
SC	Strata Conversion
SDP	Soil Deposit Permit
SRP	Soil Registration Permit
SUB	Subdivision
TUP	Temporary Use Permit

4. Bylaw Compliance and Enforcement

A contractor was engaged to remove derelict vehicles, debris, and auto parts in order to clean up a property on Thetis Island. The cleanup, which is authorized by a British Columbia Supreme Court order, is the culmination of years of seeking compliance with land use bylaws, followed by legal action about the unlawful use of the property as an automobile salvage yard and outdoor vehicle repair business. The property has been the subject of legal action by Islands Trust since 2020.

Regular bylaw compliance and enforcement reports are submitted semi-annually to Trust Council in autumn (September) and spring (March).

5. Corporate Initiatives

Planning services staff continue to support two specifically funded 2024/25 corporate initiatives:

Cityview (Bylaw Enforcement):

Lessons learned from implementing the new Cityview software for planning services has been applied to consideration of the bylaw compliance and enforcement component of the software approved by Trust Council. Management of implementing the new software has been taken over by Information Services with support from the bylaw compliance and enforcement team.

Salt Spring Office Relocation:

The Salt Spring Island office current lease expired October 31, 2024. All staff were out of the office by October 18, 2024. A temporary office space with three desks and basic office needs has been created in part of the new leased building downtown Ganges. Office renovations are at minimum 3 weeks behind schedule placing a move in date to mid-May at the soonest with late June more likely pending receipt of building permit approval.



BRIEFING

To: Trust Council **For the Meeting of:** March 12, 2025

From: Warren Dingman, Manager of Bylaw Compliance and Enforcement **Date Prepared:** February 14, 2025

SUBJECT: Bylaw Enforcement Statistical Reports

PURPOSE:

This report summarizes the number and type of bylaw enforcement files for 2024, and a summary of bylaw violation notices issued, and adjudication hearing outcomes for 2024.

BACKGROUND:

There were 601 open files at the end of 2024. Files for short-term vacation rentals (STVR) remain the most significant number at 132, and then 111 files for non-permitted land use, followed by 95 files for siting contraventions.

For the year, 13 percent of the total files received a Bylaw Violation Notice (BVNs). By region, there were 103 BVNs issued for 19 files in the Northern Local Trust Areas (LTA), and 3 compliance agreements signed; 170 BVNs for 16 files in the Southern LTAs, and with 4 compliance agreements signed; and for Salt Spring, 190 BVNs issued for 26 files, and 14 compliance agreements were signed. A total of \$5,237 in penalties were collected and \$9,175 in debt was registered against 6 property titles. The majority of the BVNs issued were for STVRs and other non-permitted commercial operations.

There were 4 adjudication hearing days held, involving 18 separate files, and there were 6 BVNs upheld and 5 were cancelled. Judicial review is being sought for 3 BVNs upheld at adjudication.

Compliance agreements were signed for 9 of the files before adjudication was necessary, and one hearing resulted in an adjournment until June 2025. Adjudication is still required for 12 files that have disputed BVNs, and there are 30 files with defaults on issued BVNs, and small claims court actions will be filed to collect the debt.

ATTACHMENT(S):

1. Bylaw Enforcement Tables and Charts:
 - a. Open Files
 - b. Closed files
 - c. New Files
 - d. Violation type
 - e. Length of time

Prepared By: Warren Dingman, Manager of Bylaw Compliance and Enforcement

Reviewed By/Date: Stefan Cermak, Director of Planning Services

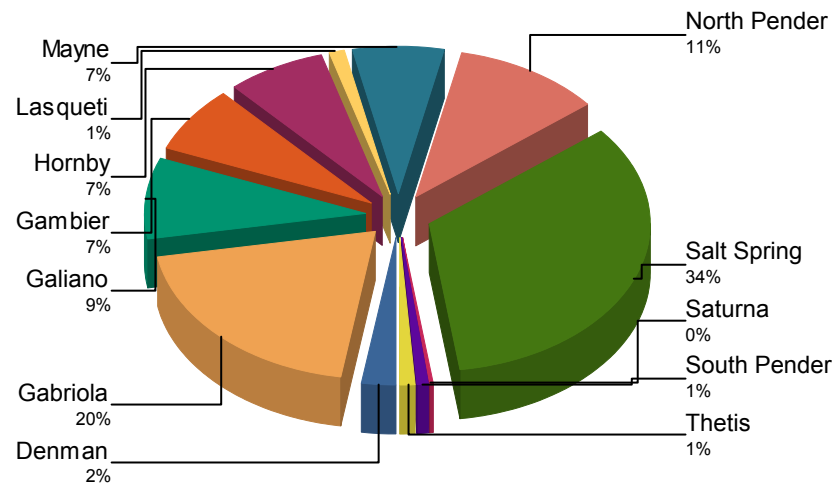


Bylaw Enforcement - Open Files as of December 31, 2024

Local Trust Area	2021		2022		2023		2024		2024 Q1		2024 Q2		2024 Q3		2024 Q4*	
	Open	%	Open	%	Open	%	Open	%	Open	%	Open	%	Open	%	Open	%
Denman	22	4%	21	3%	13	2%	15	2%	13	2%	16	3%	14	2%	15	2%
Gabriola	84	15%	79	13%	87	15%	118	20%	124	20%	121	20%	117	20%	118	20%
Galiano	48	9%	51	8%	50	8%	54	9%	50	8%	50	8%	53	9%	54	9%
Gambier	23	4%	42	7%	45	8%	43	7%	44	7%	45	8%	43	7%	43	7%
Hornby	37	7%	41	7%	47	8%	43	7%	41	7%	47	8%	43	7%	43	7%
Lasqueti	7	1%	6	1%	6	1%	7	1%	6	1%	6	1%	7	1%	7	1%
Mayne	20	4%	26	4%	29	5%	40	7%	33	5%	36	6%	40	7%	40	7%
North Pender	70	13%	72	12%	63	11%	66	11%	62	10%	67	11%	67	11%	66	11%
Saturna	3	1%	2	0%	2	0%	2	0%	2	0%	4	1%	3	1%	2	0%
South Pender	6	1%	7	1%	4	1%	4	1%	5	1%	4	1%	4	1%	4	1%
Salt Spring	217	40%	251	41%	238	40%	202	34%	230	37%	197	33%	202	34%	202	34%
Thetis	6	1%	7	1%	7	1%	7	1%	8	1%	6	1%	6	1%	7	1%
TOTAL	543	100%	605	100%	591	100%	601	100%	618	100%	599	100%	599	100%	601	100%

*2024 Q4 refers to the time that passed between the beginning of Q4 and December 31, 2024

Open Files in 2024



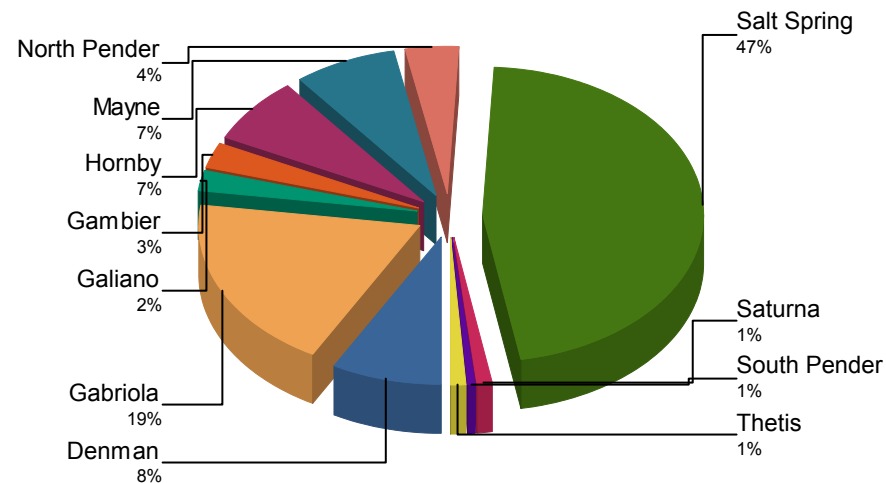


Bylaw Enforcement - Closed Files as of December 31, 2024

Local Trust Area	2021		2022		2023		2024		2024 Q1		2024 Q2		2024 Q3		2024 Q4*	
	Closed	%	Closed	%	Closed	%	Closed	%	Closed	%	Closed	%	Closed	%	Closed	%
Denman	10	5%	1	1%	13	6%	15	8%	2	4%	3	4%	10	9%	1	3%
Gabriola	27	12%	32	24%	33	14%	36	19%	9	20%	15	18%	17	16%	5	16%
Galiano	26	12%	9	7%	14	6%	4	2%	2	4%	1	1%	2	2%	0	0%
Gambier	9	4%	1	1%	6	3%	5	3%	2	4%	0	0%	1	1%	2	6%
Hornby	7	3%	3	2%	8	3%	14	7%	6	13%	0	0%	8	7%	5	16%
Lasqueti	1	0%	1	1%	1	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Mayne	10	5%	7	5%	13	6%	14	7%	3	7%	0	0%	10	9%	11	34%
North Pender	12	5%	24	18%	33	14%	7	4%	2	4%	3	4%	3	3%	1	3%
Saturna	2	1%	2	2%	1	0%	2	1%	0	0%	0	0%	1	1%	2	6%
South Pender	2	1%	0	0%	5	2%	1	1%	0	0%	0	0%	1	1%	0	0%
Salt Spring	115	52%	51	39%	100	44%	87	47%	20	43%	58	71%	53	49%	5	16%
Thetis	1	0%	1	1%	2	1%	2	1%	0	0%	2	2%	2	2%	0	0%
TOTAL	222	100%	132	100%	229	100%	187	100%	46	100%	82	100%	108	100%	32	100%

*2024 Q4 refers to the time that passed between the beginning of Q4 and December 31, 2024

Closed Files in 2024

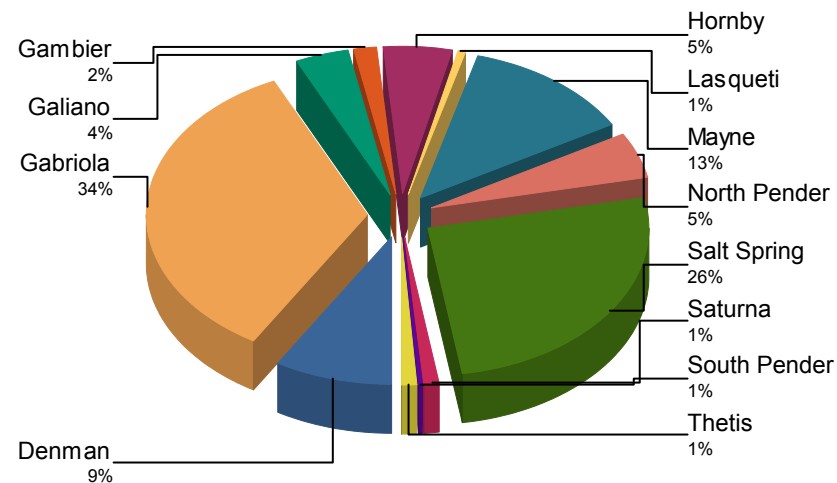


Bylaw Enforcement - New Files as of December 31, 2024

Local Trust Area	2021		2022		2023		2024		2024 Q1		2024 Q2		2024 Q3		2024 Q4*	
	New	%	New	%	New	%	New	%	New	%	New	%	New	%	New	%
Denman	11	3%	0	0%	5	2%	17	9%	3	4%	7	9%	11	13%	3	12%
Gabriola	62	19%	27	14%	41	19%	68	34%	51	63%	26	35%	12	14%	3	12%
Galiano	23	7%	12	6%	13	6%	8	4%	2	2%	2	3%	5	6%	2	8%
Gambier	8	2%	20	10%	9	4%	3	2%	0	0%	1	1%	2	2%	0	0%
Hornby	12	4%	7	4%	15	7%	10	5%	0	0%	6	8%	10	12%	2	8%
Lasqueti	1	0%	0	0%	1	0%	1	1%	0	0%	0	0%	0	0%	1	4%
Mayne	10	3%	13	7%	16	7%	25	13%	5	6%	4	5%	17	20%	2	8%
North Pender	20	6%	26	13%	25	11%	10	5%	2	2%	4	5%	7	8%	1	4%
Saturna	1	0%	1	1%	1	0%	2	1%	0	0%	2	3%	2	2%	0	0%
South Pender	3	1%	1	1%	2	1%	1	1%	1	1%	0	0%	0	0%	0	0%
Salt Spring	176	53%	86	44%	88	40%	51	26%	16	20%	22	30%	19	22%	11	42%
Thetis	2	1%	2	1%	2	1%	2	1%	1	1%	0	0%	0	0%	1	4%
TOTAL	329	100%	195	100%	218	100%	198	100%	81	100%	74	100%	85	100%	26	100%

*2024 Q4 refers to the time that passed between the beginning of Q4 and December 31, 2024

New Files in 2024

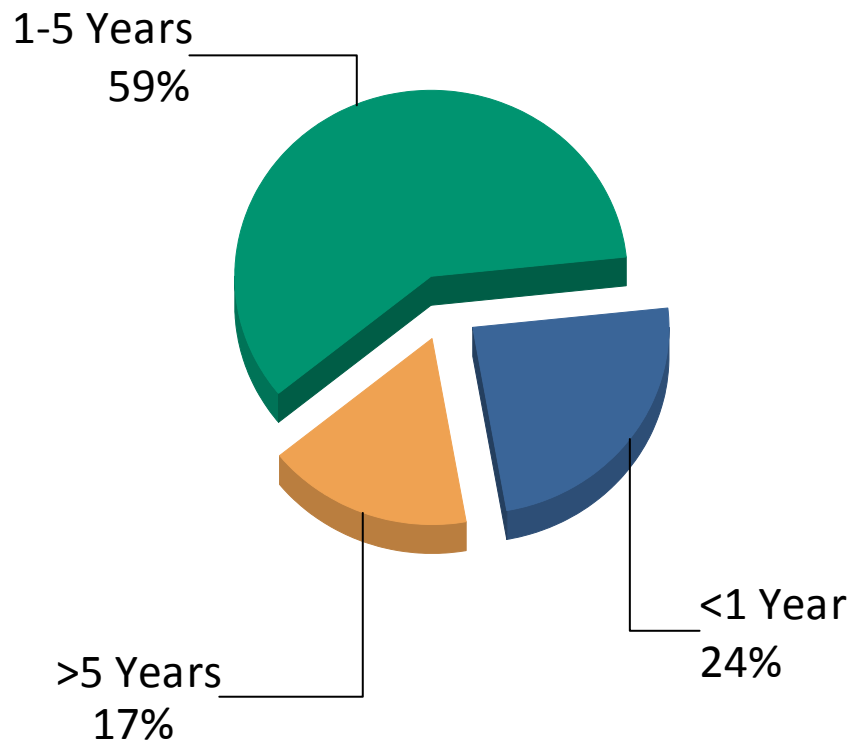


Bylaw Enforcement Open Files by ContraventionType as of December 31, 2024

	Contravention Type											
	LTC	Development Permit	Foreshore	Home Occupation	Siting	Soil Bylaw	STVR	Unenclosed Vehicle	Non-Permitted Dwelling	Density	Other Land Use	TOTALS
	Percentage											
Denman	3	1	0	6		1	0	1	1	2	15	2%
Ballenas-Winchelsea	1	0	0	0		0	0	0	0	0	1	0%
Gabriola	4	33	1	11		3	13	24	0	29	118	20%
Galiano	9	0	0	12		16	0	10	1	6	54	9%
Gambier	2	4	2	30		1	1	1	0	2	43	7%
Hornby	2	0	2	5		14	0	11	1	8	43	7%
Lasqueti		0	0	0		0		1	2	4	7	1%
Mayne	0	0	2	4		17		2	1	11	40	7%
North Pender	12	2	2	2		8	12	17	0	11	66	11%
Salt Spring	37	2	7	21	11	71	4	14	3	32	202	34%
Saturna	0	0	0	1		0	0	0	0	1	2	0%
South Pender	0	0	0	2		0	0	0	0	2	4	1%
Thetis		1	0	1		1	0	1	0	3	7	1%
TOTAL	70	43	16	95	11	132	33	82	9	111	602	100%
Percentage	12%	7%	3%	16%	2%	22%	5%	14%	1%	18%	100%	

Local Trust Area	<1 Year	1-5 Years	>5 Years	Total
Denman	11	3	1	15
Ballenas-Winchelsea	1	0	0	1
Gabriola	50	60	8	118
Galiano	7	31	16	54
Gambier	2	30	11	43
Hornby	8	21	14	43
Lasqueti	1	1	5	7
Mayne	20	17	3	40
North Pender	8	41	17	66
Salt Spring	32	146	24	202
Saturna	1	1	0	2
South Pender	1	3	0	4
Thetis	2	2	3	7
TOTAL	144	356	102	602
Percentage %	24%	59%	17%	

Age of File



1. ACCESSIBILITY COMMITTEE

Under the *Accessible British Columbia Act*, Trust Council must have an accessibility committee. The role of the committee is to help Trust Council identify barriers to accessibility in all aspects of the organisation and identify means to mitigate those barriers. The Committee's role is to first develop and then, on a three-year schedule, review and update an accessibility plan. There is a public consultation component in the legislation.

Staff has established a meeting schedule for the committee that includes four meetings per year. Staff will be drafting an outline of an accessibility plan for consideration by the Accessibility Committee in 2025. This draft will eventually come to Trust Council for consideration later in 2025.

2. LEGISLATIVE SERVICES

Records Management

Records management has largely taken a backseat this quarter due to other priorities. Staff continue to maintain the records system and is working on development of internal records management procedures consistent with the new Trust Council Records Management bylaw. Staff has submitted funding requests for 2025 to support review and records and destruction according to the records management retention schedule. As a note, Islands Trust currently has over 600 boxes of paper records at the government off-site storage site, that is costing approximately \$1900 per month (or about \$22,000 annually) to store and access as needed. Staff will be submitting a business case for the 26/27 Fiscal Year to obtain appropriate software to move to electronic records management, and a program to reduce significantly the paper records in storage (digitise those that need to be retained, and destroy those that can be destroyed).

Risk Management

The Director will be attending the annual Municipal Insurance Corporation of British Columbia (MIABC) annual Risk Management conference in Vancouver in April, 2025. Internally, staff will be changing the way risk is assessed for contracts to undertake this early in the process; this is to ensure all contracts have appropriate insurance.

3. INFORMATION SERVICES

Information Services continues to maintain all technology services and support to staff and trustees as part of ongoing operations. Specific work completed with the help of third party technical support over the last quarter includes:

MapIT and TAPIS

Trust Area Property Information System (TAPIS) 3.0 features and security continue to be developed. A new MapIT (Map Islands Trust) portal is expected to be rolled out before end of this quarter that will be available to the public via our website.

CityView

CityView planning and application workflows are now in place; Customized reports for the planning team are now being generated. Information Services continues to support staff in developing the application further to serve the needs of planners at Islands Trust. Bylaw Enforcement implementation is estimated to begin in May 2025 after entering into an implementation and support contract in December 2024.

Expense Claim Upgrades

The new Expense claim system is expected to be in production by Mid-March 2025. Testing is expected by the end of February 2025.

Salt Spring Office Move

The new office is under construction, Information Services has moved all staff into a remote work. A temporary office was setup in November to serve staff in office when required. The new office designs are being reviewed, and planned cable runs will be reviewed by Information Services before going into place.

Operational Initiatives

Information Services continues to work on the following operational initiatives:

1. SQL Database upgrade - After a successful upgrade of the Islands Trust development database environment in August 2024 production databases were upgraded in February as scheduled. These critical path updates were required in order to continue to develop and support Islands Trust Applications, CityView, TAPIS, and MapIT.
2. The update to Windows 11 was completed successfully through December and into early January. The upgrades were scheduled and staged with staff using a swap method to minimize downtime. As part of the update Islands Trust staff were also upgraded to Office 2024 from Office 2016.
3. Information Services has moved to a centralized support model for managing and responding to request for bug fixes, and feature requests for software and hardware. This has improved ability to respond more appropriately.
4. A new file sharing platform has been in a pilot program since late fall 2024, and will be rolled out to all staff in the next month. Designed to replace our FTP platform, the new file sharing platform will be used by staff to securely share files with individuals, corporations, vendors, contractors, other government entities. A project is now underway as well to leverage the file sharing platform to replace WebDAV as a platform for Islands Trust trustees to share their files and agendas. The

platform is hosted locally at Islands Trust enabling Information Services to retain data integrity and security in house.

5. SAN (Storage Area Network) upgrades expected this fall as part of our five-year rolling hardware upgrade plan. This is the backbone of all electronic data stored at the Islands Trust.
6. Information Services has negotiated a new three-year contract for phone and mobile data services. Islands Trust staff who carry cellphones, as well as all data sticks in the field will be swapped over to a new provider within the next month. This will be rolled out with a new cell phone policy currently under review by management. The new plan has significant savings over the current plan.

REQUEST FOR DECISION

To: Trust Council
For the Meeting of: September 24, 2024
From: David Marlor, Director,
Legislative and Information
Services
Date Prepared: August 20, 2024
SUBJECT: Trust Council Bylaw 197: Local Trust Committee Meeting Procedures Bylaw

RECOMMENDATION:

That Trust Council give Bylaw 197, cited as “Local Trust Committees Meeting Procedures Bylaw, 2024”, First Reading.

That Trust Council give Bylaw 197, cited as “Local Trust Committees Meeting Procedures Bylaw, 2024”, Second Reading.

That Trust Council give Bylaw 197, cited as “Local Trust Committees Meeting Procedures Bylaw, 2024”, Third Reading.

CHIEF ADMINISTRATIVE OFFICER COMMENTS:

Adoption of Bylaw 197, ‘Local Trust Committee Meetings Procedures Bylaw, 2024’ would be a departure from the historical norm of providing LTCs with model bylaws for their individual consideration. However, this approach aligns with section 11 of the Islands Trust Act, and Trust Council’s policy 2.1.7 Trust Wide Administrative Procedures (Section 11).

The new bylaw will fulfill the direction of Trust Council and is intended to bring efficiency to administrative procedures associated with local trust committee meetings by setting a consistent corporate standard. This will enhance efficiency in planning administration and will increase resiliency of the planning administration team, allowing for staff to seamlessly assist with any local trust committee in the event of staff vacancies or workload distribution issues.

1 PURPOSE:

To establish standard meeting procedures that apply to all local trust committees, and replace individual local trust committee meeting procedure bylaws.

2 BACKGROUND:

At its regular meeting in December 2023, Trust Council passed the following resolution based on staff recommendation.

That Trust Council request Staff to prepare a draft amendment to the Trust Council Meeting Procedures Bylaw [101] under Section 11 of the Islands Trust Act so that it also applies to all 13

local trust committees, and add amendments to require release of local trust committees' agenda outlines a minimum of two days before release date of full agenda.

Analysis:

Review of [Trust Council Meeting Procedures Bylaw 101](#) indicated that incorporating local trust committees' meeting procedures into the Trust Council meeting procedures bylaw would add complexity, potential ambiguity, and new meeting procedure rules for local trust committees, which have not been previously considered. To address these concerns, Staff recommend that a separate Local Trust Committee Meeting Procedures Bylaw be developed, as a stand-alone bylaw, separate from Trust Council's Meeting Procedure Bylaw 101. Staff have taken this approach and present the new LTC Meeting Procedure Bylaw for Trust Council's review.

Staff based the draft LTC meeting procedures bylaw on the local trust committee meeting procedures model bylaw that Trust Council adopted in December 5, 2003 and updated in early 2020s, and which was used by local trust committees to develop their own meeting procedures bylaws. While the updated model bylaw was circulated to local trust committees, [Policy 4.1.3 Model Local Trust Committee Meeting Procedures Bylaw](#) was never updated to reflect the new language. Six local trust committees have updated their meeting procedures bylaws since then to address public participation, and order and decorum.

The draft Trust Council bylaw 197 'LTC Meeting Procedures' does not add anything new beyond what local trust committees were recommended to have in their bylaws under Trust Council's previously adopted model meeting procedures bylaw, with the exception of:

- adding the release of an agenda outline two-days before the agenda deadline as indicated in the Trust Council resolution;
- changing the period for notification of meetings from calendar year to fiscal year (April 1 to March 31) to align with proposed changes to Trust Council's meeting procedures bylaw;
- changing number of consecutive meetings a trustee may attend electronically from two to three;
- adding an allowance for the minimum of two required annual meetings of the Executive Committee Acting as a local Trust Committee to be in-person or electronically; and
- making other minor changes to address wording amendments and clarity.

Gabriola, Galiano, Gambier, Mayne, North Pender, Saturna, South Pender local trust committees do not currently have procedures regarding "delegations", "order and decorum", "Invited Presentations", and "public participation" in their bylaws (sections 23 to 45 in the draft Trust Council Local Trust Committees Meeting Procedure Bylaw).

The Trust Council bylaw 197 as drafted has the same meeting procedure requirements for all 12 local trust areas and the Executive Committee Acting as a Local Trust Committee. This will streamline administration of meetings and reduce costs and resources.

Bylaw Adoption:

Under s.11 of the *Islands Trust Act*, a Trust Council meeting procedures bylaw for local trust committees would over-ride any local trust committee meeting procedures bylaws in the event of a conflict. If Trust Council adopts a local trust committee meeting procedures bylaw, staff will recommend that local trust committees rescind their meeting procedures bylaws to avoid any confusion.

Most local trust committee bylaws contain a clause authorizing the LTC Chair as signatory to documents on behalf of the local trust committee. As this is not a meeting procedure it is omitted from the draft Trust Council bylaw 197 for local trust committee meeting procedures. Local trust committees authorize Chair signatory through other means, such as a standing resolution or policy of the local trust committee..

A bylaw under s.11 of the *Islands Trust Act* must be adopted by 2/3 majority of those present at the meeting at which the vote on adoption takes place. While 1st, 2nd and 3rd readings are all a simple majority vote, the actual adoption requires 2/3 vote of those present. As Trust Council normally conducts adoption of administrative bylaws by resolution-without-meeting, this means that 18 votes in favour will be required to adopt the bylaw.

3 IMPLICATIONS OF RECOMMENDATION

ORGANIZATIONAL:

This would reduce the number of local trust committee meeting procedure bylaws to administer from 13 to one, and standardize meeting procedures between all local trust committees. This will make administration for staff easier and be more consistent for the public and local trust committee chairs.

FINANCIAL:

There is no direct financial implication. When updates are necessary to the meeting procedures bylaw, writing one bylaw as opposed to 13 will require less staff time and therefore less costs.

POLICY:

Policy 4.1.3 Model Local Trust Committee Meeting Procedures Bylaw would be redundant and could be rescinded.

IMPLEMENTATION/COMMUNICATIONS:

Staff will link Trust Council's Local Trust Committee Meeting Procedures Bylaw 197 on each of the local trust committee bylaw pages, with an explanation. Staff will provide a report to each local trust committee with recommendation to rescind their meeting procedure bylaws, and an appropriate method to authorize the Chair as signatory for the local trust committee.

FIRST NATIONS RELATIONS:

There are no implications for First Nations relations.

OTHER:

Local trust committees' meeting procedure bylaws would be redundant, and Staff will recommend that each local trust committee rescind their meeting procedure bylaws. Other bylaws and policies of trust committee would stand, and staff will be bringing recommendations for each local trust committee to adopt public notice bylaws.

4 RELEVANT POLICY(S):

- [Islands Trust Act, Section 11](#)
- [Policy 2.1.7 Trust-wide Administrative Procedures \(Section 11\)](#)
- [Policy 4.1.3 Model Local Trust Committee Meeting Procedures Bylaw](#)

5 ATTACHMENT(S):

Draft Local Trust Committee Meeting Procedures Bylaw, 2024 (Bylaw 197).

RESPONSE OPTIONS

Recommendation:

That by a 2/3 majority vote, Trust Council give Bylaw 197, cited as “Local Trust Committees Meeting Procedures Bylaw, 2024”, First Reading.

That by a 2/3 majority vote Trust Council give Bylaw 197, cited as “Local Trust Committees Meeting Procedures Bylaw, 2024”, Second Reading.

That by a 2/3 majority vote Trust Council give Bylaw 197, cited as “Local Trust Committees Meeting Procedures Bylaw, 2024”, Third Reading.

Alternative:

That Trust Council not adopt a local trust committees meeting procedures bylaw. This will maintain the status quo of 13 local trust committee meeting procedures bylaws.

Prepared By: David Marlor, Director, Legislative and Information Services

Reviewed By/Date: Interim Chief Administrative Officer/September 4, 2024
Executive Committee/September 11, 2024

**TRUST COUNCIL
BYLAW NO. 197, 2024**

A bylaw to establish procedures for meetings of local trust committees

WHEREAS Section 11 of the *Islands Trust Act* states that Trust Council may, by bylaw adopted by at least 2/3 of its members present at the meeting at which the vote on adoption takes place, establish procedures that one or more local trust committees, as specified in the bylaw, must follow in exercising their authority and carrying out their responsibilities under this or any other enactment;

And WHEREAS The Islands Trust Council, having jurisdiction in respect of the Trust Area in the Province of British Columbia pursuant to the *Islands Trust Act*, enacts as follows:

SHORT TITLE

1. This bylaw may be cited as “Local Trust Committees’ Meeting Procedure Bylaw No. 197, 2024”.

APPLICATION

2. This bylaw applies to Denman Island Local Trust Committee, Gabriola Island Local Trust Committee, Galiano Island Local Trust Committee, Gambier Island Local Trust Committee, Hornby Island Local Trust Committee, Lasqueti Island Local Trust Committee, Mayne Island Local Trust Committee, North Pender Island Local Trust Committee, Salt Spring Island Local Trust Committee, Saturna Island Local Trust Committee, South Pender Island Local Trust Committee, Thetis Island Local Trust Committee and the Executive Committee Acting as a Local Trust Committee.

DEFINITIONS

3. “Principal Office” means the headquarters office location of the Islands Trust.

MEETINGS AND NOTICE OF MEETINGS

4. The first regular meeting of a local trust committee shall be held on a date to be determined by each Local Trust Committee by Resolution Without Meeting following a general local election.
5. At the first regular meeting referred to in Section 4, and at the last regular meeting of each of the first, second, and third years following a general election, or by Resolution Without Meeting, each Local Trust Committee shall establish a schedule of the date, time and place of its regular Local Trust Committee meetings for the following fiscal year, of which there shall be at least two held in-person except for the Executive Committee Acting as a Local Trust Committee, in which case all regular meetings may be electronic.
6. The meeting schedule:
 - a. for the Galiano Island Local Trust Committee, Mayne Island Local Trust Committee, North Pender Island Local Trust Committee, Saturna Island Local Trust Committee, and South Pender Island Local Trust Committee, shall be posted on a bulletin board located at the Victoria Office of the Islands Trust, and the schedule shall be posted on a notice board on the relevant island that is accessible to the public;
 - b. for the Denman Island Local Trust Committee, Gabriola Island Local Trust Committee, Gambier Island Local Trust Committee, Hornby Island Local Trust Committee, Thetis Island Local Trust Committee, and Lasqueti Island Local Trust Committee, shall be posted on a bulletin board

- located at the Northern Office of the Islands Trust, and shall be posted on a notice board on the relevant island that is accessible to the public;
- c. for the Salt Spring Island Local Trust Committee and Executive Committee Acting as a Local Trust Committee, shall be posted on a bulletin board located at the Salt Spring Island Office of the Islands Trust.
7. Public notice of the availability of the regular meeting schedule at the place specified in Section 6 shall be given at least once a year by publication in a newspaper circulating in the local trust area, or if the local trust committee has adopted an alternative means of public notice under s. 94.2 of the Community Charter, then the notice shall be provided once per year in accordance with that bylaw.
 8. Advance public notice of a regular or special meeting that is to be conducted by means of electronic or other communication facilities shall include the way in which the meeting is to be conducted by means of electronic or other communication facilities and the place where the public may attend to hear, or watch and hear, that the proceedings are open to the public and shall be posted at the places specified in Section 6 and delivered to trustees in accordance with Section 9. Notice of a special meeting which is to be conducted by means of electronic or other communication facilities shall be delivered to the trustee in accordance with Section 10.
 9. Each local trustee shall provide to the Deputy Secretary of the Islands Trust a telephone number and mailing address for the purpose of receiving notices of Local Trust Committee meetings, and notice shall be deemed to have been sufficiently given to the local trustee if the notice is delivered to the trustee's Islands Trust email address or given to the trustee in person.
 10. Any two members of a local trust committee may call a special meeting by giving notice of the day, time, place and purpose of the meeting to the third member of the Committee by telephone or written notice delivered or emailed to the trustee's Islands Trust email address at least 48 hours before the time of the meeting, and by posting the notice at the places specified in Section 6, except that notice to Local Trust Committee members may be waived by unanimous vote.
 11. If the Chairperson is not one of the members calling the special meeting, the members calling the special meeting shall, prior to doing so, advise the Chairperson of the calling of the meeting and consider the Chairperson's representations, if any, regarding the calling of the meeting.
 12. Regular and special meetings of the Local Trust Committee shall be open to the public, except where the Committee has stated by resolution in open meeting that the meeting or portion of the meeting is to be closed to the public, and has stated the statutory basis on which it is to be closed.
 13. A quorum of a local trust committee is two members, except for the Executive Committee Acting as a Local Trust Committee, in which case the quorum is three.
 14. In the event that neither the Chairperson nor the alternate member of a local trust committee appointed by the Chair of the Trust Council is present within one half hour of the scheduled time of a regular or special meeting, the Director of Planning Services, or their designate, shall call the meeting to order and the remaining trustees shall determine which of them shall act as Chairperson

REGULAR MEETING AGENDA

15. The Deputy Secretary must prepare an agenda for each regular meeting, which must:
 - a. state the general nature of each business item to be dealt with at the regular meeting;

- b. be sent to each trustee's email address at least seven (7) days before the scheduled meeting date; and
 - c. the agenda outline to be released publically at least two (2) days before the release of the full agenda.
16. The Director of Planning Services or their designate shall legibly record the minutes of the meetings of each local trust committee, and shall record any resolutions without meeting. After the minutes of a meeting have been adopted, the Director or their designate shall certify the minutes as correct and the Chairperson or other trustee who presided at the meeting shall sign the minutes.
 17. The minutes are a record of decisions, and shall include a record of every resolution of the Committee, including every resolution closing a meeting to the public, the reading and adoption of every bylaw, and every declaration made in relation to a conflict of interest.

MEETING PROCEDURE, RESOLUTIONS AND BYLAWS

18. Any question of meeting procedure that is not provided for in this Bylaw, the *Islands Trust Act*, the *Local Government Act*, the *Community Charter*, or regulations under either of those statutes, shall be resolved in accordance with the most current edition of *Robert's Rules of Order*.
19. Motions shall be in writing, and may be moved by any member of a local trust committee; the Chair may allow motions to be made verbally but must ensure the recorder reads it back correctly.
20. Bylaws may be read by title only, provided that each member of a local trust committee is in possession of a complete copy of the proposed bylaw at the meeting.
21. The Chairperson of a local trust committee, or other trustee who presided at the meeting at which it was adopted, and the Deputy Secretary of the Islands Trust, shall sign every bylaw adopted by a local trust committee, and the Deputy Secretary shall keep a certified copy of the bylaw at the principal office of the Islands Trust.

DELEGATIONS

22. A Delegation period is limited to fifteen (15) minutes in duration, and may be scheduled for each regular meeting of a local trust committee. The time limit may be extended by unanimous vote of the members present.
23. An individual, or a representative of an organization, may request to address a local trust committee as a delegation.
24. A delegation requesting permission to appear before a local trust committee shall submit a written request in the form prescribed by the Deputy Secretary. The subject of the written request and the presentation must fall within the jurisdiction of the Local Trust Committee.
25. The written request must specify the subject matter of the presentation and include either a copy of the presentation or an overview of the information to be presented. The written request must also include the name and address of the person(s) speaking.

26. All written requests to appear before the Local Trust Committee must be received by the Deputy Secretary by 12:00 noon fourteen (14) calendar days prior to the meeting.
27. Each address shall be limited to five (5) minutes unless a longer period is agreed to by unanimous vote of those Local Trust Committee members present
28. Any video presentations used as part of a delegation's address to a local trust committee will count toward the time limit permitted for the delegation.
29. In the event of a delegation presenting a petition, the petition shall contain each petitioner's signature and printed name and address.
30. Where written requests have not been received by the Deputy Secretary as prescribed in section 34, an individual may address the meeting in the Public Participation period, as outlined within this bylaw.
31. A local trust committee must not permit a delegation to address a meeting of the Committee regarding a bylaw in respect of which a public hearing has been held, where the public hearing is required under an enactment as a pre-requisite to the adoption of the bylaw.
32. The Deputy Secretary, in consultation with the Chair, may schedule delegations to another Local Trust Committee meeting.
33. The Deputy Secretary, in consultation with the Chair, may refuse to place a delegation on the agenda.
34. If the delegation wishes to appeal the Deputy Secretary's decision, the information must be distributed under separate cover to the Local Trust Committee for their consideration.

ORDER AND DECORUM

35. The Chair is to preserve order at every meeting of a local trust committee and has the power to make such rulings as are necessary to do so, including the power to rule on all points of order and may deny any individual or a delegation the right to address a meeting if, in the Chair's opinion, the individual or the delegation:
 - a. makes defamatory remarks about any person or speaks disrespectfully of any person;
 - b. addresses issues not contained within the written application of the individual or delegation, as prescribed in sections 25 and 42; or
 - c. immoderately raises their voice, or uses profane, vulgar or offensive language, gestures or signs.
36. Individuals and delegations will not be heard at regular meetings of the Local Trust Committee on the following:
 - a. the promotion of commercial products or services which have no connection to the business of the Local Trust Committee;
 - b. matters on which a local trust committee has approved commencement of prosecution and on which judgment has not been rendered;
 - c. publicly tendered contracts or proposal calls for the provision of goods and services for the Local Trust Committee, between the time that such contract or proposal call has been authorized and the time such contract or proposal call has been awarded, either by a local trust committee or Islands Trust staff; or
 - d. Topics which are normally dealt with by Islands Trust staff as a matter of routine.

37. A local trust committee member may, on recognition by the Chair, ask or answer questions of a member of the public who is addressing a local trust committee. Debate with, or by, any member of a local trust committee or staff is not permitted.
38. The Chair or person presiding may expel and exclude a person from a meeting of a local trust committee for improper conduct.

INVITED PRESENTATIONS

39. Members of a local trust committee may, with the Chair's approval, invite a person, persons, or organizations(s) to make a presentation to the Local Trust Committee. Time permitting, the Deputy Secretary shall include the subject of the presentation and the designated speaker on the meeting agenda.

PUBLIC PARTICIPATION

40. A public participation period, limited to fifteen (15) minutes in duration, may be scheduled for each regular meeting of a local trust committee and may be extended by majority vote of the Local Trust Committee members present.
41. A member of the public may have three (3) minutes to address a local trust committee during the public participation period, unless extended by unanimous vote of the Local Trust Committee members present.
42. Persons wishing to address a local trust committee must state their first and last name and topic involved.
43. Subjects must relate strictly to matters under the jurisdiction of a local trust committee.
44. Subjects must be brief and to the point.

ELECTRONIC MEETINGS

45. Regular or special meetings of a local trust committee beyond the minimum number of in-person physical meetings identified in Section 5 may be conducted entirely by means of electronic or other communication facilities if a majority of the members of a local trust committee have agreed by resolution, and provided the Deputy Secretary has received sufficient notice and can make the necessary arrangements.
46. An individual Local Trust Committee member who is unable to attend at the physical location of a local trust committee meeting that is held in-person may choose to participate by means of electronic or other communication facilities, provided the Deputy Secretary has received sufficient notice and can make the necessary arrangements.
47. For each local trust committee meeting, not more than one Local Trust Committee member may participate by means of electronic or other facilities when the meeting has been scheduled for an in-person meeting.

48. An individual member of a local trust committee may not participate by means of electronic or other communication facilities in three consecutive regular Local Trust Committee meetings that are held in-person.
49. A local trust committee may waive the restrictions in sections 47 and 48 by unanimous resolution, of the Local Trust Committee.
50. Members of a local trust committee who use electronic or other communication facilities to participate in a meeting conducted in accordance with this bylaw are deemed present at the meeting.
51. Members of a local trust committee may begin participation in a meeting by electronic communication facilities after the meeting has been called to order.
52. Where members of a local trust committee are participating in a meeting through electronic or other communication facilities, the facilities must enable all meeting participants to hear, or watch and hear, each other and must provide notice when participants join or leave the meeting.
53. Where members of a local trust committee are participating in a meeting through electronic communication facilities, the facilities must enable the public to hear, or watch and hear, all meeting participants at a place specified in the meeting notice, unless the meeting has been properly closed to the public.
54. For the duration of a local Trust Committee meeting conducted by electronic or other communication means that is open to the public, a designated staff member shall be in attendance at the place specified in the meeting notice for the public to hear, or watch and hear, the meeting.
55. If communication is lost to one or more trustees participating electronically during the meeting:
 - a. the affected trustee participating electronically will attempt to reestablish the link and, in the interim, will be deemed to have left the meeting and this will be recorded in the minutes;
 - b. if there is not a quorum, the Local Trust Committee Chair or person presiding will call a recess until the link is reestablished; and,
 - c. if, after 15 minutes, a link cannot be reestablished and there is not a quorum of Local Trust Committee members, the meeting will be deemed adjourned and the item under discussion at the time of loss of communication and the remainder of the agenda will be added to the next agenda.

READ A FIRST TIME THIS	___ TH	DAY OF	___,	2024
READ A SECOND TIME THIS	___ TH	DAY OF	___,	2024
READ A THIRD TIME THIS	___ TH	DAY OF	___,	2024
ADOPTED BY 2/3 VOTE THIS	___ TH	DAY OF	___	2024

CHAIRPERSON

DEPUTY SECRETARY

REQUEST FOR DECISION

To: Trust Council

For the Meeting of: March 11, 2025

From: Executive Committee

Date Prepared: February 4, 2025

SUBJECT: Ratification of Appointment of Trustee Fast to Financial Planning Committee (FPC)

RECOMMENDATION:

THAT Trust Council ratify the appointment of Trustee Sue Ellen Fast to the Financial Planning Committee.

CHIEF ADMINISTRATIVE OFFICER COMMENTS:

Trust Council policy requires Trust Council ratification of Chair appointments to council committees. Ratification is a means to confirm the appointment.

1 PURPOSE: To confirm the appointment of Trustee Fast to the Financial Planning Committee (FPC) to fill a vacancy left with the resignation of Trustee Bernardo from the FPC.

2 BACKGROUND:

Trust Council [Policy 2.3.2 \[Council Committee Systems\]](#) establishes the process for appointment of trustees to the various committees. Under this policy the FPC is made up of the members of the Executive Committee, the chairs (or delegate) from each of the four standing committees, and three members appointed by the chair, and ratified by Trust Council.

A recent resignation from the FPC has left one of the three positioned appointed by the Chair and ratified by Trust Council vacant. The Chair put out a call for expressions of interest, and as per policy appointed one of those to the FPC. While that person may immediately join the FPC and fully participate, it does require ratification of Trust Council under the policy.

3 IMPLICATIONS OF RECOMMENDATION

ORGANIZATIONAL:

No organizational implications

FINANCIAL:

No financial implications

POLICY:

No policy implications

IMPLEMENTATION/COMMUNICATIONS:

No implementation or communication implications.

FIRST NATIONS RELATIONS:

No First Nation relations implications.

OTHER:

No other implications

4 RELEVANT POLICY(S):

[Trust Council Policy 2.3.1 Council Committee Systems](#)

5 ATTACHMENT(S):

None

RESPONSE OPTIONS

Recommendation:

THAT Trust Council ratify the appointment of Trustee Sue Ellen Fast to the Financial Planning Committee.

Alternative:

Trust Council could choose to not ratify the appointment by the Chair. In this case the FPC would be one person short from its full compliment until the Chair has appointed another person and Trust Council has ratified that appointment. As the FPC is a fixed number committee of 10 voting trustees (4 Executive Committee members, chairs of Regional Planning Committee, Trust Programs Committee and Governance Committee, and three appointed by the Chair), the quorum is always five trustees (half of 10 voting members) regardless if there is a vacancy or not.

Prepared By: David Marlor, Director, Legislative and Information Services

Reviewed By/Date: Chief Administrative Officer/February 14, 2025

1. FINANCIAL PLANNING COMMITTEE

In support of the Financial Planning Committee (FPC) we have completed work on the following standard annual areas of work:

- ~ **Third Quarter Financial Report:** We have completed the third quarter financial report which tracks actual financial performance against budget for the first nine months of the fiscal year. This report showed that overall Islands Trust is spending largely as expected, at 70% of budget spent at the end of quarter three.
- ~ **Third Quarter Financial Forecast:** The forecasted spending for the current fiscal year has been completed which shows that the Islands Trust is expected to spend close to its full budget by March 31, 2025, thereby limiting available general surplus funds to draw on in next year's budget.
- ~ **Draft 2025/26 Draft Budget:** FPC has finalised it's recommended 2025/26 budget for Trust Council's review in March, with approval in mind.
- ~ **Audit Planning:** The Audit Committee met in February to discuss the audit plan with the financial statement auditors, KPMG LLP, who have once again been appointed by Executive Committee to conduct the fiscal audits of Islands Trust and Islands Trust Conservancy. Staff are looking ahead to year-end close and preparing the audit package in advance of the audit in May 2025.

2. FINANCE

In addition to day-to-day operations associated with financial functions at Islands Trust such as accounts payable, accounts receivable, and financial bookkeeping and record-keeping, the team continues to dedicate time to financial reporting, cash flow and investment management, assisting staff with procurement processes, and orienting new staff to expense claim submissions, travel policies, and procurement practices.

In addition to work on the quarter three financial statements and preparation of the forecast, the finance team has been supporting finalization of the draft 2025/26 budget, assisting with reporting to Financial Planning Committee and Trust Council.

The accounting system used by the Islands Trust finance team has been successfully upgraded to a more current version, and staff is working with an external tech support team to make sure minor fixes are resolved appropriately.

Finance continues to be involved in three Trust Council specifically funded operational projects:

1. Cityview Planning Implementation:

Finance has taken responsibility for monitoring that payments are correctly recorded in the Cityview system, and is reviewing processes for issuing refunds and recording security deposits in the system. Staff have identified the need for a custom Cityview report outlining application processing milestones and related file refund potentials, to support proper accounting under the new revenue recognition

accounting standards. Staff are awaiting discussion with planning staff to confirm if this report is best created by Cityview or if it can be accomplished in-house.

2. Cityview Bylaw module:

Finance completed review of the Cityview licensing and implementation contract and the contract is now in place. Following the audit, Finance will be supporting Bylaw staff to develop procedure improvements for tracking bylaw violation notices and associated payments in the new system, and will be overseeing report creation for proper revenue recognition of ticket fees.

3. Expense Claim System Upgrade:

Finance has begun testing of the newly developed platform and awaits bug fixes by information services staff and the contracted technical support before further steps on this project can be taken.

4. PROCUREMENT & CONTRACT ADMINISTRATION

As part of the regular course of business, finance has processed 77 service contract requests and 92 purchase orders so far this fiscal year.

The following procurement processes were advanced in the last quarter, in conjunction with provincial procurement staff:

- ~ Request for Proposal for the Salt Spring Island OCP amendment and land use bylaw amendment project. This RFP was posted on January 24, 2025 as is closing on February 20, 2025.
- ~ Invitation to Quote (ITQ) for NAPTEP Tax Shift work was prepared and released. The ITQ submission period closed and the contract for this work was awarded in December, 2024.

5. EMPLOYEE SERVICES/HUMAN RESOURCES (HR)

We have completed several hiring actions and internal position updates over the last quarter, resulting in the following changes to the Islands Trust team:

- ~ Phil Testemale, Planner 2 for the southern team has retired after 10+ years with the Trust. As you may know, one of Phil's talents is graphic drawing and design. His work appears in many of our Land Use Bylaws and other publications, and will continue to be a legacy. Phil's last day worked was January 22, 2025. We wish Phil all the best as he starts his next adventure. Stepping in to fill this Planner 2 vacancy is Bruce Belcher, Planning Technician for the southern team. Bruce started the Planner 2 position effective February 10, 2025. Congratulations Bruce!
- ~ Carolyn Stewart, Acting Manager for the Islands Trust Conservancy completed her temporary assignment with us on January 16, 2025. We appreciate all the many contributions Carolyn has made during her time with us. This includes being the recipient for the much coveted Islands Trust Excellence in Leadership award. We wish Carolyn all the best as she starts her next chapter. We are fortunate to welcome back Wendy Tyrrell, former Species at Risk Program Coordinator to fill the remainder of the Acting Conservancy Manager term. Wendy started this position February 3, 2024. Welcome back Wendy!
- ~ Chris Buchan, Acting Island Planner for the Salt Spring Island team was extended in his temporary assignment to April 3, 2026.
- ~ David Beeston, Information Systems Coordinator has retired after an impressive 16.5 years of service. David has, almost single handedly built our information systems infrastructure into the robust machine

that we use today. David's last day was January 31, 2025. We wish David all the best in his well deserved retirement.

- ~ Joan Wandolo, Planning Technician for the northern team has been extended in her part time role until March 31, 2025.
- ~ Lisa Millard, Meeting Administrator for the Planning Services team became permanent in the position effective January 13, 2025.
- ~ Milad Panahifar, Planner 1 for the Salt Spring Island team has been extended in his position until April 3, 2026.
- ~ Oluwashogo Garuba, Planner 1 for the Salt Spring Island team accepted a temporary assignment as Planner 2 effective February 10, 2025 – April 3, 2026.
- ~ Patricia Woodruff, Biologist for Planning Services started her temporary assignment February 18, 2025. Patricia has decades of experience working in BC as a professional biologist within various provincial ministries as well as the federal Department of Fisheries and Oceans and numerous non-profit organizations. Patricia's most recent experiences are working with the Ministry of Water, Land and Resource Stewardship reviewing Riparian Area Protection Regulation Assessment Reports for compliance with standards and related work. We are excited to have Patricia as part of the team. Welcome aboard Patricia!

We are currently in the process of hiring for several vacant, soon-to-be-vacant, and/or new positions:

- ~ GIS Coordinator reposting: We have an accepted offer from our top candidate and hope to make an announcement soon.
- ~ Manager, Finance and Accounting: Candidates have been screened and the competition will now move to interviews.
- ~ Program Coordinator reposting: We have an accepted offer from our top candidate and hope to make an announcement soon.
- ~ Senior Policy Advisor reposting: this temporary opportunity has been posted and closes on February 21, 2025.
- ~ Grants Manager: we are currently in the resume screening process for this competition.
- ~ Planning Technician: we have posted this opportunity for the southern team which closes on February 14, 2025.
- ~ Planning Services Co-op student (planner): this opportunity has been posted and closes on February 18, 2025.
- ~ Islands Trust Conservancy Co-op student (Conservation Technician): this opportunity has been posted and closes on February 21, 2025.
- ~ Island Planner: this temporary opportunity for the Salt Spring Island team has been posted and is set to close February 26, 2025.
- ~ Executive Administrative Assistant: this temporary opportunity has been posted and is set to close February 27, 2025.
- ~ Information Systems Specialist: this job profile is currently under review by the Public Service Agency's Classifications team and we hope to post this opportunity soon.

Our December All Staff Meeting was held in person at the Oceanfront Suites in Cowichan Bay on December 11, 2024. For some staff this was their first opportunity to meet our newly appointed CAO Rueben Bronee. CAO Bronee kicked the meeting off with a warm welcome and provided some information on his background and what he hopes to bring to the Islands Trust team. Staff were given updates on Trust Council activities, staff

arrivals and departures, and quarterly and annual staff awards and recognition were presented. David Marlor, Director of Legislative and Information Services wrapped up our morning with a presentation on appropriate use of artificial intelligence in the workplace. In the afternoon Joe Elliott, Senior Indigenous Relations Advisor took staff on a journey with his telling of a traditional First Nations story. This was followed by our Islands Trust annual holiday sweater competition. Staff were delighted to see that this may have been the highest staff sweater participation rate to date. The fun continued with Robert Barlow, Legislative Services Clerk or shall we say Trivia Host Extraordinaire at the helm! Our holiday meeting concluded with musical stylings of our talented staff musicians.

The Occupational Health and Safety (OHS) Committee continues working hard to keep everyone safe in the various workplaces of Islands Trust. This quarter the Committee focused on the following:

- ~ Work continues on updating our Emergency Response plans for all offices.
- ~ The Committee is continuing their review of the Communicable Disease Plan to see if any updates are required.
- ~ The Committee continues to receive updates on the activities associated with Islands Trust's obligations under the [Accessible BC Act](#). Director Marlor provided an update on Accessibility Committee (AC) membership. The AC members include Trustee Lisa Gauvreau, Theresa Burley, Marjorie Gang, Lisa Nissinen and Sidra Treall. The AC had their first meeting on November 7, 2024 and plan to meet 4 times a year. The AC reviewed their terms of reference and have started work on researching what other jurisdictions are doing with their accessibility plans. The Accessibility Committee plans to recommend ways to engage with the community to invite feedback.
- ~ Director Marlor provided an update that a business case has been presented to the Financial Planning Committee suggesting we eliminate our GPS tracking SPOT devices and bring the organization over to exclusively using bivy stick technology. The OHS Committee will work on updating our various policies and procedures once a decision has been made.
- ~ The Committee is researching WorkSafe BC requirements regarding Occupational First Aid requirements when staff are visiting remote island locations such as Keats.
- ~ Resources were shared with staff regarding protecting themselves during respiratory illness season. This included providing [flu clinic resources](#), sharing tips for preventing respiratory illnesses in the workplace, and what to do when feeling unwell and how best to support employees.

Employee Services staff have been assisting with updates to the Staff Work Environment Survey. Final edits are underway and we anticipate circulating the survey soon. The survey is intended to measure the health of the work environment within Islands Trust. Information is gathered about the work environment; issues employees identify as important and areas needing improvement with the goal of understanding and improving employee engagement.

We are happy to report the processing of Trustee T4s for the 2024 calendar year was completed ahead of schedule this year. T4s have been circulated to trustees, mainly via email, which has helped expedite the process.

The Public Service Agency regularly shares information on various topics of importance to all public service employees. Employee Services staff highlighted the following for Islands Trust staff this quarter:

- ~ February is [Black History Month](#) which celebrates and honours the legacy and contributions of Black people in Canada and their communities. This year's theme is [Black Legacy and Leadership: Celebrating Canadian](#)

[History and Uplifting Future Generations](#). Resources were shared with staff to celebrate and learn about the achievements of Black communities in Canada and around the world.

- ~ [Welcoming Year of the Snake](#) - Many cultures celebrate lunar new years at different times of the year, including people of East Asian, South Asian, Southeast Asian, Islamic and Jewish heritage. Lunar New Year symbolizes a new beginning and a fresh start, bringing good luck to households and good health to families. The celebrations are a time for family reunions, special food, music and celebrations lasting several days. It's also a time to honour the ancestors of the communities who celebrate the Lunar New Year. Resources were shared with staff to learn about this special celebration. Including a list of special events to celebrate the Year of the Snake!
- ~ [Quittin' Time](#) is a smoking and vaping cessation program for BC Public Service employees, family members and dependents. Resources were shared with staff which offer a range of supports including the opportunity to connect with a coach. Quit coaches help nicotine users create personalized quit plans to get started at any stage of their quitting journey.
- ~ 16 Days of Activism Against Gender-Based Violence is an international campaign calling for the elimination of gender-based violence. It runs annually from November 25 ([International Day for the Elimination of Violence Against Women](#)) to December 10 ([International Human Rights Day](#)) and emphasizes that gender-based violence is a violation of human rights. Resources were shared with staff to learn more about gender-based violence and how BC Public Service employees can take action.

REQUEST FOR DECISION

To: Trust Council

For the Meeting of: March 12, 2025

From: Financial Planning Committee

Date Prepared: February 10, 2025

SUBJECT: DECEMBER 31, 2024 FINANCIAL REPORT

RECOMMENDATION:

That Trust Council approve the December 31, 2024 Financial Report.

CHIEF ADMINISTRATIVE OFFICER COMMENTS:

The third quarter financial report indicates that Islands Trust is generally following the financial plan for 2024/25. However, it is notable that pressures are being offset by savings in both staffing vacancies and a significant number of projects that are behind schedule or have been deferred.

1 PURPOSE:

To summarize the findings of the December 31, 2024 third quarter financial report.

2 BACKGROUND:

Islands Trust *Policy 2.3.1 Council Committee Systems* requires the Financial Planning Committee (FPC) to report to Trust Council on the organization's financial management practices. Quarterly financial reports are prepared by staff, reviewed by FPC, and forwarded to Trust Council as part of this requirement.

Financial Report Findings

The benchmark for non-tax revenue sources and operational expenditures after nine months of operations can be estimated at 75% of the annual budget.

As at December 31, 2024 Islands Trust has consumed a net 70% of the annual approved budget, slightly below benchmark for this time of year. Individual areas may experience minor overspending or underspending based on activities in the year to date. Individual revenue and expense items that vary significantly from the 50% benchmark (where significance is determined as more or less than 10%, and more or less than \$5,000) are discussed in this report.

Revenues

Total Revenue is higher than the benchmark by \$2,114,000 (20%) due to revenues from taxation (*General Property Tax Levy, Special Property Tax Requisition, and Bowen Tax Levy*) and from *Provincial Grant – Unrestricted* reporting at 100% due to all taxes being received in the first quarter of the year, and full receipt of the unrestricted operating grant from the province.

Other revenue items with significant variances from benchmark are as follows:

- ~ Fees are lower than benchmark by \$74,000 (27%). This is due primarily to the implementation of the new accounting standard impacting the timing of revenue recognition associated with application fees. Specifically, fees revenue is recorded when milestones in processing applications are completed, as opposed to when fees are received by Islands Trust. The amount of fees revenue received in the first three quarters that has not yet been recognised is \$63,000, accounting for the majority of the amount below the quarter three benchmark.

- ~ *Federal and Provincial Grants – Restricted* is below benchmark by \$130,000 (20%) due to projects funded by these grants that are scheduled to be completed by fiscal year end. Projects funded by these grants include: Islands Trust Conservancy (ITC) Species at Risk programming, Salt Spring Island OCP/LUB Update, Trust Area Housing Needs Assessments, First Nations Engagement, and the hiring of a temporary Registered Professional Biologist to staff.
- ~ *Investment Income* is higher than the benchmark by \$17,000 (7%) due to an increased return on invested funds resulting from higher than anticipated interest rates in the first three quarters of the year.

Expenses by Service Area

Council Services

Council Services expenses include costs related to three main areas: Trust Council; Executive Committee; and Trust Area Services; plus an allocation of general administrative expenses. Inclusive of the general admin allocation, these expenses report at \$1,157,000 (67% of budget) which is lower than the 75% benchmark by \$132,000 (8%).

- ~ Executive Committee spending is \$6,000 (4%) above benchmark due primarily to higher costs associated with registration, travel and accommodation fees for attendance at the 2024 UBCM convention.
- ~ Trust Area Services spending is \$110,000 (15%) below benchmark due primarily to:
 - Staff vacancies: Senior Indigenous Relations Advisor (1 month), Senior Policy Advisor (1 week), and Program Coordinator (9 months) which was partially offset by spending for a temporary contract worker into this position (2 months).
 - Policy Statement Amendment Project: Underspending of \$42,000 is forecast for this project due to delay by Trust Council in revision and approval of the project charter.
 - Stewardship Education and Secretariat Services: Administration of these programs is planned for the fourth quarter of the year, as such no spending has been incurred to date for this work.

Local Trust Committee (LTC) Services

LTC Services expenses include costs related to five main areas: Local Trust Committees (LTCs) administration costs; planning services projects; planning services staff; facilities; and bylaw enforcement; as well as an allocation of general administrative expenses. Inclusive of the general admin allocation, these expenses report at \$5.7M (71% of budget) which is lower than benchmark by \$279,000 (4%). Individual expense lines within LTC services that deviate from benchmark are as follows:

- **Local Trust Committees (LTC) costs** are comprised of rent, phone, internet and office service for on-island trustee offices, the trustee portion of insurance costs, general legal costs, bylaw enforcement legal costs, legal litigation costs, statutory notices, EC travel expenses to chair LTC meetings; trustee-incurred expenses, LTC and APC meeting expenses, LTC communications, special project expenses, LTC statutory notices and the LTC portion of trustee remuneration and benefits.

Total LTC spending to December 31, 2024 is \$893,000 (107% of budget), higher than benchmark by \$270,000 (32%), due primarily to increased legal costs associated with the following:

- ~ Bylaw Enforcement legal costs are over benchmark by \$179,000 (237%) due to three major files, one each on North Pender Island, Thetis Island, and Salt Spring Island. Trust Council's approved budget intentionally approved reduced legal budgets with the understanding that overages would be funded by surplus. This was a move to reduce tax increases in the Trust Area as part of the 2024/25 budget approval process.

~ Litigation costs are over benchmark by \$133,000 (318%) due primarily to three significant legal files, one each on Gabriola Island, Galiano Island, and Salt Spring Island. Trust Council's approved budget intentionally approved reduced legal budgets with the understanding that overages would be funded by surplus. This was a move to reduce tax increases in the Trust Area as part of the 2024/25 budget approval process.

- **Planning Projects** costs are comprised of all LTC and Regional Planning Committee projects, including the housing strategy, housing needs assessments and building footprint data updates, as well as coordination and project work undertaken by the Salt Spring Island Watershed Protection Alliance (SSIWPA).

Planning projects report at \$266,000 (36% of budget), which is less than benchmark by \$284,000 (39%). Straight-line benchmarking is less appropriate for project work as project plans often see work advancing in uneven portions throughout the years. Underspensing on planning projects is due primarily to a combination of the following:

- ~ **LTC Major and Minor Projects:** Spending on LTC major and minor projects is less than benchmark by \$267,000 (47%). This is primarily due to the following:
 - Denman Island LTC Housing Review – very limited spending on this \$15,000 project in the first three quarters of the fiscal year. A review of project milestones by the LTC delayed the project moving forward earlier in the year. \$5,000 of this project budget is directed to First Nations capacity funding, for which an agreement was signed in mid-January 2025. Due to the late start on this work, a large portion of the work supported by the capacity funding will not occur this fiscal and the funds will be drawn from surplus to cover them in Fiscal 2025/26.
 - Gabriola Island LTC OCP/LUB – A significant portion (65%) of this project's \$77,000 budget is allocated to a water study, of which \$13,500 will be unspent at the end of this fiscal period and will be completed in fiscal 2025/26 with the funds coming from surplus.
 - Hornby Island LTC First Nations Relationship Building– this budget (\$31,500) was reallocated by the LTC to the Hornby OCP/LUB in quarter two. The Hornby OCP/LUB is therefore underspent to the end of quarter three due to a reevaluation of work and priorities by the LTC during the first half of the fiscal year. \$25,000 of these funds are directed to First Nations capacity funding, for which an agreement was signed in mid-January 2025. Due to the late start on this work, a large portion of the work supported by the capacity funding will not occur this fiscal and the funds will be drawn from surplus to cover them in Fiscal 2025/26.
 - Mayne Island Housing – no spending on this project in the first three quarters of the fiscal year. The majority of the \$10,000 approved budget for this work was for First Nations engagement and legal review. First Nations did not respond to requests for feedback and it has been determined that a legal review will not be needed. Therefore, this will remain unspent this fiscal year.
 - North Pender Housing Access & Affordability – very limited spending on this project in the three quarters of the fiscal year. The majority of the \$15,000 approved budget for this work was for First Nations engagement and legal review. First Nations did not respond to requests for feedback and a legal review will not be needed. Therefore, this will remain unspent at the end of the fiscal year.
 - Salt Spring OCP/LUB Review – the budget of \$222,000 reports at 60% spent to the end of third quarter. The Complete Communities Assessment portion of this project is primarily completed. A delay in issuing the Salt Spring Island OCP/LUB slowed progress on the remainder of the project and the full budget is not expected to be spent this fiscal year. Funds remaining in this fiscal year will flow into surplus and will be used towards the funding of the work in Fiscal 2025/26.

- Salt Spring Ganges Village Area Planning – no spending against the \$86,500 project budget in the first three quarters of the fiscal year. The SSI LTC has decided to forgo work on this project this fiscal and instead has directed staff to reallocate the \$86,500 from this approved project to enhance the work on the SSI OCP/LUB review project.
 - SSIWPA Plan Coordination – no spending against the \$55,000 budget for SSIWPA coordination has taken place in the first three quarters of the fiscal year. This work has not advanced due to lack of staff capacity in the Salt Spring Island office.
 - Salt Spring Island Groundwater Sustainability Strategy – no spending against the \$16,500 budget for SSIWPA coordination has taken place in the first three quarters of the fiscal year. This work has not advanced due to lack of staff capacity in the Salt Spring Island office.
- ~ **Other projects** – Spending on other planning projects is less than benchmark by \$284,000 (39%). Underspensing on other projects is as indicated below:
- Housing Strategy – Development of a strategy to undertake this project has been completed by the Regional Planning Committee. However, the budget of \$30,000 reports at only 27% spent to the end of the third quarter. Work on the tiny homes project, also overseen by RPC, is expected to use \$20,000 of this budget by fiscal year end.
 - Housing Needs Assessments – the budget of \$127,000 reports at 25% spent to the end of the third quarter. Work is underway and will be fully completed by the end of the fiscal year.
 - Building Footprint: Data Update – none of the \$10,000 budget has been spent as at the end of the third quarter. This project is not expected to advance this fiscal year.
 - This underspensing is offset by unanticipated spending that took place on the following pieces of work: Regional Freshwater Management (\$16,000) and the LTC Development Approvals Program (53,000) totaling \$69,000.
- **Planning Staff** costs include planning staff salaries, benefits, training and travel costs, as well as any contracted temporary human resources associated with planning work. Spending to December 31, 2024 reports at \$2.4M (74% of budget) which is very slightly below benchmark by 35,000 (1%) due primarily to a vacancy in the Registered Professional Biologist position (9 months) who reports directly to the Director of Planning Services.
 - The northern office planning team has been fully staffed in the first three quarters of the fiscal year and reports salaries spending at 70% of budget. This is primarily due to the office administrative assistant hired below budgeted amounts, reduced Island Planner staff hours, and the planned co-op student for this team reallocated to the southern team.
 - The southern planning team has been fully staffed for all three quarters of the year thus far, and reports salaries spending at 89% of budget due to a SSI Island Planner working on Regional Planning Committee initiatives for 6 months, as well as a co-op student joining the southern team in lieu of the northern team.
 - The Salt Spring planning team has not been fully staffed, and salaries report at 67% of budget to date. There have been several staff movements within this team to cover for temporary assignments, but despite best effort to recruit an Island Planner, this team has experienced a vacancy in an Island Planner role for 6 months, as well as a short office administrative assistant vacancy of 2 months.

Savings from planning staff vacancies have been offset by overtime incurred for the Cityview implementation project and associated training that took place in quarter one.

- **LPS Facilities** include operational costs for all three Planning Services offices including internet, land title registrations, memberships, office lease costs and associated office services, postage and courier, any costs for office moves or renovations, safety, office supplies, telephone and mobile devices. Spending to December 31, 2024 reports at \$327,000 (57%), which is lower than benchmark by \$104,000 (18%). This is primarily due to underspensing for the Salt Spring Island

office move and renovation, which will not complete until mid-May next fiscal, due to revised project timelines.

- **Bylaw Enforcement** costs include staff salaries and benefits, training, mobile devices, travel costs and the Cityview Bylaw Portal project. Spending to December 31, 2024 reports at \$341,000 (64% of budget), which is lower than benchmark by \$56,000 (11%). This is due primarily to no spending on the Cityview Bylaw Portal project this far in the year. This project has been delayed by the vendor and is currently schedule to be completed in the second quarter of next fiscal year.

Islands Trust Conservancy Services

Total ITC expenses include costs related to three main areas: Board expenses; Operations expenses; and Property management expenses; as well as an allocation of administrative expenses. Inclusive of the general admin allocation, reports at \$951,000 (62%) which is lower than benchmark by \$194,000 (13%). Individual expense lines within ITC services that deviate from benchmark are as follows:

- ~ **Board** costs included ITC Board Honoraria, Meeting Expenses, and Training and Conferences. Board expenses report at \$6,000 (51%), lower than benchmark by \$3,000 (24%). This is due to fewer meetings being held in person than anticipated in the budget.
- ~ **Conservancy Staff and Associated Costs** include communications, contracted temporary staffing, legal, memberships, safety, subscriptions, mobile devices, staff salaries and benefits, training and travel. Conservancy staff and associated costs report at \$639,000 (70%), lower than benchmark by \$48,000 (5%). Primarily due to underspending on communications, contracted temporary staffing, legal, and salaries and benefits where the vacancy in the Manager of Property Management position for 9 months has affected work in these areas being advanced.
- ~ **Property Management** costs include ITC property management expenses, ITC conservation planning and land securement expenses, and First Nations engagement plan. Property management expenses report at \$65,000 (31% of budget), lower than benchmark by \$94,000 (44%). This is due primarily to the following:
 - Property Management – Staff capacity constraints delayed issuing of property manage contracts early in the fiscal year which has contributing to underspending. However, it is expected the full budget for property management will be spent by year-end due to contracts signed in the second quarter.
 - Conservation Planning & Land Securement – The ITC Board is taking a cautious approach to new land securement projects, as new conservation acquisitions and covenants now require individual Ministerial approval, and due to the limited capacity of property management staff to take on the additional work that comes with these acquisitions. There are currently four covenant projects and two land acquisition projects underway, at various stages of completion, with a third land acquisition at the application stage. Expenditures will be incurred later in the fiscal period related to this work.
 - First Nations Engagement Plan - In early 2024, the Minister directed ITC to undertake further First Nations Engagement for the required ITC Five Year Plan and Trust Council approved funding to assist in this engagement. Due to staff capacity constraints and a new ITC Manager in the year, there has been limited ability to begin this project. It is expected that this budget will remain unspent at the end of the fiscal year and that the work will take place in fiscal 2025/26 and be funded from surplus.

General Administration

Total general administrative expenditures include costs related to six main areas: Executive office; Administrative services; Office Operations; Information systems; Computer, Furniture and Equipment; and Amortization expense. General administration costs are allocated to the three service areas of the Trust (Council, LTC, and ITC) based on their relative dollar magnitudes for the period. In aggregate these expenses are reported at \$1.9M (70% of budget), which is lower than benchmark by \$150,000 (5%). This is due primarily to the following:

- ~ **Senior Management** costs include corporate memberships, FOI and records management cost, recruitment and labour relations cost that are directly associated with hiring of the CAO, staff

salaries, benefits, training, and travel costs. These costs report at \$524,000 (85%), which is higher than benchmark by \$63,000 (10%). This is primarily due to higher than anticipated expenditures for salaries and benefits where the departing CAO remained on payroll for 2 months post-retirement in order to draw down unused leave balances, and where the new CAO has been recruited at a higher salary than anticipated in the approved budget.

- ~ **Administrative Services** costs include contractors hired to take on work displaced by staff vacancies, administrative staff salaries, benefits, training, and travel costs. These costs report at \$326,000 (50% of budget), which is lower than benchmark by \$161,000 (25%) primarily due to delayed hiring of the new Manager of Finance and Accounting position and 6-month vacancy in the Director of Administrative Services position.

Consolidated Expenses by Object

Public Sector Accounting Standards determine that financial reporting for government entities be reported "by function" (i.e.: service area) in the Statement of Financial Operations as presented in the earlier section of this report. Expenses "by object" (i.e.: type) are reported in accompanying financial statements notes. For purposes of greater transparency and understanding of Islands Trust financial results, December 31, 2022 expenses by object are shown as follows:

Object	9 months ending December 31, 2023	2024/25 Approved Budget	9 months ending December 31, 2024	% of Budget Consumed
Staff Salaries and benefits	4,359,866	6,652,424	4,846,472	73%
Office Operations	882,282	1,377,327	991,353	72%
Council and trustee costs	790,515	1,089,218	808,379	74%
Programs	186,715	1,345,277	411,515	31%
Legal - General	78,775	96,101	43,224	45%
Legal - Bylaw Enforcement	108,552	75,701	236,363	312%
Legal - Litigation	52,234	41,801	164,257	393%
Legal - Statutory Notices	11,433	17,000	7,533	44%
Travel/training and recruitment	164,002	284,370	216,141	76%
Subtotal	6,634,375	10,979,219	7,725,238	70%
Amortization	123,576	224,000	71,688	32%
Total Expenses	6,757,950	11,203,219	7,796,927	70%

Staff salaries and benefits costs are less than benchmark due to staff vacancies for the Program Coordinator, the Professional Biologist, Manager of Accounting and Finance, Director of Administrative Services, the Salt Spring Office Administrative Assistant and Salt Spring Office Island Planner.

Office Operations costs are slightly below benchmark due primarily to a lack of communications spending whereby planned spending is geared more heavily towards the latter portion of the year.

Council and trustee costs are tracking as planned.

Programs costs are less than the benchmark due primarily to project costs planned for later in the fiscal year, and in several instances, projects not advancing in planned timelines.

Total Legal expenses for general, bylaw, litigation, and statutory notices are at 196% of budget spent to the end of the first quarter, 121% above benchmark, due primarily to high legal costs incurred for bylaw enforcement property clean up on Thetis Island approved by the Executive Committee (\$125,000), and for litigation advancing claims on Gabriola Island, Galiano Island and Salt Spring Island. Trust Council's approved budget intentionally approved reduced legal budgets with the understanding that overages would be funded by surplus. This was a move to reduce tax increases in the Trust Area.

Traveling/training and recruitment costs are tracking slightly above benchmark due primarily to increased costs for the UBCM convention and higher than expected costs for ITC property management and bylaw enforcement travel.

Amortization expense is tracking as lower than budget as amortization associated with newly purchased assets is delayed to later in the year.

3 IMPLICATIONS OF RECOMMENDATION

ORGANIZATIONAL: None.

FINANCIAL: None. Expenditures to December 31, 2024 are within the overall Islands Trust annual approved budget.

POLICY: None.

IMPLEMENTATION/COMMUNICATIONS: None. Managing staff will continue to receive financial reporting on their respective areas of oversight throughout the year.

FIRST NATIONS: None.

OTHER: None.

4 RELEVANT POLICY(S):

[Islands Trust Policy 2.3.1](#) Council Committee System
[Bylaw 193](#) Islands Trust Financial Plan Bylaw, 2024-2025

5 ATTACHMENT(S):

December 31, 2024 Financial Report

RESPONSE OPTIONS

Recommendation:

That Trust Council approve the December 31, 2024 Financial Report.

Alternative: None.

Prepared By: N. Roggers, Finance Officer

Reviewed By: Director, Financial and Employee Services
CAO/February 13, 2025
Financial Planning Committee, February 19, 2025

Islands Trust
Detailed Statement of Operations
For The 9 Months Ending December 31, 2024

Expected % of Budget Received/Used as at Report date = 75%

Exceptions: Grant revenue, property tax levies, other revenues, project spending

Variances > +/- 10% and +/- \$5000 include explanations

Description	9 months ending December 31,	2024/25 Approved Annual Budget	9 months ending December 31,	Portion of Annual Budget Consumed	Budget remaining
	2023	Annual Budget	2024	(%)	(\$)
REVENUE:					
Fees & Sales	201,263	275,500	132,553	48%	142,947
Provincial Grant - Unrestricted	180,000	180,000	199,000	111%	(19,000)
Federal and Provincial Grants - Restricted	217,008	653,919	360,382	55%	293,537
General Property Tax Levy - All LTAs	8,046,628	8,555,040	8,555,040	100%	-
Special Property Tax Requisition - SSI LTA	43,500	-	-	0%	-
Municipal Property Tax Levy - Bowen Island Municipality	345,989	391,260	391,260	100%	-
Investment Income	244,341	260,000	212,100	82%	47,900
Total Revenue	9,278,728	10,315,719	9,850,335	95%	465,384
EXPENSES:					
Trust Council Services					
Trust Council	317,067	432,309	327,916	76%	104,393
Executive Committee	104,940	138,171	109,365	79%	28,806
Trust Area Services	408,773	714,456	426,140	60%	288,316
General Admin Allocation - 15%	267,388	434,408	293,631	68%	140,777
Total Council Expenses	1,098,168	1,719,344	1,157,051	67%	562,293
Local Trust Committee Services					
Local Trust Committees	682,346	830,937	892,892	107%	(61,955)
Projects - Note 1	89,143	733,837	266,093	36%	467,744
Planning Staff	2,193,011	3,270,446	2,417,787	74%	852,659
LPS Facilities	299,267	574,518	327,179	57%	247,339
Bylaw Enforcement	324,013	529,432	341,163	64%	188,269
General Admin Allocation - 73%	1,154,737	2,017,442	1,443,672	72%	573,770
Local Trust Committee Services	4,742,517	7,956,612	5,688,787	71%	2,267,825
Trust Conservancy Services					
Board	6,210	11,450	5,865	51%	5,585
Conservancy Staff and Associated Costs	618,992	916,120	638,620	70%	277,500
Property Management	68,722	212,690	65,242	31%	147,449
General Admin Allocation - 12%	223,341	387,003	241,363	62%	145,640
Total Trust Conservancy Expenses	917,265	1,527,263	951,089	62%	576,174
General Administration Services					
Senior Management	345,560	614,239	523,694	85%	90,545
Admin Services	370,487	649,529	325,723	50%	323,806
Office Operations	235,621	329,450	249,545	76%	79,905
Information Systems	486,059	834,935	625,517	75%	209,418
Computer/Furniture & Equipment	84,162	186,700	182,498	98%	4,202
Amortization Expense	123,576	224,000	71,688	32%	152,312
General Admin Recovery	(1,645,466)	(2,838,853)	(1,978,665)	70%	(860,188)
Total General Administration Expenses	(0)	-	0		
Total Expenses	6,757,950	11,203,219	7,796,927	70%	3,406,292
YTD Surplus (Shortfall)	2,520,778	(887,500)	2,053,408		
Amortization Adjustment	n/a	(224,000)	n/a		
Capital adjustment	84,162	n/a	182,498		
Adjusted surplus (shortfall)	\$ 2,604,940	\$ (663,500)	\$ 2,235,906		
Funded by:					
Transfer from (to) General Revenue Surplus Fund	(2,629,678)	371,500	(2,393,479)		
Transfer from (to) LTC Project Reserve Fund	24,738	219,000	157,574		
Transfer from (to) Special Tax Requisition Fund	-	73,000	-		
Net Unfunded Balance	(0)	-	(0)		

	9 months ending December 31, 2023	2024/25 Approved Annual Budget	9 months ending December 31, 2024	Portion of Annual Budget Consumed (%)	Budget remaining (\$)
Description					
Note 1: LTC & Planning Services Project Spending					
LTC Projects					
LTC Projects funded by Reserve Fund	-	1,001	-	0%	1,001
Denman Housing Review	363	15,000	97	1%	14,903
Denman Farming Regulations Review	466	500	-	0%	500
Denman TUP Review	-	2,500	47	2%	2,453
Gabriola OCP/LUB	3,868	77,000	14,607	19%	62,393
Gabriola Ecological Protection Zone	-	2,000	-	0%	2,000
Galiano Groundwater Strategy Implementation	434	1,500	1,241	83%	259
Gambier OCP/LUB	16,000	-	-	0%	-
Gambier Keats Island Shoreline Protection Review	1,680	5,000	4,976	100%	24
Hornby OCP/LUB	260	-	-	0%	-
Hornby Community Heritage Register	-	1,500	-	0%	1,500
Hornby First Nations Relationship Building	-	31,500	-	0%	31,500
Lasqueti OCP/LUB	-	4,000	-	0%	4,000
Mayne Island Housing	274	10,000	-	0%	10,000
Mayne LUB Minor Amendments	-	2,000	1,241	62%	759
North Pender OCP/LUB	1,392	-	-	0%	-
North Pender Raptor Nest DPA update	-	5,000	90	2%	4,910
North Pender Housing Access & Affordability	-	15,000	423	3%	14,577
Salt Spring OCP/LUB	-	222,000	134,084	60%	87,916
Salt Spring Ganges Village Area Planning	-	86,500	-	0%	86,500
SSIWPA Events & Communications Expense	800	-	-	0%	-
Salt Spring Housing Action Program	201	5,000	-	0%	5,000
SSIWPA Plan Coordination	-	55,000	-	0%	55,000
Salt Spring Groundwater Sustainability Strategy	-	16,500	-	0%	16,500
Salt Spring Proof of Water - Subdivision	-	1,500	-	0%	1,500
Saturna Minor Housing Review	-	2,000	250	13%	1,750
South Pender LUB Minor Amendments	-	3,500	517	15%	2,983
Thetis Unzoned Marine Area LUB Amendment	-	1,000	-	0%	1,000
	25,739	566,501	157,574	28%	(408,927)
Regional Freshwater Management	22,784	-	15,900	0%	(15,900)
Housing Strategy	26,779	30,000	8,000	27%	22,000
Groundwater Recharge Mapping	721	-	-	0%	-
Cityview Planning Portal (LGDAP)	13,120	-	53,220	0%	(53,220)
Housing Needs Assessments	-	127,336	31,400	25%	95,936
Building Footprint: Data Update	-	10,000	-	0%	10,000
Total All LTC Projects	89,143	733,837	266,093	36%	(467,744)



To:	Trust Council	For the Meeting of:	March 13, 2024
From:	Financial Planning Committee	Date Prepared:	February 7, 2024
SUBJECT:	FINANCIAL FORECAST AS AT DECEMBER 31, 2024		

PURPOSE:

To provide Trust Council with an overview of forecasted financial performance to the end of the current fiscal year, to support their responsibility for financial management oversight.

BACKGROUND:

The forecasted financial results to March 31, 2025 have been prepared based on actual financial performance to December 31, 2024 plus estimates of forecasted spending for the remainder of the fiscal year submitted by expense authorities across the organization.

DESCRIPTION	Approved Annual 2024/25 Budget	9 months to December 31, 2024	Forecast to March 31, 2025	Forecast Over (Under) Budget
TOTAL REVENUE	10,315,719	9,850,336	10,182,962	(132,757)
Operating Expenses	9,873,682	7,272,770	10,029,000	155,318
Capital Expenses	346,700	210,978	327,000	(19,700)
Project Expenses	982,837	317,932	600,000	(382,837)
TOTAL EXPENDITURES	11,203,219	7,801,680	10,956,000	(247,219)
SURPLUS (SHORTFALL)	(887,500)	2,048,655	(773,038)	114,462
<u>Funded by:</u>				
Changes in amounts invested in TCA	224,000	139,290	171,445	(52,555)
Transfer from (to) Gen Rev Surplus Fund	371,500	(2,257,982)	382,593	11,093
Transfer from (to) LTC Project Reserve Fund	219,000	70,037	219,000	-
Transfer from (to) Special Property Tax Reserve Fund	73,000	-	-	(73,000)
Net unfunded	(0)	-	-	0

SUMMARY:

The forecast to March 31, 2025 reflects a projected annual shortfall of \$773,000 which is lower than the approved budgeted shortfall of \$887,500.

Total revenue is forecasted lower than budget primarily due to decreased application fee revenue and reduced recognition of grant funds.

Operating expenses are forecasted higher than budgeted due primarily to overspending in legal expenses associated with bylaw enforcement litigation and litigation defense, as well as unbudgeted spending on external contactors related to Trust Council strategic planning sessions, and planning services projects.

Capital spending is forecasted lower than budgeted due to revised timelines for completion of the Salt Spring Office renovation which will extend into next fiscal year.

Project spending is forecasted lower than budget due to specific project delays, or projects not moving forward at all in the year. Much of this is a result of vacancies in staff positions where that staff person would normally take on the project work or oversight.

An explanation of the significant revenue and expenditure areas contributing to this forecasted variance are as follows (where significance is determined as greater than or less than 10% from budget, and greater than or less than \$5,000 from budget).

REVENUES:

Total revenues are forecasted to land at \$133,000 lower than budgeted due to:

- Application Fees – forecasted at \$99,000 (36%) lower than budget due to implementation of the new accounting standard impacting the timing of revenue recognition associated with application fees. Specifically, fees revenue is recorded when milestones in processing applications are completed, as opposed to when fees are received by Islands Trust.
- Revenue from grants is recorded when eligible spending of the funds takes place. Amounts forecasted as revenue reflect anticipated spending this fiscal year on the projects these grants are funding. Forecasted grant revenue recognition that differs from budget is as follows:
 - ~ Federal Grant income for the Environment and Climate Change Canada grant revenue is forecasted \$50,000 lower than budget due to a 5-month delay in the hiring of the Register Professional Biologist position for which these grants were given. The delay in hiring will result in approximately \$49,000 being returned to the funder.
 - ~ Provincial Grant Income for First Nations Engagement is forecasted \$36,000 lower than expected due to no spending on planned First Nations Engagement for the Salt Spring Island OCP/LUB and no spending on the Islands Trust Conservancy First Nations Engagement Plan.
 - ~ Provincial Grant Income for the Local Government Climate Action grant revenue is forecasted \$38,000 lower than budget due to no receipt of these funds in the current year. The program provided 3-years worth of funding last fiscal year, and thus no amounts for this grant will be received this year or the next two years.
 - ~ Unanticipated additional unconditional operating grant funds were received from the province in quarter three.
 - ~ Provincial Grant Income for the Complete Communities grant to the Salt Spring Island (SSI) Local Trust Committee (LTC) is forecasted to land higher than budget (\$7,900) due to more spending against this grant taking place in the fiscal year than anticipated. The total grant of \$150,000 will not be spent within grant timelines and as such, approximately \$16,000 will be returned to the funder.
 - ~ Provincial Grant Income for the Local Government Development Approvals Program is expected to be \$53,000 (100%) higher than budget as eligible grant spending relating to the completion of this project did not take place until the beginning of this fiscal year where it was originally budgeted and forecasted for completion in the prior fiscal year.

- ~ Provincial Grant Income for the Healthy Watersheds initiative forecasted to be \$16,000 (100%) higher than budget as eligible grant spending relating to the completion of this project did not take place until this fiscal year.

EXPENDITURES:

Total expenditures are forecasted to be \$773,000 lower than budget.

Significant areas of underspending and overspending by expense type include:

- Amortization Expense – forecasted underspending of \$57,000 due to delayed capital spending on the SSI Office Renovation Project.
- Contracted Temporary Staffing – forecasted overspending of \$37,000 (185%). This budget line is intended to record spending on contracted human resources to backfill staff positions. Forecasted spending consists of the following:
 - ~ \$5,000 for temporary policy advisor that did work earlier this fiscal year.
 - ~ \$20,000 for a hired consultant to implement the ITC property management software.
 - ~ \$2,000 for a hired consultant to assist with the hiring competition for the Senior Technical Analyst (IS Manager).
 - ~ \$10,000 for backfill of Information Systems Coordinator vacancy
- Professional Consultant Fees – forecasted overspending of \$8,000 (100%). This is for the contractors who led the strategic planning sessions for Trust Council which was not a planned and budgeted expense.
- Legal – the total forecasted overspending for all legal expense categories is \$334,000 (257%), including spending on general legal advice, bylaw enforcement litigation, and litigation defense. Trust Council's approved budget intentionally approved reduced legal budgets with the understanding that overages would be funded by surplus. This was a move to reduce tax increases in the Trust Area. A breakdown of the forecasted spending by category is as follows:
 - ~ General Legal expense – forecasted to come in over budget by \$5,000 (5%) primarily due to anticipated spending in the third quarter to fulfill Trust Council's responsibilities associated with responsible conduct.
 - ~ Bylaw Enforcement Litigation – forecasted overspending of \$181,000 (239%) primarily due to unanticipated legal costs for ongoing cases on Salt Spring Island and a court ordered property clean up on Thetis Island of \$125,000 approved by Executive Committee.
 - ~ Litigation Defence – forecasted overspending of \$148,000 (355%) primarily due to high legal costs for significant ongoing cases on Gabriola Island, Galiano Island, and Salt Spring Island.
- Salaries and Benefits – forecasted underspending totaling \$153,000 (1%) broken down as follows:
 - ~ Trust Area Services salaries are forecasted to be underspent by \$33,000 due to the vacancy of the program coordinator for 6 months.
 - ~ ITC salaries is forecasted to be underspent by \$42,000 due a vacancy in the Protected Area Management Team Lead which is partially offset by staff overtime.
 - ~ Southern planning team salaries are forecasted to be overspent by \$101,000 due to a SSI Island Planner working on Regional Planning Team projects, plus costs for a planning services co-op student originally intended for the northern team.
 - ~ Northern planning team salaries are forecasted to be underspent by \$22,000 due to the reassignment of the planning co-op student to the southern team.

- ~ SSI planning team salaries are forecasted to be underspent by \$71,000 due to vacancies in the Island Planner and Office Administrative Assistant positions.
 - ~ Planning Services specialists salaries are forecasted to be underspent by \$44,000 due to delayed hiring of the Registered Professional Biologist.
 - ~ Bylaw Enforcement salaries are forecasted to be overbudget by \$18,000 due to staff overtime incurred.
 - ~ Information Services salaries are forecasted to be \$65,000 overspent due mainly to elevated overtime for the Information Systems Coordinator compounded by vacation time not being drawn down, as well as enhanced use of As and When GIS staff not budgeted for.
 - ~ Financial and Employee Services is forecasted to be underspent by \$195,000 due to long-term vacancies in the Manager of Finance & Accounting role as well as a 6-month vacancy in the Director of Financial and Employee Services role, offset partially by union staff overtime
 - ~ Executive Office salaries is forecasted to be overspent by \$68,000 due to outgoing CAO remaining on payroll for a 2-month period after final working day, plus the incoming CAO hired at rates beyond what was budgeted.
- Capital spending on the Salt Spring Island Office Renovation Project is forecasted to be below budget by \$20,000 (13%) where the Salt Spring Office renovation will not be complete until next fiscal year. This amount is carrying into next year in addition to the \$55,500 extra project cost approved by Executive Committee.
 - Projects - forecasted underspending totals \$383,000 (39%) for all projects, is broken down as follows:

Strategic Plan and Governance Projects:

- ~ Governance Committee projects – forecasted underspending of \$3,000 (100%) due to no projects requiring external consultants being undertaken this fiscal year.
- ~ Policy Statement Review - A decision by Trust Council in December 2024 to adopt a revised project charter for the Policy statement Review is delaying some project activities until next fiscal year (\$42,000)
- ~ First Nations Engagement Plan - Staff vacancies in Islands Trust Conservancy have delayed this work until next fiscal year (\$20,000)
- ~ Forecasted project underspending is partially offset by unanticipated spending that took place on the Regional Freshwater Management project of \$16,000. This amount is paid for by unspent grant funds received in previous years.
- ~ Housing Strategy – forecasted underspending of \$10,000 (33%) where RPC did not determine where this would be spent during this fiscal year.
- ~ Building Footprint data update – forecasted underspending of \$10,000 (100%) due to vacancy in the GIS Coordinator position where that position would obtain this data.

Operational Projects:

- ~ The Cityview: Bylaw Portal Project being delayed until next fiscal year by the contractor (\$65,000)
- ~ Forecasted operational project underspending is partially offset by unanticipated spending that took place on the Cityview system for planning applications under Local Government Development Approvals Program of \$53,000. This amount is paid for by grant funds.

LTC Projects:

- ~ Gabriola Island OCP/LUB – forecasted underspending of \$13,000 (17%) due to delay of the completion of the water study which will occur in fiscal 2025/26.
- ~ Mayne Island Housing – forecasted underspending of \$9,500 (95%) as to date no First Nations have responded expressing an interest in engagement.

- ~ North Pender Island Housing Access & Affordability – forecasted underspending of \$13,000 (87%) due to First Nations not undertaking engagement.
- ~ SSI Water Protection Authority (SSIWPA): the three projects for Coordination, Groundwater Stability Strategy, and Salt Spring Proof of Water (subdivision) are all forecasted to be underspent by a total of \$73,000 (100%) due to the SSI LTC not engaging in watershed coordination activities in the fiscal year and staff vacancies in the Salt Spring Island Office.
- ~ SSI OCP Review – Due to the transfer of the budget of \$87,000 from the SSI Ganges Village Area Planning project, by resolution of the Salt Spring Island LTC, the total forecasted underspending for this project is \$174,500 (57%). This amount will be budgeted for in Fiscal 2025/26. This underspending is primarily due to staff vacancies in the Salt Spring Island Office.
- ~ Minor LTC Projects – forecasted underspending of \$24,000 (65%), due to delayed First Nations consultation, and changing priorities of LTCs.

Other variances are not significant for the purposes of reporting.

CONCLUSIONS:

The approved budget expected revenues of \$10.32M. The forecast estimates revenues at \$10.18M, which is approximately \$133,000 (1.3%) less than budgeted.

The approved budget approved spending of \$11.20M. The forecast estimates spending for the year at \$10.96M, lower than the annual budget by approximately \$247,000 (1.7%).

Due to forecasted reduced revenues coupled with forecasted decreased spending, the following draws from surplus and reserves are forecasted:

- ~ The draw from the general revenue surplus fund is forecasted to be \$11,000 higher than planned.
- ~ The transfer from the LTC reserve fund is forecasted to fall in line with plan.
- ~ The transfer from the SSI special reserve fund is forecasted to be \$73,000 lower than planned due to not spending on projects funded from this reserve fund advancing in the year.

ATTACHMENT(S):

December 31, 2024 Financial Forecast

FOLLOW-UP: As directed.

Prepared By: N. Rogers, Finance Officer
Reviewed By: Director, Financial and Employee Services
 CAO/February 14, 2025
 Financial Planning Committee/February 19, 2025

ISLANDS TRUST
Q3 Forecast to March 31, 2025
As at December 31, 2024

Description	Annual Budget	YTD Actuals at December 31, 2024	FORECAST TO MARCH 31, 2025	Forecast Over (Under) budget \$	Forecast Over (Under) budget %
REVENUES					
Fees & Sales	275,500	132,553	176,737	(98,763)	-36%
Federal Grant Income R - SAR	220,000	126,293	220,000	-	0%
Federal Grant - Restricted - ECCC	65,500	-	16,000	(49,500)	-76%
Provincial Grant - Unrestricted	180,000	199,000	199,000	19,000	11%
Provincial Grant Income R on LTC projects:			-	-	0%
Provincial Grant R- SSI Complete Communities	126,000	133,901	133,901	7,901	6%
Provincial Grant R - First Nations Engagement	77,000	-	41,000	(36,000)	-47%
Provincial Grant Income - Loc Gov Climate Action	38,082	-	-	(38,082)	-100%
Provincial Grant Income R Local Government Development Approvals Program (LGDAP)	-	53,220	53,220	53,220	0%
Provincial Grant - Restricted - Housing Initiatives (Housing Needs Assessments)	127,336	31,400	127,336	-	0%
Provincial Grant Income R Healthy Watersheds	-	15,568	15,568	15,568	0%
Property Tax Levy General	8,555,040	8,555,040	8,555,040	-	0%
Property Tax Levy - BIM	391,260	391,260	391,260	-	0%
Special Levy Property Tax Requisition			-	-	0%
Interest Income and Other Income	260,000	212,100	253,900	(6,100)	-2%
Contingent Grants - Projects	1	-	-	(1)	-100%
Total Revenue	10,315,719	9,850,336	10,182,962	(132,757)	-1.29%
EXPENSES					
Amortization Expense	224,000	71,688	167,000	(57,000)	-25%
Applications Sponsored by EC	15,000	8,115	15,000	-	0%
NAPTEP Applications Sponsored by EC	1,000	-	1,000	-	0%
History and Heritage Funding Grants in Aid	-	-	-	-	0%
Audit	22,000	1,215	24,000	2,000	9%
Bank Charges & Interest	3,500	3,166	4,000	500	14%
Moneris Fees	-	2,467	3,000	3,000	0%
Board of Variance	1,200	135	1,000	(200)	-17%
Committee Expense - FPC	-	-	-	-	0%
Committee Expense - RPC	-	-	-	-	0%
Committee Expense - TPC	3,700	-	-	(3,700)	-100%
Committee Expense - CAOHC	-	807	1,000	1,000	100%
Committee Meeting Expense - Governance	-	-	-	-	0%
Committee Meeting Expense - Accessibility*	-	-	-	-	0%
Communications and ITC Fundraising	73,000	15,089	68,000	(5,000)	-7%
SW Support and Licensing	203,600	123,330	204,000	400	0%
Internet	46,700	36,015	48,000	1,300	3%
Technical Support	100,000	66,331	100,000	-	0%
Meeting Streaming Services	15,000	10,449	15,000	-	0%
Contracted Temporary Staffing	20,000	23,384	57,000	37,000	185%
Professional Consultant Fees	-	8,100	8,000	8,000	100%
Elections - By-elections	-	-	-	-	0%
Insurance	198,300	148,824	198,000	(300)	0%
ITC "Board Honoraria"	7,000	4,400	5,000	(2,000)	-29%
ITC "Board Meeting Expense"	2,850	827	2,000	(850)	-30%
ITC "Board Training & Conferences"	1,600	638	1,000	(600)	-38%
ITC "Property Management"	166,140	59,803	166,000	(140)	0%
Conservation Planning & Land Securement	26,550	5,439	27,000	450	2%
ITC "Ecosystem Mapping"	-	-	-	-	100%
Land Title Registrations	4,750	2,361	4,000	(750)	-16%
Legal "General"	96,100	43,224	101,000	4,900	5%
Legal "Bylaw Enforcement Litigation"	75,700	236,363	257,000	181,300	239%
Legal "Litigation Defence"	41,800	164,257	190,000	148,200	355%
LTC - Trustee Expense	4,430	4,153	7,000	2,570	58%
LTC "Executive Expense on LTC's"	36,900	19,742	26,000	(10,900)	-30%
LTC Local Exp LTC Meeting Expenses	36,260	23,275	30,000	(6,260)	-17%

LTC Local Exp APC Meeting Expenses	9,500	7,146	9,000	(500)	-5%
LTC Local Exp Communications	6,850	4,002	5,000	(1,850)	-27%
Meeting Expense	137,400	109,067	154,000	16,600	12%
Memberships	19,000	13,993	19,000	-	0%
Notices Statutory & Non Statutory	17,000	7,533	14,000	(3,000)	-18%
FOI & Records Management	5,000	2,254	5,000	-	0%
Office Rent	455,400	337,452	450,000	(5,400)	-1%
Office Services	59,100	40,644	54,000	(5,100)	-9%
Postage & Courier	7,800	6,479	9,000	1,200	15%
Recruitment & Labour Relations	96,000	79,169	91,000	(5,000)	-5%
Payroll Processing	19,500	16,622	22,000	2,500	13%
Safety	7,040	6,117	8,000	960	14%
Salaries - Admin Staff	2,877,108	2,011,999	2,733,000	(144,108)	-5%
Benefits - Admin Staff	730,785	509,983	694,000	(36,785)	-5%
Salaries - Planners & RPMs	1,593,281	1,203,241	1,583,000	(10,281)	-1%
Benefits Planners & RPMs	404,693	305,108	402,000	(2,693)	-1%
Salaries Planning Support	497,794	380,450	515,000	17,206	3%
Benefits Planning Support	126,440	96,457	131,000	4,560	4%
Salaries Bylaw	320,828	251,960	336,000	15,172	5%
Benefits Bylaw	81,490	63,889	85,000	3,510	4%
Stationary & Supplies	21,300	16,197	21,000	(300)	-1%
Tech Supplies	9,300	9,663	12,000	2,700	29%
Subscriptions	7,900	7,436	10,000	2,100	27%
Telephone	16,100	11,628	16,000	(100)	-1%
Mobile Devices	21,300	19,897	27,000	5,700	27%
Training "Organization Wide"	5,000	1,682	2,000	(3,000)	-60%
Staff Meetings and Recognition	10,000	16,256	18,000	8,000	80%
Training & Conferences	61,150	24,967	48,000	(13,150)	-22%
Travel for Training	32,850	32,586	34,000	1,150	4%
Travel	79,370	61,483	80,000	630	1%
Trustee Remuneration	610,870	454,802	606,000	(4,870)	-1%
Trustee Remuneration "CPP Expense"	21,670	20,231	27,000	5,330	25%
Trustee Remuneration Health/Dental Benefits	65,870	50,035	67,000	1,130	2%
Trustee Remuneration Pay In Lieu of Benefits	-	-	-	-	0%
Trustee Remuneration "Employer Health Tax"	11,912	8,746	12,000	88	1%
Trustee Remuneration "Executive on LTC's"	-	-	-	-	0%
Operating Expenses Subtotal	9,873,682	7,272,770	10,029,000	155,318	1.57%
			-		
CAPITAL					
Computer H/W & S/W	181,700	179,576	182,000	300	0%
Furniture and Equipment	5,000	2,922	5,000	-	0%
Salt Spring Island Office Move	160,000	28,480	140,000	(20,000)	-13%
Capital Subtotal	346,700	210,978	327,000	(19,700)	-6%
PROJECTS					
LTC Projects	493,500	157,574	261,000	(232,500)	-47%
LTC Projects Funded by Special Requisition Surplus	73,000	-	-	(73,000)	0%
LTA Work Funded by Special Requisition (SSIWPA)	-	-	-	-	0%
LTC Projects Funded by Contingent Grants	1	-	-	(1)	-100%
				-	0%
Strategic Plan Projects	316,336	107,139	261,500	(54,836)	-17%
Operational Projects	100,000	53,220	77,500	(22,500)	-23%
Projects Subtotal	982,837	317,932	600,000	(382,837)	-39%
Total Expenditures	11,203,219	7,801,680	10,956,000	(247,219)	-2.2%
Surplus (shortfall)	(887,500)	2,048,655	(773,038)	114,462	-12.9%
<u>Funded by:</u>					
Changes in amounts invested in TCA	224,000	139,290	-	(224,000)	-100%
Transfer (to) from General Revenue Surplus Fund	371,500	(2,257,982)	554,038	182,538	49%
Transfer (to) from LTC Project Specific Reserve Fund	219,000	70,037	219,000	-	0%
Transfer (to) from Special Tax Requisition Fund	73,000	-	-	(73,000)	-100%
Net Surplus (Shortfall)	(0)	-	-	0	178



March 2025 Islands Trust Council 2025/26 Proposed Budget

Purpose:

- To provide Trust Council with an overview of the Financial Planning Committee's recommended 2025/26 budget;
- To discuss the proposed revenues, expenses, and resulting surplus balances with Trust Council and receive direction for amendments as needed;
- To provide an opportunity for questions, comments and debate amongst Trustees in advance of Trust Council's financial plan bylaw approval on Thursday, March 13, 2025.

Resources:

Financial Planning Committee

Julia Mobbs, Director, Financial & Employee Services

Rueben Bronee, Chief Administrative Officer

Stefan Cermak, Director, Planning Services

Clare Frater, Director, Trust Area Services

David Marlor, Director, Legislative Services

WHAT	WHO
Introduction (4 minutes)	Chair, FPC
Comments (1 minutes)	Chief Administrative Officer
1. 2025/26 Proposed Budget Overview (up to 15 minutes) <u>Document References</u> • Budget Assumptions, Principles, Guidelines (BAPG) • Draft Budget Overview • Draft Budget Detail • Funding Requests ○ Strategic Plan Initiatives ○ Committee Projects ○ Operational Initiatives	Director, Financial & Employee Services – general overview Senior Leadership Team – specific funding requests
Questions, Comments, Debate, Direction for Change (remainder, up to 2 hours, 15 mins)	Trustees
NEXT STEPS: • Trust Council will approve a budget and direct staff to prepare the 5-year financial plan bylaw (March TC meeting) • Trust Council will approve the 5-year financial plan bylaw (March TC meeting) • Staff will forward the financial plan bylaw with an accompanying report to the Minister of Municipal Affairs by March 31. • Upon receipt of Ministerial approval of the financial plan bylaw, Trust Council will adopt the bylaw by RWM.	



BRIEFING

To:	Trust Council	For the Meeting of:	March 12, 2025
From:	Financial Planning Committee (not reviewed)	Date Prepared:	February 20, 2025
SUBJECT:	Draft 2025/26 Budget: Changes Since Trust Council's December Review		

PURPOSE:

To summarize key changes made to the draft 2025/26 budget since Trust Council last reviewed it in December.

BACKGROUND:

FPC has met twice since the Trust Council meeting in December to review the draft 2025/26 budget, and directed the following amendments:

FPC-2025-007

that Financial Planning Committee direct staff to remove \$15,000 for secretariat research from the draft 2025/26 budget.

FPC-2025-008

that Financial Planning Committee forward the following Trust Council meeting option for Trust Council to consider: half in person and half virtual.

[this has been incorporated into FPC's recommended draft 2025/26 budget as understood at FPC]

FPC-2025-009

that Financial Planning Committee recommend that the UBCM/AVICC budget be adjusted to reduce the Executive Committee members to two and reduce the amount by \$9,000.

FPC-2025-010

that Financial Planning Committee direct staff to remove \$10,000 for Executive Committee Application Sponsorship item from the draft 2025/26 budget.

FPC-2025-011

that Financial Planning Committee direct staff to remove \$2,000 for Coast Salish Art from the draft 2025/26 budget.

FPC-2025-012

that Financial Planning Committee direct staff to remove \$10,000 for Islands Trust Conservancy Conservation Land Securement from the draft 2025/26 budget.

FPC-2025-015

that Financial Planning Committee direct staff to remove \$1,000 for Islands Trust Conservancy Legal and remove \$1,100 for Islands Trust Conservancy Board training from the draft 2025/26 budget.

FPC-2025-016

that Financial Planning Committee remove \$4,600 for Executive expenses for Local Trust Committees from the draft 2025/26 budget.

FPC-2025-017

that Financial Planning Committee direct staff to draw an additional amount from surplus into the draft 2025/26 budget, equal to the correction in the third quarter financial forecast for salaries and benefits expense, and that this additional draw be allocated to work benefiting Bowen Island Municipality.

FPC-2025-018

that Financial Planning Committee forward the budget materials contained in agenda item 7.4 to Trust Council as amended, as its recommended 2025/26 Budget to Trust Council.

These FPC-directed amendments, taken together, have reduced planned spending by \$120,200 and increased draws from general revenue surplus by \$51,000. Together these changes resulted in a 1.6% reduction to the general LTA tax increase, and a 6.0% reduction to the general BIM Levy increase.

Changes to Budget Requests from Committees/Board:

At TC's direction, council committees and the ITC Board reviewed their respective budget requests and have collectively reduced funding requests by \$26,700 as follows:

Executive Committee:

- Reduction of \$8,200 for UBCM/AVICC convention attendance (from \$27,800 to \$19,600)
- Reduction of \$5,000 for Public Communications (from \$50,000 to \$45,000)
- Reduction of \$1,000 for EC Training (from \$2,500 to \$1,500)
- Reduction of \$1,000 for EC Travel for Training (from \$2,000 to \$1,000)

These changes resulted in a total budget request reduction of \$15,200.

Islands Trust Conservancy Board:

- Reduction of \$3,000 for Board Training (from \$4,800 to \$1,800)

Trust Programs Committee:

- Reduction of \$7,500 for the Stewardship Education program.

Governance Committee:

- Reduction of \$4,000 for Trust Council Policy Review.
- Increase of \$15,000 for a new funding request

These changes resulted in a total budget increase of \$11,000.

Regional Planning Committee:

- Advanced a new request for funding associated with Trust Council's Freshwater Sustainability Strategy for a freshwater atlas valued at \$12,000.

Other Changes:

Other significant changes to the draft budget since it was reviewed by Trust Council in December include the following (details in the budget overview briefing):

- Investment income has been increased by \$32,000 reflecting known investment returns plus updated estimates for future returns.
- Insurance budgets have been reduced to reflect actual renewal rates for Islands Trust.
- Legal expenses have been increased to properly approximate current spending trends adjusted for known litigation next year, including significant unusual amounts such as known approved bylaw enforcement litigation next fiscal year.
- Local Trust Committee expenses have been revised to reflect current spending trends expected to continue into next fiscal year, acknowledging the now fully realized reduction in contracted minute takers for meetings. A resolution by the SSI LTC has increased trustee expenses to pay for a local trustee attendance at UBCM and AVICC.
- Mobile devices costs have been reduced to reflect a planned move to a new provider.
- Training and Conferences has increased to reflect planned TC training, funded by grant monies from the LGMA.
- Updates to software and hardware costs based on new quotes received for existing software, identified new software requirements for operations (3D geological modelling software connector associated with TC's freshwater strategy, new software for staff time tracking, and new software for Customer Relationship Management).
- Total project costs have increased to reflect unfinished work from the current year that will require funding next fiscal to complete, for each of LTC projects, strategic plan projects, and operational and capital projects.
- Updates to staff salaries to include:
 - A new staff request for a 0.3 FTE Information Services co-op student (business case included)
 - Adjustments to executive and union staff salaries to reflect estimates for future increases per Public Sector Agency estimates
 - Adjustments to reflect actual salaries for newly hired staff positions.
- Updates for BC Assessment data associated with:
 - Non-Market Change (determines how much of our tax revenue increase will be generated on new development);
 - Converted Assessment Values (primarily drives the rate at which Bowen Island Municipality contributes to the Islands Trust budget, as well as internal allocations of expenses between LTCs; and,
 - folios per LTA (impacts trustee remuneration).
- Updates to trustee remuneration to reflect December CPI rates and folio figures, as well as revised CPP estimates to capture new CPP regulations.
- Updates for December CPI of 2.5% where applicable (cost of goods, Trustee Remuneration)

ATTACHMENT(S): None.

FOLLOW-UP: As directed by Trust Council.

Prepared By: J. Mobbs, Director, Financial & Employee Services

Reviewed By/Date:

BRIEFING

To: Trust Council **For the Meeting of:** March 12, 2025
From: Financial Planning Committee **Date Prepared:** February 11, 2025
SUBJECT: Draft 2025/26 Budget Overview

PURPOSE:

To provide Trust Council with an overview of Financial Planning Committee's recommended 2025/26 budget for review, comment, direction and approval.

BACKGROUND:

The Budget Assumptions, Principles, and Guidelines (BAPG) document for the 2025/26 budget cycle were approved by Trust Council at their September 2024 meeting. The document has been used as a guide in putting together the draft 2025/26 budget as much as reasonably possible. Staff have prepared an assessment of FPC's recommended 2025/26 budget against the BAPG for Trust Council information (see final report in the budget materials package.)

To date, the following activities have taken place to support the current draft of the 2025/26 budget:

BODY	ACTIVITY
Executive Committee (EC)	EC reviewed their budget needs and has submitted requests for its operational and programming functions, as well as for Trust Council projects under its oversight. Initial requests have been reviewed and reduced at Trust Council's direction.
Governance Committee (GC)	GC has submitted requests for three proposed initiatives. These initiatives are tied to Governance Report recommendations and direction of Trust Council. At the direction of Trust Council, initial requests have been reviewed with the intent of reducing the budget requests. GC reduced one request but has submitted another, effectively increasing their total budget request.
Islands Trust Conservancy Board (ITCB)	The ITCB has discussed its budget needs for next fiscal year and has advanced their request to the budget cycle. Initial requests have been reviewed and reduced at Trust Council's direction.
Regional	RPC has reviewed the business case submissions of LTCs, all of which

Planning Committee (RPC)	are included in the budget and this agenda for FPC's review. RPC reviewed the initial project feasibility assessment prepared by staff which assesses if all planned projects are achievable in the fiscal year. The updated version that accompanies the final version of the budget has not been reviewed by RPC. RPC had no initial budget requests requiring review under Trust Council's direction from December 2024. However, RPC has revisited its budget needs for next fiscal and has advanced a request for funding associated with Trust Council's Freshwater Sustainability Strategy.
Trust Programs Committee (TPC)	TPC has reviewed all their funding requests for the next fiscal year. Amounts are included in the draft budget and business cases are included in the agenda package. Initial requests have been reviewed and reduced at Trust Council's direction.
Local Trust Committees (LTCs)	LTCs have submitted business cases for their funding requests valued at over \$5,000. Smaller projects will continue to be funding from a pool of funds designated for this work, to be allocated as these minor projects arise. Planning staff have reviewed current year LTC projects not yet completed to determine if funding to complete these projects is required next fiscal year. Where it is, these amounts have been added to next year's draft budget.
Operational Business Units	All business units in Islands Trust have provided their departmental budget requests and submitted business cases for new operating initiatives as required. Staff have prepared estimates of Trust-wide expenses with the input of management. Staff have reviewed their departmental budget needs since December 2024 and where amendments have been identified, they are reflected in the budget.

The above information has been collated into the draft 2025/26 budget that is presented in this agenda.

PREAMBLE

The draft 2025/26 budget shows a 1.4% (\$152,000) increase in overall planned spending, driven primarily by increased costs for Trust Council and Islands Trust Conservancy. This percentage increase is below Consumer Price Index reports for Victoria BC as at December 2024 which reflect CPI at 2.5%. However, revenue from external sources (fees, grants, investment income) and internal funds (surplus, reserve transfers) has decreased significantly, with a total reduction of 27% and 29%, respectively. As a result, to cover the increased spending and non-tax revenue shortfall, an additional \$708,400 in taxes is required. The majority of these additional taxes is collected on the general tax base, resulting in a general tax increase of 5.2% for local trust areas and 12.9% for Bowen Island Municipality respectively.

External revenue sources like fees, grants, and investment income are largely beyond the organization's control. While local trust committees can influence fee revenue by adjusting application fees, the volume

of applications is driven by decisions of individual community members. The inclusion of grants is also outside the organization's control, as it depends on funding availability and funders' decisions. Given that these revenue streams cannot be easily increased, Islands Trust must rely on internal funding sources such as surplus or reserves to balance the budget and avoid steep tax hikes. However, projections indicate that surplus funds available at the end of the current year will be lower than in previous years, reducing the ability to offset tax increases. As a result, less surplus funding is included in the draft 2025/26 budget, leading to higher tax increases. (See related attachment for a detailed numerical explanation).

A review of local governing bodies near, or in the Trust Area reveals that the Islands Trust is not alone in facing the possibility of significant tax increases. The following table summarises proposed tax increases for jurisdictions reviewed:

Municipality/Regional District	Projected	Municipality/Regional District	Projected
City of Nanaimo	8%	District of Lantzville	0% to 3%
Nanaimo Regional District	7%	Village of Zeballos	7%
City of Parksville	8%	City of Victoria	8%
District of Saanich	8%	Bowen Island Municipality	9.5%
Capital Regional District (Salt Spring)	10%	Salt Spring Island Fire Protection District	9.9%
Fulford Water (managed by CRD)	3%	Beddis Water (managed by CRD)	10.8%
Cowichan Valley Regional District	5%	Municipality of North Cowichan	6%
City of Duncan	5.5%	District of Central Saanich	7%
Town of Sidney	7.5%	City of Langford	6.5%
Sunshine Coast Regional District	6%	Regional District of Mount Waddington (RDMW)	5.5%
Regional District of Alberni-Clayoquot	4.5%	City of Campbell River	6%
District of Port Hardy	7%	District of Ucluelet	8%
District of Tofino	9%	Village of Alert Bay	6%

While the Islands Trust may not be directly impacted by infrastructure and asset management cost pressures, other key budget drivers—such as inflation, rising operational and contractor costs, gaps in provincial funding, new spending requirements for climate change mitigation and adaptation, and initiatives related to First Nations reconciliation—are all influencing factors in our context.

SUMMARY OF DRAFT BUDGET RESULTS

The draft 2025/26 budget contains the following:

- Total proposed planned spending of \$11.1M:
 - Operating budget \$10.2M (excluding amortization expense)
 - Projects budget \$704,000
 - Capital budget \$239,000
- A proposed 5.2% general tax increase to local trust areas (exclusive of NMC)
- An estimated 12.9% general tax levy increase to Bowen Island Municipality (exclusive of NMC)
- A proposed draw from the General Revenue Surplus Fund of \$201,000.
- A proposed draw from the LTC Project Reserve Fund of \$199,000.
- A proposed draw from the Special Property Tax (SSIWPA) Reserve Fund of \$71,500.

SUMMARY COMPARISON TO PREVIOUS FISCAL YEARS

Comparison to the most recently completed fiscal year actual spending (2023/24) – A comparison to the most recently completed fiscal year actual spending can be somewhat helpful to determine trends in spending levels across time, which can inform budget development. Comparisons of the draft budget against this information must acknowledge two years of separation, thus it is expected that larger increases will be seen across this time frame in an economic climate of rising costs.

Comparison to the current year (2024/25) financial forecast – A comparison to the current year-financial forecast is the most helpful comparison to inform current real spending trends which influence budget development.

The draft **operating budget** has increased by \$371,000 (4%) over the current year financial forecast exclusive of non-cash amortization expense. The largest factors contributing to this increase are as follows:

Expenses	Increase (decrease) over 2024-25 Forecast	Increase (decrease) over 2023-24 Actual Spending
History and Heritage Funding Grants-in-Aid	\$ 6,000	\$ 6,000
Professional Consultant Fees	11,000	19,000
ITC - Ecosystem Mapping	9,000	6,000
FOI & Records Management	7,000	8,000
Office - Lease Costs	18,000	22,000
Office - Outside Services	18,000	12,000
Safety	8,000	12,000
Salaries and Benefits	623,000	1.2M
Training and Conferences	16,000	20,000
UBCM/AVICC Convention	11,000	11,000
Travel	3,000	5,000
Trustee Remuneration	20,000	39,000

The draft **projects budget** has increased by \$104,000 (17%) over the current year forecast due primarily to increase in planned spending for Reconciliation Action Plan, Policy Statement Amendment Project, new Governance Committee projects, as well as projects funded in 2024/25 that are delayed and have been moved into next fiscal year requiring budget to complete. These are primarily LTC projects, operational projects associated with planning services, and one ITCB project.

Project budget comparatives year-over-year are potentially less helpful for future year decision making as projects vary from year to year based on Trust Council priorities and could have very different costs depending on the nature of work being completed.

The draft **capital budget** has decreased by \$88,000 (27%) over the current year forecast primarily due to the completion of a portion of the Salt Spring Island office renovation and the completion of the Microsoft 365 implementation in the current fiscal year.

Planned Revenues:

External sources of revenue include application fees, grant funding, property taxes, levies, and investment income.

Internal sources of revenue, when used to balance the budget, comes from funds held in the Islands Trust surplus funds and reserve funds.

Local Trust Area (LTA) Taxes:

Local Trust Area taxes total \$9.2M in the draft budget. The total increase in tax revenues from LTAs over last year's budget is 7.6% (\$653,000). This amount is comprised of:

- A proposed average tax increase of 5.2% (\$444,000) across Local Trust Areas (LTAs) to cover ongoing annual operational costs.
- An anticipated 2.5% (\$210,000) average tax increase across Local Trust Areas (LTAs) to account for the Non-Market Change (NMC) factor, which is an increase to the tax base for new construction, developments, changes in land-use. This figure is based on NMC factor from the previously approved budget, and will be updated for more current amounts in future iterations of the budget.

Bowen Island Municipality (BIM) Taxes:

The BIM tax requisition calculates at \$446,320 in the draft budget. This is a total increase over last year's budget of 14.1% (\$55,330). This amount is expected to be collected from the existing property base as well as NMC factors, estimated as follows:

- An estimated increase of 12.9% (\$50,000) from the existing tax base; plus,
- An estimated 1.2% (\$5,000) generated from new tax base associated with NMC factors. This figure is based on NMC factor from the previously approved budget, and will be updated for more current amounts in future iterations of the budget.

Increases to the Bowen Island Municipal tax levy are driven primarily by: Increases in budgets for Trust Council work, Islands Trust Conservancy work, Legislative & Information Services work, and Administrative Services work, an increase in the administrative allocation rate, and reductions in amounts drawn from Islands Trust surplus funds which partially offset the calculated levy.

Special Tax Requisitions:

No new special tax requisitions have been included in the current version of the draft budget as no local trust committees have requested these funds. Should requests come forward during the budget cycle they will be added.

Grant Revenues:

Total grant revenues in the draft budget amount to \$596,000, broken down as follows:

- The annual unrestricted provincial grant has been budgeted at historical levels of \$180,000 (2023/24-\$180,000). Executive Committee and Trust Council are tasked with strategizing an approach to

request more funding from the province. However, as this project has not moved forward, no new information is available to support amending the value of this revenue stream.

- A restricted multi-year federal grant has been awarded to ITC for work related to Species at Risk in the Trust Area. This grant was originally signed in October 2020, and extended to May 2026. Of the total funding awarded, \$220,000 relates to work to be performed in fiscal 2025/26. This amount is recognised as revenue in the draft budget, along with the related expenses the grant will pay for. Related expenses are included in their appropriate area of spending.
- A restricted federal grant of \$200,000 was received from Environment and Climate Change Canada in fiscal 2024-25. Of this amount, \$135,000 is expected to be spent in 2025-26 and as such, has been recognised as grant revenue in the draft 2025-26 budget. As per approval by Trust Council these funds are being used to bring a temporary biologist on staff.
- A restricted provincial grant of \$150,000 was received from the Ministry of Municipal Affairs for First Nations engagement funding in fiscal 2023-24. Of this amount, \$36,000 is expected to be spent in fiscal 2025-26.
- A restricted grant from the Local Government Management Association's responsible conduct resource administration program of \$25,000 to support Trust Council training next year
- A line for contingent grant income is included in the budget with a nominal \$1. This line serves as a placeholder to ensure unanticipated grants awarded in the year can be captured as required.

Other Revenue Sources:

- Fees from applications is set at \$198,000 (2024/25 - \$276,000) based on an estimate of fees to be recognized in the year in line with work completed in the fiscal year on applications. This amount is reduced from historical values as a result of the new accounting standard for fees, which only allow the recognition of fees revenue as work is completed on applications rather than when fees are received.
- Interest income is budgeted at \$211,000 (2024/25- \$260,000) based on estimated investment returns on the investment of 2025/26 property tax funds, and assumes interest rates will be reduced over the next year.

Surplus Funding:

The proposed budget shortfall of \$471,500 is proposed to be funded with draws from surplus and reserve funds:

- A draw from the general revenue surplus fund (GRSF) of \$201,000 is included in the draft budget, all of which is allocated to strategic plan projects.
- A draw from the LTC project specific reserve fund (LTCPSRF) of \$199,000 is included in the draft budget to offset total LTC project costs. This reflects unspent amounts from the current fiscal year related to LTC work.
- A draw from the SSI Special Property Tax reserve fund of \$71,500 is included in the draft budget.

Planned Expenditures:

The largest budgeted expense to Islands Trust remains staff salaries and benefits expense, at \$7.1M budget (2024/25- \$6.6M), representing 64% of the overall draft budget. Staffing levels, by department, expressed as Full-Time Equivalents (FTE), are broken down as follows:

Department	Functions	Base	New FTE	Total	Budget (\$)	% of Salaries
		FTE		FTE		Cost
Executive Office	Office of CAO	3.0		3.0	\$ 454,063	6%
Legislative and IS Services	Legislation, Policy, Risk & Records Management, Info Services	7.0	0.3	7.3	790,445	11%
Administrative Services	Finance & Accounting, Procurement Coordination, Human Resource	5.1		5.1	666,183	9%
Trust Area Services	Communications, Government Relations, Grants	5.4	1.0	6.4	744,713	10%
Islands Trust Conservancy	Land Management and Acquisition	8.8		8.8	902,189	13%
Planning & Bylaw Services	Land Use Planning, Bylaw Enforcement	34.3		34.3	3,543,868	50%
Total		63.6	1.3	64.9	\$ 7,101,461	100%

Note: Islands Trust Conservancy, Planning Services, and Information Services include a 0.3 FTE co-op student each.

Factors influencing this expenditure line item include:

- Changes to staffing levels and complements from the previous budget:
 - An increase to the salary and benefits cost for the new Chief Administrative Officer (\$40,000)
 - An additional five months of salary and benefits for the Islands Trust Conservancy Team Lead (\$50,000). As this position was new in 2024/25 which required time to hire, only seven months was funded in the previous year.
 - An additional six months of salary and benefits for the Registered Professional Biologist (\$46,000). As this position was new in 2024/25 which required time to hire, only six months was funded in the previous year.
 - An additional four months of salary and benefits for the GIS Coordinator (\$32,000). As this position was new in 2024/25 which required time to hire, only eight months was funded in the previous year.
 - Addition of a temporary Policy Advisor for one year (\$126,000) to carry on policy work during the completion of the policy statement review.
 - Addition of an Information Services Co-op Student for up to 16 weeks (\$25,000) to support catching up on required updates and rebuilds to Island Trust in-house applications used by staff to manage all trust body meetings.
- Staff salaries and benefits have been adjusted from previous years for the following factors:
 - An estimated 2.5% wage increase for all BCGEU staff members, effective April 1, 2025. The actual increase for next fiscal is unknown at this juncture as collective agreement negotiations between the province and the BCGE Union have not yet concluded. The 2.5% estimate used in this draft is based on December 2024 Victoria CPI values.
 - An adjustment for 27 BCGEU staff who will move up 'steps' in their range in the fiscal year (3.0% per step per person).
 - An effective up-to 2.25% wage increase (i.e. potential up to 3.0% increase four months into the fiscal year) for excluded managers and directors to anticipate potential increases from PSA received in the fiscal year.
 - An overtime budget of \$39,000 is included in the draft budget, which reflects only time worked that is paid out to staff. Time that is banked and taken as additional time off in the same year does not add to salaries cost and as such does not require an increase to the budget.
 - Benefits expense on base salaries remains calculated at 25.4% of gross salaries, consistent with prior years, and is estimated at \$1.5M (2024/25- \$1.3M). This payment to PSA is made to pay for items such as: employer portions of CCP, EI, EHT, and pension contributions for staff; extended benefit plan premiums for staff; and other fringe benefits for staff.

- An allowance of \$182,000 for staff turnover has been made in the 2025/26 draft budget acknowledging that vacancies contribute to salaries underspending each year. This amount represents 2.5% of the overall salaries budget which is in line with historical average salaries underspending against budget.
- **Contracted Temporary Staffing** expenses have been budgeted at \$15,000 (2024/25 \$20,000). These are costs that will be incurred for contractors who are backfilling for staff vacancies throughout the year, and for planned hiring of temp agency workers for small initiatives. This amount is allocated solely to the ITC as per the ITCB budget request.

Trustee remuneration and benefits remains quantified by Trust Council [Policy 7.2.1 Trustee Remuneration](#) amounts to \$734,000 in the 2025/26 draft budget (2024/25- \$710,000). Factors influencing this figure include the following:

- An anticipated 2.5% increase to base remuneration to adjust for CPI changes, based on December, 2024 reported annual inflation figures for the Victoria area. This rate will be adjusted to reflect final Statistics Canada inflation rates at the end of the calendar year, in line with policy.
- No change to population figures which are updated every five years in line with census reports issued by Statistics Canada.
- Amounts for the number of folios by LTA as provided by BC Assessment have been updated as of December 2024 per policy.
- Inclusion of employer CPP contributions at the rate of 5.95% at January 1, 2026.
- Extended benefit premiums have been increased to reflect the cost of enrolling trustees in the UBCM enhanced benefit plan, and account for the rate increase received effective October 1, 2024.
- Employer Health Tax (EHT) remains at 1.95% of base salary.
- Inclusion of committee meeting remuneration for Council Committee members at a rate of \$150/meeting for Committee Chairs and \$100/meeting for Committee members. Six meetings for each of RPC, TPC, FPC and GC, and four meetings for the new Accessibility Committee have been budgeted based on approved meeting schedules for these bodies.

Trust Council meeting expenses have been budgeted to fund two in person meetings of Trust Council and two virtual meetings as recommended by the Financial Planning Committee. This approach does not align with Trust Council's decision from September 2024 to hold all of its meetings in person – however, in light of budget pressures and a changing economic landscape, FPC has recommended that Trust Council revisit its decision to hold all meetings in person next fiscal year. Current planned spending for Trust Council meetings in the draft budget is \$67,5000 (2024/25 – \$126,000), which represents \$33,700 per in-person meeting based on the average cost of the March 2024 and June 2024 Trust Council meetings. Last year, staff indicated that the cost for Trust Council meetings was increasing and future budgets would have to reflect this.

Executive Committee meeting expenses are budgeted at \$6,200 (2024/25- \$5,400) which reflects a plan to continue with the current complement of electronic and in-person meetings. This budget line will also fund EC in-person meetings with external agencies such as BIM and SJC.

Council Committees meeting expenses are budgeted at a total of \$nil (2024/25 - \$6,500) as all committees have adopted plans to meet fully electronically.

LTC-direct expenses amount to \$82,000 (2024/25- \$94,000). These costs include travel costs for LTC chairs and trustees, venue rental costs, LTC communications, APC meeting costs, and costs of taking meeting minutes.

- LTC Trustee expenses have increased over the prior year budget (\$3,000) to align with current spending trends in this area.
- LTC Executive Expense on LTCs pays for LTC Chair travel for LTC business, primarily to attend LTC meetings. Review of the budget that funds EC members while traveling to LTC meetings was undertaken and a revised budget of \$29,000 for this function was recommended by FPC.
- LTC Meeting expenses have decreased over the prior year budget (\$5,000) to align with current spending trends in this area. The reduction reflects reduced use of contracted minute takers whose cost was formerly reflected in this line. This change arose from the hiring of the Meeting Administrator in the current year.
- LTC APC meeting expenses align with the previous year budget and current spending trends.
- LTC Communications have decreased over the prior year budget (\$1,500) to align with current spending trends in this area.

Next year, staff hope to involve LTCs directly in their budget setting and aim to provide draft figures to each LTC for their consideration and input early in the budget cycle. These costs

LTC project expenses are budgeted at \$436,000 (2023/24- \$566,500) for LTC projects which includes an allowance for upcoming, currently unknown LTC projects (\$36,500). A breakdown of LTC project funding requests is as follows:

ITEM	Carryover from Prior Year (from surplus)	New funding request	Total 2025/26
<u>Specific Projects >\$5000:</u>			
DE: Denman Island Housing Review - Phase 2	3,750	12,000	\$ 15,750
GM: Gambier OCP/LUB Amendments Implementation		10,000	\$ 10,000
GB: Gabriola OCP/LUB - Phase 3	18,000	30,000	\$ 48,000
LA: OCP and LUB Review - Phase 1		15,500	\$ 15,500
MA: Housing Options - Year 2		8,000	\$ 8,000
NP: Housing Access and Affordability - Year 2		8,000	\$ 8,000
HO: First Nations	18,750		\$ 18,750
SS: OCP/LUB - Year 2	158,500	45,500	\$ 204,000
			\$ 328,000
<u>Minor Projects Placeholder:</u>			
Pool for Allocation to LTCs in Year			\$ 36,500
Total Specific LTC Projects			\$ 364,500
<u>SSI LTC projects proposed for funding from Special Tax Reserve Funds:</u>			
SSIWPA Plan Coordination		\$ 55,000	
SSI Groundwater Sustainability Strategy		16,500	\$ 71,500
Total planned spending on LTC projects			\$ 436,000

Planning staff have completed an assessment of the feasibility of completing all planning services projects in a single fiscal year. This report is included with the budget materials to inform FPC's budget recommendations and Trust Council's budget decisions.

Islands Trust Conservancy expenses, (excluding ITC staff salaries and benefits of \$902,000), amount to \$352,000 in the 2025/26 draft budget (2024/25- \$324,000). The increase in budget is primarily due to the following:

- \$9,200 increase to Ecosystem Mapping. This will fund some critical updates to ITC's mapping capacity to improve efficiency of data collection, integration into Islands Trust mapping systems, and analysis to support improved conservation planning and management decision making. These critical updates were identified as part of the protected area data management project funded in 2024/25.
- \$8,000 increase to Legal costs to address increased complexity of legal needs for land conservation and management in the Trust Area.
- \$19,000 increase for Professional Services which will pay for new bookkeeping services (\$4,000), and a Species at Risk program evaluation (\$7,000) and a contracted First Nations Specialist advisor/liaison (\$8,000), committed to in the ECCC grant agreement.
- \$2,100 increase to Safety for GPS locator monitoring
- \$2,300 increase to Property Management, acknowledging growing numbers of properties and covenants under ITC management

Detail on the formal budget request from the ITCB is attached to the agenda for review.

Office leases and associated costs amount to \$540,000 (2024/25- \$515,000). Staff office spaces remain in Victoria, and on Gabriola Island and on Salt Spring Island. A smaller on-island office lease remains in use on Galiano Island historically used by trustees and planning staff for meetings with members of the public. Staff will review the value of this office space with Galiano trustees and staff who use it, and will provide updates in future budget versions for FPC's consideration.

The primary driver of increases in this area is typically increased lease costs associated with the three main office spaces, due to rising costs incurred by landlords and passed on to Islands Trust as tenants. While this trend continues for the Gabriola Island and Victoria office spaces, a leasehold inducement of approximately \$13,000 for the new Salt Spring Island office space means fewer months of lease costs next year related to this space. Without this leasehold inducement, this figure would be a higher budget amount.

Mobile Devices is budgeted at \$3,000 (2024/25 - \$21,000). This budget line is for cellular phone services. Islands Trust has been able to secure a new plan with a new provider offering reduced rates to provincial government entities as part of a provincial mobile plan negotiation. As incentive to switch providers, Islands Trust will receive a credit for all cell devices brought into the new plan. This credit is sufficient enough to reduce spending on mobile services next fiscal to just a few thousand dollars. This is a one time benefit that will not transition into future years.

FOI & Records Management is budgeted at \$12,000 (2024/25 - \$5,000). This budget line is for hiring contractors who assist in addressing Freedom of Information requests and records management issues.

Recruitment & Labour Relations has a budget of \$22,000 (2024/25 – \$96,000) to fund advertisements for job postings and contracted human resource assistance from the Public Service Agency. The decrease over the previous year is due to the \$75,000 amount budgeted in the prior year for CAO recruitment.

Payroll Processing is budgeted at \$22,000 (2024/25 – \$20,000) reflecting expenses paid to the public service agency for processing staff payroll. This amount reflects current costs for this service.

Insurance costs are budgeted at \$199,000 (2023/24- \$198,000) which reflects known renewal amounts. The bulk of Islands Trust insurance costs relate to General Liability and Errors and Omissions insurance

coverage, which provides professional liability coverage for staff and directors liability coverage for trustees.

Legal Costs (General, Bylaw enforcement litigation, Litigation defense) have been budgeted at a total of \$356,000 (2024/25- \$214,000).

- **Legal General** is budgeted at \$90,000, which is lower than 2024/25 budget but is in line with the forecasted spending in the area for the current 2024/25 year. The legal general budget pays for legal opinions, interpretations and advice on various topics not associated with litigation or claims files. Management has increased rigor around spending in this area, but acknowledges this term’s Council is tending to lean into legal opinions quite frequently which may drive costs up in this area.
- **Legal for Bylaw Enforcement** has been budgeted at \$161,000, which reflects existing enforcement levels on the Islands plus specific amounts for already approved (by Executive Committee) significant bylaw enforcement actions planned for next fiscal.
- **Legal Litigation** is budgeted at \$105,000 (2024/25 - \$42,000) higher than the 2024/25 budget. The previous budget intentionally budgeted low and chose to fund overages from surplus. This approach for next fiscal is ill-advised given pressures on existing excess surplus funds available. Next year’s budget estimate for this area is based on current spending trends, adjusted for known information associated with current and potential future claims.

Software Support and Licensing expenses are budgeted at \$200,000 (2024/25- \$204,000), which includes costs for the many software systems used by the Trust in their everyday work. Amounts for this area are increased over the prior year due primarily to Increased costs for Cityview Bylaw Portal, and new software for time tracking and Customer Relationship Management.

Computer Hardware and Software expenses have been budgeted at \$156,000 (2024/25- \$182,000) which includes costs for the following:

- \$ 75,000 for replacement of the storage network server
- \$ 4,000 for the purchase of GPS locators for field work
- \$ 7,000 for uninterruptible power supplies, and data sticks that need to be replaced,
- \$ 5,000 for contingent hardware purchases
- \$ 37,000 for the purchase of 16 new computers as part of our cyclical replacement program.
- \$ 29,000 in contracted technical support to complete these projects

Professional Consultant Fees are budgeted at \$19,000 (2024/25 \$0). This budget line reflects amounts to hire professionals to conduct work on behalf of Islands Trust. The amount in the budget reflects costs that will be incurred for a grant-required evaluation of the Species at Risk program, as well as First Nations perspectives on species at risk. This amount is allocated solely to the ITC as per the ITCB budget request.

Strategic plan projects with budget funding requests reflect the initiatives approved by Trust Council as part of their strategic plan, and amount to \$268,000 (2024/25- \$416,000), broken down in the following list:

• Reconciliation Action Plan	\$ 50,000
• Policy Statement Amendment	\$ 53,500
• Stewardship Education Program	\$ 9,500
• Secretariat Services	\$ 17,000
• Freshwater Sustainability Strategy	\$ 12,000
• ITC First Nations Engagement	\$ 20,000
• Trustee Remuneration Review	\$ 10,000
• Trust Council Policy Review	\$ 6,000
• Cityview Bylaw Portal	\$ 90,000

Business cases outlining rationale for each funding request is attached to the agenda.

Surplus balances:

Staff estimate the balance in the general revenue surplus fund at the end of the current year (2024/25) to be ~\$2.1M, which is slightly above the recommended balance to be held in surplus per Trust Council's policy of \$1.95M. A portion of the excess will be transferred to the LTC reserve fund to support planned spending next fiscal year. As such, there is less available excess monies in the general surplus fund to draw on to offset spending in the 2025/26 budget. Consequently, the amount drawn from general surplus in the draft 2025/26 budget is reduced over historical levels, which is a factor contributing to rising taxes.

With the planned draw of \$201,000 it is expected the balance in the general surplus fund will fall below policy-recommended minimums by approximately 9%. This assumes current year actual financial activity falls closely in line with forecasted financial activity. Historically, actual spending tends to be less than forecasted; thus, general surplus balances may not actually fall to the level currently estimated. There is no risk to Islands Trust cashflow with the proposed fall in surplus balances, barring significant changes in operations.

ATTACHMENT(S):

1. Draft 2025/26 Budget_ Numeric
2. Funding Requests from LTCs, Council Committees, ITC Board
3. Unfunded Business Cases

FOLLOW-UP: As directed.

Prepared By:	N. Rogers, Finance Officer J. Mobbs, Director, Financial and Employee Services
Reviewed By:	CAO/February 13, 2025 Financial Planning Committee/February 19, 2025

BIM Contrib	DESCRIPTION	2023/24	2024/25		2025/26	Budget-Budget Comparisons		Budget-Forecast Comparisons		Budget-Actual Comparisons	
		ACTUALS	Approved BUDGET	Forecast to March 31, 2025	Draft BUDGET	Budget Change \$	Budget Change %	Change \$	Change %	Draft budget vs 2024 actuals	Draft Budget to 2024 actuals % change
	REVENUE										
	Fees	190,453	275,500	176,737	198,100	(77,400)	-28%	21,363	12%	7,647	4%
✓	Provincial Grant - Unrestricted	180,000	180,000	199,000	180,000	-	0%	(19,000)	-10%	-	0%
	Provincial Grant - FN Engagement	40,000	77,000	41,000	36,000	(41,000)	-53%	(5,000)	-12%	(4,000)	-10%
✓	Provincial Grant - LG Climate Action Funds	149,665	38,082	-	-	(38,082)	-100%	-	0%	(149,665)	-100%
	Provincial Grant - Complete Communities (SSI LTA)	-	126,000	133,901	-	(126,000)	-100%	(133,901)	-100%	-	0%
	Provincial Grant - BC Active Transportation Grant (SSI LTA)	-	-	-	-	-	0%	-	0%	-	0%
	Provincial Grant - LG Development Applications	107,144	-	53,220	-	-	0%	(53,220)	-100%	(107,144)	-100%
	Provincial Grant - Restricted - Housing Initiatives	-	127,336	127,336	-	(127,336)	-100%	(127,336)	-100%	-	0%
	Provincial Grant - Restricted (Freshwater Initiatives/Healthy Waters)	34,149	-	15,568	-	-	0%	(15,568)	-100%	(34,149)	-100%
✓	Provincial Grant - Restricted (ITC Conserv. Stimulus)	-	-	-	-	-	0%	-	0%	-	0%
✓	Federal Grant - Restricted (ITC SAR)	220,000	220,000	220,000	220,000	-	0%	-	0%	-	0%
✓	Federal Grant - Restricted - ECCC	-	65,500	16,000	134,930	69,430	106%	118,930	743%	134,930	100%
	Federal Grant - Transport Canada - Community Participation Funding	1,775	-	-	-	-	0%	-	0%	(1,775)	-100%
✓	LGMA: Responsible Conduct Resource Administration Program	-	-	-	25,000	25,000	100%	25,000	100%	25,000	100%
	Contingent Grants - Projects	-	1	-	1	-	0%	1	0%	1	0%
	Property Tax Levy - LTA Base	8,046,628	8,555,040	8,555,040	8,555,040	-	0%	-	0%	508,412	6%
5.2%	Property Tax Levy - LTA General Increase	-	-	-	443,740	443,740	100%	443,740	100%	443,740	100%
2.5%	Property Tax Levy - LTA NMC Increase	-	-	-	209,600	209,600	100%	209,600	100%	209,600	100%
	Special Tax Requisition - SSI LTA (SSIWPA)	43,500	-	-	-	-	0%	-	0%	(43,500)	-100%
	Property Tax Levy - Bowen Base	345,989	391,260	391,260	391,260	-	0%	-	0%	45,271	13%
12.9%	Property Tax Levy - Bowen General Increase	-	-	-	50,330	50,330	100%	50,330	100%	50,330	100%
1.2%	Property Tax Levy - Bowen NMC Increase	-	-	-	4,730	4,730	100%	4,730	100%	4,730	100%
✓	Investment Income	319,327	260,000	253,900	211,000	(49,000)	-19%	(42,900)	-17%	(108,327)	-34%
Total Revenue		9,678,630	10,315,719	10,182,962	10,659,731	344,012	3%	476,769	5%	981,101	10%
	EXPENSES										
	Amortization expense	154,425	224,000	167,000	211,000	(13,000)	-6%	44,000	26%	56,575	37%
	Applications sponsored by EC	16,136	15,000	15,000	15,000	-	0%	-	0%	(1,136)	-7%
✓	Gain/Loss on Disposal	-	-	-	-	-	0%	-	0%	-	0%
✓	NAPTEP Applications sponsored by EC	275	1,000	1,000	1,000	-	0%	-	0%	725	264%
✓	History and Heritage Funding Grants-in-Aid	-	-	-	6,000	6,000	0%	6,000	0%	6,000	0%
✓	Audit	29,173	22,000	24,000	26,900	4,900	22%	2,900	12%	(2,273)	-8%
✓	Bank Charges & Interest	5,078	3,500	4,000	3,600	100	3%	(400)	-10%	(1,478)	-29%
✓	Moneris Fees	264	-	3,000	6,000	6,000	100%	3,000	100%	5,736	2173%
✓	Board of Variance	839	1,200	1,000	1,050	(150)	-13%	50	5%	211	25%
✓	Carbon Offset Purchases	-	-	-	-	-	0%	-	0%	-	0%
✓	Committee Meeting Expense - FPC	-	-	-	-	-	0%	-	0%	-	0%
	Committee Meeting Expense - RPC	2,171	-	-	-	-	0%	-	0%	(2,171)	-100%
✓	Committee Meeting Expense - TPC	1	3,700	-	-	(3,700)	-100%	-	0%	(1)	-100%
✓	Committee Meeting Expense - CAOHC	32	-	1,000	-	-	0%	(1,000)	-100%	(32)	-100%
✓	Committee Meeting Expense - Governance	219	-	-	-	-	0%	-	0%	(219)	-100%
✓	Committee Meeting Expense - Accessibility*	-	-	-	-	-	0%	-	0%	-	0%
✓	Cultural Working Group	-	-	-	-	-	0%	-	0%	-	0%
✓	Communications and ITC Fundraising	64,003	73,000	68,000	55,000	(18,000)	-25%	(13,000)	-19%	(9,003)	-14%
✓	FN Protocol Funds	-	-	-	-	-	0%	-	0%	-	0%
✓	SW Support and Licensing	152,169	203,600	204,000	199,800	(3,800)	-2%	(4,200)	-2%	47,631	31%
✓	Internet	47,949	46,700	48,000	47,250	550	1%	(750)	-2%	(699)	-1%
✓	Technical Support	56,356	100,000	100,000	92,500	(7,500)	-8%	(7,500)	-8%	36,144	64%
✓	Meeting Streaming Services	14,627	15,000	15,000	15,000	-	0%	-	0%	373	3%
✓	Contingency	-	-	-	-	-	0%	-	0%	-	0%
✓	Contracted Temporary Staffing	30,083	20,000	57,000	15,000	(5,000)	-25%	(42,000)	-74%	(15,083)	-50%
✓	Professional Consultant Fees	-	-	8,000	19,000	19,000	0%	11,000	138%	19,000	0%
	Elections - General	-	-	-	-	-	0%	-	0%	-	0%
	Elections - By-elections	-	-	-	-	-	0%	-	0%	-	0%
✓	Insurance	211,514	198,300	198,000	198,940	640	0%	940	0%	(12,574)	-6%
✓	ITC - Board Honoraria	6,250	7,000	5,000	7,000	-	0%	2,000	40%	750	12%
✓	ITC - Board Meeting Expense	2,525	2,850	2,000	2,850	-	0%	850	43%	325	13%
✓	ITC - Board Training & Conferences	961	1,600	1,000	500	(1,100)	-69%	(500)	-50%	(461)	-48%
✓	ITC - Property Management	135,926	166,140	166,000	168,460	2,320	1%	2,460	1%	32,534	24%
✓	ITC - Conservation Planning & Land Securement	12,837	26,550	27,000	27,000	450	2%	-	0%	14,163	110%
✓	ITC - Ecosystem Mapping	3,545	-	-	9,200	9,200	100%	9,200	100%	5,655	160%
	Land Title Registrations	3,079	4,750	4,000	4,750	-	0%	750	19%	1,671	54%
✓	Legal - general	90,595	96,100	101,000	90,000	(6,100)	-6%	(11,000)	-11%	(595)	-1%
	Legal - bylaw enforcement litigation	127,570	75,700	257,000	161,000	85,300	113%	(96,000)	-37%	33,430	26%
	Legal - litigation defence	144,177	41,800	190,000	105,000	63,200	151%	(85,000)	-45%	(39,177)	-27%
	LTC "Trustee Expenses"	2,028	4,430	7,000	7,210	2,780	63%	210	3%	5,182	256%
	LTC "Executive Expense on LTC's"	25,965	36,900	26,000	29,000	(7,900)	-21%	3,000	12%	3,035	12%
	LTC Meeting Expenses	42,351	36,260	30,000	31,040	(5,220)	-14%	1,040	3%	(11,311)	-27%
	LTC Local Exp APC Meeting Expenses	6,646	9,500	9,000	9,530	30	0%	530	6%	2,884	43%
	LTC Local Exp Communications	5,749	6,850	5,000	5,330	(1,520)	-22%	330	7%	(419)	-7%
✓	Meeting Expense	136,495	137,400	154,000	79,700	(57,700)	-42%	(74,300)	-48%	(56,795)	-42%
✓	Memberships	16,871	19,000	19,000	19,950	950	5%	950	5%	3,079	18%
	Notices - Statutory & Non-Statutory	16,371	17,000	14,000	15,000	(2,000)	-12%	1,000	7%	(1,371)	-8%
✓	FOI & Records Management*	4,316	5,000	5,000	12,000	7,000	140%	7,000	140%	7,684	178%
✓	Office - Lease costs	445,559	455,400	450,000	467,500	12,100	3%	17,500	4%	21,941	5%
✓	Office - Outside services	60,445	59,100	54,000	72,200	13,100	22%	18,200	34%	11,755	19%
✓	Postage, Courier & Delivery	7,428	7,800	9,000	8,050	250	3%	(950)	-11%	622	8%
✓	Recruitment & Labour Relations	22,059	96,000	91,000	21,530	(74,470)	-78%	(69,470)	-76%	(529)	-2%
✓	Payroll Processing*	20,864	19,500	22,000	22,200	2,700	14%	200	1%	1,336	6%
✓	Safety	4,790	7,040	8,000	16,350	9,310	132%	8,350	104%	11,560	241%
✓	Sal & Ben - Salaries - Exec/TAS/ITC/FIN/HR/IS	2,445,810	2,877,108	2,733,000	3,193,142	47,000	2%	460,142	17%	747,331	31%
✓	Sal & Ben - Benefits - Exec/TAS/ITC/FIN/HR/IS	619,387	730,785	694,000	811,058	80,273	11%	117,058	17%	191,671	31%
	Sal & Ben - Salaries - Planners & RPMs	1,502,765	1,593,281	1,583,000	1,633,904	40,623	3%	50,904	3%	131,139	9%
	Sal & Ben - Benefits - Planners & RPMs	379,972	404,693	402,000	415,012	10,318	3%	13,012	3%	35,040	9%
	Sal & Ben - Salaries - Planning Support	426,092	497,794	515,000	501,396	3,602	1%	(13,604)	-3%	75,304	18%
	Sal & Ben - Benefits - Planning Support	107,563	126,440	131,000	127,355	915	1%	(3,645)	-3%	19,791	18%
	Sal & Ben - Salaries - Bylaw	319,897	320,828	336,000	334,606	13,778	4%	(1,394)	0%	14,708	5%

BIM Contrib	DESCRIPTION	2023/24	2024/25		2025/26	Budget-Budget Comparisons		Budget-Forecast Comparisons		Budget-Actual Comparisons	
		ACTUALS	Approved BUDGET	Forecast to March 31, 2025	Draft BUDGET	Budget Change \$	Budget Change %	Change \$	Change %	Draft budget vs 2024 actuals	Draft Budget to 2024 actuals % change
	Sal & Ben - Benefits - Bylaw	80,890	81,490	85,000	84,990	3,500	4%	(10)	0%	4,100	5%
✓	Stationery & Office Supplies	22,797	21,300	21,000	20,000	(1,300)	-6%	(1,000)	-5%	(2,797)	-12%
✓	Tech Supplies	12,965	9,300	12,000	10,000	700	8%	(2,000)	-17%	(2,965)	-23%
✓	Subscriptions	12,042	7,900	10,000	11,900	4,000	51%	1,900	19%	(142)	-1%
✓	Telephone	13,535	16,100	16,000	16,100	-	0%	100	1%	2,565	19%
✓	Mobile Devices	26,897	21,300	27,000	3,162	(18,138)	-85%	(23,838)	-88%	(23,735)	-88%
✓	Training - Organization-wide	3,130	5,000	2,000	2,500	(2,500)	-50%	500	25%	(630)	-20%
✓	Training - staff recognition & meetings	9,623	10,000	18,000	10,240	240	2%	(7,760)	-43%	617	6%
✓	Training & Conferences	43,980	61,150	48,000	64,000	2,850	5%	16,000	33%	20,020	46%
✓	Travel for Training	29,229	32,850	34,000	27,150	(5,700)	-17%	(6,850)	-20%	(2,079)	-7%
✓	UBCM/AVICC Convention	-	-	-	10,600	10,600	100%	10,600	100%	10,600	100%
✓	Travel	77,892	79,370	80,000	83,225	3,855	5%	3,225	4%	5,333	7%
✓	Trustee Remuneration	587,528	610,870	606,000	626,047	15,177	2%	20,047	3%	38,519	7%
✓	Trustee Remuneration - CPP Expense	26,725	21,670	27,000	27,629	5,959	27%	629	2%	904	3%
✓	Trustee Remuneration - Health/Dental benefits	63,837	65,870	67,000	68,017	2,147	3%	1,017	2%	4,180	7%
✓	Trustee Remuneration - Employer Health Tax	11,567	11,912	12,000	12,208	296	2%	208	2%	641	6%
Operating Budget Subtotal		8,955,525	9,873,682	10,029,000	10,399,630	525,948	5%	370,630	4%	1,444,105	16%
Amortization budget adjustment (not taxed for)			(224,000)		(211,000)	13,000	-6%				
Net Operating Budget Subtotal		8,955,525	9,649,682	10,029,000	10,188,630	538,948	6%	370,630	4%	1,233,105	14%
PROJECTS											
<u>LTA Projects:</u>											
	LTA Work Funded by Special requisition (SWIPPA)	800	-	-	-	-	0%	-	0%	(800)	-100%
	LTC Projects funded by Special Requisition (SSWPA) Reserve Fund	-	73,000	-	71,500	(1,500)	-2%	71,500	0%	71,500	0%
	LTC Projects, partially funded by LTC reserve fund	71,114	493,500	261,112	364,500	(129,000)	-26%	103,388	40%	293,386	413%
	LTC Projects Funded by Approved Grants (590) - SSI LTA	-	-	-	-	-	0%	-	0%	-	0%
	LTC Projects Funded by Contingent Grants (590)	-	1	-	1	-	0%	1	0%	1	0%
<u>Strategic and Governance Projects</u>											
✓	Reconciliation Program	17,925	25,000	25,000	50,000	25,000	100%	25,000	100%	32,075	179%
✓	Policy Statement Amendment	12,213	81,000	39,000	53,500	(27,500)	-34%	14,500	37%	41,287	338%
✓	Stewardship Education Program	7,799	15,000	12,000	9,500	(5,500)	-37%	(2,500)	-21%	1,701	22%
✓	Secretariat Services	11,985	15,000	14,250	17,000	2,000	13%	2,750	19%	5,015	42%
	Freshwater Sustainability Strategy	-	-	-	-	-	0%	-	0%	-	0%
✓	Trustee Remuneration Review	-	-	-	10,000	10,000	100%	10,000	100%	10,000	100%
✓	Trust Council Policy Review	-	-	-	6,000	6,000	100%	6,000	100%	6,000	100%
✓	Trust Council Secretariat Research	-	-	-	-	-	0%	-	0%	-	0%
	Housing Needs Assessments	-	127,336	127,336	-	(127,336)	-100%	(127,336)	-100%	-	0%
	Housing Strategy	26,779	30,000	20,000	-	(30,000)	-100%	(20,000)	-100%	(26,779)	-100%
✓	ITCB First Nations Engagement Plan	-	20,000	-	20,000	-	0%	20,000	0%	20,000	0%
✓	Governance Committee Project Funds	-	3,000	-	-	(3,000)	-100%	-	0%	-	0%
	Indigenous Watersheds Initiative	34,149	-	-	-	-	0%	-	0%	(34,149)	-100%
	Freshwater Sustainability Strategy	-	-	23,900	12,000	12,000	100%	(11,900)	-50%	12,000	100%
✓	Seniors Video Project	364	-	-	-	-	0%	-	0%	(364)	-100%
	Groundwater Recharge Mapping	721	-	-	-	-	0%	-	0%	(721)	-100%
	LG Development Approvals Program: PS	107,144	-	53,220	-	-	0%	(53,220)	-100%	(107,144)	-100%
	Cityview: Bylaw Portal	-	90,000	24,182	90,000	-	0%	65,818	272%	90,000	0%
	Building Footprint: Data Update	-	10,000	-	-	(10,000)	-100%	-	0%	-	0%
Projects Total		290,993	982,837	600,000	704,001	(278,836)	-28%	104,001	17%	413,008	142%
Total Operating + Projects Expenditures		9,246,517	10,632,519	10,629,000	10,892,631	260,112	2%	263,631	2%	1,646,114	18%
CAPITAL											
✓	Coast Salish Art for Main Offices	-	-	-	-	-	0%	-	0%	-	0%
✓	Computer H/W & S/W	10,283	181,700	182,000	156,100	(25,600)	-14%	(25,900)	-14%	145,817	1418%
✓	Software - separate from Hardware for 2021	-	-	-	-	-	0%	-	0%	-	0%
✓	Office - Equipment & Furniture	2,883	5,000	5,000	7,000	2,000	40%	2,000	40%	4,117	143%
	Salt Spring Island Office Move	4,754	160,000	140,000	75,500	(84,500)	-53%	(64,500)	-46%	70,746	1488%
Total Capital Spending		17,920	346,700	327,000	238,600	(108,100)	-31%	(88,400)	-27%	220,680	1231%
Total Cash Operating, Projects, Capital Budget		9,264,437	10,979,219	10,956,000	11,131,231	152,012	1.4%	386,231	0	1,866,794	0
Surplus (deficit)		414,193	(663,500)	(773,038)	(471,500)	192,000	-29%	301,538	(0)	(885,693)	(2)
<u>Funded by:</u>											
✓	Change in Amounts invested in Tangible Capital Assets	32,392	-	171,445	-	-	-	-	-	-	-
	Transfer from (to) General Revenue Surplus Fund	(347,101)	371,500	382,593	201,000	-	-	-	-	-	-
	Transfer from (to) LTC Project Specific Reserve Fund	(56,784)	219,000	219,000	199,000	-	-	-	-	-	-
	Transfer (to) from Special Tax Requisition Fund	(42,700)	73,000	-	71,500	-	-	-	-	-	-
Net Balance		(0)	(0)	0	0	192,000	-29%	301,538	(0)	(885,693)	(2)

ISLANDS TRUST

LTAs 5.2%

SUMMARY EXPLANATION OF 2025/26 TAX PRESSURES

BIM 12.9%

PURPOSE - To demonstrate why draft tax increases are higher than planned spending increases

* represents categories influencing the BIM levy

	2024/25 Approved Budget	2025/26 Draft Budget	Increase (Decrease) \$	Increase (Decrease) %
PLANNED SPENDING BY FUNCTION				
TRUST COUNCIL*	1,276,864	1,370,136	\$ 93,272	7%
ISLANDS TRUST CONSERVANCY*	1,140,718	1,253,955	\$ 113,237	10%
PLANNING	5,946,236	5,867,324	\$ (78,912)	-1%
ADMINISTRATATION & CAPITAL* (excl. amort)	2,615,401	2,639,816	\$ 24,415	1%
TOTAL PLANNED SPENDING	\$ 10,979,219	\$ 11,131,231	\$ 152,012	1.4%

Increases in spending require increased revenue to pay for new costs.

	2024/25 Approved Budget	2025/26 Draft Budget	Increase (Decrease) \$	Increase (Decrease) %
NON-TAX EXTERNAL REVENUE SOURCES				
FEES	275,500	198,100	\$ (77,400)	-28%
GRANTS*	833,919	595,931	\$ (237,988)	-29%
INVESTMENT INCOME*	260,000	211,000	\$ (49,000)	-19%
TOTAL NON-TAX EXTERNAL REVENUE SOURCES	\$ 1,369,419	\$ 1,005,031	\$ (364,388)	-27%

Reductions in external revenue sources generates a need for more tax revenue, or more internal revenue (surplus/reserves)

	2024/25 Approved Budget	2025/26 Draft Budget	Increase (Decrease) \$	Increase (Decrease) %
INTERNAL REVENUE SOURCES				
TRANSFER FROM GENERAL REVENUE SURPLUS FUND*	371,500	201,000	\$ (170,500)	-46%
TRANSFER FROM LTC RESERVE FUND	219,000	199,000	\$ (20,000)	-9%
TRANSFER FROM SPECIAL LEVY RESERVE FUND	73,000	71,500	\$ (1,500)	-2%
TOTAL INTERNAL REVENUE SOURCES	\$ 663,500	\$ 471,500	\$ (192,000)	-29%

Reductions in internal revenue sources generates a need for more tax revenue.

Required increase in taxes to pay for increased spending + reduced revenues =	\$ 708,400
Funded from NMC:	214,330
Funded from increase to Base:	494,070
difference	(0)

Islands Trust
Fiscal Year 2025/26
SURPLUS ALLOCATIONS

Per policy 6.5.1 - " The General Revenue Surplus Fund may be used to fund significant and/or unanticipated general expenditures, for major emergent operating issues and for onetime and intermittent projects that would create a potential deficit situation at yearend. Trust Council must approve the amount of surplus to be used.

Area	Project/Area	Prior Year Carryover \$ - allocated from surplus	New \$ allocated from surplus	Total Surplus Funding in 2025/26	Dept	BIM Contrib Factor	\$ Credit to BIM
<u>Allocation of Funding Transferred from General Revenue Surplus Funds:</u>							
Strat	Reconciliation Program	-	50,000	50,000	TC	100%	50,000
Strat	Policy Statement Amendment	-	53,500	53,500	TC	100%	53,500
Prog	Stewardship Education Program	-	9,500	9,500	TC	100%	9,500
Prog	Secretariat Services	-	17,000	17,000	TC	100%	17,000
Gov	Trustee Remuneration Review	-	10,000	10,000	TC	100%	10,000
Gov	Trust Council Policy Review	-	6,000	6,000	TC	100%	6,000
EC	Cityview: Bylaw Portal	45,000	-	45,000	PS	0%	-
ITC	ITC FN Engagement Plan	10,000	-	10,000	ITC	100%	10,000
Total transfer from General Revenue Surplus Fund (GRSF)		55,000	146,000	<u>201,000</u>			156,000
<u>Allocation of Funding Transferred from SSIWPA Special Requisition Surplus Funds:</u>							
LTC	SSIWPA Plan Coordination	55,000	\$ -	55,000	LPS - SSI	0%	-
LTC	SSI Groundwater Sustainability Strategy	16,500	\$ -	16,500	LPS - SSI	0%	-
Total transfer from SSIWPA reserve fund		71,500	-	<u>71,500</u>			-
<u>Allocation of Funding Transferred from LTC Project Specific Reserve Fund:</u>							
LTC	DE: Denman Island Housing Review - Phase 2	3,750	-	3,750	LPS	0%	-
LTC	GB:Gabriola OCP/LUB - Phase 3	18,000	-	18,000	LPS	0%	-
LTC	HO:First Nations	18,750	-	18,750	LPS	0%	-
LTC	Salt Spring Bylaw Review - (OCP/LUB)	158,500	-	158,500	LPS	0%	-
		199,000	-	<u>199,000</u>			-
TOTAL TRANSFER FROM ALL SURPLUS AND RESERVE FUNDS				<u><u>\$ 471,500</u></u>			

Islands Trust
Proposed Staffing
Fiscal Year 2025/26

CATEGORY	DESCRIPTION	AMOUNT	Funding Source
STAFFING, Temporary (T)			
	<u>Temporary Policy Advisor (FT, 12 months), funded by taxes</u>		
	Salary	100,200	
	Benefits	25,550	
	Travel	-	
	Mobile Phone (none)	-	
	Computer - Desktop	1,800	
	Training	500	
	Total	128,050	<i>Taxes</i>
	<u>Planning Services Co-op Student (FT, 4 months), funded by taxes</u>		
	Salary	19,200	
	Benefits	4,900	
	Pacific Leaders Tuition Grant	1,253	
	Travel	100	
	Mobile Phone (none)	-	
	Computer - Desktop (existing machines available)	-	
	Training (to be completed in-house)	-	
	Total	25,453	<i>Taxes</i>
	<u>ITC Species at Risk Co-op Student (FT, 4 months), funded by grants</u>		
	Salary	18,600	
	Benefits	4,700	
	Pacific Leaders Tuition Grant	1,253	
	Travel	2,000	
	Mobile Phone (none)	-	
	Computer - Desktop (existing machines available)	-	
	Training (to be completed in-house)	-	
	Total	26,553	<i>Grant</i>
	<u>Information Services Species at Risk Co-op Student (FT, 4 months), funded by taxes</u>		
	Salary	19,200	
	Benefits	4,900	
	Pacific Leaders Tuition Grant	1,253	
	Travel	-	
	Mobile Phone (none)	-	
	Computer - Desktop (existing machines available)	-	
	Training (to be completed in-house)	-	
	Total	25,353	<i>Taxes</i>
	Total Temporary Staff Costs	205,409	

ISLANDS TRUST
Fiscal Year 2025/26
PROPOSED LTC PROJECTS

ITEM	Carryover from Prior Year (from surplus)	New funding request	Total 2025/26	Funding Source
<u>Specific Projects >\$5000:</u>				
DE: Denman Island Housing Review - Phase 2	3,750	12,000	\$ 15,750	surplus/taxes
GM:Gambier OCP/LUB Amendments Implementation		10,000	\$ 10,000	taxes
GB:Gabriola OCP/LUB - Phase 3	18,000	30,000	\$ 48,000	surplus/taxes
LA: OCP and LUB Review - Phase 1		15,500	\$ 15,500	taxes
MA: Housing Options - Year 2		8,000	\$ 8,000	taxes
NP:Housing Access and Affordability - Year 2		8,000	\$ 8,000	taxes
HO:First Nations	18,750		\$ 18,750	surplus
SS:OCP/LUB - Year 2	158,500	45,500	\$ 204,000	surplus/grant/taxes
			\$ 328,000	
<u>Minor Projects Placeholder:</u>				
Pool for Allocation to LTCs in Year			\$ 36,500	taxes
Total Specific LTC Projects			\$ 364,500	
<u>SSI LTC projects proposed for funding from Special Tax Reserve Funds:</u>				
SSIWPA Plan Coordination		\$ 55,000		reserve funds
SSI Groundwater Sustainability Strategy		16,500	\$ 71,500	reserve funds
	0			
Total planned spending on LTC projects			\$ 436,000	

ISLANDS TRUST
DRAFT 2025/26 BUDGET
FIRST NATIONS ENGAGEMENT FUNDS SUMMARY

Area	Project/Initiative	Activity	Amount (\$)	Included in Budget Area	Funding Source
ITCB	FN Engagement on ITC 5-Year Plan	FN Engagement	20,000	Strategic and Governance Projects	50/50 surplus/grant
LTC	DE: Denman Island Housing Review - Phase 2	FN Consultation	8,750	LTC Projects	Taxes
LTC	GB:Gabriola OCP/LUB - Phase 3	FN Consultation	14,500	LTC Projects	Taxes
LTC	LA: OCP and LUB Review - Phase 1	FN Engagement & Consultation	8,000	LTC Projects	Taxes
LTC	MA: Housing Options - Year 2	FN Consultation	2,000	LTC Projects	Taxes
LTC	NP:Housing Access and Affordability - Year 2	FN Consultation	2,000	LTC Projects	Taxes
LTC	HO:First Nations	FN Consultation	18,750	LTC Projects	
LTC	SS:OCP/LUB - Year 2	FN Consultation	26,000	LTC Projects	Grant
LTC	SS: SSWIPA Coordination	FN Engagement	10,000	LTC Projects funded by Special Requi	Reserves
Total Planned Spending on FN Engagement in Draft 2025/26 Budget			\$ 110,000		

BRIEFING

To: Financial Planning Committee **For the Meeting of:** January 22, 2025

From: Executive Committee **Date Prepared:** January 17, 2025

SUBJECT: Executive Committee 2025/26 Budget Submission

PURPOSE:

To advise the Financial Planning Committee of 2025/26 budget requests related to responsibilities of Executive Committee.

BACKGROUND:

Executive Committee (EC) considered its budget needs for the 2025/26 fiscal year in September 2024 and October 2024 and submitted its request to the budget cycle. At Trust Council's direction, EC re-evaluated its needs and reduced its budget requests by \$15,200. The following represents EC's revised funding requests for 2025/26:

1. \$135,000 for Trust Council Meetings
2. \$6,000 for Trust Council Training and Conferences
3. \$4,000 for Trust Council Travel for Training
4. \$6,200 for Executive Committee Meeting Expense
5. \$1,500 for Executive Committee Training and Conferences
6. \$1,000 for Executive Committee Travel for Training
7. \$19,600 for UBCM/AVICC Conventions
8. \$6,000 for History and Heritage Conservation Grants in Aid
9. \$25,000 for Planning Application Sponsorship
10. \$1,000 for NAPTEP Application Sponsorship
11. \$45,000 for Public Communications
12. \$50,000 for Reconciliation Action Plan Implementation
13. \$36,000 for Executive Committee on local trust committee costs
14. \$128,050 for an Auxiliary (temporary) Senior Policy Advisor staff position in Trust Area Services
15. \$53,500 for the Policy Statement Amendment Project (Increased at the direction of Trust Council in December 2024)
16. \$2,000 for Purchase and Installation of Coast Salish Art in the Victoria, Salt Spring and Gabriola offices

Summarised background information supporting EC's budget requests as follows:

OPERATIONS & STAFFING			
Potential funding request	Approved 2024/25 Budget	Proposed 2025/26 Budget	Notes
1. Trust Council Meetings	\$126,000	\$135,000	Assumes 4 in-person Trust Council meetings; two on a gulf island and two on Vancouver Island, adjusted for inflation to account for the rising costs of hosting Trust Council meetings.

2. Trust Council Training and Conferences	\$5,000	\$6,000	The proposed 2025/26 budget is based on an average of past 3 years, increased for inflation. This program is guided by Trust Council Policy 6.12.1 Trustee Training/Conference Attendance. See also, Trust Council Policy 7.2.3 Trustee Travel. Prior year actual spending: FY2023: \$3,000 FY2024: \$10,757 FY2025 budget: \$5,000
3. Trust Council Travel for Training	\$2,000	\$4,000	The proposed 2025/26 budget is based on an average of past 2 years, increased for inflation. This program is guided by Trust Council Policy 7.2.3 Trustee Travel. Prior year actual spending: FY2024: \$6,021 FY2025 budget: \$5,000
4. Executive Committee Meeting Expense	\$5,400	\$6,200	Assumes 4 in-person meetings. Based on recent in-person meetings costs plus 3% increase to account for inflation.
5. Executive Committee Training and Conferences	\$7,500	\$1,500	This item is guided by Trust Council Policy 6.12.1 Trustee Training/Conference Attendance. See also Trust Council Policy 7.2.3 Trustee Travel The proposed 2025/26 budget is reduced from previous years as a dedicated budget line for AVICC/UBCM Conventions has been created and as such amounts for these activities are reflected in the new line.
6. Executive Committee Travel for Training	\$7,500	\$1,000	Reduced to reflect AVICC/UBCM in dedicated line (see below)
7. UBCM/AVICC Conventions	NA <i>*new line for FY2025/26</i>	\$19,600	Attendance at UBCM and AVICC is guided by Trust Council Policy 6.12.2 UBCM/AVICC Membership and Resolutions
TRUST COUNCIL PROGRAMS			
Potential funding request	Approved 2024/25 Budget	Proposed 2025/26 Budget	Notes
8. History and Heritage Conservation Grants-in-Aid	\$ Not Funded	\$6,000	This program is guided by Trust Council Policy 2.1.14 (History And Heritage Conservation Grants-In-Aid) Prior year actual spending: FY2023: \$6,000

			FY2024: not funded FY2025 budget: not funded Program background available at: https://islandstrust.bc.ca/programs/history-and-heritage-grants-in-aid/
9. Planning Application Sponsorship	\$15,000	\$25,000	Sponsorship of Land Use applications is guided by Trust Council Policy 4.1.13 (Guidelines for Executive Committee Sponsored or Local Trust Committee Initiated Development Applications) Application fees increased in FY2023 when LTCs adopted new fees bylaws. LTC fees bylaws stipulate an automatic increase in fees of 2% annually. Prior year actual spending: FY2021: \$13,485 FY2022: \$7,150 FY2023: \$5,950 FY2024: \$16,136 FY2025 budget: \$15,000
10. NAPTEP Application Sponsorship	\$1,000	\$1,000	In 2022 Trust Council approved Policy 2.1.16 Guidelines For Executive Committee Sponsored Or Islands Trust Conservancy Initiated NAPTEP Applications regarding sponsorship of NAPTEP applications. This budget supports implementation of that policy. Prior year actual spending: FY2024: \$275 FY2025 budget: \$1,000
11. Public Communications (informed by Trust Council's Communications Strategy)	\$55,000	\$45,000	This budget request supports implementation of the Islands Trust Communications Strategy, approved by Executive Committee in February 2024. In addition to costs (est. \$22,100) associated with routine corporate communication functions (contracted graphic design, social media advertising/boosting, signage, and publication re-printing etc.) this budget request supports: • \$5,000 - Process improvement and procedure creation via contracted specialist support • \$5,000 - Trust Area-wide promotion of budget consultation • \$3,400 - Annual report design, printing and mailing • \$4,000 - Graphic design for National Day for Truth and Reconciliation • \$1,500 - contractor support for Development of elements of Public Engagement Strategy • \$4,000 Continued website improvements

			• \$5,000 as contingency communication funds available to be responsive to emerging issues. Prior year actual spending: FY2021: \$9,313 FY2022: \$15,104 FY2023: \$29,931 FY2024: \$50,000 FY2025 budget: \$55,000
TRUST COUNCIL PROJECTS			
Potential funding request	Approved 2024/25 Budget	Proposed 2025/26 Budget	Notes
12. Reconciliation Action Plan Implementation	\$25,000	\$50,000	Staff recommend increasing the reconciliation budget to respond to an anticipated increase in program activities due to having a permanent full-time Senior Indigenous Policy Advisor on staff and to reflect that a new Reconciliation Action Plan is anticipated to be in place by April 2025. The recommended funds and proposed breakdown below are intended to be placeholder amounts until a new Reconciliation Action Plan is adopted by Trust Council (anticipated by staff to be March 2025) The budgeted funds will be used towards contract advisors; trustee and staff travel, food, legal costs, venues and speaker honoraria/contract trainers for the Reconciliation Learning Group; and costs associated with working groups initiated under protocol agreements. The budget includes: • \$27,500 for training of staff and trustees • \$8,000 for operations (honoraria, gifts and contracted external advisors) • \$12,000 for relationship-building activities (legal review of protocol agreements and costs of associated signing ceremonies, working group costs) This figure includes \$5,000 to support a potential feast hosted by Tsawout First Nation. This number is a guess and will be refined as information is received.) • There is also \$2,500 in contingency funds budgeted to support a response to emerging issues. Prior year actual spending: FY2023: \$ 7,219 FY2024: \$17,925 FY2025 budget: \$25,000 Note: Historical spending is not a helpful guide for budgeting as the Senior Indigenous Relations role has experienced a vacancy and the focus of the program is shifting from internal capacity building to more engagement.

OPERATING ITEMS			
Potential funding request	Approved 2024/25 Budget	Proposed 2025/26 Budget	Notes
13. EC on LTC (Travel Cost for LTC Chairs to attend in person meetings)	\$36,900	\$36,000	Prior year actual spending: FY2022: \$12,000 FY2023: \$12,0000 FY2024: \$12,000 FY2025 approved budget: \$36,900 FY2026 draft budget: \$30,600 Draft 2025/26 budget is estimated based on current year (2024/25) amounts incurred in the first quarter, which is the best representation of current activity and cost levels associated with LTC Chair travel to LTC meetings.
14. Auxiliary (temporary) Senior Policy Advisor Staff Position	NA	\$128,050	See business case for rationale.
TRUST COUNCIL PROJECTS			
15. Policy Statement Amendment Project	\$81,000	\$53,500 (includes increase by Trust Council in December 2024)	Prior year actual spending: FY2022: \$129,819 FY2023: \$67,430 FY2024: \$12,213 FY2025 approved budget: \$81,000 FY2026 draft budget: \$96,000
16. Purchase and Installation of Coast Salish Art in the Victoria, Salt Spring and Gabriola offices	\$0	\$2,000	N/A

ATTACHMENT(S): None

FOLLOW-UP: Staff will follow-up as directed.

Prepared By: Executive Coordinator

Reviewed By/Date:

TO BE COMPLETED BY INITIATOR

Requested by : Executive Committee	Budget Source :
Department: Trust Area Services	☒ Specific Project Funding ☒ Third Party Contractors ☐ Staff Travel Expense ☒ Staff Overtime Expense ☐ Computer Hardware/Software
Name of Request: Policy Statement Amendment Project (PSAP)	☐ Furniture & Equipment ☐ Computer Hardware/Software/Supplies ☐ New Staff Resources (see Staff Costing Tool) ☐ Permanent ☐ Temporary
\$ Value of Request FY25/26 \$53,500 ¹ (Option 1) FY 26/27 \$15,000 estimated FY 27/28 \$ depends on implementation plan not yet developed Total: \$68,500 plus FY27/28 TBD Over \$300,000 has been spent since the project's inception in 2019 on public engagement, Indigenous Governing Bodies engagement, and other project-related expenses, in addition to considerable staff hours.	☒ Other – please describe: Communications (graphic design, messaging, advertising, printing) Budget Breakdown: This budget breakdown reflects decisions arising from decisions arising from the December 2024 Trust Council regular meeting: \$26,000: Implementation of revised Communications Strategy, including Trust Area-wide mail-out \$17,500: Staff developed/delivered (with consultant advice) Trust Area-wide survey and virtual community workshop; on-Island engagement as requested by select LTCs \$10,000: Legal services
Date of Submission to Finance: January 15, 2025	Funding Required for (date range): April 1, 2025 – March 31, 2026

¹ Assumes that \$42,000 in unspent project funds from fiscal 2024/25 will be available from General Revenue Surplus Fund.

TIE TO ISLANDS TRUST GUIDING DOCUMENTS:

Section 15 of the Islands Trust Act states:

Trust policy statement

15 (1) The trust council must, by bylaw, adopt a trust policy statement that applies to the trust area.

(2) The trust policy statement

- (a) must be a general statement of the policies of the trust council to carry out the object of the trust,
- (b) may establish different policies for different parts of the trust area, and
- (c) has no effect for the purposes of subsection (4) unless it is approved by the minister.

(3) Between first and second readings of a bylaw under subsection (1), the trust council must refer the proposed trust policy statement to the board of each regional district, all or part of which is in the trust area, for review and comment by the board.

(4) A bylaw

- (a) submitted to the executive committee under section 27 (1) or 38 (1), or
- (b) referred to the trust council under section 27 (3) or 38 (3)

must not be approved by the executive committee or the trust council, as the case may be, if it is contrary to or at variance with the trust policy statement.

Trust Council's Policy Statement Amendment Policy (1.2.1) states that each term, Trust Council will identify Policy Statement review and/or amendment tasks. Early in the 2018-2022 term, Trust Council requested that Executive Committee, with involvement from Trust Programs Committee as appropriate, review and develop recommendations for amendments to the Islands Trust Policy Statement, primarily through the priority lenses of reconciliation, climate change, and housing.

Islands Trust Council's Strategic Plan for 2022-2026 states that completing the Policy Statement Amendment Project is a strategic priority for the organization.

The Trust Council 2025-26 Budget Guideline Assessment includes this guideline: Considers any resourcing needs for strategic initiatives from the 2024-2028 Strategic Plan.

ISSUE/OPPORTUNITY:

Background

The current Policy Statement is almost 30 years old and does not adequately address reconciliation, climate change and housing. This business case requests funding for the next stage of the Policy Statement Amendment Project (PSAP). In July 2021, Trust Council requested enhanced community engagement on the draft and directed staff to implement [32 resolutions](#). In September 2024, Trust Council adopted a project charter that projects First Reading by 2025 after community engagement. Due to staff vacancies in 2023 and 2024, and a longer than anticipated engagement period with Indigenous Governing Bodies, the project faced delays. Detailed project information is available on the [Islands 2050 webpage](#).

This multi-year project commenced in 2019 and has involved, to date:

- three phases of public engagement;
- three phases of early and meaningful engagement with Indigenous Governing Bodies;
- substantial review and analysis by Trust Programs Committee, Executive Committee and Committee of the Whole; and
- periodic Trust Council discussion.

The project will be complete when the new Policy Statement is given three readings by Trust Council; approved by the Minister of Municipal Affairs; and adopted by Trust Council.

Trust Council [received](#) a communication strategy for the project in March 2023.

Current Project Status:

Staff developed a revised draft Policy Statement, as per Trust Council's [32 resolutions](#), after engaging with internal and external staff partners and seeking legal counsel. After inviting all Indigenous Governing Bodies in the Trust Area, staff engaged with nine Indigenous Governing Bodies to seek their early input on the draft. Staff presented a revised draft of the Policy Statement to Committee of the Whole in May 2024 along with a summary of comments from Indigenous Governing Bodies and recommendations for additional changes. Trust Council adopted a suite of changes to the draft Policy Statement in September 2024 and the Committee of the Whole continues to review and develop recommendations for amendments to Trust Council.

Staff have contracted a communications consultant to assist with the design and implementation of a communications strategy.

PROJECTED RESULTS/DELIVERABLES:

The April 2025-March 2026 work on this project will result in first, second and third reading of Policy Statement Bylaw No. 183. The funding requested will advance this through support for communications, an online survey and workshop developed by staff with consultant support, legal advice, and other activities directed via a revised project charter.

RISK ASSESSMENT:

The proposed recommended option of a \$53,500 budget for the Policy Statement Amendment Project in fiscal 2025/26 carries the following risks and options for mitigation:

Risk: A lack of public confidence in the project due to staff, rather than consultant-led, engagement.

- This risks will be partly mitigated by using some project funds to hire a consultant to *advise* on, rather than deliver, community engagement strategy.

Risk: A lack of public confidence in the project due to staff, rather than consultant-led, survey.

- This risk will be partly mitigated by using some project funds to hire a consultant to *advise* on survey design, rather than delivering it themselves.

Risk: Timeline delays due to staff, rather than consultant-led, administering the survey and the time and complexity of collating survey results.

- This risk and potential mitigation approaches depends on the volume of survey responses received and number of open-ended survey questions.

ALTERNATIVES CONSIDERED:

Option 1: \$53,500

Description – This option reflects decisions made by Trust Council at its December 2024 regular meeting where it increased the proposed project budget from \$31,000 to \$53,500 by allocating an additional \$12,500 to fund on-Island engagement activities as requested by selected LTCs and an additional \$10,000 to fund a Trust-wide mail-out. This option includes:

- A staff-developed/delivered (with consultant advice) public survey; and
- A staff-developed/delivered (with consultant advice) public workshop with Q/A
- On-island engagement in the manner requested by LTCs
- A Trust-wide mail-out, in addition to modest communication activities and legal review.

This option anticipates the following general milestones in fiscal 2025/26:

- Proactive and reactive communications about the project
- Virtual engagement with the public
- Approval in principle and/or First Reading

Option 1 communications activities include:

- Public Education:
 - Trust-wide mail-out*
 - On-Island engagement as requested by LTCs
 - Posters
 - Social media (free)
 - Social media advertising (paid for)
 - Trust Area-wide printed advertising in local publications
- Survey promotion:
 - Posters
 - Printed surveys with pre-paid postage envelopes
 - Social media (free)
 - Social media advertising (paid for)
 - Trust Area-wide printed advertising in local publications**
- Workshop promotion:
 - Posters
 - Social media (free)
 - Social media advertising (paid for)
 - One printed advertisement in the Driftwood

*will include survey and workshop promotion

**includes combined advertising for survey and the workshop

Benefits – Enhanced public education through Trust-wide mail-out and on-Island engagement opportunities where such have been requested.

Risks – See Risk Assessment section above.

Financial implications – Staff are forecasting that approximately \$42,000 will not be spent this fiscal year and will be allocated to the General Revenue Surplus Fund, thus requiring \$11,500 in additional funding for fiscal 2025/26.

Resource requirements – Requires significant support of Senior Policy Advisor and additional support from Director of Trust Area Services, Communication Specialist and Program Coordinator. Staff hours required for revising the draft Policy Statement will depend on the scope of changes requested by Trust Council. Staff resources for survey result analysis dependent on extent of open-ended questions.

Other implications – None

Option 2: \$20,000

Description – This option was created to reflect a now-superseded October 30, 2024 Executive Committee resolution to revise the 2025/26 PSAP budget to \$20,000.

With this budget amount public engagement activities would be limited to:

- a staff-developed/delivered (with consultant advice) public survey; and
- a staff-developed/delivered (with consultant advice) public workshop with Q/A session in addition to modest communication activities and legal review.

This option anticipates the following general milestones in fiscal 2025/26:

- Proactive and reactive communications about the project
- Virtual engagement with the public
- Approval in principle and/or First Reading

Option 1 communications activities include:

- Public Education:
 - Posters
 - Social media (free)
 - Social media advertising (paid for)
- Survey promotion:
 - Posters
 - Printed surveys with pre-paid postage envelopes
 - Social media (free)
 - Social media advertising (paid for)
- Workshop promotion:
 - Posters
 - Social media (free)
 - Social media advertising (paid for)

Benefits – Reduced cost and reduced need to backfill senior Policy Advisor position due to less project activity. Potentially reduced timeline.

Risks – Generally as in Risk Assessment section above, but with higher risk of lack of public confidence in the project due to no print advertising, no Trust Area-wide mail-out and no on-island engagement opportunities.

Financial implications – With \$42,000 projected to be left unspent at the end of fiscal 2024/25, no new funding would be required, and unspent funds would be in the General Revenue Surplus Fund for use for other initiatives.

Resource requirements – Requires significant support of Senior Policy Advisor and additional support from Director of Trust Area Services, and Communication Specialist. Staff hours required for revising the draft Policy Statement will depend on the scope of changes requested by Trust Council. Staff resources for survey result analysis dependent on extent of open-ended questions.

Other implications – None

Option 3: \$31,000

Description – This option includes the same elements as Option 2, but with Trust Area-wide printed advertising in local publications. This option includes public engagement activities limited to:

- a staff-developed/delivered (with consultant advice) public survey; and
- a staff-developed/delivered (with consultant advice) public workshop with Q/A session in addition to modest communication activities and legal review.

This option anticipates the following general milestones in fiscal 2025/26:

- Proactive and reactive communications about the project
- Virtual engagement with the public
- Approval in principle and/or First Reading

Option 3 communications activities include:

- Public Education:
 - Posters
 - Social media (free)
 - Social media advertising (paid for)
 - Trust Area-wide printed advertising in local publications
- Survey promotion:
 - Posters
 - Printed surveys with pre-paid postage envelopes
 - Social media (free)
 - Social media advertising (paid for)
 - Trust Area-wide printed advertising in local publications*
- Workshop promotion:
 - Posters
 - Social media (free)
 - Social media advertising (paid for)
 - One printed advertisement in the Driftwood

*includes combined advertising for survey and the workshop

Benefits – Reduced cost and reduced need to backfill senior Policy Advisor position due to less project activity. Potentially reduced timeline.

Risks – Generally as in Risk Assessment section above, but with higher risk of lack of public confidence in the project due to no Trust-wide mail-out and no on-Island engagement opportunities.

Financial implications – With \$42,000 projected to be left unspent at the end of fiscal 2024/25, no new funding would be required, and unspent funds would be in the General Revenue Surplus Fund for use for other initiatives.

Resource requirements – Requires significant support of Senior Policy Advisor and additional support from Director of Trust Area Services, and Communication Specialist. Staff hours required for revising the draft Policy Statement will depend on the scope of changes requested by Trust Council. Staff resources for survey result analysis dependent on extent of open-ended questions.

Other implications – None

Option 4: \$66,000

Description – This option includes the same elements as Option 3, but with public engagement developed and carried out by contractors with staff support, and with more resources allocated to communications. This option includes the following costed items:

- Communications: \$16,000 for further communications materials to support project implementation and specifically promotion of public engagement opportunities
- Legal: \$10,000 to support the legal aspects of the project as needed
- Virtual Community Workshop: \$10,000 for designed and delivery by contractor, with Islands Trust staff attending as subject matter experts
- Trust Area-wide survey: \$30,000, with \$28,000 for survey design and analysis by contractor and \$2,000 for printing, distribution and return mail costs for print copies of the survey.

Option 4 communications activities include:

- Public Education:
 - Posters
 - Social media (free)
 - Social media advertising (paid for)
 - Trust Area-wide printed advertising in local publications
- Survey Promotion:
 - Posters
 - Social media (free)
 - Social media advertising (paid for)
 - Printed surveys with pre-paid postage envelopes
 - Trust Area-wide printed advertising in local publications*
- Workshop Promotion:
 - Posters
 - Social media (free)
 - Social media advertising (paid for)
 - One printed advertisement in the Driftwood

**includes combined advertising for survey and the workshop*

Benefits – The public will receive a virtual engagement option (survey) and Trust Council will receive survey results collected in a consistent manner across the Trust Area; and engagement results of a virtual community workshop that includes attendance by Islands Trust subject matter experts (possibly held over multiple days). Potentially reduced timeline.

Risks – Lack of on-Island engagement may lead some community members to feel that they have been insufficiently engaged in the process. This risk can be mitigated by communications that emphasize that Trust Council is open to hearing from the public and providing clear direction on how to share views and feedback.

Lack of skilled contractors available for survey design (on policy topics) and virtual community workshop design, facilitation and note-taking. Building in time in the project schedule (as is proposed in the recommended option) to find skilled contractors will mitigate this risk.

Financial implications – Staff are forecasting that approximately \$42,000 will not be spent this fiscal year and will be allocated to the General Revenue Surplus Fund, thus requiring \$24,000 in additional funding for fiscal 2025/26.

Resource requirements – Requires the full-time support of Senior Policy Advisor and additional support from Director of Trust Area Services, and Program Coordinator, Communication Specialist and administrative staff. Staff hours required for revising the draft Policy Statement will depend on the scope of changes requested by Trust Council.

Other implications- None

Option 5: \$96,000

Description – This option reflects the communications and engagement approach previously approved by Trust Council for fiscal 2024/25, but that due to staff vacancies was planned to be implemented in fiscal 2025/26.

This option anticipates the following general milestones in fiscal 2025/26:

- Proactive and reactive communications about the project
- Approval in principle by Trust Council
- A six-month internal referral process to local trust committees and Bowen Island Municipality. During this time, local trust committees and Bowen Island Municipality can opt to undertake local public engagement as determined by them (could include some Trust Area Services staff support as needed) at regular or special meetings/events) to inform their referral responses

This option includes the following costed elements:

- Communications: \$26,000 for Implementation of Communications Strategy (design, development and distribution of engagement materials and supports, promotional ads, mail-out to each household, etc.)
- Legal: \$10,000 to support legal review and advice to Trust Council, as needed
- On-Island Public Engagement: \$20,000 to support local public engagement selected by local trust committees and Bowen Island Municipality. This is a modest amount for Trust Area-wide engagement and would not enable all entities to host in-person special LTC/IM meetings/engagement events or enable in-person Trust Area Services staff participation at all events
- Trust Area-wide survey: \$30,000, with \$28,000 for survey design and analysis by contractor, with \$2,000 for printing, distribution and return mail costs for print copies of the survey.
- Virtual Community Workshop: \$10,000 for design and delivery by contractor, with Islands Trust staff attending as subject matter experts

Option 5 communications activities include:

- Public Education:
 - Mail out to homeowners (Trust Area-wide)
 - Posters
 - Social Media (free)
- Survey Promotion:
 - Posters
 - Printed surveys with pre-paid postage envelopes
 - Social media (free)
 - Social media advertising (paid for)
 - Trust Area-wide printed advertising in local publications*

- Workshop Promotion:
 - Posters
 - Public engagement events promotion
 - Social media (free)
 - Social media advertising (paid for)
- Public Engagement Events Promotions
 - Posters
 - Public events communications materials and printing
 - Social media (free)
 - Social media advertising (paid for)
 - Trust Area-wide printed advertising in local publications

**includes combined advertising for survey and the workshop*

Benefits – This is consistent with a previous direction of Trust Council. The public will receive a virtual engagement option (survey) and Trust Council will receive survey results collected in a consistent manner across the Trust Area; and engagement results of a virtual community workshop that includes attendance by Islands Trust subject matter experts (possibly held over multiple days), in addition to referral responses from LTCs/BIM.

Risks –: A lack of public confidence in the project, and poor levels of public engagement or high levels of engagement at the wrong points in the project, due to the public circulating incorrect information or a lack of understanding.

- These risks can be mitigated through implementation of the project communications strategy with support from an external consultant to provide resiliency.

Risk - Lack of skilled contractors available for survey design (on policy topics) and virtual community workshop design, facilitation and note-taking. Building in time in the project schedule (as is proposed in the recommended option) to find skilled contractors will mitigate this risk.

Financial implications – Staff are forecasting that approximately \$42,000 will not be spent this fiscal year and will be allocated to the General Revenue Surplus Fund, thus requiring \$54,000 in additional funding for fiscal 2025/26.

Resource requirements – Requires the almost full-time support of Senior Policy Advisor and additional support from Director of Trust Area Services, Program Coordinator and Communication Specialist. Staff hours required for public engagement depend on the options selected by local trust committees/Bowen Island Municipal Council. Staff hours required for revising the draft Policy Statement will depend on the scope of changes requested by Trust Council. See workplan in the September Trust Council agenda package for estimates of resourcing needs.

Other implications - None

Option 6: \$56,000

Description of activities in 2025/26 – Option 4, minus Trust Area-wide virtual workshop.

This option includes the following costed items:

- Communications: \$16,000 for communications materials to support project implementation, particularly promotion of public engagement opportunities
- Legal: \$10,000 to support legal review as needed
- Trust Area-wide survey: \$30,000 with \$28,000 for survey design and analysis by contractor and \$2,000 for printing, distribution and return mail costs for print copies of the survey

Option 6 communications activities include:

- Public Education:
 - Posters
 - Social media (free)
 - Social media advertising (paid for)
 - Trust Area-wide printed advertising in local publications
- Survey Promotion:
 - Posters
 - Printed surveys with pre-paid postage envelopes
 - Social media (free)
 - Social media advertising (paid for)
 - Trust Area-wide printed advertising in local publications**
- Workshop Promotion: N/A
- Public Engagement Events Promotion:
 - Posters
 - Social media (free)
 - Social media advertising (paid for)
 - Public events communications materials and printing

***includes combined advertising for survey and the public engagement events*

Benefits – Reduced cost to Trust Council. Potentially reduced timeline.

Risks – Lack of on-Island engagement may lead some community members to feel that they have been insufficiently engaged in the process. This risk can be mitigated by communications that emphasize that Trust Council is open to hearing from the public and providing clear direction on how to share views and feedback. Additionally, without the virtual workshop, Trust Council would lose a region-wide educational/engagement opportunity.

Financial implications – Staff are forecasting that approximately \$42,000 will not be spent this fiscal year and will be allocated to the General Revenue Surplus Fund, thus requiring \$14,000 in additional funding for fiscal 2025/26.

Resource requirements – Requires the full-time support of Senior Policy Advisor and additional support from Director of Trust Area Services, and Program Coordinator and Communication Specialist. Staff hours required for public engagement depend on the options selected by local trust committees/Bowen Island Municipal Council. Staff hours required for revising the draft Policy Statement will depend on the scope of changes requested by Trust Council.

Other implications- None

Option 7: \$86,000

Description – This option would include all elements of Option 5 minus a Trust Area-wide virtual workshop. This option includes the following costed items:

- Communications: \$26,000 for further communications materials to support project implementation and to promote engagement opportunities during the six-month referral process
- Legal: \$10,000 to support legal review as needed
- On-Island Public Engagement: \$20,000 to support local public engagement selected by local trust committees and Bowen Island Municipality. This is a modest amount for Trust Area-wide engagement and would not enable all entities to host in-person special LTC/IM meetings/engagement events or enable in-person Trust Area Services staff participation at all events
- Trust Area-wide survey: \$30,000 with \$28,000 for survey design and analysis by contractor and \$2,000 for printing, distribution and return mail costs for print copies of the survey.

Option 7 communications activities include:

- Public Education:
 - Mail out (Trust Area-wide)
 - Posters
 - Social media (free)
 - Social media advertising (paid for)
 - Trust Area-wide printed advertising in local publications
- Survey Promotion:
 - Posters
 - Printed surveys with pre-paid postage envelopes
 - Social media (free)
 - Social media advertising (paid for)
 - Trust Area-wide printed advertising in local publications**
- Workshop Promotion: N/A
- Public Engagement Events Promotion:
 - Consultant support (limited)
 - Posters
 - Social media (free)
 - Social media advertising (paid for)
 - Public events communications materials and printing

***includes combined advertising for survey and the public engagement events*

Benefits – Reduced cost to Trust Council. Constituents receive a virtual engagement option (survey) and Trust Council receives survey results that are collected in a consistent manner across the Trust Area.

Risks – See Risk Assessment section for Option 5 above. Additionally, absence of a Trust Area-wide workshop will deprive Trust Area residents of an opportunity to learn about the Policy Statement prior to participating in engagement activities.

Financial implications – Staff are forecasting that approximately \$42,000 will not be spent this fiscal year and will be allocated to the General Revenue Surplus Fund, thus requiring \$44,000 in additional funding for fiscal 2025/26.

Resource requirements – Requires the full-time support of Senior Policy Advisor and additional support from Director of Trust Area Services, and Program Coordinator, Communication Specialist and administrative staff. Staff hours required for public engagement depend on the options selected by local trust committees/Bowen Island Municipal Council. Staff hours required for revising the draft Policy Statement will depend on the scope of changes requested by Trust Council.

Other implications - None

Option 8: \$66,000

Description – This option would include all elements of Options 5 minus a Trust Area-wide survey. This option includes the following costed items:

- Communications: \$26,000 for further communications materials to support project implementation and specifically promotion of engagement during the six-month referral process
- Legal: \$10,000 to support the legal aspects of the project as needed
- On-Island Public Engagement: \$20,000 to support local public engagement selected by local trust committees and Bowen Island Municipality. This is a modest amount and would not enable all entities to host in-person special LTC/IM meetings/engagement events or enable in-person Trust Area Services staff participation at all events.
- Virtual Community Workshop: \$10,000 for design and delivery by contractor, with Islands Trust staff attending as subject matter experts

Option 8 communications activities include:

- Public Education:
 - Crisis communications support (as needed)
 - Mail out (Trust Area-wide)
 - Posters
 - Social media (free)
 - Social media advertising (paid for)
 - Trust Area-wide printed advertising in local publications
- Survey Promotion: NA
- Webinar Promotion:
 - Posters
 - Social media (free)
 - Social media advertising (paid for)
- Public Engagement Events Promotion:
 - Posters
 - Social media (free)
 - Social media advertising (paid for)
 - Trust Area-wide printed advertising in local publications
 - Public events communications materials and printing

Benefits – Reduced cost to Trust Council. Constituents are offered an event that provides access to subject matter experts; participants in the virtual community workshop can hear the perspectives of people throughout the region, Trust Council receives collated workshop engagement results in a consistent manner.

Risks – All of the risks noted above in Option 5 risk assessment, with added risk that some constituents may feel deprived of the structured feedback mechanism a survey provides.

Financial implications – Staff are forecasting that approximately \$42,000 will not be spent this fiscal year and will be allocated to the General Revenue Surplus Fund, thus requiring \$24,000 in additional funding for fiscal 2025/26..

Resource requirements – Requires the full-time support of Senior Policy Advisor and additional support from Director of Trust Area Services, and Program Coordinator, Communication Specialist and administrative staff. Staff hours required for public engagement depend on the options selected by local trust committees/Bowen Island Municipal Council. Staff hours required for revising the draft Policy Statement will depend on the scope of changes requested by Trust Council.

Other implications- None

Option 9: \$0

Description – This option would involve no work on the project in the 2025/26 fiscal year

Benefits – Staff and financial resources available for other work.

Risks –The risks of not proceeding include the following:

- Continuing to operate under the guidance of a 30-year old document that does not reflect Trust Council's commitments to improve language and guidance relating to reconciliation, climate change and affordable housing may result in decisions that are not consistent with current values or current/predicted environmental conditions.
- Relationships with Indigenous Governing Bodies may be impacted as Trust Council would not be advancing change in response to feedback and suggestions received.
- Public engagement results may later be viewed as dated and no longer relevant.
- Staff turnover during a pause in the project could result in a loss of corporate memory leading to inefficiencies and loss of knowledge.
- The Province of BC may amend the Islands Trust Act to require the Islands Trust Council to amend or considering amending the Policy Statement at regular intervals. The Local Government Act requires regional districts to, every five years, seek input on the need for review of the regional growth strategies from its citizens; affected local governments; Indigenous Governing Bodies; boards of education, greater boards and improvement district boards; and the Provincial and federal governments and their agencies; and consider whether the regional growth strategy must be reviewed for possible amendment.

Financial implications – Unspent funds from fiscal 2024/25 will be added to General Revenue Surplus Fund.

Resource requirements – Staff time to communicate cancellation or delay of the project.

Other implications- None

SUMMARY TABLE OF ALTERNATIVE OPTIONS								
Activities	Opt 1 (recommended option)	Opt 2	Opt 3	Opt 4	Opt 5	Opt 6	Opt 7	Opt 8
Communications (\$)	26k	5k	\$16k	16k	26k	16k	26k	26k
Legal (\$)	10k	10k	10k	10k	10k	10k	10k	10k
Local LTC/BIM led public engagement (\$)	12.5k				20k		20k	20k
Trust Area-wide virtual/print survey (\$)	2.5k	2.5k	2.5k	30k	30k	30k	30k	
Trust Area-wide Virtual Community Workshop (\$)	2.5k	2.5k	2.5k	10k	10k			10k
SUBTOTAL	\$53.5k	\$20k	\$31k	\$66k	\$96k	\$56k	\$86k	\$66k
CRITICAL SUCCESS FACTORS: • Full staffing levels within Trust Area Services; administrative support available to manage correspondence as needed • Adequate internal and external communications to build a shared understanding by members of Trust Council, Indigenous Governing Bodies, referral agencies, and the public, on the revised draft Policy Statement and the project purpose, scope, and timeline. • Available staff and contractors • Trust Council leadership.								
RECOMMENDED OPTION: Option 1 results from Trust Council's resolutions in December 2024.								
COST/BENEFIT ANALYSIS: <u>Quantitative Analysis:</u> Comparable public engagement activities for regional growth strategy/official community plan update processes in BC local governments have larger budgets than recommended and cover smaller geographic areas. However, the overall PSAP budget for the lifetime of the project is proportionate to similar projects in local governments. <u>Qualitative Analysis:</u> Amending the Islands Trust Policy Statement will enable Trust Council to more effectively carry out its mandate to preserve and protect the unique amenities and environment of the Trust Area. It will also help to fulfill Trust Council's commitments to address reconciliation, climate change, and housing.								
PURCHASING PROCEDURE: All expenditures will be in accordance with Procurement Policy 6.5.3.								
PROPOSED IMPLEMENTATION STRATEGY: Project will be carried out in accordance with Policy Statement Amendment Project Charter v10 endorsed at Trust Council December 2024 regular meeting, the project workplan and the project communications plan.								
STAFF RESOURCING To be determined per revised Policy Statement Amendment Project Charter, workplan and communications plan. Preliminary estimates: in FY 2025-26, the project is estimated to require the following staff time: • 0.1 FTE - TAS Director • 0.5 FTE - Senior Policy Advisor • 0.05 FTE - Program Coordinator								

- 0.05 FTE - Senior Indigenous Relations Advisor
- 0.1 FTE – Communications Specialist
- 0.1 FTE - Legislative Services Clerk (or other clerks as available)

NOTE: These rough staff time estimates will be refined as project scope changes.

Without additional staff resources, Trust Area Service's (TAS) regular workload will need to be reduced. During critical periods, a certain amount of overtime is expected to fulfil project needs.

CHANGE MANAGEMENT/COMMUNICATIONS/COLLABORATION:

Change management will be undertaken via proposed updates to the approved project charter and workplan. Communications are guided by a communications strategy. This project will be managed by the Executive Committee

Indigenous Governing Bodies provided comment on the staff draft in Winter 2024 and will also receive the document for comment after First Reading. Staff have, through work with Indigenous Governing Bodies to date, heard an interest for the Policy Statement amendment process, including timelines, to be co-designed with participating Indigenous Governing Bodies, and that this multi-year project is not currently being delivered in a manner that reflects this. Staff have advised that, if there is a desire for fundamental change to the model of project delivery, this would need to be discussed between Islands Trust Council and Indigenous Governing Bodies' leadership.

Requested by: Executive Committee

Prepared by: Director, Trust Area Services/January 8, 2024



Islands Trust

**Budget Funding Request
Short-Form Business Case**

TO BE COMPLETED BY INITIATOR

Requested by (*Committee or Operational Unit*):

Executive Committee

Department:

Trust Area Services

Name of Request:

Purchase and Installation of Coast Salish art in the Victoria, Salt Spring and Gabriola offices

\$ Value of Request (*indicate by fiscal year and total if project is multi-year*):

\$2,000

Budget Source (select all that apply):

- ☐ **Specific Project Funding** (select all that apply)
- ☐ Third Party Contractors
 - ☐ Staff Travel Expense
 - ☐ Staff Overtime Expense
 - ☐ New Staff Member – Temporary for project
 - ☐ Computer Hardware/Software

Furniture & Equipment

☐ **Computer Hardware/Software/Supplies**

☐ **New Staff Resources** (see Staff Costing Tool)

☐ **Permanent**

☐ **Temporary**

Temp Duration: _____

X Other – please describe: artwork for office lobbies

Date of Submission to Finance:

Funding Required for (date range): April 1, 2025-March 31, 2026

TIE TO ISLANDS TRUST GUIDING DOCUMENTS: (*Indicate how the proposed project/activity/work ties to Trust Council's strategic plan, Policy Statement directives, Council Bylaws, work programs, the Trust's object, etc. Provide a copy/paste of the relevant reference, along with hyperlinks to external documents where available.*)

Having Coast Salish artwork prominently displayed in Islands Trust office lobbies and boardrooms would be a visual commitment for staff and visitors of Trust Council's and Islands Trust Conservancy Board's [Reconciliation Declarations](#).

The Trust Council 2025-26 Budget Guideline Assessment includes this guideline: Considers resourcing needs to update and implement the Reconciliation Action Plan.

The placement of Coast Salish art in Islands Trust office lobbies will be included as a proposed activity in the draft of the next Reconciliation Action Plan.

ISSUE/OPPORTUNITY: (*What issue are you trying to resolve with this initiative, or what opportunity has been identified that would benefit Islands Trust by undertaking this initiative? What are the future needs? What organizational objectives are being addressed? Include background information that decision makers will need to properly assess this request.*)

The placement of Coast Salish artwork in Island Trust office lobbies would signal a commitment to a culturally-safe and welcoming workplace. Creating office environments that demonstrate an appreciation and awareness of Coast Salish culture and history can be an important method for promoting cultural changes within an organization and supporting attitudes that promote reconciliation. Additionally, the presence of Coast Salish art would assist First Nations and Aboriginal peoples to feel welcome when visiting Islands Trust offices.

PROJECTED RESULTS/DELIVERABLES: *(How does this address the issue/opportunity described above? Indicate how results of this work will impact decision-making by trustees or staff. Will this work result in better decisions, more efficient decision-making, more efficient completion of work, better public perception, etc. Consider all possible results from undertaking this work.)*

The project deliverables will include purchase and installation of Coast Salish art for high-profile walls in the Victoria, Gabriola and Salt Spring office lobbies.

RISK ASSESSMENT: *(List and discuss potential risk factors associated with this work, if identified. List and discuss the options that exist to mitigate identified risks.)*

Cultural Appropriation: There is a risk of cultural appropriate if the art is not procured from known Coast Salish artists. This risk would be mitigated by purchasing art from a reputable Indigenous-run gallery.

Preference given to one artist: If all artwork is created by one artist there may be a perception of inequity. This risk would be mitigated by buying works from three different artists. Art will be selected from artists from First Nations in whose territory the office in question resides.

Theft: There is risk of theft from lobbies. This risk would be mitigated through the existing practice of having staff at front desks during all times that the office is open to the public, and securing pieces as possible/practical.

Installation Challenges: There may be logistical challenges related to the installation of the artwork. This risk would be mitigated by selecting pieces that are straightforward to hang/install.

ALTERNATIVES CONSIDERED: *(What other options/alternative courses of action were considered? List and discuss each alternative separately. Each option must be supported by a succinct and realistic presentation of the benefits, risks, financial implications, resource requirements and other implications to allow for an informed decision among the options. One option should reflect the status quo - i.e. do nothing - and the anticipated results of that action.)*

Option 1: Purchase and Installation of Coast Salish art in the Victoria, Salt Spring and Gabriola offices (up to \$2,000)

Benefits – As noted above.

Risks – As noted above.

Financial implications – \$2,000.

Resource requirements – Senior Indigenous Relations Specialist and/or Director of Trust Area Services time to select and purchase art. This could be done during travel for another purchase resulting in only one-three hours of time. An additional few hours needed the Executive Coordinator to arrange for staff/contractors to hang/install the art.

Other implications- None.

Option 2: up to \$2,000 in art purchases and installation funded from existing \$5,000 furniture and equipment budget.

Benefits – No increase to the 2025/26 draft budget.

Risks – This approach could result in insufficient furniture and equipment funds for operational needs

Financial implications – None.

Resource requirements –Senior Indigenous Relations Specialist and/or Director of Trust Area Services time to select and purchase art. This could be done during travel for another purchase resulting in only one-three hours

of time. An additional few hours needed the Executive Coordinator/Office Administrative Assistants to arrange for staff/contractors to hang/install the art.

Other implications- None.

Option 3: Purchase and Installation of Coast Salish art in the Victoria, Salt Spring and Gabriola offices (up to \$5,000)

Benefits – As noted above.

Risks – As noted above.

Financial implications – \$5,000.

Resource requirements – Senior Indigenous Relations Specialist and/or Director of Trust Area Services time to select and purchase art. This could be done during travel for another purchase resulting in only one-three hours of time. An additional few hours needed the Executive Coordinator to arrange for staff/contractors to hang/install the art.

Other implications- With a larger budget staff be will able to secure larger pieces of art and/or multiple pieces of art for use on different walls,

Option 4: Partner with an Indigenous arts organization to procure art pieces to be installed in Islands Trust offices.

Benefits – Would raise Islands Trust profile with Coast Salish artists, and would enable Islands Trust to request art with certain themes.

Risks – None.

Financial implications – Unknown at this time but staff expect that an Indigenous art organization would require a fee or commission and art purchases costs for three pieces are likely to be significantly higher than \$2,000.

Resource requirements –This would likely take 35+ hours of Senior Indigenous Relations Advisor time.

Other implications- None.

Option 5: Do not budget for purchase and Installation of Coast Salish art in the Victoria, Salt Spring and Gabriola offices

Benefits – No increase to the 2025/26 draft budget.

Risks – None, but Islands Trust will continue to lack a visual commitment to a culturally-safe and welcoming workplace in office lobbies.

Financial implications – None.

Resource requirements –None.

Other implications- None.

CRITICAL SUCCESS FACTORS: *(What related factors have been identified that are important to the success of completing this work/initiative? Which of these factors are considered critical to the success of this initiative? Discuss outcomes if critical success factors are not met.)*

Critical success factors include:

Sufficient staff time to purchase art and arrange installation.

RECOMMENDED OPTION: *(State your recommendation, referencing the options discussed earlier, and summarise why you chose it over others.)*

Option 1: Purchase and Installation of Coast Salish art in the Victoria, Salt Spring and Gabriola offices

COST/BENEFIT ANALYSIS: *(Discuss both quantitative and qualitative considerations of this initiative. Quantitative discussion should include financial costs as well as benefits (savings). Qualitative considerations include non-quantifiable costs and benefits.)*

Quantitative: \$3,000. This amount could be higher or lower depending of the size of art pieces desired.

Qualitative: Visible support for reconciliation and a culturally-safe organization.

PURCHASING PROCEDURE: *(Describe any purchasing processes that will be needed to support this initiative (ie. Direct Award, RFP, ITQ to qualified vendor) if goods or services need to be procured for the work. If this is for new staff hiring, indicate likely hiring method (ie: external competition, government-restricted internal competition, etc.)*

Purchase of the art and associated installation services would be done in accordance with the Procurement Policy.

PROPOSED IMPLEMENTATION STRATEGY: *(What are the specific features of the “roll-out” of the recommended solution? What is the timeline and anticipated date of completion for this initiative?)*

Senior Indigenous Relations Specialist and/or Director of Trust Area Services would select and purchase art from a reputable Indigenous-owned gallery. This could be done during travel for another purchase resulting in only one-three hours of time. Administrative staff would arrange for staff/contractors to hang/install the art.

STAFF RESOURCING: *(What staff resources will be needed to achieve success on this initiative? Estimate how many hours of staff time will be required, by staff level/role. Comment on the reasonability of expected staff hours when assessed in conjunction with other work underway or planned.)*

The purchase of art would require one-three hours of Senior Indigenous Relations Specialist and/or Director of Trust Area Services time if done during a trip already undertaken

It would take up to two hours of administrative time to arrange for installation in each office lobby.

CHANGE MANAGEMENT/COMMUNICATIONS/COLLABORATION: *(Discuss proposed change management requirements, communications needed, involvement with others. Are there any concerns related to these? If so, how will these be addressed? Have other stakeholders been identified?)*

No change management/collaboration considerations.

Requested by (Committee or Business unit): Trust Area Services

Prepared by (title)/date: Senior Indigenous Relations Specialist/October 22, 2024

Reviewed by (name, title)/date: Director, Trust Area Services/October 22, 2024



Islands Trust

**Budget Funding Request
Short-Form Business Case**

Completion of this form initiates a request to the management team, FPC, and ultimately Trust Council for allocation funding in the next fiscal year budget. The form is to be completed and submitted at the start of the decision making process. The business case forms part of the Annual Budget Process (refer to Islands Trust Council Budget Process Policy 6.3.i).

TO BE COMPLETED BY INITIATOR

Requested by Trust Programs Committee

Department:

Trust Area Services

Name of Request:

[Stewardship Education Program](#)

\$ Value of Request

\$9,500

Date of Submission to Finance: August 26, 2024

Budget Source (select all that apply):

☒ **Specific Project Funding** (select all that apply)

☒ Third Party Contractors

☐ Staff Travel Expense

☐ Staff Overtime Expense

☐ New Staff Member – Temporary for project

☐ Computer Hardware/Software

☐ **Furniture & Equipment**

☐ **Computer Hardware/Software/Supplies**

☐ **New Staff Resources** (see Staff Costing Tool)

☐ Permanent

☐ Temporary

Temp Duration: _____

☒ **Other – please describe:** speaker fees,
communication expenses, honoraria,

Funding Required for (date range): Fiscal 2025-26

TIE TO ISLANDS TRUST GUIDING DOCUMENTS:

The [Islands Trust Policy Statement](#) includes numerous statements that Trust Council encourages property owners to undertake stewardship actions (policies 3.1.11, 3.3.3, 4.4.4, 5.1.4, 5.4.5, 5.8.8).

[Islands Trust Council's Strategic Plan](#) includes Strategy 4.3 *create a stewardship education program for the public, industry, and stakeholders in the Trust Area.*

ISSUE/OPPORTUNITY:

Since 2017, Trust Programs Committee has carried out a Stewardship Education Program on behalf of Islands Trust Council. This included:

21/22: a "Living in the Trust Area" mailing program to new land purchasers (\$24,000 budgeted, actual spent was \$16,128)

22/23: continued mailings to new land purchasers in the Islands Trust Area (\$13,000 budgeted, actual spent was \$10,398).

23/24: Continued mailings and a speaker series (\$13,000 budgeted, actual spent was \$7,799).

24/25: Continued mailings and a speaker series (\$15,000 budgeted)

The details of stewardship programming since 2020 is available on the [Stewardship Education webpage](#).

The Policy Statement states, "The assistance and cooperation of property owners, residents and visitors is vital to the preservation and protection of the environment and amenities of the Trust Area and the implementation of the Policy Statement." and "The task of protecting the Trust Area is particularly challenging because ecosystems do not stop at political boundaries. Cooperative management programs are required to coordinate the actions of all stakeholders. Government, property owners, residents and visitors share responsibility for the preservation and protection of the Trust Area ecosystems."

PROJECTED RESULTS/DELIVERABLES:

The provision of educational programming and materials on stewardship topics to be determined by Trust Program Committee in FY 2025/26 is expected to assist community members to be more informed stewards. Audiences may include *the public, industry, and interested and affected parties (interest holders) in the Trust Area*.

This initiative will help the Trust fulfil the vision set out in the Islands Trust Act that the Trust preserve and protect in cooperation with municipalities, regional districts, improvement districts, First Nations, other persons and organizations and the government of British Columbia.

RISK ASSESSMENT:

The risk exists that incorrect information will be inadvertently provided in the course of stewardship education programming. Staff will mitigate this risk by engaging expert speakers where possible, and requesting expert review of staff-produced publications (where applicable).

ALTERNATIVES CONSIDERED:

Each fiscal year, Trust Programs Committee considers the financial support it wishes to request from Trust Council and, once the budget is approved, the Committee considers the methods by which it will deliver the Stewardship Education Program. For this reason, it is not practical to assess all alternatives considered. In Fall 2024 Trust Programs Committee undertook a public survey to seek views on which stewardship education topics should be addressed in the future via webinars, and will consider the results when selecting topics and activities for 2025/26.

Option 1: Do not offer the program

Benefits: Additional Trust Area Services staff time for other initiatives

Risks: Does not advance Strategic Plan Strategy 4.3 *Create a stewardship education program for the public, industry, and stakeholders in the Trust Area*

Financial implications: No funding required

Resource requirements: Staff time available for other work

Other implications: None

Option 2: A larger budget for the Stewardship Education Program

Benefits: Would depend on the implementation selected by Trust Programs Committee

Risks: Would depend on the implementation selected by Trust Programs Committee

Financial implications: Larger budget required

Resource requirements: Would depend on the implementation selected by Trust Programs Committee

Depending on the activities selected, it could mean more or less staff time to manage contracts or more time for direct staff delivery

Other implications: None

Option 3: A smaller budget for the Stewardship Education Program

Benefits: Would depend on the implementation selected by Trust Programs Committee

Risks: Would depend on the implementation selected by Trust Programs Committee

Financial implications: Smaller budget required

Resource requirements: Would depend on the implementation selected by Trust Programs Committee.

Depending on the activities selected, it could mean more or less staff time to manage contracts or more time for direct staff delivery

Other implications: None

CRITICAL SUCCESS FACTORS:

Critical success factors include:

- Sufficient staff time to administer and deliver the program. If there is a critical staff vacancy, program delivery may be impacted.
- As appropriate, availability of contractor to support webinars or other educational programming. If contractors are unavailable program delivery may be impacted.
- Public interest in participating in stewardship education events. If there is low public interest, project objectives won't be met.

RECOMMENDED OPTION:

That \$9,500 be budgeted for the Stewardship Education Program.

COST/BENEFIT ANALYSIS:

Quantitative:

- \$9,500 for the Stewardship Education Program for FY 2025/26. See also staff resourcing section below.

Qualitative:

- A stewardship education program creates an opportunity to educate community members and professional practitioners about the importance of preserving and protecting the Trust Area, climate action, and methods of being a good steward.
- Increased understanding of the Islands Trust and rationale for the preserve and protect mandate could result in reduced bylaw infractions.

PURCHASING PROCEDURE:

Any purchases will comply with the Procurement Policy. The services/goods to be procured will depend on the activities selected by Trust Programs Committee.

PROPOSED IMPLEMENTATION STRATEGY:

Once the requested budget is approved, Trust Programs Committee will, in 2024/25, request staff to provide a project charter(s) for selected activities. Once the project charters are approved, staff will implement the project(s) as directed.

STAFF RESOURCING:

Staff resources required will depend on the activities selected by Trust Programs Committee in 24/25, with on-island events (if selected) requiring significantly more time commitment. At a minimum, staff hours are expected to be: program coordinator 150 hours, communications specialist 40 hours, and Director of Trust Area Services 30 hours, with additional time for administrative services staff to manage financial elements. The program coordinator offers support to the Stewardship Education Program as a core duty of the position. The reasonableness of the staff hours in conjunction with other initiatives will somewhat depend on the scale and timing of the Policy Statement Amendment Project in 24/25 and other initiatives undertaken by Trust bodies that require support from Trust Area Services.

CHANGE MANAGEMENT/COMMUNICATIONS/COLLABORATION:

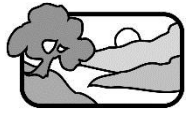
Change management, communication and collaboration will be addressed via the strategies outlined in the project charter(s) and as directed by Trust Programs Committee during consideration of next steps.

The program would be supported by a communications plan(s). Ideally, components of the program would be delivered in collaboration with local agencies and/or First Nations.

Requested by: Trust Programs Committee,

Prepared by: Director, Trust Area Services, updated February 12, 2024 to reflect TPC budget reduction

Reviewed by: Trust Programs Committee, August 26, 2024



Islands Trust

**Budget Funding Request
Short-Form Business Case**

Completion of this form initiates a request to the management team, FPC, and ultimately Trust Council for allocation funding in the next fiscal year budget. The form is to be completed and submitted at the start of the decision making process. The business case forms part of the Annual Budget Process (refer to Islands Trust Council Budget Process Policy 6.3.i).

TO BE COMPLETED BY INITIATOR

Requested by Trust Programs Committee	Budget Source (select all that apply):
Department: Trust Area Services	☒ Specific Project Funding (select all that apply) ☒ Third Party Contractors ☐ Staff Travel Expense ☐ Staff Overtime Expense ☐ New Staff Member – Temporary for project ☐ Computer Hardware/Software
Name of Request: Secretariat Services Program	☐ Furniture & Equipment ☐ Computer Hardware/Software/Supplies ☐ New Staff Resources (see Staff Costing Tool) ☐ Permanent ☐ Temporary Temp Duration: _____
\$ Value of Request: \$17,000	☐ Other – please describe: _____
Date of Submission to Finance: August 26, 2024	Funding Required for (date range): Fiscal Year 2025/26

TIE TO ISLANDS TRUST GUIDING DOCUMENTS:

The [Islands Trust Policy Statement](#) provides that: “To achieve its object, the Islands Trust must be an educator, coordinator, and initiator, guiding individuals, organizations and other agencies in support of the object. While the Islands Trust can provide the necessary leadership, responsibility for stewardship of the Trust Area rests with many. Individuals, other government agencies, organizations, and the Province itself all have important roles to play. Cooperative actions are required of other agencies, organizations and individuals to ensure that activities are carried out in a manner that is sensitive to the needs of Trust Area ecosystems and island communities.”

[Islands Trust Council’s Strategic Plan](#) includes Strategy 5.2 *Provide a secretariat role to forums within the Trust Area.*

In the [Islands Trust Council's Secretariat Services policy](#) sets out the policy for providing secretariat services which is defined as "the provision of administrative support including, but not limited to, meeting organization, meeting administration, public notices, recording and distribution of meeting notes or minutes, and website hosting and updating.

ISSUE/OPPORTUNITY:

There are a number of coordinating bodies operating in the Trust Area, largely supported by volunteer or in-kind staff effort. These bodies bring together different levels of government, First Nations and community members on a regular basis to discuss matters of mutual interest/concern.

Over the years, coordinating bodies and trustees have raised concern regarding the lack of funding for the administrative needs (e.g. meeting logistics, agenda preparation, minutes, facilitation, website hosting/posting, shared document drive) for some coordinating bodies and/or concern about the sustainability of relying on volunteer and side-of-the-desk coordinators. In 2021, Trust Programs Committee sought the feedback of coordination groups receiving secretariat services on the impact/benefits of those services, and heard that the funding was helpful and promoted better coordination, among other benefits.

The details of previous support provided via Trust Programs Committee since 2018 is available on the [Support for Coordination Groups webpage](#).

Previous amounts budgeted by Trust Council for secretariat services in the last four years:

24/25 \$15,000 (TPC has allocated \$14,250 to date)

23/24 \$12,000 (actual spent was \$11,985)

22/23 \$15,000 (actual spent was \$12,513)

21/22 \$12,000 (actual spent was \$12,976)

PROJECTED RESULTS/DELIVERABLES:

Through offering support for administration, the Secretariat Services Program supports the continued operation of coordination groups in the Trust Area. Regular meetings of coordination groups can support more informed decision-making by trustees and partner agencies and First Nations that participate in the coordination groups. Coordination groups, at times, also discuss coordinated advocacy messages, leading to more impactful campaigns. This initiative will help the Trust fulfil the vision set out the Islands Trust Act that the Trust preserve and protect in cooperation with municipalities, regional districts, improvement districts, First Nations, other persons and organizations and the government of British Columbia.

RISK ASSESSMENT:

No risks identified

ALTERNATIVES CONSIDERED:

Option 1: Do not offer the program

Benefits: Additional Trust Area Services staff time for another initiatives

Risks: Does not advance Strategic Plan Strategy 5.2 *Provide a secretariat role to forums within the Trust Area*

Financial implications: No funding required

Resource requirements: Staff time available for other work

Other implications: None

Option 2: A larger budget for the Secretariat Services Program

Benefits: Increased support available to coordination groups.

Risks: None

Financial implications: Larger budget required

Resource requirements: Would depend on the implementation selected by Trust Programs Committee

Depending on the how many coordination groups are supported and what support is offered, it could mean more or less staff time to manage contracts or more time for direct staff delivery.

Other implications: None

Option 3: A smaller budget for the Secretariat Services Program

Benefits: Would depend on the implementation selected by Trust Programs Committee

Risks: Uncertain. It could result in a coordination group facing administrative capacity issues.

Financial implications: Smaller budget required

Resource requirements: Would depend on the implementation selected by Trust Programs Committee.

Depending on the how many coordination groups are supported and what support is offered, it could mean more or less staff time to manage contracts or more time for direct staff delivery.

Other implications: None

CRITICAL SUCCESS FACTORS:

Critical success factors include:

- Sufficient staff time to administer and deliver the program. If there is a critical staff vacancy, program delivery would be impacted. Also, the program depends on program staff time not being allocated to other initiatives by other Trust bodies.
- Availability of contractor to offer administrative support to coordination group. If contractors are unavailable program delivery may be impacted.
- Continued operation of coordination groups and continued Islands Trust participation in those coordination groups. Trust Programs Committee, via policy, has the discretion to allocate the budget provided.

RECOMMENDED OPTION:

That \$17,000 be budgeted for the Secretariat Services Program.

COST/BENEFIT ANALYSIS:Quantitative:

- \$17,000 to fund requests from coordination groups in FY 2025/26. See also staff resourcing section below.

Qualitative:

- Continued Islands Trust support for administration of coordination groups comprised of First Nations, organizations and/or interested and affected parties (stakeholders).
- Regular meetings of coordination groups can support more informed decision-making by trustees and partner agencies and First Nations that participate in the coordination groups. Coordination groups, at times, also discuss coordinated advocacy messages, leading to more impactful campaigns.

PURCHASING PROCEDURE:

Any purchases will comply with the [Procurement Policy](#). Service contracts are typically offered via direct award. The Secretariat Services policy states that: *When Trust Programs Committee allocates funding from the Secretariat Services budget for Secretariat Services for a Coordination Group, the amount may not exceed the*

direct award commitment spending level in Trust Council's Procurement Policy 6.5.3.

PROPOSED IMPLEMENTATION STRATEGY:

The Secretariat Services policy states that: *Trust Programs Committee will assess opportunities to provide Secretariat Services at its first meeting of the fiscal year. If staff resources or funding remain unallocated after this meeting, the Trust Programs Committee may consider additional opportunities at future meetings.*

Typically, Trust Programs Committee decides which groups to support in April, with contracts issued in May and final reports from coordination groups provided in March the following year.

STAFF RESOURCING:

The staff resources required will depend on the number of coordination groups supported by Trust Programs Committee in 25/26 and the nature of support offered. The program coordinator offers support to the Secretariat Services Program as a core duty of the position. At a minimum, staff hours needed are expected to be: program coordinator 75 hours, communications specialist 1 hour, and Director of Trust Area Services 20 hours, with additional time for administrative services staff to manage financial elements. The reasonableness of the staff hours in conjunction with other initiatives will somewhat depend on the scale and timing of the Policy Statement Amendment Project in 25/26 and other initiatives undertaken by Trust bodies that require support from Trust Area Services.

CHANGE MANAGEMENT/COMMUNICATIONS/COLLABORATION:

Information about how funding is allocated is posted to the Secretariat Services Program webpage and staff may promote the Islands Trust's contributions, as appropriate.

In April 2022, the Executive Committee requested staff to develop policy regarding s. 8 (2) (h.1) (iii) and (iv) of the Islands Trust Act. This work has not begun as the Senior Policy Advisor position is dedicated to the Policy Statement Amendment project, and has not been backfilled for other work. If Trust Council did adopt new policy relating to s. 8 (2) (h.1) (iii) and (iv) of the Islands Trust Act staff will provide recommendations about budget implications and options. Staff would ensure that all interested and affected parties were kept informed.

Requested by: Trust Programs Committee

Prepared by: Director, Trust Area Services, August 14, 2024

Reviewed by: Trust Programs Committee, August 26, 2024



Completion of this form initiates a request to the management team, FPC, and ultimately Trust Council for allocation funding in the next fiscal year budget. The form is to be completed and submitted at the start of the decision making process. The business case forms part of the Annual Budget Process (refer to Islands Trust Council Budget Process Policy 6.3.i).

TO BE COMPLETED BY INITIATOR

Requested by (Committee or Operational Unit): Governance Committee	Budget Source (select all that apply): ☐ Specific Project Funding (select all that apply) X Third Party Contractors ☐ Staff Travel Expense ☐ Staff Overtime Expense ☐ New Staff Member – Temporary for project ☐ Computer Hardware/Software ☐ Furniture & Equipment ☐ Computer Hardware/Software/Supplies ☐ New Staff Resources (see Staff Costing Tool) ☐ Permanent ☐ Temporary Temp Duration: _____ ☐ Other – please describe: _____
Department: Executive Office	
Name of Request: Trustee Remuneration Review	
\$ Value of Request (indicate by fiscal year and total if project is multi-year): \$10,000	
Date of Submission to Finance: November 2024	Funding Required for (date range): April 1, 2025 to March 31, 2026

TIE TO ISLANDS TRUST GUIDING DOCUMENTS: (Indicate how the proposed project/activity/work ties to Trust Council's strategic plan, Policy Statement directives, Council Bylaws, work programs, the Trust's object, etc. Provide a copy/paste of the relevant reference, along with hyperlinks to external documents where available.)

- Trust Council's draft Strategic Plan 2025-2028** (*not yet reviewed by Trust Council*) contains the following:
1.2.6 Prioritise, analyse, and where appropriate, implement the 15 recommendations of the 2022 Governance Report.
- [Governance Review Report](#) from 2022 recommends that Trustee Remuneration values be examined:
Recommendation #15: So that Trust Council is not the preserve only of those who do not need to earn a living, the significant time and effort required of Trustees must be reasonably compensated, which means an increase in current compensation levels. Currently, much of the time Trustees spend on Trust Council business, including preparation for meetings, participation in some meetings, and travel time, are not compensated at all.

3. [Trust Council Policy 2.3.1 Council Committee System](#) outlines the terms of reference for the Governance Committee and includes responsibility for the following:
"... initially reviewing the Islands Trust Governance Report dated March 8, 2022 and submitting a prioritized list of the recommendations in that Report to Trust Council with advice as to possible actions"
4. Governance Committee's approved work program includes as 5th priority:
Review and update Trust Council's Policy 7.2.1 Trustee Remuneration in line with the UBCM Council and Board Remuneration Guide.
5. Governance Committee's priority matrix includes Trustee remuneration review as Not Immediate but Important.

ISSUE/OPPORTUNITY: *(What issue are you trying to resolve with this initiative, or what opportunity has been identified that would benefit Islands Trust by undertaking this initiative? What are the future needs? What organizational objectives are being addressed? Include background information that decision makers will need to properly assess this request.)*

The primary issue around trustee remuneration that was raised in the Governance Review Report is that the levels of trustee compensation provided by current policy/bylaw are not adequate to ensure all demographics of Islands Trust residents may reasonably consider running for the position of Trustee. Questions were raised as to whether or not the current compensation levels appropriately reflect the level of work and effort required of Islands Trust trustees. Trustees themselves have expressed concern over the compensation levels provided. (Staff note there are other factors that may limit certain demographics from running for trustee – other key factors include day time meetings for example).

An external consultant last reviewed trustee compensation levels in 2010, and the methodology created to increase compensation levels on an annual basis, which has been applied. However, it has been almost 15 years since an independent review of remuneration values and methodologies for annual increases has been conducted. Currently, Trust Council's remuneration policy does not call for a periodic review of remuneration values by independent parties.

Staff have performed a review of Trust Council's Trustee Remuneration policy against the UBCM Remuneration Guide from 2018 which suggests regular, periodic, independent third party reviews of remuneration values.

PROJECTED RESULTS/DELIVERABLES: *(How does this address the issue/opportunity described above? Indicate how results of this work will impact decision-making by trustees or staff. Will this work result in better decisions, more efficient decision-making, more efficient completion of work, better public perception, etc. Consider all possible results from undertaking this work.)*

Trust Council's remuneration policy will be updated to include requirements for periodic independent reviews, pending Trust Council approval of amending the policy.

Conducting an independent review will bring trustee remuneration values in line with appropriate values as compared to other jurisdictions, and may increase the number of island residents who consider running for Trustee. Ensuring a review is conducted by an independent third party rather than staff or trustees should enhance confidence in the final recommendations for remuneration levels as no biases will be incorporated into the exercise.

The review should include:

- Enabling equitable participation/representation
- Evaluation of methodology
- Trustee input.

RISK ASSESSMENT: *(List and discuss potential risk factors associated with this work, if identified. List and discuss the options that exist to mitigate identified risks.)*

- Risk that no appropriate consultant can be secured to conduct the review in timelines needed: this risk is extremely low as there is a plethora of consultants who would be able to conduct this type of work. This risk is mitigated by investigating possible consultants early, even in advance of Trust Council's budget approval in March 2024.
- Risk that consultant fees are higher than the amount estimated by staff, not allowing for the securing of a quality consultant: This risk is low, but can be mitigated by staff conducting a greater market assessment between now and TC's approval of its budget in March 2024 to ensure amounts are appropriate. Any required overages post-budget approval may be handled in line with TC's budget control and adjustment policy, and amounts are not expected to be significant.
- Risk that changes to Trustee Remuneration values, in the year enacted, will result in a taxation spike in the budget: This risk may be mitigated by finding budget savings in other areas in the year new rates are enacted. Clear communication about why changes are needed, if any, may make any significant spikes more palatable to TC and to the public. This kind of risk is already seen across Islands Trust in other areas whereby TC may see taxation spikes from increases levels of projects or salaries, etc. This risk is considered to be minimal and part of conducting sound operations.

ALTERNATIVES CONSIDERED: *(What other options/alternative courses of action were considered? List and discuss each alternative separately. Each option must be supported by a succinct and realistic presentation of the benefits, risks, financial implications, resource requirements and other implications to allow for an informed decision among the options. One option should reflect the status quo - i.e. do nothing - and the anticipated results of that action.)*

Option 1: Hire a consultant to review the remuneration rates

Benefits – see Issue/Opportunity section above.

Risks – see Risk Assessment section above.

Financial implications – estimated \$8,000 for the hiring of a consultant.

Resource requirements – staff time to manage contract.

Other implications- None.

Option 2: Undertake Review using Staff resources

Benefits – No cost to hiring consultant. Staff know the operations and duties of trustees, and have the qualifications to conduct this kind of benchmarking exercise.

Risks – Staff may not have easy access to information at other local governments; staff resources would need to be prioritised to ensure this work is completed in timely manner; and there may be potential perception of bias if undertaken in-house. Risk that results of this exercise would not be considered reliable as there may be a perceived bias given staff's employment relationship with trustees.

Financial implications – None.

Resource requirements – The finance team along with the support from the legislative services team and administrative staff would be best placed to undertake this work should it be conducted in-house.

Other implications- None.

CRITICAL SUCCESS FACTORS: *(What related factors have been identified that are important to the success of completing this work/initiative? Which of these factors are considered critical to the success of this initiative? Discuss outcomes if critical success factors are not met.)*

Timely hiring of independent consultant – critical to ensuring results are free from perceived or actual bias. If not met, results may not be trusted, and therefore funds spent may lose their value.

RECOMMENDED OPTION: *(State your recommendation, referencing the options discussed earlier, and summarise why you chose it over others.)*

Option 1: Hire a consultant to review the remuneration rates

This option ensures independence in the review which is important. It ensures workloads for staff are not elevated. It ensures a more timely completion of the work. It aligns with best practice recommendations, aligns with the Governance Report recommendation, and aligns with staff's recommendation to FPC.

COST/BENEFIT ANALYSIS: *(Discuss both quantitative and qualitative considerations of this initiative. Quantitative discussion should include financial costs as well as benefits (savings). Qualitative considerations include non-quantifiable costs and benefits.)*

The financial cost of hiring an independent consultant is difficult to weigh against the value that may be provided from the results of the work undertaken. The long term benefits of increasing access to the position of trustee for a larger demographic of people in the Islands could result in a Council made up of voices that represent a larger portion of Islanders. Increasing diversity at decision making tables has great benefit in supporting informed and inclusive decisions, provided the people bringing the diverse opinions can conduct themselves professionally and respectfully with their colleagues of opposing viewpoints. Enhanced compensation for trustees may mean trustees are able to dedicate more time to their elected position which may also enhance good governance and sound decision making. An estimated \$8,000 cost for long-term qualitative benefit appears to be a reasonable investment.

PURCHASING PROCEDURE: *(Describe any purchasing processes that will be needed to support this initiative (ie. Direct Award, RFP, ITQ to qualified vendor) if goods or services need to be procured for the work. If this is for new staff hiring, indicate likely hiring method (ie: external competition, government-restricted internal competition, etc.)*

Trust Council's Procurement Policy dictates that at least three quotes would be obtained from known vendors at work with a value of \$8,000; or, a competitive Invitation to Quote or Request for Proposal may be conducted. Staff would select the option of at least three quotes as the scope, cost, and complexity of work is not so significant that a full RFP is warranted. This option is also faster to administer, reducing the risk that this exercise is not completed by the end of term and incorporated into an amended remuneration policy. Staff are aware of consultants with appropriate qualifications to undertake this work who have expertise in working with public sector organisations on topics such as this.

PROPOSED IMPLEMENTATION STRATEGY: *(What are the specific features of the "roll-out" of the recommended solution? What is the timeline and anticipated date of completion for this initiative?)*

Should TC approve this undertaking, staff will conduct procurement procedures and select an appropriate consultant for the work. Work would be completed and presented to the GC for reflection. GC will direct staff to amend remuneration policy and bylaw with their proposed amendments resulting from the consultants work and present their recommendations to TC. TC may approve the revised policy and bylaw or make their own amendments. Any changes to TC remuneration policy or bylaw for values will take effect at the start of the new term of office in October 2026.

FPC has already proposed amendments to Trust Council for other remuneration policy changes that are not related to remuneration values. These amendments would travel to TC along with the results of GC's work on the values for approval all together. This is the most efficient approach to amending this policy.

STAFF RESOURCING: *(What staff resources will be needed to achieve success on this initiative? Estimate how many hours of staff time will be required, by staff level/role. Comment on the reasonability of expected staff hours when assessed in conjunction with other work underway or planned.)*

Director, Administrative Services or Legislative Services staff will conduct the procurement procedures, and manage the resulting contract. This work can only be conducted when finance team positions are filled which is reasonable to expect by next fiscal. The work will be supported by legislative services staff as needed given this work involves policy and bylaw.

CHANGE MANAGEMENT/COMMUNICATIONS/COLLABORATION: *(Discuss proposed change management requirements, communications needed, involvement with others. Are there any concerns related to these? If so, how will these be addressed? Have other stakeholders been identified?)*

None to consider with the hiring of the contract for the work. Results of the report that may influence changes in remuneration levels will be evaluated for change management considerations at that time.

Requested by Governance Committee:

Prepared by Director, Administrative Services

Reviewed by Governance Committee/January 29, 2025



Islands Trust

**Budget Funding Request
Short-Form Business Case**

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TO BE COMPLETED BY INITIATOR

Requested by (Committee or Operational Unit):

Governance Committee

GC-2024-041

That Governance Committee approve the Policy Review Business Case and forward to Financial Planning Committee for inclusion in the 2025/26 fiscal Year budget with an increased budget to a total of \$10,000.

Department:

Legislative and Information Services

Name of Request:

Trust Council Policies Review

\$ Value of Request (indicate by fiscal year and total if project is multi-year):

\$6,000

Budget Source (select all that apply):

- ☐ **Specific Project Funding** (select all that apply)
- X Third Party Contractors/Temp Staff
- ☐ Staff Travel Expense
- ☐ Staff Overtime Expense
- ☐ New Staff Member – Temporary for project
- ☐ Computer Hardware/Software

☐ **Furniture & Equipment**

☐ **Computer Hardware/Software/Supplies**

☐ **New Staff Resources** (see Staff Costing Tool)

☐ **Permanent**

☐ **Temporary**

Temp Duration: _____

☐ **Other – please describe:** _____

Date of Submission to Finance:

October 2024

Funding Required for (date range):

April 1, 2025 to March 31, 2026

TIE TO ISLANDS TRUST GUIDING DOCUMENTS: (Indicate how the proposed project/activity/work ties to Trust Council's strategic plan, Policy Statement directives, Council Bylaws, work programs, the Trust's object, etc. Provide a copy/paste of the relevant reference, along with hyperlinks to external documents where available.)

Trust Council's Object – no

Strategic Plan item – no

Policy Statement directive – no

Council bylaw – no

Work programs – no, however Trust Council has passed a resolution at its September 2023 meetings which lives on their FUAL:

2023-061

that Trust Council request staff to review, update and report back to Trust Council with recommendations for amendments to Trust Council policies, and where possible, combine similar policy documents to reduce redundancies.

ISSUE/OPPORTUNITY: *(What issue are you trying to resolve with this initiative, or what opportunity has been identified that would benefit Islands Trust by undertaking this initiative? What are the future needs? What organizational objectives are being addressed? Include background information that decision makers will need to properly assess this request.)*

Background:

Trust Council began developing policies in 1992 following the significant update to the *Islands trust Act*. Policies are intended to provide direction in various areas of the operations of the Islands Trust. There are currently 91 policies divided into the following areas:

- Islands Trust Policy Statement (2 policies)
- Trust Council and its Committees (23 policies)
- Local Trust Committee, Advisory Commissions and advisory Groups (12 policies)
- Land Use Planning, Bylaws and Mapping (14 policies)
- Operations, the Budget Process, Elections and Communications (19 policies)
- Administrative Activities such as finance and Freedom of Information (18 policies)
- Human Resources (2 policies)
- Islands Trust Conservancy Joint Policy (1 policy)

Most, but not all, of these policies have had updates as required over the years, but there has never been a systematic review of the policies. Trust Council has requested a review of its policies as per the resolution in the Guiding Documents section of this business case.

The Municipal Insurance Association of British Columbia (MIABC), to which the Islands Trust joined on January 1, 2024, recommends that local governments develop a plan to systematically review and update their policies at least every five years. This review is not only to ensure existing policies are relevant, but to ensure that policies cover the necessary areas of the organisation's operations to reduce risk to the organisation.

PROJECTED RESULTS/DELIVERABLES: *(How does this address the issue/opportunity described above? Indicate how results of this work will impact decision-making by trustees or staff. Will this work result in better decisions, more efficient decision-making, more efficient completion of work, better public perception, etc. Consider all possible results from undertaking this work.)*

This project would:

- establish a methodology that includes criteria for prioritisation of policies to be reviewed, criteria for new policies and, establishes a schedule for review and update of policies
- prioritise policies for review and update (given there are 91 policies to review)
- undertake review of the prioritised policies, and recommend updates or deletions to Trust Council
- update prioritised policies by end of term (October 2026)
- identify gaps where policies should be in place but there are no policies covering the issue

RISK ASSESSMENT: *(List and discuss potential risk factors associated with this work, if identified. List and discuss the options that exist to mitigate identified risks.)*

The risk is low in regards to whether or not this project is completed by end of term. The nature of the project is flexible and is intended to establish a framework for maintaining and updating Trust Council policies into the future.

Out of date or lack of policies around real estate management and maintenance could be a risk for the organisation. Mitigation would involve flagging these in the review process and prioritising them for update or development.

ALTERNATIVES CONSIDERED: *(What other options/alternative courses of action were considered? List and discuss each alternative separately. Each option must be supported by a succinct and realistic presentation of the benefits, risks, financial implications, resource requirements and other implications to allow for an informed decision among the options. One option should reflect the status quo - i.e. do nothing - and the anticipated results of that action.)*

Option 1: Undertake the work by staff for Trust Council

Benefits – less expensive to undertaken

Risks – the project would need to be assigned to a committee and given priority

Financial implications – staff time including additional administrative staff support to provide capacity (\$4,000) and legal review (\$2,000)

Resource requirements – staff time could be significant given the volume of policies

Other implications – Other projects may be delayed

Option 2: Undertake the work by a consultant

Benefits – consultant can bring a different perspective, and will not impact largely on existing staff resources assuming consultant understands the unique structure of the Islands Trust.

Risks – need to find an appropriate consultant with understanding of the unique structure of the Islands Trust, and risk the consultant may misunderstand the needs of Islands Trust in relation to policies.

Financial implications – consultant (\$15,000) and legal review (\$2,000) – note that consultant fees could be substantially higher depending on scope – this estimate is to establish the policy and structure, and does not include systematic review of each policy.

Resource requirements – some staff time would be required to manage the contract, and substantial staff time could be consumed depending on how familiar the consultant is with the unique structure of the Islands Trust.

Other implications – No other implications identified.

Option 3: Not review Trust Council policies

Benefits – allow Trust Council to focus on other projects of importance

Risks – out-of-date policies could be a risk to the organisation, and lead to poor and out-of-date procedures

Financial implications – potential savings from changing policy direction could be lost.

Resource requirements – None

Other implications – None

CRITICAL SUCCESS FACTORS: *(What related factors have been identified that are important to the success of completing this work/initiative? Which of these factors are considered critical to the success of this initiative? Discuss outcomes if critical success factors are not met.)*

Clear Trust Council policy and program for maintaining and updating Trust Council policies on a regular scheduled basis.

RECOMMENDED OPTION: *(State your recommendation, referencing the options discussed earlier, and summarise why you chose it over others.)*

Option 1. This option is the most effective, given that the work would be undertaken by staff with working experience and familiarity with the policies, and the structure of the Islands Trust. The \$4,000 earmarked for administrative support, will allow “as and when” administrative staff to be brought in as needed to help with the project, or to backfill to allow more experienced staff undertake the review work with the Governance Committee.

COST/BENEFIT ANALYSIS: *(Discuss both quantitative and qualitative considerations of this initiative. Quantitative discussion should include financial costs as well as benefits (savings). Qualitative considerations include non-quantifiable costs and benefits.)*

Savings would be mostly intangible. That is, completion of the project would result in lower risk to the organisation, and certainty around procedures. Removal of redundancies, or no longer appropriate policies may result in improved governance efficiencies.

PURCHASING PROCEDURE: *(Describe any purchasing processes that will be needed to support this initiative (ie. Direct Award, RFP, ITQ to qualified vendor) if goods or services need to be procured for the work. If this is for new staff hiring, indicate likely hiring method (ie: external competition, government-restricted internal competition, etc.)*

Legal review as per Trust Council policy.

PROPOSED IMPLEMENTATION STRATEGY: *(What are the specific features of the “roll-out” of the recommended solution? What is the timeline and anticipated date of completion for this initiative?)*

Work would be largely administrative and undertake by administrative staff assigned to Governance committee, with funding for legal support.

STAFF RESOURCING: *(What staff resources will be needed to achieve success on this initiative? Estimate how many hours of staff time will be required, by staff level/role. Comment on the reasonability of expected staff hours when assessed in conjunction with other work underway or planned.)*

Undertaken by administrative staff assigned to Governance Committee. Prioritisation of this project would be required.

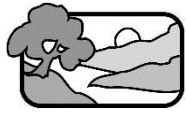
CHANGE MANAGEMENT/COMMUNICATIONS/COLLABORATION: *(Discuss proposed change management requirements, communications needed, involvement with others. Are there any concerns related to these? If so, how will these be addressed? Have other stakeholders been identified?)*

Recommendation would be forwarded to Trust Council for adoption.

Requested by Governance Committee

Prepared by David Marlor, Director, Legislative and Information Services.

Reviewed by Governance Committee, January 29, 2024



Islands Trust

**Budget Funding Request
Short-Form Business Case**

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TO BE COMPLETED BY INITIATOR

Requested by (Committee or Operational Unit):

Governance Committee

Department:

Legislative and Information Services

Name of Request:

Trust Council Secretariat

\$ Value of Request (indicate by fiscal year and total if project is multi-year):

\$15,000 (uninformed estimate)

Breakdown of funds:

\$10,000 – consultant

\$5,000 – legal

Budget Source (select all that apply):

- ☐ **Specific Project Funding** (select all that apply)
- ☒ Third Party Contractors
 - ☐ Staff Travel Expense
 - ☐ Staff Overtime Expense
 - ☐ New Staff Member – Temporary for project
 - ☐ Computer Hardware/Software

☐ **Furniture & Equipment**

☐ **Computer Hardware/Software/Supplies**

☐ **New Staff Resources** (see Staff Costing Tool)

☐ **Permanent**

☐ **Temporary**

Temp Duration: _____

☐ **Other – please describe:** _____

Date of Submission to Finance:

November 2024 (pending GC review)

Funding Required for (date range):

April 1, 2025 to March 31, 2026

TIE TO ISLANDS TRUST GUIDING DOCUMENTS: (Indicate how the proposed project/activity/work ties to Trust Council's strategic plan, Policy Statement directives, Council Bylaws, work programs, the Trust's object, etc. Provide a copy/paste of the relevant reference, along with hyperlinks to external documents where available.)

Strategic Plan 2025-2028

1.2.6 Prioritise, analyse, and where appropriate, implement the 15 recommendations of the 2022 Governance Report.

ISSUE/OPPORTUNITY: *(What issue are you trying to resolve with this initiative, or what opportunity has been identified that would benefit Islands Trust by undertaking this initiative? What are the future needs? What organizational objectives are being addressed? Include background information that decision makers will need to properly assess this request.)*

The 2022 Governance Report by Great Northern Management Consultants included the following recommendation:

Recommendation #8: The Office of Secretary should be staffed with a full-time incumbent, reporting to Trust Council through the Chair of Trust Council.

In support of the recommendation, Great Northern Management Consultants state:

Section 17(1)(a) of the Islands Trust Act authorises Trust Council to appoint a person to the Office of Secretary. A corporate secretary's duties include ensuring the framework by which the organisation's governing body fulfils its duties and responsibilities is upheld and operates efficiently, including compliance with statutory and regulatory requirements, and in such a manner as to facilitate optimal interface and alignment with management.

It is noted that the manner in which Trust Council organises itself and is supported in terms of developing meeting agendas, organising and conducting meetings, and providing briefing materials needs to be revamped to better foster collaborative decision making. The Corporate Secretary should be the lynchpin between Trust Council and management in the collaborative effort to make this happen.

The principals that underpin the Public Service Act must be followed in a hiring process, for example, the hiring of the Secretary should follow sound merit-based public service principles but the classification and the employment relationship directly to Council should be explored by Council.

Current situation:

Trust Council appoints three officers: by legislation, the Secretary and Treasurer; and by bylaw, the Bylaw Enforcement Officers. These positions are employees of Trust Council who, under the Public Service Act, report to the Chief Administrative Officer. Trust Council may provide direction to these positions.

Trust Council may wish to review the relationship between Trust Council and the office of Secretary, including the role of the position, and the needs of Trust Council.

PROJECTED RESULTS/DELIVERABLES: *(How does this address the issue/opportunity described above? Indicate how results of this work will impact decision-making by trustees or staff. Will this work result in better decisions, more efficient decision-making, more efficient completion of work, better public perception, etc. Consider all possible results from undertaking this work.)*

The intent of the review and subsequent recommended changes is to improve the operation and efficiency of Trust Council operations and meetings.

RISK ASSESSMENT: *(List and discuss potential risk factors associated with this work, if identified. List and discuss the options that exist to mitigate identified risks.)*

- Misunderstanding of the intent of the review, along with what is possible under current legislative framework. To mitigate this, a clear project charter and terms of reference should be developed on the desired outcomes.
- Scope creep – the project is envisioned to work within existing legislation. A project charter should be developed that specifies the scope, and changes to the scope are indicated with subsequent timeline and budget/resource implications addressed.

ALTERNATIVES CONSIDERED: *(What other options/alternative courses of action were considered? List and discuss each alternative separately. Each option must be supported by a succinct and realistic presentation of the benefits, risks, financial implications, resource requirements and other implications to allow for an informed decision among the options. One option should reflect the status quo - i.e. do nothing - and the anticipated results of that action.)*

Option 1: Consultant Undertake Review

Benefits – Third party independent review will remove any concerns around potential bias.

Risks – Third party consultant may not fully understand legislative framework. This would have to be a consideration in selection of a proponent during the tendering process.

Financial implications – Cost of hiring a consultant and legal (\$15,000)

Resource requirements – Administrative staff to develop RFP and manage the contract.

Other implications- None

Option 2: Staff Undertake Review

Benefits – Staff understand legislation and the operation realities of running Trust Council meetings.

Risks – Potential for perception of bias in staff recommendations. Also risk of other competing priorities reducing staff time available to undertake the work.

Financial implications – Costs of legal advice and staff time (\$5,000 legal)

Resource requirements – Management and administrative.

Other implications- None

CRITICAL SUCCESS FACTORS: *(What related factors have been identified that are important to the success of completing this work/initiative? Which of these factors are considered critical to the success of this initiative? Discuss outcomes if critical success factors are not met.)*

- Successful recruitment of a consultant knowledgeable with BC provincial and local government and Islands Trust legislation.
- Clear understanding of the desired outcomes by Trust Council.

RECOMMENDED OPTION: *(State your recommendation, referencing the options discussed earlier, and summarise why you chose it over others.)*

Option 1: Consultant Undertake Review

COST/BENEFIT ANALYSIS: *(Discuss both quantitative and qualitative considerations of this initiative. Quantitative discussion should include financial costs as well as benefits (savings). Qualitative considerations include non-quantifiable costs and benefits.)*

No real benefits identified. This is a political request to review and make changes to how staff support trust Council. Without knowing the outcomes, it is impossible to undertake a cost/benefit analysis.

PURCHASING PROCEDURE: *(Describe any purchasing processes that will be needed to support this initiative (ie. Direct Award, RFP, ITQ to qualified vendor) if goods or services need to be procured for the work. If this is for new staff hiring, indicate likely hiring method (ie: external competition, government-restricted internal competition, etc.)*

As per Trust Council procurement policy.

PROPOSED IMPLEMENTATION STRATEGY: *(What are the specific features of the “roll-out” of the recommended solution? What is the timeline and anticipated date of completion for this initiative?)*

Staff would undertake appropriate process to secure a consultant starting in April 2025.

STAFF RESOURCING: *(What staff resources will be needed to achieve success on this initiative? Estimate how many hours of staff time will be required, by staff level/role. Comment on the reasonability of expected staff hours when assessed in conjunction with other work underway or planned.)*

- Director, Legislative and Information services (Trust Council Secretary)
- Chief Administrative Officer
- Administrative Staff

CHANGE MANAGEMENT/COMMUNICATIONS/COLLABORATION: *(Discuss proposed change management requirements, communications needed, involvement with others. Are there any concerns related to these? If so, how will these be addressed? Have other stakeholders been identified?)*

- None identified.

Requested by Governance Committee

Prepared by David Marlor, Director, Legislative and Information Services/October 18, 2024

Reviewed by Governance Committee/January 29, 2025



Islands Trust

**Budget Funding Request
Short-Form Business Case**

Completion of this form initiates a request to the management team, FPC, and ultimately Trust Council for allocation funding in the next fiscal year budget. The form is to be completed and submitted at the start of the decision making process. The business case forms part of the Annual Budget Process (refer to Islands Trust Council Budget Process Policy 6.3.i).

TO BE COMPLETED BY INITIATOR

Requested by (<i>Committee or Operational Unit</i>): Trust Area Services	Budget Source (select all that apply): ☐ Specific Project Funding (select all that apply) ☐ Third Party Contractors ☐ Staff Travel Expense ☐ Staff Overtime Expense ☐ New Staff Member – Temporary for project ☐ Computer Hardware/Software ☐ Furniture & Equipment ☐ Computer Hardware/Software/Supplies ☐ New Staff Resources (see Staff Costing Tool) ☐ Permanent X Temporary Temp Duration: <u> 1 </u> <u> year </u> ☐ Other – please describe: _____
Department: Trust Area Services	
Name of Request: Auxiliary (temporary) Senior Policy Advisor position (1.0 FTE)	
\$ Value of Request (<i>indicate by fiscal year and total if project is multi-year</i>): Value of Request, 2025/26: \$128,048* – base salaries & benefits, 12 months plus training and equipment <i>* assumes hiring Senior Policy Advisor (Grid 27) at mid-point in salary range.</i> \$125,748 for salary and benefits Salary range \$ 83,072 - \$94,752	Date of Submission to Finance: October 30, 2024
Funding Required for (date range): April 1, 2025- March 31, 2026	
TIE TO ISLANDS TRUST GUIDING DOCUMENTS: (<i>Indicate how the proposed project/activity/work ties to Trust Council's strategic plan, Policy Statement directives, Council Bylaws, work programs, the Trust's object, etc. Provide a copy/paste of the relevant reference, along with hyperlinks to external documents where available.</i>) Adding an auxiliary Senior Policy Advisor position in 2025-26 will support implementation of Trust Council's Strategic Plan and routine work such as legislative monitoring and implementation of agreements.	

The Trust Council 2025-26 Budget Guideline Assessment includes this guideline: Resource requests for new tax-funded personnel will only be considered where critical capacity issues can be clearly demonstrated or where upfront investment will result in longer term savings as outlined in a business case.

ISSUE/OPPORTUNITY: *(What issue are you trying to resolve with this initiative, or what opportunity has been identified that would benefit Islands Trust by undertaking this initiative? What are the future needs? What organizational objectives are being addressed? Include background information that decision makers will need to properly assess this request.)*

The permanent Senior Policy Advisor position is dedicated to the Policy Statement Amendment Project nearly full-time, as has been the case in recent years, and also has responsibility for preparing staff reports to Executive Committee for Bowen Island Municipal bylaws. This means that there is a critical lack of staff capacity to undertake the other regular duties that this position is responsible for, and this lack of capacity is expected to continue through 2026/26 if the Policy Statement Amendment Project is delivered as currently approved. The regular duties of the Senior Policy Advisor that are not resourced include implementing Trust Council/local trust committee advocacy communication and associated coordination activities, policy research/development, ongoing legislative monitoring and development of a quarterly report to Trust Council and Bowen Island Municipal Council, indicator reporting, agreement monitoring and development, organization of special Trust Council sessions, grants-in-aid program administration, drafting annual report content, and other activities assigned through the Strategic Plan or by resolution of Trust Council, Executive Committee or Trust Programs Committee.

In recent years, the Director of Trust Area Services (DTAS) has undertaken many of these duties in addition to her regular responsibilities (outside of regular work hours), and the Grants Manager has taken on legislative monitoring, and drafting of local trust committee advocacy letters and thank you letters to Trust Council delegates, as time permits within regular work hours. This informal backfill by the DTAS is not a reasonable or sustainable method of resourcing the work that has been displaced by the Policy Statement Amendment Project. In addition to supporting Trust Council, Executive Committee, and Council Committees, Directors are primarily responsible for leading and overseeing staff in their respective functional areas of work; for the DTAS, this includes 6 direct staff members in 6 functional areas. The DTAS has only two 'working' days a week available to perform all required duties of the role (after removing hours for annual leave entitlement, time spent in meetings with staff (weekly check-ins with direct reports and the CAO, meetings with the management team, all staff meetings, time spent in public meetings (TC, EC, TPC, FPC, Conservancy Board) and a modest assumption of one training day per quarter. Trust Area Services not have a dedicated administrative assistant.

The DTAS leads strategic and operational work related to:

- communications
- annual report development
- education program delivery
- grants administration
- Reconciliation initiatives and agreement development
- indicator monitoring, including reporting on Census data
- Policy Statement amendment project, including Trust Area-wide engagement
- advocacy and inter-governmental relations
- oversight of Islands Trust Conservancy operations, including the project in 2025/26 to develop a new Five-Year Plan involving engagement with Indigenous Governing Bodies, and
- other duties.

With the Grants Manager's anticipated resignation in February 2025, the new Grants Manager (2 days/week) will not be able to take on this work as the demand for grant-related support is on the rise and there will be a learning curve for the new staff person. With all Trust Area Services staff, except the Director of Trust Area Services, now having less than 1.5 years of experience, and with the experienced Conservancy Manager away on temporary assignment until September 2025, the

current approach of trying to sustain the regular duties of the Senior Policy Advisor without sufficient resources risks staff burnout, lowered staff morale, and frustration by Trust bodies due to continuing requests for Trust Area Services support that cannot be accommodated.

In recognition of existing capacity issues in Trust Area Services, in September 2024 Trust Council approved \$40,000 in funding for the remainder of 2024/25 which staff will put towards an auxiliary Senior Policy Advisor until March 31, 2025.

PROJECTED RESULTS/DELIVERABLES: *(How does this address the issue/opportunity described above? Indicate how results of this work will impact decision-making by trustees or staff. Will this work result in better decisions, more efficient decision-making, more efficient completion of work, better public perception, etc. Consider all possible results from undertaking this work.)*

The creation of a one-year auxiliary Senior Policy Advisor position will create additional staff capacity for Trust Area Services to respond to current requests and to support projects expected to emerge from the Strategic Plan.

Other projected results are as follows:

- Time for the Director of Trust Area Services to work on core Director duties, such as supporting the Policy Statement Amendment Project, developing departmental work plans associated with corporate planning, and developing relationships with Indigenous Governing Bodies
- Reduced timelines addressing questions from staff and trustees across the organisation
- Reduced timelines for initiatives assigned to Trust Area Services
- Reduced risk of staff burnout: This will greatly benefit the personal health of individual staff members, supporting increased engagement of staff with their work

RISK ASSESSMENT: *(List and discuss potential risk factors associated with this work, if identified. List and discuss the options that exist to mitigate identified risks.)*

Hiring a new staff resource to support the Trust Area Services team comes with very little, if any, risk to the organisation. Identified risks with hiring a new FTE would be those associated with the hiring of any position, such as the inability to find or retain suitable candidates. The risk of not supporting this new position is greater than the risks of supporting it, as described in the Issue/Opportunity section of this report.

ALTERNATIVES CONSIDERED: *(What other options/alternative courses of action were considered? List and discuss each alternative separately. Each option must be supported by a succinct and realistic presentation of the benefits, risks, financial implications, resource requirements and other implications to allow for an informed decision among the options. One option should reflect the status quo - i.e. do nothing - and the anticipated results of that action.)*

Option 1: Hire a Temporary 1.0 FTE

Benefits: As stated above in projected results/deliverables section

Risks: As stated above in risk assessment section

Financial implications: \$128,048

Resource requirements: Staff time to run hiring competition and train successful applicant in the role, and ongoing supervision

Option 2: Hire a temporary 0.5 FTE

Benefits: As above with reduced impact

Risks: Hiring a new staff resource to support the Trust Area Services team comes with very little, if any, risk to the organisation. Identified risks with hiring a new FTE would be those associated with the hiring of any position, such as the inability to find or retain suitable candidates. It may be more difficult to recruit a qualified candidate to a part-time position and the Director would have one more staff position to supervise without the benefit of full-time productivity from the position. With only a part-time

position to support Senior Policy Advisor work, and a Director of Trust Area Services who cannot absorb additional projects, Trust Council will have to make decisions regarding prioritization of regular duties and may have difficult decisions associated with how to implement elements of its new Strategic Plan.

Financial implications: \$65,174

Resource requirements: Staff time to run hiring competition and train successful applicant in the role, and ongoing supervision. Director and CAO time to support Trust Council, Executive Committee and Trust Programs Committee decisions about how to scale current and future work requests to Trust Area Services to the resources available.

Option 3: Status Quo - No new staff resources

Benefits: No increase in costs

Risks: The organisation will not be properly supported to undertake many of the regular duties of Trust Area Services. There is risk of burnout if the Director of Trust Area Services continues to try to sustain her workload and the regular duties of the Senior Policy Advisor, as well as provide support to new staff. The unavailability of the Director to support staff throughout the organization will continue to impact morale and organizational cohesion. If existing staff require extended leave, the cost to fill a position is nearly doubled, as staff on leave are paid 75% - 100% of their base salary and any temporary hire to backfill would be paid 100% of that same salary as well. With no Senior Policy Advisor for regular duties and Strategic Plan initiatives, and a Director of Trust Area Services who cannot absorb additional work, Trust Council will need to make decisions about the feasibility of implementing elements of its new Strategic Plan and about the continuation of functions such as legislative monitoring, advocacy, intergovernmental coordination and other Trust Area Services functions.

Financial implications: None

Resource requirements: None, except Director and CAO time to support Trust Council, Executive Committee and Trust Programs Committee decisions about how to scale current and future work requests to Trust Area Services to the resources available.

Option 4: Engage independent contractors for project-related work instead of hiring a staff position

Benefits: Potential for highly-skilled labour for ad-hoc projects

Risks: Risk that no suitable contractor can be found or is not available, risk of incompleteness of contracts with contractors

Financial implications: \$50,000 - \$125,000. Contractor hourly rates are significantly higher than staff hourly rates.

Resource requirements: Director of Trust Area Services time to run procurement processes, identify and engage with suitable contractors, manage the projects, ensure effective collaboration and knowledge transfer, and manage associated financial approvals

Option 5: Adjust the Policy Statement Engagement Scope

Reconsider if on-island engagement events are necessary to support local trust committee/Bowen Island Municipality referral responses to the draft new Policy Statement.

Benefits: If Trust Council limits engagement to the online/paper survey and the online workshop, there would be significant staff time savings, which would free up the permanent Policy Advisor for additional duties, potentially the equivalent of 0.5 FTE over the course of 2025/26. This would have reduced impact when compared to hiring 1.0 new FTE.

Risks: With only 0.5 FTE to support regular Senior Policy Advisor work, and a Director of Trust Area Services who cannot absorb additional projects, Trust Council will have to make decisions regarding prioritization of regular duties and may have difficult decisions associated with how to implement elements of its new Strategic Plan.

Financial implications: No increase to staff salary costs and \$20,000 reduction to Policy Statement Amendment Project 2025/26 proposed budget

Resource requirements: Director and CAO time to support Trust Council, Executive Committee and Trust Programs Committee decisions about how to scale current and future work requests to Trust Area Services to the resources available.

CRITICAL SUCCESS FACTORS: *(What related factors have been identified that are important to the success of completing this work/initiative? Which of these factors are considered critical to the success of this initiative? Discuss outcomes if critical success factors are not met.)*

- A thorough and well-conducted hiring process needs to be undertaken to ensure quality staff are secured in the new role
- Thorough orientation for any new hire to properly perform their duties to achieve the greatest benefit to the organisation
- Support from Islands Trust elected officials and management to fund this new key position and dedicate resources to it

RECOMMENDED OPTION: *(State your recommendation, referencing the options discussed earlier, and summarise why you chose it over others.)*

Option 1: Hire a temporary one-year 1.0 FTE to the position of Senior Policy Advisor. This option addresses critical capacity issues in Trust Area Services and supports continuation of regular duties with additional staff time remaining to support some Strategic Plan project implementation.

COST/BENEFIT ANALYSIS: *(Discuss both quantitative and qualitative considerations of this initiative. Quantitative discussion should include financial costs as well as benefits (savings). Qualitative considerations include non-quantifiable costs and benefits.)*

Quantitative Discussion: Temporary one-year cost of \$128,048 for salaries, benefits, equipment and training. Savings may be realised by helping prevent potential future staff leaves and the need for paid leave and paid backfill. Savings may also be realised via reduced staff turnover due to reduced critical capacity issues in Trust Area Services, which affect the team as a whole.

Qualitative Discussion: Staff with appropriate work-life balance are more engaged, more productive, more invested in the workplace, and work better with others, which contributes to organisational success. Reduced turnover results in lower costs to the organisation by limiting costs associated with lost working hours, recruitment and training.

PURCHASING PROCEDURE: *(Describe any purchasing processes that will be needed to support this initiative (ie. Direct Award, RFP, ITQ to qualified vendor) if goods or services need to be procured for the work. If this is for new staff hiring, indicate likely hiring method (ie: external competition, government-restricted internal competition, etc.)*

Hiring staff does not fall under the procurement of goods or services, so a procurement process is not applicable. Instead, a hiring process will be conducted following standard Public Service Agency (PSA) practices. This process includes drafting a job description, working with PSA to classify the position, posting the job externally, collecting and reviewing resumes, conducting skill testing, interviews, reference and criminal record checks, issuing offer letters, and providing comprehensive on-boarding and training for the new staff member. These steps ensure a thorough and compliant hiring process in accordance with established procedures.

PROPOSED IMPLEMENTATION STRATEGY: *(What are the specific features of the “roll-out” of the recommended solution? What is the timeline and anticipated date of completion for this initiative?)*

Assuming an Auxiliary Senior Policy Advisor is already hired and performance is satisfactory, the staff person can be extended through 2025/26. If the job does need to be posted, the Director would screen candidates and run interviews. Comprehensive training for the new staff member will be conducted over a period of 2-3 months, ensuring they are fully equipped to fulfil their role.

STAFF RESOURCING: *(What staff resources will be needed to achieve success on this initiative? Estimate how many hours of staff time will be required, by staff level/role. Comment on the reasonability of expected staff hours when assessed in conjunction with other work underway or planned.)*

If a hiring process is required (i.e. auxiliary hire in 2024/25 chooses not to stay):

Pre-hiring activities:

- Director of Trust Area Services: Hiring process duties: identifying suitable candidates, screening resumes, preparing and scoring screening tests, conducting interviews, conducting reference checks, and making job offer. Estimated time: 50 hours.
- Employee Services Coordinator: Administer job posting, collect resumes, administer written assessments, schedule interviews, prepare offer letters, and file for criminal record checks. Total time: 5 hours.
- Interview Panellists (Director of Trust Area Services+ two others): Conduct interviews and participate in post-interview discussions. Estimated time: 2 hours per interviewee per panellist.

Post-hiring activities:

- Director of Trust Area Services: Oversee and conduct training and orientation with new staff for a period of 2-3 months.
- Employee Services Coordinator: Process new hire paperwork, schedule and deliver basic new hire orientation and on-boarding sessions. Total time: 15 hours.
- Others across the organization: Provide orientation to other departments and relevant processes over the course of 1 week.

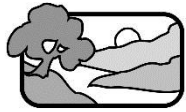
CHANGE MANAGEMENT/COMMUNICATIONS/COLLABORATION: *(Discuss proposed change management requirements, communications needed, involvement with others. Are there any concerns related to these? If so, how will these be addressed? Have other stakeholders been identified?)*

In the event this position is approved and a hiring process is needed, appropriate internal communications will be conducted to inform staff about hiring process. The competition would be advertised both internally within the organization and externally on platforms such as the BC Public Service Agency job site and other relevant job portals, following standard hiring procedures. This approach ensures transparency and provides equal opportunities for potential candidates.

Requested by: Trust Area Services

Prepared by: Director, Trust Area Services/October 22, 2024

Reviewed by:



Islands Trust

**Budget Funding Request
Short-Form Business Case**

Completion of this form initiates a request to the management team, FPC, and ultimately Trust Council for allocation funding in the next fiscal year budget. The form is to be completed and submitted at the start of the decision making process. The business case forms part of the Annual Budget Process (refer to Islands Trust Council Budget Process Policy 6.3.i).

TO BE COMPLETED BY INITIATOR

Requested by (Committee or Operational Unit):

Executive Committee

Department:

Legislative and Information Services

Name of Request:

Programmer Co-op Student

\$ Value of Request (indicate by fiscal year and total if project is multi-year):

\$25,000 (16 weeks co-op inc. benefits)

Budget Source (select all that apply):

- ☐ **Specific Project Funding** (select all that apply)
- ☐ Third Party Contractors
 - ☐ Staff Travel Expense
 - ☐ Staff Overtime Expense
 - ☐ New Staff Member – Temporary for project
 - ☐ Computer Hardware/Software

☐ **Furniture & Equipment**

☐ **Computer Hardware/Software/Supplies**

☐ **New Staff Resources** (see Staff Costing Tool)

☐ Permanent

☒ Temporary

Temp Duration: Co-op (4 months)

☐ **Other – please describe:** _____

Date of Submission to Finance:

January 30 2025

Funding Required for (date range):

April 1, 2025 to March 31, 2026

TIE TO ISLANDS TRUST GUIDING DOCUMENTS: (Indicate how the proposed project/activity/work ties to Trust Council's strategic plan, Policy Statement directives, Council Bylaws, work programs, the Trust's object, etc. Provide a copy/paste of the relevant reference, along with hyperlinks to external documents where available.)

Operational – to provide support to Information Services in bringing the applications used by staff for managing Trust Council, Islands Trust Conservancy, Council committees and local trust committee meetings to a robust industry standard. Further support in assisting with development of a reconciliation database.

ISSUE/OPPORTUNITY: *(What issue are you trying to resolve with this initiative, or what opportunity has been identified that would benefit Islands Trust by undertaking this initiative? What are the future needs? What organizational objectives are being addressed? Include background information that decision makers will need to properly assess this request.)*

The co-op program is an effective way to obtain excellent support from university undergraduate and graduate students in various fields. In this case, the opportunity is to bring in a programmer for four months on the co-op program, to assist with updating, and revising the code of our core apps that are used to support Trust Council, Islands Trust Conservancy, Council committees and local trust committee meetings. Co-op students bring fresh and up to date industry standards to the table, and are a good way to assist our staff in undertaking work.

There is a need to update Islands Trust applications that cannot be transferred to a third-party database. These include the work program and follow-up action lists for all committees and Trust Council, as well as other applications used by staff.

PROJECTED RESULTS/DELIVERABLES: *(How does this address the issue/opportunity described above? Indicate how results of this work will impact decision-making by trustees or staff. Will this work result in better decisions, more efficient decision-making, more efficient completion of work, better public perception, etc. Consider all possible results from undertaking this work.)*

Over the four-month co-op we would identify the work this person can do, that will also align with their needs in the co-op program on reporting back to their school. The outcome will be additional staff support over the summer months when staff generally take vacation, to improve support coverage during this time. The position will also be tasked with deliverables on tangible actions that will improve the applications that staff use daily.

RISK ASSESSMENT: *(List and discuss potential risk factors associated with this work, if identified. List and discuss the options that exist to mitigate identified risks.)*

Ensuring that we recruit the right person with the skills and interest to fit with the needs of the Islands Trust. We reach out to educational institutions with co-op programs, and follow a typical recruiting process to match the job to the right person.

ALTERNATIVES CONSIDERED: *(What other options/alternative courses of action were considered? List and discuss each alternative separately. Each option must be supported by a succinct and realistic presentation of the benefits, risks, financial implications, resource requirements and other implications to allow for an informed decision among the options. One option should reflect the status quo - i.e. do nothing - and the anticipated results of that action.)*

Option 1: Co-op

As described above. A four-month temporary position that works with and supports university co-op programs. A benefit is we get fresh thinking and skills and ideas injected into the organisation, exposes the organisation to the students, and have the benefit of the work done by that person during their work term with us.

Option 2: Temporary position

A temporary position would be recruited as a normal permanent position, at an appropriate job classification. It has similar benefits to the co-op; however, as it is not in the co-op program, we are likely not to get the same interest. The short-term duration would also be a negative factor in this competitive market. Cost would likely be higher depending on the classification of the position.

CRITICAL SUCCESS FACTORS: *(What related factors have been identified that are important to the success of completing this work/initiative? Which of these factors are considered critical to the success of this initiative? Discuss outcomes if critical success factors are not met.)*

- Funding in place
- Successful recruitment with the appropriate educational institutions

RECOMMENDED OPTION: *(State your recommendation, referencing the options discussed earlier, and summarise why you chose it over others.)*

Option 1: programmer Co-op student for summer 2025

COST/BENEFIT ANALYSIS: *(Discuss both quantitative and qualitative considerations of this initiative. Quantitative discussion should include financial costs as well as benefits (savings). Qualitative considerations include non-quantifiable costs and benefits.)*

Our experience with co-op program is we get great value for the money, we gain knowledge from the students, and they gain the experience they need to be successful in their area of expertise. It also exposes the Islands Trust to students, and in the past, we have in many occasions hired co-op students into permanent positions once they have completed their program.

PURCHASING PROCEDURE: *(Describe any purchasing processes that will be needed to support this initiative (ie. Direct Award, RFP, ITQ to qualified vendor) if goods or services need to be procured for the work. If this is for new staff hiring, indicate likely hiring method (ie: external competition, government-restricted internal competition, etc.)*

As per Public Service Agency hiring policy.

PROPOSED IMPLEMENTATION STRATEGY: *(What are the specific features of the “roll-out” of the recommended solution? What is the timeline and anticipated date of completion for this initiative?)*

Staff would undertake a recruitment process for a co-op to being soon after April 1, 2025 for a four-month period.

STAFF RESOURCING: *(What staff resources will be needed to achieve success on this initiative? Estimate how many hours of staff time will be required, by staff level/role. Comment on the reasonability of expected staff hours when assessed in conjunction with other work underway or planned.)*

- Information Technology Manager and Information Technology specialist
- Director, Legislative and Information Services

CHANGE MANAGEMENT/COMMUNICATIONS/COLLABORATION: *(Discuss proposed change management requirements, communications needed, involvement with others. Are there any concerns related to these? If so, how will these be addressed? Have other stakeholders been identified?)*

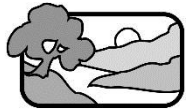
- Discussion with Information Technology staff on integrating the co-op
- Discussion with department Directors on appropriate priorities for the co-op student.

Requested by Executive Committee

Prepared by David Marlor, Director, Legislative and Information Services/January 30, 2025

Reviewed by Chief Administrative Officer, January 30, 2025

Executive Committee/Feb 5, 2025



Islands Trust

**Budget Funding Request
Short-Form Business Case**

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TO BE COMPLETED BY INITIATOR

Requested by (Committee or Operational Unit):

Legislative and Information Services

Department:

Legislative and Information Services

Name of Request:

EDM-FOI Support

\$ Value of Request (indicate by fiscal year and total if project is multi-year):

\$15,000

Budget Source (select all that apply):

- ☐ **Specific Project Funding** (select all that apply)
- ☒ Third Party Contractors
 - ☐ Staff Travel Expense
 - ☐ Staff Overtime Expense
 - ☐ New Staff Member – Temporary for project
 - ☐ Computer Hardware/Software

☐ **Furniture & Equipment**

☐ **Computer Hardware/Software/Supplies**

☐ **New Staff Resources** (see Staff Costing Tool)

☐ Permanent

☐ Temporary

Temp Duration: _____

☐ **Other – please describe:** _____

Date of Submission to Finance:

September 2024

Funding Required for (date range):

April 1, 2024 to March 31, 2024

TIE TO ISLANDS TRUST GUIDING DOCUMENTS: (Indicate how the proposed project/activity/work ties to Trust Council's strategic plan, Policy Statement directives, Council Bylaws, work programs, the Trust's object, etc. Provide a copy/paste of the relevant reference, along with hyperlinks to external documents where available.)

- Trust Council Bylaw 195 – Records Management
- Freedom of Information and Protection of Privacy Act

ISSUE/OPPORTUNITY: (What issue are you trying to resolve with this initiative, or what opportunity has been identified that would benefit Islands Trust by undertaking this initiative? What are the future needs? What organizational objectives are being addressed? Include background information that decision makers will need to properly assess this request.)

1. Trust Council Bylaw 195 requires that a records management manual be prepared, that includes the procedures for records management. The Manual must provide for management of the records of Islands Trust and include provisions regarding:

1. the making, receiving and capturing and organization of records, including records not authorized for creation;
2. the collection of records, including records not authorized for collection;
3. access to records;
4. disclosure of records;
5. maintenance of records;
6. managing records;
7. using records;
8. retention of records;
9. security of records, including protection;
10. storage of records;
11. preservation of records;
12. disposal of records, including destruction; and
13. any other matter(s) the Designated Officer authorizes to be included in the Manual.

This manual is in preparation. To enact the requirements of the manual, mainly managing maintenance of records, retention of records, and disposal of records, we require staff time annually to undertake this work. At present, Islands Trust has not invested in a records management system that can automate much of this work, therefore, the process is manual, and requires a person to review, complete forms, seek approval, ensure appropriate destruction of documents, and ensure records of destruction are complete.

This work was not completed in 2024/25 due to reduction on the budget. In 2025/26 fiscal, staff will need to undertake this work for two fiscal years. Therefore, \$10,000 is being requested to cover this.

Under Freedom of Information and Protection of Privacy Act (FOIPPA), staff are required to respond to requests for records within a legislated timeframe. This often results in overload of work for staff when large FOIPPA requests come in at the same time. To ensure we can meet the requirements of the Act in a timely manner, \$5,000 is set aside to cover bringing in administrative staff to assist with undertaking the FOIPPA requests.

PROJECTED RESULTS/DELIVERABLES: *(How does this address the issue/opportunity described above? Indicate how results of this work will impact decision-making by trustees or staff. Will this work result in better decisions, more efficient decision-making, more efficient completion of work, better public perception, etc. Consider all possible results from undertaking this work.)*

Deliverable are meeting the requirements of the Trust Council records management bylaw, ensuring records are maintained and destroyed appropriately, and timely responses to FOIPPA requests in line with legislation.

RISK ASSESSMENT: *(List and discuss potential risk factors associated with this work, if identified. List and discuss the options that exist to mitigate identified risks.)*

As this is required work under the legislation, the risk is that the amount of work may exceed the estimated budget requirements. The budget estimate is based on previous years. There are risk factors of not undertaking the work, mainly not being compliant with FOIPPA legislation and Trust Council records management bylaw.

ALTERNATIVES CONSIDERED: *(What other options/alternative courses of action were considered? List and discuss each alternative separately. Each option must be supported by a succinct and realistic presentation of the benefits, risks, financial implications, resource requirements and other implications to allow for an informed decision among the options. One option should reflect the status quo - i.e. do nothing - and the anticipated results of that action.)*

Option 1: Annual manual review of documents

Risks – The main risk is that we may not get to all the records that need to be dealt with each fiscal year, or we may be overloaded more than expected with FOIPPA requests. This is labour intensive approach, including search for records for

FOIPPA. However, until Islands Trust moves to an actual document management system, there is no other way to management and maintain records.

Financial implications – \$15,000 to cover estimate costs of reviewing and processing documents.

Resource requirements – administrative staff brought in on contract, or “as and when” to assist with the work.

Other implications- no other implications identified.

Option 2: Not provide funding

Risks – The risk is that the work will not be undertaken in relation to records management, leaving our records inventory to be out of step with Trust Council bylaw, and delaying the need to review. For FOIPPA requests, risk of overloading staff. As FOIPPA is legislative time limits, other administrative work would have to be postponed to accommodate completing the FOIPPA requests.

Financial implications – Likely to incur staff overtime to meet demand. Overtime is much more costly than scheduled work hours, so estimate that this could end up costing more than then \$15,000 requested.

Resource requirements – use of existing staff, some of which may be on overtime, could result in staff needing to take time off to compensate for the overtime, This is a 1.5 to 2 times compensation (not 1 to 1). Overworking staff can lead to burn-out, turn-over and low morale.

CRITICAL SUCCESS FACTORS: *(What related factors have been identified that are important to the success of completing this work/initiative? Which of these factors are considered critical to the success of this initiative? Discuss outcomes if critical success factors are not met.)*

Availability of appropriate administrative staff and support from Information Services to run appropriate reports to assist with identifying records for consideration of destruction.

RECOMMENDED OPTION: *(State your recommendation, referencing the options discussed earlier, and summarise why you chose it over others.)*

Option 2. This provides funds to undertake legislated work, and react to the unknown workload created by the FOIPPA legislation.

COST/BENEFIT ANALYSIS: *(Discuss both quantitative and qualitative considerations of this initiative. Quantitative discussion should include financial costs as well as benefits (savings). Qualitative considerations include non-quantifiable costs and benefits.)*

The benefit of \$15,000 far outweighs the potential cost of dealing with potential staff burn-out, leave, and resignations that may result if no funding was provided to bring in the necessary help.

PURCHASING PROCEDURE: *(Describe any purchasing processes that will be needed to support this initiative (ie. Direct Award, RFP, ITQ to qualified vendor) if goods or services need to be procured for the work. If this is for new staff hiring, indicate likely hiring method (ie: external competition, government-restricted internal competition, etc.)*

Staff would follow the Trust Council procurement Policy for hiring of contracts, and the Public Service Agency policies for hiring of temporary or “as and when” staff to assist with the work.

PROPOSED IMPLEMENTATION STRATEGY: *(What are the specific features of the “roll-out” of the recommended solution? What is the timeline and anticipated date of completion for this initiative?)*

Records management review and destruction of records would be scheduled in fiscal 2025/26 to minimise impacts on staff, and maximise ability to bring in support staff to assist. FOIPPA requests will be used on as as needed basis, depending on the volume of FOIPPA requests being received at any one time.

STAFF RESOURCING: *(What staff resources will be needed to achieve success on this initiative? Estimate how many hours of staff time will be required, by staff level/role. Comment on the reasonability of expected staff hours when assessed in conjunction with other work underway or planned.)*

Communication and coordination with the three Legislative Clerks and the Legislative Services Clerk.

CHANGE MANAGEMENT/COMMUNICATIONS/COLLABORATION: *(Discuss proposed change management requirements, communications needed, involvement with others. Are there any concerns related to these? If so, how will these be addressed? Have other stakeholders been identified?)*

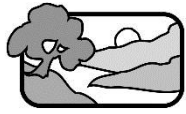
Communication with the relevant staff via the Director, Legislative and Information Services.

Requested by: Legislative and Information Services

Prepared by: Director, Legislative and Information Services

Reviewed by: Executive Committee

DRAFT



Islands Trust

**Budget Funding Request
Short-Form Business Case**

Completion of this form initiates a request to the management team, FPC, and ultimately Trust Council for allocation funding in the next fiscal year budget. The form is to be completed and submitted at the start of the decision-making process. The business case forms part of the Annual Budget Process (refer to Islands Trust Council Budget Process Policy 6.3.i).

TO BE COMPLETED BY INITIATOR

Requested by (Committee or Operational Unit):

Executive Committee

Department:

Legislative and Information Services

Name of Request:

Time Tracking Software

\$ Value of Request (*indicate by fiscal year and total if project is multi-year*):

\$7680 annual cost

32 planning staff – \$20 CAD = \$640 / month x 12

Budget Source (select all that apply):

- ☐ **Specific Project Funding** (select all that apply)
- ☐ Third Party Contractors
 - ☐ Staff Travel Expense
 - ☐ Staff Overtime Expense
 - ☐ New Staff Member – Temporary for project
 - ☒ Computer Hardware/Software

☐ **Furniture & Equipment**

☐ **Computer Hardware/Software/Supplies**

☐ **New Staff Resources** (see Staff Costing Tool)

☐ Permanent

☐ Temporary

Temp Duration: _____

☐ **Other – please describe:** _____

Date of Submission to Finance Committee:

February 7, 2025

Funding Required for (date range): 2025-26

TIE TO ISLANDS TRUST GUIDING DOCUMENTS: (*Indicate how the proposed project/activity/work ties to Trust Council's strategic plan, Policy Statement directives, Council Bylaws, work programs, the Trust's object, etc. Provide a copy/paste of the relevant reference, along with hyperlinks to external documents where available.*)

Trust Council Application Processing Services (Policy 5.6.1; last amended June 2021) is intended, in part, to recover from applicants 100 per cent of the average cost of processing the development applications, while permitting consideration of lower cost recovery for environmental protection and community benefit.

ISSUE/OPPORTUNITY:

At its March 2024 Trust council meeting, Trust Council carried the following motion:

TC-2024-045

"That the Trust Council request staff to report in the September [2024] and March [2025] Trust Council meetings about the tracking of planning staff time and application revenue with regards to cost recovery.

In September 2024 staff reported back to Trust Council that there was a 91% shortfall of revenue versus staff costs using results from 2024/25 Q1 (April 1, 2024- June 30, 2025). Staff time was assessed using (then) time collection methods which involves staff recording time spent processing applications in an aggregated manner via "application processing". This method was unsatisfactory to assess where shortfalls may be happening. As such, staff amended the time collection categories and all planning staff were directed to begin tracking applications by type and local trust area (for clarity, this would not be per application, but per application type).

Shortly after making changes to the time collection software - it broke. After many attempts to remedy, the software is deemed unrepairable. Options to address include requiring all staff to input hours into an ad hoc type spreadsheet, completely rebuild the time collection software, or to purchase "off the shelf" software.

Current in-house solutions are either out of date or not supported. A replacement is required to provide a robust and effective means for staff to track time. Staff brought the issue to the Executive Committee. On February 5, 2025, the Executive Committee passed the following resolution:

It was MOVED and SECONDED,

That Executive Committee forward the Time Tracking Software Business Case and relevant briefing to Financial Planning Committee.

PROJECTED RESULTS/DELIVERABLES:

Accurate and reliable Time Collection as requested by Trust Council. This may help Trust Council with improved evaluation of cost recovery for applications.

RISK ASSESSMENT:

Staff cannot provide Trust Council with an assessment of cost recovery without an effective time collection system.

ALTERNATIVES CONSIDERED:

Option 1: Rebuild Internal Time Collections Application

- Benefits - staff are familiar with the current time collection system. Little effort would be needed to manage changes. Avoids purchasing new software and avoids annual software maintenance costs.
- Risks - In the past years, problems with the software have resulted in data not being entered, or functionality limitations making it difficult for planner and planning staff to enter tracked hours. We have no guarantees staff will be able to satisfactorily fix the software application although some staff have demonstrated a keen desire to do so.
- Only one staff has the reported expertise/skillset. That person is on leave for an undetermined time. The skillset is not a requirement of the position thus could cause vulnerability's if the rebuilt system required future repair (similar to the current issue).
- Resource Requirements – An assessment of the amount of time required has not been completed due to all IS staff currently having work program demands exceeding available amount of time.
- Limitations - Internal application would be only available via web, on our network (remote desktop if remote).

Option 2: Build An Excel Spreadsheet and Input All Staff Time

- Benefits – spreadsheets are relatively easy to design. In house staff can develop. Familiarity with MS products; customizable and easy to manipulate data

- Risks – data integrity and consistency. Planning Services has over 30 staff. Staff cannot all enter data into one document at the same time. Managing version control of a single spreadsheet would be challenging.
- Privacy. Multiple staff entering data into a single spreadsheet would put personal information at risk. For example, reasons for leave would need to be required which is personal (ex: medical leave, special leave with reasons given, etc).
- Resource Requirements – Creating a spreadsheet may be relatively simple; however, managing the process for data entry would require additional time spent exploring solutions and eventually managing the issues. Lack of automation will require manual calculations and adjustments which are time consuming.

Option 3 – Purchase Time Collection Software

- Benefits – increased accuracy, increased automation and efficiency (including being able to enter time remotely via phones or other devices); real time monitoring; streamlining related processes (ex: time allocation per local trust area); data security; staff self-service – not relying on administrative or management staff to enter on one’s behalf; technical support
- Risks – Implementation challenges – learning new software effectively takes time; employee resistance – tracking time spent processing applications is not common in local governments – nor is expecting 100% cost recovery.
- Resource Requirements – software purchase and annual software maintenance costs. Project management (change management, orientation, training, reinforcement). Data migration takes staff time (may require additional IS services support)

CRITICAL SUCCESS FACTORS:

Effective project management by Information Services, in cooperation with Finance and Planning Services will help ensure an effective and efficient implementation of a useful time collection system.

RECOMMENDED OPTION:

Option 3 – purchase time collection software. This option most effectively addresses current and future needs with the greatest benefits and least risk.

COST/BENEFIT ANALYSIS:

Quantitative:

- Software costs: (\$20/person/month); 32 Planning Staff = \$7,680 annual costs
- Save on staff time not fixing internal software; staff estimate a minimum 2-4 weeks designing and planning; 4-8 weeks developing; testing and debugging for 2-4 weeks; followed by deployment and training of 1-2 weeks. A total of 9-18 intensive weeks.
- Staff time project managing purchasing software and planning (2-4 weeks), setting up and configuring (2-4 weeks), training and documenting (2-3 weeks), full rollout and go live (1 week). A total of 7-12 less intensive weeks.

Qualitative:

- Usability: Intuitive and user-friendly interface.
- Customization: Ability to tailor the software to specific needs.
- Support: customer service and onboarding resources.
- Reporting: Customizable, real-time, and actionable reporting capabilities.
- Employee Self-Service: Features that allow employees to track and manage their own time.
- Vendor Stability: A trusted vendor with a clear roadmap and good reputation.
- Employee Buy-in: Positive feedback from employees regarding ease of use and features.

PURCHASING PROCEDURE:

Direct Award - vendor that satisfies both the needs of the Planning department and Finance. Staff have searched for relevant software and have found Harvest Time Tracking to meet the needs of the organization.

PROPOSED IMPLEMENTATION STRATEGY:

- Purchase software and planning with Finance, IS and Planning Services (2-4 weeks),
- setting up and configuring (2-4 weeks),
- training and documenting (2-3 weeks),
- full rollout and go live (1 week).
- A total of 7-12 weeks.
- First reports at Trust Council in September 2025

STAFF RESOURCING:

- Senior Technical Analyst (project manager) – 20 hours
- Information Services Coordinator (project coordinator) - 20 hours
- HR and Finance Staff (advisors and review) - 10 hours each
- Planning staff (advisors and review): 10 hours (2 staff)
- All Planning Staff Training: 2 hours

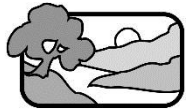
CHANGE MANAGEMENT/COMMUNICATIONS/COLLABORATION:

Communication to Staff on selection of new solution, identify pain points, buy-in, and training schedule
Vendor involvement expected to be minimal – solution is cloud based and fully supported

Requested by: Executive Committee

Prepared by date: Jeffrey Lloyd , Senior Technical Analyst 01/31/2025

Reviewed: Stefan Cermak, Director of Planning Services 01/31/2025 (amended February 6, 2025 based on Executive Committee discussion and resolution)



Islands Trust

**Budget Funding Request
Short-Form Business Case**

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TO BE COMPLETED BY INITIATOR

Requested by (*Committee or Operational Unit*):

Information Services

Department:

Information Services

Name of Request:

Safety - GPS Locator Devices

\$ Value of Request (*indicate by fiscal year and total if project is multi-year*):

FY2026 - Increase in Safety Budget

Total cost for FY 2025/26: **\$10,644**

- \$3,000 for 10 new BIVY devices
- \$5,880 for annual monitoring of 10 new BIVYs
- \$1,764 for annual monitoring of existing 3 BIVYs
-

Includes annual monitoring cost that will go from 2023/25 actual of \$3,664 (monitoring for 8 SPOTS and 3 BIVYS) to 2024/25 actual of \$7,644 (monitoring for 13 BIVYS).

Budget Source (select all that apply):

- ☐ **Specific Project Funding** (select all that apply)
- ☐ Third Party Contractors
 - ☐ Staff Travel Expense
 - ☐ Staff Overtime Expense
 - ☐ New Staff Member – Temporary for project
 - ☒ Computer Hardware/Software

☐ **Furniture & Equipment**

☐ **Computer Hardware/Software/Supplies**

☐ **New Staff Resources** (see Staff Costing Tool)

☐ **Permanent**

☐ **Temporary**

Temp Duration: _____

☐ **Other – please describe:** _____

Date of Submission to Finance: 11/15/2024	Funding Required for (date range): FY2026
TIE TO ISLANDS TRUST GUIDING DOCUMENTS: <i>(Indicate how the proposed project/activity/work ties to Trust Council's strategic plan, Policy Statement directives, Council Bylaws, work programs, the Trust's object, etc. Provide a copy/paste of the relevant reference, along with hyperlinks to external documents where available.)</i> <i>This is related to safety requirements under WorkSafe BC and our mandate to be in the field performing multiple tasks in remote locations where cellular coverage is not sufficient to track location.</i>	
ISSUE/OPPORTUNITY: <i>(What issue are you trying to resolve with this initiative, or what opportunity has been identified that would benefit Islands Trust by undertaking this initiative? What are the future needs? What organizational objectives are being addressed? Include background information that decision makers will need to properly assess this request.)</i> SPOT devices in production were not consistent in service and presented a safety hazard to our staff performing important field work – to meet safety requirements BIVY GPS locators are being deployed.	
PROJECTED RESULTS/DELIVERABLES: <i>(How does this address the issue/opportunity described above? Indicate how results of this work will impact decision-making by trustees or staff. Will this work result in better decisions, more efficient decision-making, more efficient completion of work, better public perception, etc. Consider all possible results from undertaking this work.)</i> Increased safety for staff working in the field, compliance with WorkSafeBC requirements.	
RISK ASSESSMENT: <i>(List and discuss potential risk factors associated with this work, if identified. List and discuss the options that exist to mitigate identified risks.)</i> This project to deploy multiple BIVY devices to each office / department will ensure the safety of our staff out in the field on the Gulf Islands. There are multiple risks in the field related to terrain, over enthusiastic island residents. Having a constant GPS connection will help mitigate some of these risks.	
ALTERNATIVES CONSIDERED: <i>(What other options/alternative courses of action were considered? List and discuss each alternative separately. Each option <u>must</u> be supported by a succinct and realistic presentation of the benefits, risks, financial implications, <u>resource requirements</u> and <u>other implications</u> to allow for an informed decision among the options. One option should reflect the status quo - i.e. do nothing - and the anticipated results of that action.)</i> Option 1: Stick with SPOT Benefits – None Risks – High risk – the SPOT devices would not work in the field effectively, very difficult to get a connection Financial implications – Lower monitoring costs per device when compared to the BIVY. Resource requirements – Monitoring and administration of the devices, space to store the devices in each office Other implications- N/A Option 2: BIVY device deployment Benefits – Much better connection to satellites in our hemisphere – mitigate connectivity risks	

Risks – Devices may not always work depending on conditions and location – same as with any other GPS locator device.

Financial implications – higher monitoring cost of US\$35 per month per device.

Resource requirements – Monitoring and administration of the devices, space to store the devices in each office

Other implications- N/A

CRITICAL SUCCESS FACTORS: *(What related factors have been identified that are important to the success of completing this work/initiative? Which of these factors are considered critical to the success of this initiative? Discuss outcomes if critical success factors are not met.)*

- Training users on the new BIVY devices
- Administration of the devices / location monitoring will be critical to deployment success
- Setup of secure location in each office and a 'check out check in' system will be critical

RECOMMENDED OPTION: *(State your recommendation, referencing the options discussed earlier, and summarise why you chose it over others.)*

Acquire BIVY devices , train administrators and users on the management of the devices

COST/BENEFIT ANALYSIS: *(Discuss both quantitative and qualitative considerations of this initiative. Quantitative discussion should include financial costs as well as benefits (savings). Qualitative considerations include non-quantifiable costs and benefits.)*

Cost - Up front cost to buy 10 new units, with an annual monitoring cost.

Benefits – Increased security of the person(s) in the field – simplified management and monitoring

PURCHASING PROCEDURE: *(Describe any purchasing processes that will be needed to support this initiative (ie. Direct Award, RFP, ITQ to qualified vendor) if goods or services need to be procured for the work. If this is for new staff hiring, indicate likely hiring method (ie: external competition, government-restricted internal competition, etc.)*

Direct Award.

PROPOSED IMPLEMENTATION STRATEGY: *(What are the specific features of the “roll-out” of the recommended solution? What is the timeline and anticipated date of completion for this initiative?)*

- Purchase devices
- Deploy to each office (setup a secure space in each office)
- Train users and administrators

STAFF RESOURCING: *(What staff resources will be needed to achieve success on this initiative? Estimate how many hours of staff time will be required, by staff level/role. Comment on the reasonability of expected staff hours when assessed in conjunction with other work underway or planned.)*

Some hours will be required for Bylaw , and IS. Estimate 40-50 hours for implementation , testing and training.

CHANGE MANAGEMENT/COMMUNICATIONS/COLLABORATION: *(Discuss proposed change management requirements, communications needed, involvement with others. Are there any concerns related to these? If so, how will these be addressed? Have other stakeholders been identified?)*

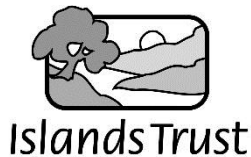
Any and all changes during implementation will be communicated with all stakeholders – once all devices are deployed and are being monitored – change management will be done internally in Islands Trust Helpdesk as a Service Request.

Requested by (Committee or Business unit): Islands Trust Information Services

Prepared by (name, title)/date: Jeffrey Lloyd, Senior Technical Analyst

Reviewed by (name, title)/date: Director, Legislative and Information Services/Feb 14, 2025

Executive Committee



**Budget Funding Request
Short-Form Business Case**

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TO BE COMPLETED BY INITIATOR	
Initiated by (name, title): Information Systems	Budget Source (select all that apply): ☐ Specific Project Funding (select all that apply) ☐ Third Party Contractors ☐ Staff Travel Expense ☐ Staff Overtime Expense ☐ New Staff Member – Temporary for project ☐ Computer Hardware/Software ☐ Furniture & Equipment ☒ Computer Hardware/Software/Supplies ☐ New Staff Resources (see Staff Costing Tool) ☐ Permanent ☐ Temporary Temp Duration: _____ ☐ Other – please describe: _____
Business Area: Administrative Services	
Name of Request: Bylaw Portal Licensing and Implementation \$90,000 This project was approved in the 2024/25 budget (current year) but will not be completed by year-end. Unspent monies for this work are required in the draft 2025/26 budget to complete the project. Changes to this business case since its approval in March 2024 are noted in blue font. FY 25/26: \$114, 299 • \$24,182 (software) • \$90,117 (implementation contract) FY 24/25: \$1,900 (software (4 months))	
Date of Funding Request Submission: 7/21/2023 Amended: February 6, 2025.	Funding Required for (date range): From April 2023 onwards we are requesting an additional \$6,000 per year for annual license fees for operational software.

ISSUE/OPPORTUNITY:

February 6, 2025:

In March 2024, Trust Council approved a Bylaw Portal Licensing and Implementation business case for \$90,000. The project was deferred until completion and assessment of the Applications Portal. A service contract was signed on December 18th, 2024 with to purchase and implement the Bylaw Portal Licensing module. The contract includes increased project management costs by the software company as well as increased time spent on data validation and refinement and training. These costs arose from the lessons learned implementing the Cityview software for current planning. The costs also reflect the delays experienced from losing key GIS staff and the need for technical support to ensure quality. An updated breakdown of amended costs is included in the financial implications section of this business case

The Islands Trust currently utilizes a legacy in house developed web application referred to as Trust Area Property Information System (TAPIS). TAPIS serves as the sole repository and management console for all Islands Trust land use information, including Bylaw records. The Islands Trust first developed the software in 2003, with ongoing updates continuing till this day. This application, although central to Islands Trust information management, represents a series of technological challenges and limitations, including but not limited to; no online transaction capacity, no online application status tracking, limited integration of mapping, no online access from the field, and limited reporting capacity.

In 2022 the Islands Trust was awarded a Government of British Columbia “Local Government Development Approvals Program” (LGDAP) grant to assist in improving public service delivery. For the Islands Trust the grant will assist in improving Islands Trust Regional Planning service delivery through the implementation of CityView software, transitioning from the legacy TAPIS application to an industry standard software suite in support of development application approvals.

Bylaw was originally included in the planned transition from TAPIS to CityView, but due to LGDAP grant restrictions this portion of the information system development application improvements project was dropped. **This proposal would fund the transition of Bylaw over to CityView, including a new information system and public accessible portal, resolving the technological challenges and limitations posed by TAPIS.**

While TAPIS has served as the central repository for all Islands Trust land use information and Bylaw records since 2003, it lacks essential features required for efficient public service delivery and information management. Some of the identified issues with TAPIS include:

Lack of online transaction capacity

The inability to process transactions online limits the convenience and accessibility for public stakeholders, hindering the timely processing of bylaw files.

No online application status tracking

Without a system for online file status tracking, applicants have no real-time visibility into the progress of their file, causing uncertainty and delays.

Limited integration of mapping

Geospatial data is crucial for land use planning and decision-making. The lack of robust mapping integration in TAPIS restricts the ability to visualize and analyse data effectively.

No online access from the field

Field staff and officials may face challenges accessing critical information in real-time, potentially impacting their ability to make informed decisions on-site.

Limited reporting capacity

Inadequate reporting capabilities hinder data analysis and make it challenging to generate valuable insights from the available information.

This initiative aligns with several strategic objectives of the Islands Trust Council, including:

Technology Modernization

The proposed initiatives aim to address the strategic goal of modernizing the Islands Trust's ability to regulate land use activity and work with others. By transitioning from the legacy TAPIS application to the CityView information management system, the Trust can significantly improve its ability to regulate land use activities effectively.

Capacity Building and Training

Provide training and capacity-building programs for Trust staff involved in land use regulation. Ensuring that personnel have the necessary skills and knowledge will improve their effectiveness in managing land use activities and working with others.

By implementing these strategies, the Islands Trust can modernize its land use regulation capabilities, ensure sustainable development, and foster effective collaboration with stakeholders, resulting in better bylaw enforcement outcomes and the overall well-being of the communities it serves.

Future Needs:

Technological Upgrades

The Trust needs modern and robust technology tools to manage the increasing volume of land use information effectively.

Capacity Building

The successful implementation of the new system will require appropriate training and capacity building for staff and stakeholders to utilize CityView to its fullest potential.

Data Integration

Seamless integration of data from various sources, including mapping and regional planning, is essential to ensure effective decision-making and improved land use regulation.

PROJECTED RESULTS/DELIVERABLES:

The projected results and deliverables of the initiative to transition the Bylaw component from the legacy TAPIS to CityView include:

Enhanced Land Use Regulation System

The implementation of CityView or a similar modern software suite will result in an enhanced land use regulation system for the Islands Trust. The new system will offer improved functionalities and capabilities, addressing the limitations of the current TAPIS application.

Seamless Data Flow

The integrated bylaw and local planning modules will enable seamless data flow between land use planning and bylaw enforcement activities. This means that information generated during the planning phase, such as development applications, will automatically be available for bylaw enforcement purposes and vice versa.

Online Transaction Capacity

The upgraded system will provide online transaction capacity, allowing stakeholders to process transactions online. This enhanced accessibility will streamline the bylaw process and improve convenience for applicants.

Real-time Ticket Status Tracking

The new system will include a feature for online infraction status tracking. Applicants and stakeholders will have real-time visibility into the progress of their files, reducing uncertainty and delays.

Online Access from the Field

Staff and officials will have the ability to access violation and development application information in real-time from the field. This feature will empower them to make informed decisions on-site, increasing operational efficiency.

Expanded Reporting Capacity

The upgraded system will offer expanded reporting capabilities, allowing for more comprehensive data analysis and generating valuable insights from the available information. This will support evidence-based decision-making.

Public Accessible Portal

The proposal includes the development of a public-accessible portal, providing community members with access to relevant land use information and Bylaw infraction files and records. This portal will promote transparency and community engagement.

Improved Efficiency and Productivity

The combination of online transaction processing, real-time infraction tracking, and enhanced reporting will lead to improved efficiency and productivity in the Trust's land use regulation processes.

Long-term Sustainability

The upgraded system's advanced capabilities and technology will position the Islands Trust for long-term sustainability in managing land use and bylaw activities, adapt to changing needs, and accommodate future growth and challenges.

RISK ASSESSMENT:

Risks	Impact	Mitigation
Technical Challenges Implementing a new software system, especially one with various integrated modules, can pose technical challenges during the transition phase. Data migration, system compatibility, and potential software bugs or glitches may arise, impacting the smooth functioning of the integrated system.	High Medium Low	Pilot Testing and User Feedback Conduct comprehensive pilot testing of the integrated system with a selected group of staff and stakeholders to identify and address technical challenges. Gathering user feedback during this phase will help refine the system before full deployment.
Staff Training and Adoption Ensuring that staff members are adequately trained and	High Medium Low	Comprehensive Training Program Develop a comprehensive training program to educate staff members on using the new integrated system effectively.

comfortable using the new integrated system is essential. Resistance to change or lack of proper training can lead to inefficiencies and reduced productivity during the initial stages of implementation.		Providing ongoing training and support will aid in the system's smooth adoption.
Data Security and Privacy With an integrated system handling sensitive land use and bylaw enforcement data, there is an increased risk of data breaches, unauthorized access, or potential privacy violations. Protecting confidential information and ensuring robust data security measures become critical.	High Medium Low	Data Security Measures Implement robust data security protocols, such as encryption, and access controls.
Cost Overruns: Complex software integration projects can be subject to unexpected costs, such as additional customization or third-party integration requirements. Budget overruns could strain the financial resources allocated for the initiative.	High Medium Low	Clear Project Scope and Contingency Planning Define a clear project scope and have contingency plans in place for potential cost overruns or delays. Regular monitoring and reporting of project progress can help identify any deviations from the plan and take corrective action.

ALTERNATIVES CONSIDERED:

Option 1: Status Quo (Do Nothing)

Benefits: No immediate financial investment required, and minimal disruption to current operations.

Risks: Continued use of the outdated TAPIS system with its limitations, inefficiencies, and reduced community engagement due to outdated technology and limited online access.

Financial Implications: No direct financial costs, but potential missed opportunities for improvement.

Resource Requirements: No additional resources required although maintaining the legacy TAPIS system for bylaw enforcement while operating a new Cityview system for the rest of Planning Services and the Islands Trust Conservancy leads to inefficiencies which will increase over time as the legacy system is no longer maintained and the rest of the organization uses a different operating system, challenges for staff due to system limitations.

Other Implications: Hindered achievement of strategic objectives related to technology modernization, community engagement, and efficient land use regulation.

Option 2: Incremental Upgrade of TAPIS

Benefits: Lower initial financial investment, familiarity for staff, and gradual improvements to address some limitations.

Risks: Incremental approach may not fully resolve all technological challenges, and system may still lack essential functionalities.

Financial Implications: Lower initial costs than a full system replacement, but ongoing upgrades and maintenance may be required, which could potentially exceed the initial CityView implementation costs.

Resource Requirements: IT resources, developers, and staff training needed for upgrading the existing system.
Other Implications: May not fully address long-term needs, risking inadequate technology for future growth and challenges.

Option 3: Full System Replacement with CityView Bylaw Module

Benefits: State-of-the-art technology with comprehensive features for efficient land use regulation, seamless integration between planning and bylaw enforcement modules, improved community engagement through a public-accessible portal, and better data analysis capabilities.

Risks: High initial investment, potential technical challenges during implementation, and staff adaptation to the new system.

Financial Implications: Highest initial investment, but offers comprehensive solution and potential cost savings in the long run.

Cost Summary	<u>Original</u>	<u>Amended</u>
Software Licenses & Subscriptions	\$24,000	\$24,182*
CityView Annual Software Maintenance	\$6,000	(IS Software)
Implementation Services	\$40,000	\$40,420
Information Services	\$2,000	
Data Conversion	\$10,000	\$7,520
Enhanced - Validation and Refinement of data		\$14,570
Final Data Upload		\$1,880
Enhanced - Training	\$7,500	\$11,397
New - Project Manager		\$14,330
Total	Approx. \$90,000	\$114,299

*includes PST

Resource Requirements: Substantial IS and Bylaw staff resources, and Bylaw staff training needed for a successful system replacement.

Other Implications: Aligns with strategic objectives, providing a modern, efficient, and user-friendly solution to address current and future land use management challenges.

CRITICAL SUCCESS FACTORS:

Related Factors Identified:

Stakeholder Engagement

The active involvement and engagement of stakeholders, including staff, and the public, are critical for the successful implementation of the bylaw information system. Stakeholder input, feedback, and buy-in are essential to ensure the system meets their needs and expectations.

Data Migration and Integration

The smooth migration of data from the legacy TAPIS system to the new CityView and seamless integration with other modules such as Planning are crucial for data accuracy and system functionality.

Comprehensive Training

Adequate training for staff members on using the new system effectively is essential to maximize its benefits and ensure a smooth transition from the old system.

Effective Change Management

A well-structured change management strategy is necessary to address potential resistance to change and ensure a positive transition for staff and stakeholders.

Timely Implementation

Adhering to a realistic and achievable timeline for implementation is vital to avoid delays and cost overruns and potential disruptions to ongoing land use regulation processes.

Among the identified factors, all are considered critical to the success of this initiative:

Outcomes if Critical Success Factors are Not Met:

Ineffective Use of the New System

Without stakeholder engagement and buy-in, the new system may not be used to its full potential, resulting in suboptimal land use regulation processes and missed opportunities for improved efficiency.

Data Inconsistencies and Inaccuracies

If data migration and integration are not executed properly, the new system may lack essential historical data, leading to data inconsistencies and hindering informed decision-making.

Reduced Efficiency

Inadequate training for staff may lead to reduced efficiency in using the new system, resulting in longer processing times for Bylaw files and increased administrative burden.

Delayed Implementation

If the initiative faces significant delays in implementation, the Islands Trust may continue to suffer from the limitations of the outdated TAPIS system, hindering progress towards strategic objectives.

In summary, meeting critical success factors, such as stakeholder engagement and comprehensive training is essential for the successful implementation and effective utilization of the bylaw information system. Failure to address these factors may lead to inefficient processes, data inconsistencies, and delayed progress, hindering the achievement of the strategic goals of the Islands Trust.

RECOMMENDED OPTION:

Recommendation: Based on the evaluation of the options, the preferred choice is:

Option 3: Full System Replacement with CityView Bylaw Module

Summary of Reasons for Choosing Option 3

Comprehensive Solution

Provides a comprehensive solution that addresses all the identified issues and limitations of the current legacy system. By opting for a full system replacement with CityView, the Islands Trust can overcome the technological challenges and limitations of the current TAPIS system.

Immediate Benefits

Integration with third-party applications can deliver near immediate benefits by adding functionalities or features that are not present in the current system. This approach can quickly address some of the identified technological challenges and limitations.

Seamless Integration

CityView is an industry-standard software suite, offering seamless integration of various modules, including the recently implemented planning module. This integration ensures a holistic view of land use information and fosters efficient decision-making and data analysis.

Streamlined Processes

The CityView Bylaw Module streamlines land use regulation processes, making them more efficient and less time-consuming. This streamlining results in improved community service delivery and better dispute resolution outcomes.

Mitigating Risks

While a full system replacement may pose some implementation challenges, the benefits of CityView's comprehensive features and seamless integration outweigh these risks. Adequate planning, staff training, and change management can mitigate potential obstacles.

In conclusion, Option 3, which involves a full system replacement with CityView Bylaw Module, offers the most optimal solution to address the identified issues and opportunities. The modernization of the land use regulation system, along with the integration of the Bylaw Module, ensures improved efficiency, data accuracy, and community engagement. By embracing this comprehensive approach, the Islands Trust can more effectively regulate land use activities, protect ecosystems, and sustain healthy island communities in alignment with their strategic goals.

COST/BENEFIT ANALYSIS:

Quantitative Considerations

Financial Costs

System Replacement Cost

The implementation of the CityView Bylaw Module and integration with other modules will involve upfront costs, including licensing fees, software implementation, customization, and data migration. These costs should be carefully evaluated and budgeted for in the project plan.

Software Licenses & Subscriptions	\$22,600
Implementation Services	\$40,000
Information Services	\$2,500
Data Conversion	\$7,500
Validation and Refinement	\$14,500
Final data upload	\$2,000
Total	\$89,100

Training and Support

The cost of providing comprehensive training to staff and stakeholders on the new system's functionalities and ongoing support should be factored into the budget.

Training	\$11,500
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Project Management

The cost of project management from the software company is a new line item. Successful project management is crucial to implementing the new software. The cost includes potential travel and expenses.

Project Management	\$14,500
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Maintenance and Upgrades

Ongoing costs related to system maintenance, updates, and potential upgrades should be considered. Ensuring the system remains up-to-date and compatible with future requirements is essential for long-term sustainability.

CityView Annual Software Maintenance	\$6,400
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Financial Benefits (Savings)**Efficiency Gains**

The CityView Bylaw Module's enhanced features and seamless integration can lead to improved efficiency in land use regulation processes. Streamlined workflows and automation may reduce administrative costs and save staff time.

Qualitative Considerations**Non-Quantifiable Costs****Learning Curve**

Staff and stakeholders may require time to adapt to the new system, which could impact productivity during the initial transition period.

Change Management

The organization will need to invest in change management efforts to address resistance to change and ensure smooth adoption of the new system.

Non-Quantifiable Benefits**Improved Decision-Making**

The CityView Bylaw Module's comprehensive data and reporting capabilities can empower decision-makers with better insights and data-driven information for strategic planning.

Enhanced Collaboration

Seamless integration with the planning module and other components can improve collaboration among various departments and external stakeholders, fostering more coordinated land use management efforts.

Transparency and Accountability

The new system can enhance transparency in land use decision-making and accountability for regulatory actions, leading to increased public trust in the organization.

Better Community Engagement

The public-accessible portal and online transaction capacity can facilitate better communication with the community, improving community engagement and feedback.

In summary, the quantitative considerations involve financial costs and benefits, with the initial investment being the main financial concern. On the other hand, qualitative considerations encompass non-quantifiable aspects such as the learning curve, change management efforts, and the potential for improved decision-making, collaboration, transparency, and community engagement. Balancing these quantitative and qualitative factors is crucial in making an informed decision about the full system replacement with the CityView Bylaw Module.

PURCHASING PROCEDURE:

The implementation of the CityView Bylaw Module will be directly awarded to the CityView software vendor due to their unique qualifications, seamless integration potential with the recently implemented planning module, time efficiency, risk mitigation, and cost-effectiveness.

Unique Qualifications

The selected vendor offering the CityView Bylaw Module possesses unique qualifications, technical expertise, and experience in delivering similar solutions in the industry. Their track record demonstrates successful implementations in other organizations, giving us confidence in their capabilities.

Seamless Integration

The CityView Bylaw Module aligns perfectly with the recently implemented planning module. Directly awarding the contract to the same vendor ensures seamless integration between the modules, enabling efficient data sharing and enhancing the overall functionality of the land use regulation system.

Time Efficiency

By opting for a direct award, we can expedite the procurement process and accelerate the implementation timeline. This approach reduces the need for lengthy competitive bidding processes and allows us to promptly capitalize on the benefits of the CityView Bylaw Module.

Risk Mitigation

Through the planning module procurement process we have assessed that the selected vendor is well-established, and has a proven track record of delivering reliable solutions. The direct award minimizes potential risks associated with selecting an unfamiliar vendor.

Cost-Effectiveness

The direct award approach also offers cost-effectiveness in terms of resource utilization and procurement expenses. By avoiding the costs associated with running a competitive bidding process, we can allocate resources more efficiently to the actual implementation.

Minimal Disruptions

By directly working with the same vendor that implemented the planning module, we expect minimal disruptions during the integration process. The vendor is already familiar with our organization's processes and data structures and can effectively align the Bylaw Module with our existing system.

In conclusion, the direct award procurement approach is the most appropriate choice for implementing the CityView Bylaw Module. The selected vendor's unique qualifications, seamless integration potential, time efficiency, risk mitigation, and cost-effectiveness collectively provide a compelling justification for this decision.

PROPOSED IMPLEMENTATION STRATEGY:

The roll-out of the recommended solution, which involves the full system replacement with the CityView Bylaw Module, will be executed in a phased approach to ensure smooth implementation and minimal disruptions. The specific features of the roll-out are as follows:

Phase 1: Project Planning and Preparation

- Define project scope, objectives, and deliverables.
- Appoint a project team and project manager.
- Initiate contract negotiations with the selected vendor.

Phase 2: Workflow Review and Optimization:

- Review existing workflows and processes related to land use regulation and bylaw enforcement.
- Identify areas for improvement and optimization to align with the new CityView Bylaw Module's functionalities.
- Engage relevant stakeholders and users to gather feedback and insights into workflow enhancement opportunities.

Phase 3: System Configuration and Customization

- Work with the vendor to configure the CityView Bylaw Module to meet the organization's specific needs.
- Customize the module to seamlessly integrate with the existing planning module and other relevant systems.
- Conduct thorough testing to ensure the module functions as intended.

Phase 4: Training and User Acceptance Testing

- Provide comprehensive training to staff members and stakeholders on using the CityView Bylaw Module effectively.
- Conduct user acceptance testing to validate the system's functionality and address any issues before the full deployment.

Phase 5: Pilot Implementation

- Implement the CityView Bylaw Module in a pilot environment with a selected group of users.
- Gather feedback and assess the module's performance and effectiveness during the pilot phase.

Phase 6: Full System Deployment

- Based on the feedback from the pilot phase, make any necessary adjustments to the module.
- Roll out the fully functional CityView Bylaw Module to all relevant departments and stakeholders.
- Monitor the system's performance and address any additional feedback or issues.

Phase 7: Post-Implementation Support and Optimization

- Provide ongoing support to users and address any post-implementation issues.
- Continuously optimize the system based on user feedback and evolving needs.

Timeline and Anticipated Date of Completion

The timeline for the roll-out of the recommended solution will be dependent on the complexity of system integration, data migration, and the customization required for the CityView Bylaw Module. However, based on preliminary estimates the anticipated date of completion for this initiative is approximately 4 to 6 months from

the project initiation. It is important to note that this timeline is subject to adjustments based on unforeseen challenges, feedback from pilot implementation, and other factors that may impact the implementation process. Close monitoring and effective project management will be critical in adhering to the timeline and achieving a successful roll-out.

STAFF RESOURCING:

Staff Resources Needed for the Initiative

Project Manager (Senior Management Level)

- The project manager will oversee the entire implementation process, including planning, coordination, and monitoring.
- Hours Required: Approximately 20-30 hours throughout the project.

Business Analyst (Mid-Level Staff)

- The business analyst will support the needs assessment, gather requirements, and the workflow review and optimization stage.
- Hours Required: Approximately 20-30 hours throughout the project.

IT Team (Technical Staff)

- The IT team will be responsible for system security and network access.
- Hours Required: Approximately 5-10 hours throughout the project.

User Representatives (End Users)

- User representatives will participate in user acceptance testing, provide feedback, and validate system improvements.
- Hours Required: Approximately 10-20 hours each, varying based on participation.

Total Estimated Staff Hours: 55 - 90 hours.

Assessment of Expected Staff Hours

The estimated staff hours of required for this initiative appear reasonable when assessed in conjunction with other work underway or planned. While the project will demand a significant amount of staff time, the phased approach allows for a structured allocation of resources. Moreover, involving end users and stakeholders during the pilot and user testing stages ensures a collaborative effort, optimizing the use of staff resources.

CHANGE MANAGEMENT/COMMUNICATIONS/COLLABORATION:

Concerns and Mitigation Strategies

Change Resistance

The introduction of a new system and optimized workflows may encounter resistance from staff members accustomed to the existing processes. To address this concern, a comprehensive change management strategy will be developed. This strategy will include clear and consistent communication about the benefits of the CityView Bylaw Module, opportunities for staff involvement, and training programs to build staff confidence in using the new system.

Training and Support

Adequate training and support for staff and end-users will be vital to ensure a smooth transition to the new system. A comprehensive training program will be developed as part of the service contract to equip staff with

the necessary skills to utilize the CityView Bylaw Module effectively. Ongoing support will be provided post-implementation to address any questions or challenges that may arise.

Communication and Collaboration Strategies

Collaborative Workshops and Feedback Sessions

Collaborative workshops and feedback sessions will be organized to gather input from Bylaw staff. These sessions will provide a platform for open dialogue, allowing stakeholders to express their concerns and suggestions, and fostering a sense of ownership in the initiative.

Regular Progress Updates

Regular progress updates will be communicated to all stakeholders to keep them informed about the status of the implementation. This will include milestones achieved, any changes to the project plan, and upcoming activities. Transparent communication will foster trust and ensure that stakeholders are well-informed.

Change Champions

Identifying change champions within the organization who are enthusiastic about the initiative and can advocate for its benefits will be instrumental in overcoming resistance and promoting buy-in among staff members. These champions will serve as role models and provide support during the transition.

Collaborative Decision-Making

Encouraging collaborative decision-making among stakeholders will ensure that their perspectives are considered in the customization and configuration of the CityView Bylaw Module. Engaging stakeholders in decision-making will enhance their commitment to the success of the initiative.

Identification of Other Stakeholders

In addition to the bylaw enforcement officers and administrative staff previously identified as stakeholders, the following groups may also be involved:

IT Department

The IT department will play a crucial role in system configuration, integration, and technical support.

Finance Department

The finance department may be involved in budget and contract planning and financial approvals related to the initiative.

Leadership Team

The management team's support and buy-in will be critical for the success of the initiative.

An inclusive and well-coordinated approach to change management, communication, and collaboration will facilitate a smooth and successful implementation of the CityView Bylaw Module, fostering support among stakeholders and maximizing the benefits of the new system.



July 21, 2023

Initiator Name, Title

Date

Stefan Cermak, Director Planning Services

September 29, 2023

[Amended February 6, 2024](#)

Reviewed by Department Lead: Name, Title

Date

BRIEFING

To: Trust Council **For the Meeting of:** March 11, 2025
From: Islands Trust Conservancy Board **Date Prepared:** February 14, 2025
SUBJECT: Islands Trust Conservancy Budget for 2025/26

PURPOSE: To provide Trust Council with background information on the Islands Trust Conservancy's 2025/26 budget request.

BACKGROUND: [Trust Council's Budget Process Policy 6.3.1](#) sets out that the Islands Trust Conservancy (ITC) Board is to be consulted directly, at the beginning of, and throughout, the budget process with respect to Board requirements, programs and administrative services, and that appointed trustees of the ITC Board shall be given the opportunity to attend Financial Planning Committee and Trust Council meetings with observer status. The policy also sets out that the ITC Board is responsible for endorsing all budget requests for the Islands Trust Conservancy Board and its program operations.

Four Islands Trust Conservancy Board resolutions have been made relating to the Conservancy's 2025/2026 budget request, as follows:

July 23, 2024	<i>ITC-2024-043</i> <i>that the Islands Trust Conservancy Board approve the draft 2025/26 ITC Budget with the following amendment:</i> • <i>Increase the Board training and conferences line to \$4,600</i> <i>and direct staff to provide it to the Director of Administrative Services and the Director of Trust Area Services for inclusion in the Islands Trust draft 2025/26 budget, as amended.</i>
October 1, 2024	<i>ITC-2024-052</i> <i>that the Islands Trust Conservancy Board direct staff to add \$4,000 to the 2025-26 budget request for bookkeeping services, and add \$1,160 per covenant to property management funds to reflect new covenants taken on in the 2024-25 fiscal year.</i>
November 19, 2024	<i>ITC-2024-064</i> <i>that the Islands Trust Conservancy Board request an increase of \$7,582 to its proposed 2025/26 Salaries and Benefits budget (Islands Trust Contribution) and decrease the Environment and Climate Change Canada contribution by the same amount due to an error in its earlier submission relative to the amount available from the Environment and Climate Change Canada Contribution Agreement for Salaries and Benefits in 2025/26.</i> <i>Staff Note: the overall amount for Salaries and Benefits remains the same but the Islands Trust Contribution Taxes increases by \$7,582 and the Grant Contribution: SAR decreases</i>

	by \$7,582. This change will have no impact on proposed taxation as already accounted for by the Director of Trust Area Services.
November 19, 2024	ITC-2024-065 <i>that the Islands Trust Conservancy Board indicates to Trust Council and Financial Planning Committee that it considers the Trust Area Services business case for an Auxiliary Policy Advisor for 2025-2026 is critical to support ongoing intergovernmental and policy work, and that ITC requests that a portion of an Auxiliary Policy Advisor position be dedicated to support the Conservancy's engagement with First Nations on the Conservancy's mandate and a renewed five-year plan, and,</i> <i>that in light of increasing budget requests from the Conservancy, the Board indicates that its request for an increase to Board training (\$3,000) to support education on Indigenous Conserved and Protected Areas, could be de-prioritized for this fiscal.</i>
January 21, 2025	ITC-2025-008 <i>that the Islands Trust Conservancy Board provide an updated 2025/26 budget request to the Financial Planning Committee and Trust Council that addresses the changes and comments made by the Board November 19, 2024 (resolutions ITC-2024-064 and ITC-2024-065).</i>

Table 1. Proposed Islands Trust Conservancy 2025/26 budget request

1		2024/25				2025/26				Increase/Decrease in IT Tax Contribution	
2	Description	Islands Trust Contribution: Taxes	Grant Contribution: FN Engagement	Grant Contribution: SAR	Total Approved Budget	Islands Trust contribution: Taxes	Grant Contribution: FN Engagement	Grant Contribution: SAR	Total Draft Budget	\$ Change	% Change
3											
4	Salaries and Benefits *	700,458		115,000	815,458	799,771		102,418	902,189	99,313	14.2%
5	Communications	16,500		1,500	18,000	4,500		5,500	10,000	(12,000)	-72.7%
6	Contracted Temporary Staffing	20,000			20,000	15,000			15,000	(5,000)	-25.0%
7	Professional Services**	-		16,300		6,000		13,000	19,000	6,000	100.0%
8	Subscriptions	400			400	400			400	-	0.0%
9	Memberships	1,800			1,800	1,800			1,800	-	0.0%
10	Board Honoraria	7,000			7,000	7,000			7,000	-	0.0%
11	Board Meeting Expense	2,850			2,850	2,850			2,850	-	0.0%
12	Board Training and Conferences	1,600			1,600	1,600			1,600	-	0.0%
13	Property Management	99,640		66,500	166,140	91,878		76,582	168,460	(7,762)	-7.8%
14	Safety***	1,200			1,200	3,300			3,300	2,100	175.0%
15	Conservation Planning and Land Securement	16,550		10,000	26,550	25,000		12,000	37,000	8,450	51.1%
16	Ecosystem Mapping	-			-	5,200		4,000	9,200	5,200	100.0%
17	Legal	17,800		4,200	22,000	31,000			31,000	13,200	74.2%
18	Mobile Devices	2,562			2,562	356			356	(2,206)	-86.1%
19	Training and Conferences	4,700			4,700	6,400			6,400	1,700	36.2%
20	Travel for Training	4,000			4,000	4,500			4,500	500	12.5%
21	Travel	19,500		6,500	26,000	19,500		6,500	26,000	-	0.0%
22	Project: ITC Plan First Nations Engagement *****	10,000	10,000		20,000	10,000	10,000		20,000	-	0.0%
23										-	
24	TOTAL Direct ITC Costs	926,560	10,000	220,000	1,146,560	1,036,055	10,000	220,000	1,266,055	109,495	11.8%
25	Admin Allocation - 14% *****	326,086			326,086	362,060			362,060	35,974	11.0%
26	TOTAL	1,252,646	10,000	220,000	1,466,346	1,398,115	10,000	220,000	1,628,115	145,469	11.6%
27											
28	* Estimate of ITC salaries and benefits for draft budget 2025-26, assumes 3% wage increases under the BCGEU agreement.										
29	** Professional Services includes \$8,000 from ECCC for contracted First Nations liaison/advisor, \$7,000 for contracted program evaluation, and \$4,000 for bookkeeper.										
30	*** Safety budget has changed due to all GPS units being replaced in Fiscal 2025/26 with BIVY units which have higher monthly monitoring costs.										
31	**** Estimate of Admin Allocation based on previous year's budget, plus estimated increase in line with increase to ITC budget										
32	***** NB: No funds were spent on First Nations Engagement on ITC Plan in 2024/25, so will go to surplus and re-requested for 2025/26										
33	NOTE: Budget amounts listed for prior year is as per the approved budget.										

In September 2024, Trust Council established 2025/26 a budget guideline that resource requests for additional operating budgets (including one-time projects) and new tax-funded personnel will only be considered where critical capacity issues can be clearly demonstrated or where upfront investment will result in longer term savings as outlined in a business case.

While some budget increases are not directly responding to critical capacity issues and do not result in longer term savings, it should be noted that the \$220,000 from Environment and Climate Canada is supporting increased activities that are not taxpayer-funded, and that advance important conservation efforts.

NB: In January 2025, the Director of Trust Area Services received clarification on matching fund requirements. The Director has received new information and now understands that the matching funds have already been achieved over the life of the agreement and matching funds are not required in this fiscal year. However, the objectives in the agreement must still be achieved and cuts to the proposed budgets may impair our ability to meet these objectives.

Due to time constraints, this updated briefing has not been reviewed by the Islands Trust Conservancy Board.

ATTACHMENT(S): Table 2. Explanation of Proposed Budget Increases & Decreases in 2025/26

FOLLOW-UP: Staff will follow-up as directed. Staff and the ITC representative to the Financial Planning Committee will convey the results of Trust Council deliberations to the ITC Board at its May 2025 meeting.

Prepared By: Clare Frater, Director, Trust Area Services

Reviewed By/Date:

Table 2. Explanation of Proposed Budget Increases & Decreases in 2025/26

Budget Line Item	2024/25 Budget	2025/26 Budget	Rationale
1. Salaries and Benefits	\$815,458	\$903,033 (ECCC Agreement provides \$102,418)	New Protected Area Team Lead position in place for a full-year in 2025/26. Prior year included only six months to allow time for hiring. Estimate of ITC salaries and benefits assumes 3% wage increases under the BCGEU agreement. Environment and Climate Change Canada Contribution Agreement (ECCC Agreement) provides \$7,582 less towards salaries and benefits in 2025/26 compared to the prior year. Taxation will now cover this amount.
2. Communications	\$18,000	\$10,000 (ECCC Agreement provides \$5,500)	Reduced budget requested reflects the planned work program for 2025/26 which is better matched to staff capacity and includes social media campaigns for ITC's 35 th Anniversary.
3. Contracted Temp Staff	\$20,000	\$15,000	\$15,000 for contractors/short-term auxiliary staff to assist with critical policy work that had been delayed due to critical capacity challenges and transitions within the ITC Manager role. Staff anticipate: policy development/ improvement work as priority, plus delayed management plan work.
4. Professional Services	N/A	\$19,000 (ECCC Agreement provides \$13,000)	The following activities are committed to in the ECCC Agreement: • First Nation Specialist advisor/liaison • Species at Risk program evaluation Critical capacity issues exist regarding bookkeeping which have fallen into the ITC Manager role but this is not tenable given workload associated with routine operations. Additional services required: • ITC book keeping services at direction of ITC Board.
5. Board Training	\$1,600	\$1,600	No change.

Budget Line Item	2024/25 Budget	2025/26 Budget	Rationale
6. Property Management	\$166,140	\$168,460 (ECCC Agreements provides \$76,582)	Supports property management activities for Nature Reserves and Covenants, including Management Planning and implementation, First Nations engagement and cultural monitoring, Species at Risk surveys and monitoring, habitat restoration for species and ecosystems at risk, wildlife management (exclosure fence installation/maintenance,) trail construction/maintenance, signage construction/maintenance, wildlife structures (bat/bird boxes, etc) installation/maintenance, hazard assessments/ mitigation of hazards, and archeological assessments. The increase is due to increasing costs associated with registering 2 new covenants in 2024, (NB: The formula which was established in 2021 and has not been adjusted for inflation.) and generally increasing cost. It also supports a continued program to address delayed work which was not completed in prior years due to lack of funds. Addressing invasive species in a timely way results in longer term savings. Priority property management activities planned for 2025/26 include: - Engage with First Nations and complete first of two-year archaeological assessment on Link and Saturnina Islands (as requested by First Nations as part of management planning for these nature reserves). - Species at Risk surveys/monitoring and habitat assessments for SARA listed endangered or threatened plant and wildlife species on Salt Spring, Thetis, Link, Lasqueti Islands and other priority protected lands. - Develop invasive species management strategy for ITC's protected areas on Bowen Island (three nature reserves and two conservation covenants) - Habitat restoration across numerous protected areas that includes planting native species, propagation of an endangered plant species, mapping and removal of invasive plants/species in ecosystems at risk (to inform management planning), installation and monitoring of habitat structures and long-term success monitoring for previous restoration projects.
7. Safety	\$1,200	\$3,300	Critical capacity issues exist regarding safety in the field: Change from SPOT safety devices to BIVY safety devices for staff field safety (better system) comes with increased costs

Budget Line Item	2024/25 Budget	2025/26 Budget	Rationale
8. Conservation Planning & Land Securement	\$26,550	\$37,000 (ECCC Agreement provides \$12,000)	Land securement activities planned for 2025/26 include: • Nature reserve/covenant securement costs: biological surveys, archaeological and Indigenous knowledge surveys, land appraisals, legal advice, land surveys and other needed expertise and reports as relevant; support for select landowner costs (does not include direct purchase costs.) • As per Board policy, prior engagement with First Nations • Continued negotiation with six current landholders who have shown an interest in donation of ecologically-valuable private land with species at risk values within the Islands Trust Area. • Boundary survey for a conservation covenant that is experiencing frequent trespass – this will result in long term savings. • Acting on opportunities as they arise.
9. Ecosystem Mapping	\$0	\$9,200 (ECCC Agreement provides \$4,000)	Ecosystem mapping activities planned for 2025/26 include: • Critical updates to ITC's mapping capacity to improve efficiency of data collection, integration into Islands Trust mapping systems, and analysis to support improved conservation planning and management decision making (this planned work follows from the protected area data needs assessment work funded in 2024/25 which is still in progress -the proposed amount will be assistive but is expected to be insufficient to respond to all identified deficiencies),
10. Legal	\$22,000	\$31,000	Increase is due to trend of ITC issues becoming more complex/increasing need for additional legal input/increasing cost of legal services, and joining a legal advice service through MIABC.
11. Training & Conferences	\$4,700	\$6,400	Increase due to: • new Protected Area Team Lead position now full-year, • increasing registration costs, and • anticipated training needs.
12. Travel for Training	\$4,000	\$4,500	Increase due to: • new Protected Area Team Lead position now full-year

Budget Line Item	2024/25 Budget	2025/26 Budget	Rationale
			• anticipated increase to km/meal costs required in the union agreement.
13. Travel	\$26,000	\$26,000 (ECCC Agreement provides \$6,500)	No change.
14. FN Engagement Capacity Funds/ITC Plan	\$20,000	\$20,000	The capacity funding in the 2024/25 budget will not be spent and will be added to the General Surplus Fund and will be required instead in 2025/26.

ISLANDS TRUST
Fiscal Year 2025/26
PROPOSED LTC PROJECTS

ITEM	Carryover from Prior Year (from surplus)	New funding request	Total 2025/26	Funding Source
<u>Specific Projects >\$5000:</u>				
DE: Denman Island Housing Review - Phase 2	3,750	12,000	\$ 15,750	surplus/taxes
GM:Gambier OCP/LUB Amendments Implementation		10,000	\$ 10,000	taxes
GB:Gabriola OCP/LUB - Phase 3	18,000	30,000	\$ 48,000	surplus/taxes
LA: OCP and LUB Review - Phase 1		15,500	\$ 15,500	taxes
MA: Housing Options - Year 2		8,000	\$ 8,000	taxes
NP:Housing Access and Affordability - Year 2		8,000	\$ 8,000	taxes
HO:First Nations	18,750		\$ 18,750	surplus
SS:OCP/LUB - Year 2	158,500	45,500	\$ 204,000	surplus/grant/taxes
			\$ 328,000	
<u>Minor Projects Placeholder:</u>				
Pool for Allocation to LTCs in Year			\$ 36,500	taxes
Total Specific LTC Projects			\$ 364,500	
<u>SSI LTC projects proposed for funding from Special Tax Reserve Funds:</u>				
SSIWPA Plan Coordination		\$ 55,000		reserve funds
SSI Groundwater Sustainability Strategy		16,500	\$ 71,500	reserve funds
	0			
Total planned spending on LTC projects			\$ 436,000	

BRIEFING

To:	Financial Planning Committee	For the Meeting of:	February 21, 2025
From:	Planning Services	Date Prepared:	February 13, 2025
SUBJECT:	Planning Services – Projects Feasibility Assessment		

PURPOSE

To provide the Financial Planning Committee with an updated feasibility assessment comparing Planning Services related budget case submissions for the next fiscal year (FY2025/26) to projected available staff resources.

SUMMARY

Planning Services Projects Feasibility Assessment has been updated and amended as follows:

- The total amended requested project funds for 2025/26 has increased from \$257,00 to \$399,500.
 - This total includes \$199,000 carryover from prior year (from surplus),
 - This total includes \$71,500 from unspent special property tax (reserve funds)
- The total estimated Planner staff hours has increased from 3,600 hours to 4,500 hours. (This does not include the estimated 600 hours of contractor time for the Salt Spring LTC OCP project).

As a result of the above, staff recommend reducing demand while increasing resources as follows:

- Continued deferral of projects not currently assigned Planners:
 - Lasqueti Island LTC's OCP/LUB project
 - Salt Spring Island LTC's Well Monitoring Project
 - Salt Spring Islands LTC's SSIWPA Project
- Continued deferral of the above projects will defer demand for an estimated 900 hours bringing the total estimated hours to 3,600.
- 2.6 FTE (full time equivalent staff) are available which is a total 3,100 hours.
- One senior Planner is currently working on a reduced capacity (0.6 FTE). That position is being redrafted as permanently part-time (0.5 FTE) so that we may fill the remaining 0.5 FTE with a new part time staff position. This effectively fills a staffing void that has resulted from accommodating a reduced work schedule.
- Staff are also in the process of seeking coverage for one of Salt Spring Islands Island Planners on temporary assignment with the province. This staff person could contribute at least 450 hours to Salt Spring Island LTC projects.
- With the implementation of 3 FTE planners to the Regional Planning Team and upon successful fulfillment of the temporarily vacant Island Planner position on Salt Spring Island, staff may begin to support the above deferred projects later in the year thus staff recommend supporting all budget requests.
- The above assumes we are able to retain current staffing levels.

BACKGROUND & ANALYSIS

Planning Services staff provides direct planning services to Trust Council's Regional Planning Committee and Local Trust Committees, allocated based on available resources as per Trust Council policies.

Regional Planning Committee

Regional Planning Committee (RPC) undertakes projects to achieve actions in the Trust Council Strategic Plan and responsibilities as outlined in their terms of reference ([Policy 2.3.1](#)). RPC currently has three top priority projects:

1. Bylaw Compliance and Enforcement Review
2. Implementation of Housing Strategic Action Plan
3. Implementation of the Fresh Water Sustainability Strategy.

Current work is being advanced by management while Planner resources are low primarily due to staff taking opportunity of temporary assignments elsewhere in the provincial workforce. This is not sustainable over the long term and impacts management time to review staff work, address staff performance, or to advance operational projects, strategic items and emerging issues.

Local Trust Committees

Major and Extraordinary Projects

Eight Local Trust Committees have submitted additional operations business cases requesting a total of \$399,500 for the 2025/26 fiscal year (Table 1) to support Major and Extraordinary Projects. The focus of most projects are OCP/LUB reviews, with some finishing housing review projects. Enhancing relationships with Indigenous Governing Body staff has been led by the Regional Planning Team.

It is the expectation of senior staff that most future Major Projects will be OCP / LUB reviews and updates, with most other LTC initiatives being undertaken as Minor Projects. This will allow the Regional Planning Team to focus on the systematic updating of OCPs and LUBs as recommended in the LPS review and Governance Review Annex 1.

Table 1 RPC and LTC Committee 2025/26 Projects Summary (blue text shows changes)

Committee	Item	Amount	Planner Time (hours)	Phase
DE	Housing Review	\$15,750	450	Bylaw drafting
GB	OCP and LUB Review	\$48,000	450	Consultation
GM	OCP/LUB amendments	\$10,000	450	Legal review and Implementation
HO	First Nations Relations	\$18,750	300	Legislative review
LA	OCP/LUB Review	\$15,500	450	Initiation (expansion of minor project)
MA	Housing Options	\$8,000	300	Consultation
NP	Housing Access and Affordability	\$8,000	300	Consultation
SS	OCP & LUB Review	\$204,000	1200	Research / Consultation
	Sub-total	\$328,000	3,900	
SS	SSIWPA	\$55,000	300	On-going since 2013 although not coordinated in 2024/25
SS	Groundwater Sustainability (Well monitoring)	\$16,500	150	Monitoring and Reporting
	Sub-Total (Funded via reserve fund)	\$71,500	450	

RPC	Bylaw Compliance & Enforcement	\$0	300	Draft Policy Review
RPC	Freshwater Sustainability Strategy	\$0	150	Various projects and deliverables
RPC	Housing Strategic Action Plan	\$0	300	Various projects and deliverables
	Total	\$399,500	5,100	

Minor Projects

Each LTC is permitted one minor active project (under \$5,000). The Salt Spring Island Local Trust Committee may have up to three projects (combined major and minor - pending available resources).

A total budget of \$36,500 for minor projects is captured in a separate line item in the proposed 2025/26 budget. Minor projects are managed by the “Local Planning Team” consisting of senior planners assigned to undertake day-to-day planning functions of local trust committees, including managing minor bylaw amendments, processing of major applications and referrals, responding to enquiries, and administering local trust committee meetings. Gabriola, Denman, and Lasqueti LTC major project business cases propose drawing support from the Local Planning Team.

- Gabriola LTC does not have a minor project thus the draw of resources is complimentary and supportive of the major project.
- Denman LTC is proposing a new minor project involving OCP Amendments for technical and updates based on First Nations engagement. This work is complimentary and supportive of the major project proposal.
- Lasqueti LTC is proposing to upgrade its minor project to a major project although there are no resources available within the Regional Planning Team. It should be feasible to continue minor project work.
- Ballenas-Winchelsea LTC does not have a minor project.

Funding Options

Trust Council may support all or some of the business cases as submitted. If Trust Council does not support the additional operations of LTCs as listed in Table 1, Trust Council special property tax requisitions ([Policy 6.3.2](#)) permit an individual LTC to request a special tax requisition. Special property tax requisitions are approved by Trust Council but only funded by the specific Local Trust Area requesting the funding and are not included in the general operations budget. Special property tax requisition requests are required to be reviewed prior to December Trust Council thus are no longer available until next fiscal cycle.

Efficiencies

Trust Council policies were amended in 2022 to enhance the efficient and effective delivery of planning services. These policies include:

- Best Management Practices for Delivery of Local Planning Services ([Policy 5.9.1](#));
- Priority Setting/Review Guidelines ([Policy 6.2.1](#)); and
- Work Program, Follow-Up Action List and Priorities Report ([Policy 6.7.1](#)).

As stated within the policies, the policies are designed to support the systematic update of Official Community Plans (OCPs) and Zoning Bylaws / Land Use Bylaws (LUBs) on a regular basis, support realistic expectations for volume and timing of project completion, and the fair, efficient and equitable allocation of staff and financial resources for major and extraordinary Local Trust Committee projects (projects over \$5,000).

Available Staffing Resources

Long range planning projects requested by the RPC and LTCs with budgets over \$5,000 will be undertaken by the Regional Planning Team. The Regional Planning Team consists of three Island Planners (senior planners), some support from the Senior Freshwater Specialist, support of a Regional Planning Manager and occasional support from other planners, administrative staff, and other Islands Trust staff such as GIS and communications staff.

The Regional Planning Team is currently assigned 2.6 FTEs (one planner is working part time) an approximate total of 3,100 effective hours during the fiscal year (this excludes time for leave, administrative tasks, staff meetings, training and staff events, etc).

Staff estimate a total of 4,500 hours of requested staff time based on business case submissions and using the same staff hour assumptions. Staff cannot meet this demand. Therefore, staff recommend continued lowering demand by deferral of projects not currently assigned Planners. Continued deferral of the above projects will defer demand for an estimated 900 hours bringing the total estimated hours to 3,600. Projects not currently assigned Planners include:

- Lasqueti Island LTC's OCP/LUB project
- Salt Spring Island LTC's Well Monitoring Project
- Salt Spring Islands SSIWPA Project.

Staff are working to increase resources to meet demand. Staff are in the process of creating a part time position to fill the missing 0.4 FTE which would bring the total available hours to 3,600. (This position would not be new staff – it would be filling the vacant 0.4 FTE that has resulted from one staff person who has been working on a reduced schedule). Staff are also in the process of seeking coverage for one of Salt Spring Islands Island Planners on temporary assignment with the province. It is feasible, and recommended, that this resource be assigned some project work and application processing.

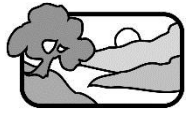
With the complete implementation of 3 FTE planners to the Regional Planning Team and upon successful fulfillment of the temporarily vacant Island Planner position on Salt Spring Island, staff may begin to support the above deferred projects later in the year thus staff recommend supporting all budget requests.

The above assumes we are able to retain current staffing levels.

ATTACHMENT(S)

1. None

Prepared By: Stefan Cermak, Director, Planning Services
Concurred By: Rueben Bronee, CAO



Completion of this form initiates a request to the management team, FPC, and ultimately Trust Council for allocation funding in the next fiscal year budget. The form is to be completed and submitted at the start of the decision making process. The business case forms part of the Annual Budget Process (refer to Islands Trust Council Budget Process Policy 6.3.i).

TO BE COMPLETED BY INITIATOR

Requested by (*Committee or Operational Unit*):
DENMAN LTC

Department:
LPS-Planning Services

Name of Request:

Final Phase Denman Island Housing Review (for OCP and LUB Amendments), Stage 2 - Phase 2 – Major Project
(Year 4 of project)

\$ Value of Request (*indicate by fiscal year and total if project is multi-year*):

2025-2026: \$15,750

- \$12,000 new
- \$3,750 carryover for Capacity Agreement

Budget to-date: \$33,500
2022/23 = \$13,500
2023/24 = \$8,000
2024/25 = \$12,000

Budget Source (select all that apply):

- ☒ **Specific Project Funding** (select all that apply)
- ☐ Third Party Contractors
 - ☐ Staff Travel Expense
 - ☐ Staff Overtime Expense
 - ☐ New Staff Member – Temporary for project
 - ☐ Computer Hardware/Software

☐ **Furniture & Equipment**

☐ **Computer Hardware/Software/Supplies**

☐ **New Staff Resources** (see Staff Costing Tool)

☐ **Permanent**

☐ **Temporary**

Temp Duration: _____

☒ **Other** Consultants, Honoraria for First Nations for on-going meetings and participation, technology, mapping, facility rental, engagement meetings and materials, printing, posting and distribution of communication materials.

Date of Submission to Finance: September 2024

Funding Required for (date range):

April 1, 2025-March 31, 2026

TIE TO ISLANDS TRUST GUIDING DOCUMENTS

Islands Trust Council [Strategic Plan 2018-2022](#). Objective: Strengthen Housing Affordability Throughout the Islands Trust Area. In June 2023, [Islands Trust Council amended the Strategic Plan](#) to:

- “Prioritize elements of the strategic plan that support land use decision making”, and
- “Update the strategic initiatives related to housing to focus on projects that will develop healthy, resilient island communities by employing two lenses: mitigating and adapting to the effects of climate change, and managing growth by cultivating equitable, inclusive and resilient communities and the natural environment.”

ISSUE/OPPORTUNITY:

The purpose of this business case is to support the third phase of what was defined in the 2023/24 business case and described in the related project charter as Phase 2C of the Denman OCP and LUB Housing Policy Review. The work the 2025/2026 fiscal year involves First Nations and community consultation, analysis of options and bylaw drafting, public hearing, communications materials, and legal review.

This is a continuation of this project which began in 2022 at which time a consultant was engaged to identify community priorities related to housing (Phase 1).

Phase 2 was initiated in fiscal 2023/24. Work during this Phase 2A contributed to prioritizing specific options for OCP and LUB Review. Work had been approved with a budget of \$18,000 for the 2024-2025 fiscal year. \$16,000 was provided to the K'omoks First Nation to support their engagement in the project. Phase 2, Stage 1 included:

- Public engagement facilitated by the Housing Advisory Planning Commission
- The initiation of engagement with K'omoks Nation staff
- K'omoks exploration of interests

Phase 2B was initiated in May 2024 with a focus on advancing policy and regulatory amendments that increase the permitted number of housing units to address housing need while preserving and protecting the natural environment. A budget of \$15,000 was allocated to this project for fiscal 2024/25 project to support First Nations engagement, community engagement and public hearings and legal review. Phase 2B involves:

- First Nations engagement
- Public engagement
- Amendments to the OCP and the LUB to increase housing number of permitted housing units to address housing need while considering environmental impact
- Identifying advocacy policies

The Denman Housing Review Project 2C (Fiscal 2025/26) involves further First Nations Engagement and the drafting of OCP and LUB amendments. Phase 2C will provide the opportunity to advance Islands Trust Strategic Interests related to:

- First Nations Reconciliation - The project focusses on continuing the engagement process with First Nations initiated in Phase 1.
- Contributing to the development of model bylaws for housing – This project is intended to produce bylaws that may be replicable in other Local Trust Areas.
- Preservation of ecosystems – A key focus of the project is supporting housing while considering the Islands Trust preserve and protect mandate.
- Demonstrating the use of suitable land analysis – Suitable land analysis will be used to inform LTC decision making.
- Demonstrating the use of the Islands Trust's Housing Toolkit – A number of tools in the toolkit are being used by staff and being shared with the Housing Advisory Planning Commission and the LTC to inform amendments to the OCP and LUB.

This business case will support the continuation of work in Phase 2 of the Denman Islands Housing Review (Phase 2C).

PROJECTED RESULTS/DELIVERABLES:**Phase 2C Fiscal 2025/26 \$12,000 – First Nations Engagement, Bylaw Amendments**

- OCP and LUB amendments to support specific actions identified in the Draft Housing Action Plan for:
 - Expanded opportunities to build Secondary Suites and Accessory Dwelling Units

- Increased Opportunities for Non Profit Housing Development
- Permitting Alternative Housing Approaches
- Reducing Ecological Footprint of New Builds

RISK ASSESSMENT:

Factors potentially affecting the timing of project deliverables:

- Regional Planning Team (RPT) capacity to manage the project in 2025/2026
- First Nations' capacity and timing may not align with project timelines
- The LTC may choose to not proceed with amendments
- Costs may exceed the budget due to consultation or other factors

ALTERNATIVES CONSIDERED:

Option 1: Proceed no further. Staff time and funding are not allocated to the project. Under this alternative the project does not complete bylaw drafting, does not proceed to bylaw readings.

Option 2: Proceed as a Minor Project. Should funding not be provided, the LTC may consider completing the work as a sequence of 'minor projects' with reduced scope, budget and deliverables.

Option 3: Reduced funding. This will limit the project scope of work and deliverables, limiting the ability to complete the project in the next fiscal.

CRITICAL SUCCESS FACTORS:

The project would be considered successfully completed if relevant amendments to the OCP and LUB are adopted by the end of the 2025/26 fiscal year. Longer term success would be measured through improvements to housing options, accessibility and affordability.

RECOMMENDED OPTION:

The recommended option is to fund the third year of the project as a Major LTC Project at the requested amount of \$12,000 for the coming fiscal year. This provides sufficient funding to complete the bylaw phase with continued project management by a Regional Planning Team planner.

COST/BENEFIT ANALYSIS:

Quantitative Analysis:

\$12,000 for fiscal 25/26

- Consultation (First Nations, partners, community, communications) - \$5,000
- Public hearing - \$2,000
- Communications - \$3,000
- Legal Contingency - \$2,000

Qualitative Analysis: Project would contribute to and benefit from efficiencies associated with similar projects in other LTAs.

PURCHASING PROCEDURE:

N/A

PROPOSED IMPLEMENTATION STRATEGY:

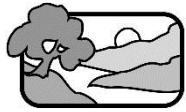
Deliverable/Milestone	Date
Phase 2C – Options Requiring More Detailed Analysis and Engagement	
First Nations Engagement	April 2025 – September 2025
Bylaw Drafting/Community Engagement where required	April 2025 – June 2025

Legal Review	April 2025 – June 2025
Bylaw readings/ CIM	April - June 2025
Provincial Referral	June 2025
STAFF RESOURCING: Estimated hours - 450 hrs (0.33 FTE) Regional Planning Team Project Manager - 50 hrs (0.05 FTE) Planning Team Support - Up to 40 hours LTC Planner - Up to 10 hours Regional Planning Manager - 180 hrs (0.10 FTE) Other support (Admin, communications, mapping, SIRA)	
CHANGE MANAGEMENT/COMMUNICATIONS/COLLABORATION: • This project involves significant engagement with the K'omoks Nation. As such it is likely that other projects will emerge. • Adoption of the bylaws will involve communications with the community and First Nations. The budget request will include public outreach and website updates normally completed as part of the organization's standard communications for bylaw updates.	

Requested by Denman Island Local Trust Committee

Prepared by: Narissa Chadwick, Island Planner/ July 7, 2024

Reviewed by : Renée Jamurat, Regional Planning Manager/ July 30, 2024



Islands Trust

**Budget Funding Request
Short-Form Business Case**

Completion of this form initiates a request to the management team, FPC, and ultimately Trust Council for allocation funding in the next fiscal year budget. The form is to be completed and submitted at the start of the decision making process. The business case forms part of the Annual Budget Process (refer to Islands Trust Council Budget Process Policy 6.3.i).

TO BE COMPLETED BY INITIATOR

Requested by (Committee or Operational Unit):
GABRIOLA LTC

Department:
LPS-Planning Services

Name of Request:

Phase 3 - Gabriola OCP and LUB Review - Major Project
(Year 3 of project)

\$ Value of Request (indicate by fiscal year and total if project is multi-year):

2025-2026: \$48,000

- \$30,000 new
- \$18,000 carryover for Capacity Agreement

Budget to-date: \$95,000
2023-24 -/2024 \$18,000
2024-25-/2025 \$77,000

Budget Source (select all that apply):

- ☒ **Specific Project Funding** (select all that apply)
- ☐ Third Party Contractors
 - ☐ Staff Travel Expense
 - ☐ Staff Overtime Expense
 - ☒ New Staff Member – Temporary for project
 - ☐ Computer Hardware/Software

☐ **Furniture & Equipment**

☐ **Computer Hardware/Software/Supplies**

☐ **New Staff Resources** (see Staff Costing Tool)

☐ Permanent

☐ Temporary

Temp Duration: _____

☒ **Other – please describe:** Consultants, Honoraria for First Nations for on-going meetings and participation, technology, mapping, facility rental, engagement meetings and materials, printing, posting and distribution of communication materials.

Date of Submission to Finance: September 2024

Funding Required for (date range):

April 1, 2025-March 31, 2026

TIE TO ISLANDS TRUST GUIDING DOCUMENTS

Trust Council [Strategic Plan 2018-2022](#) contains objectives to:

- Preserve, protect and advocate for forest and terrestrial ecosystems
- To preserve and protect marine ecosystems
- Mitigate and adapt to climate change impacts
- Strengthen Housing Affordability Throughout the Islands Trust Area

ISSUE/OPPORTUNITY:

The Gabriola Island OCP and LUB has not been substantially updated since 1997 and 1999 respectively. The review will substantially update the bylaws addressing a number of Islands Trust Strategic objectives and emerging issues. As the first substantial OCP/LUB review undertaken by the regional planning team the project and resulting bylaw amendments will serve as a model for other LTC OCP/LUB reviews.

The OCP and LUB review (Phase 3) will provide the opportunity to advance Islands Trust Strategic Interests related to:

- First Nations Reconciliation - The project will involve developing a process to engage First Nations at the front end of the project to identify how they would like to be involved and then integrating Nations perspectives as appropriate. This may involve hiring a First Nations engagement specialist.
- Addressing affordable and attainable housing- the project prioritizes housing.
- Preservation of ecosystems both terrestrial and marine – the project will involve reviewing DPAs. The work will begin with reviewing the suitable land analysis that is currently being developed. It will involve review and potential updates to DPAs and updated mapping based on existing data.
- Advancing objectives of the Freshwater Sustainability Strategy related to freshwater sustainability and the health of the watershed- the project will consider work that has been done for Galiano and North Pender to create an aquifer protection DPA and update proof of water regulations.
- Development of a process (including public engagement) and bylaws that could serve as a model for other LTC OCP/LUB reviews.

By the end of Phase 3 it is anticipated that a first draft of the revised OCP will be complete. This will include new mapping and guideline development for new DPAs. Phase 3 will also involve amending the LUB to ensure consistency with the revised OCP. The anticipated cost of Phase 3 is \$30,000 to support First Nations engagement, legal review, public engagement, communications and mapping DPAs.

The OCP and LUB review process will be informed by the OCP and LUB Review Phases 1 and 2. These phases of the project involved:

- Early First Nations engagement
- A community engagement process contributing development of draft Gabriola Vision 2050
- Suitable Land Analysis and Build Out Analysis
- Community engagement on key topics
- DPA review
- Initiation of bylaw drafting

With this business case the LTC is seeking the funds to support Phase 3.

PROJECTED RESULTS/DELIVERABLES:**Phase 3 Fiscal 2025/26 \$30,000 – DPA Development, OCP completion and Initiation of LUB review:**

- Continuing First Nations engagement
- Revision of DPAs to include new mapping
- Communications and Engagement
- Drafting OCP Bylaw and Legal Review
- Legislative Process: OCP bylaw readings, CIMs and Public Hearing, Ministerial Approval, Adoption
- LUB amendment drafting

The Gabriola OCP will provide model policies for other LTCs and a model process to demonstrate the successive process of updating the LUB to ensure OCP consistency.

Previous Phases:

Phase 2 Fiscal 2024/2025 \$77,000 - Data Collection and Discussion

- First Nations consultation
- Compiling baseline/technical information
- Suitable Land Analysis
- Water Balance Assessment
- Engagement on key topics
- Initiation of bylaw drafting

Phase 1 Fiscal 2023/2024 \$18,000 – Gabriola Visioning 2050

- Initial FN consultation
- APC/HAPC/Community Engagement
- Public Education

RISK ASSESSMENT:

Factors potentially affecting the timing of project deliverables:

- Regional Planning Team (RPT) capacity to manage the project in 2025/2026;
- Capacity and available expertise to support mapping and data needs within the budget;
- Available capacity from supporting staff;
- First Nation capacity and interest to engage may not align with project timelines;
- Ability to retain an Indigenous consultant to assist with FN engagement.

Financial implications:

- Cost may exceed the budget due to additional consultation needs or other factors.

Resource requirements:

- RPT has allocated time to the continuation of this project in anticipation of budget approval.
- Overall staff resourcing from the RPT to complete all major projects is limited and may not be able to accommodate any extensions to project timeline and work scope.
- Overtime hours have not been estimated at this time, however it is reasonable to expect based on a project of this kind.

ALTERNATIVES CONSIDERED:

Option 1: Proceed no further. Staff time and funding are not allocated to the project. Under this alternative the project does not complete bylaw drafting, does not proceed to bylaw readings.

Option 2: Proceed as a Minor Project. Should funding not be provided, the LTC may consider completing the work as a sequence of 'minor projects' with reduced scope, budget and deliverables. This would limit the planned engagement and DPA work.

Option 3: Reduced funding. This will limit the project scope of work and deliverables such as DPA work, engagement and communications.

CRITICAL SUCCESS FACTORS:

- Allocation of planning services staff time (Regional Planning Team and staff support)
- First Nations engagement
- Islands Trust staff resources used for DPA mapping work
- The project would be considered successfully completed if the amendments to the OCP and LUB are adopted. Success could be measured over the longer term through measurables such as improved relations with First Nations and updated policy and regulatory bylaws to address their interests and

concerns. Success can also be measured by evaluating how many LTCs are able to use the model policies and model process of updating their LUBs for OCP consistency.

RECOMMENDED OPTION:

The present funding request is for \$30,000 for fiscal 2025/26 to allow the Gabriola Island OCP-LUB project to progress through Phase 3.

COST/BENEFIT ANALYSIS:

Quantitative Analysis:

\$30,000 for fiscal 2025/26 for Phase 3

- \$10,000 - First Nations Consultation
- \$10,000 – DPA mapping
- \$6,000 – Communications and Engagement
- \$4,000 – Legal Review

Qualitative Analysis:

- If no action is taken, Gabriola Island forests, shorelines and indigenous heritage may be at risk of continued.
- Degradation from future rural development, and housing affordability will continue to be an issue.
- Undertaking the project may include benefits such as improved First Nations relations and implementation of actions towards effective reconciliation, enhanced protection of marine, forest and terrestrial ecosystems.

PURCHASING PROCEDURE:

Not applicable if the work is done in-house by staff. However there will be other financial services required such as legal review, capacity work agreements, and hiring consultants were necessary as identified through a work program.

PROPOSED IMPLEMENTATION STRATEGY:

Deliverable/Milestone	Date
First Nations Engagement	April 2025 – March 2026
DPA Mapping	April 2025 – November 2025
Public Engagement	April 2025 – March 2026
OCP Bylaw Drafting	March 2025 –Sept 2026
Legal Review	March 2025 –Nov. 2025
Bylaw readings/ CIM	Jan 2026 – March 2026
OCP Provincial Referrals	January 2026 - TBD
LUB Drafting	January 2026 – June 2026

STAFF RESOURCING:

- 450 hours (0.33 FTE) Regional Planning Team Project Manager
- Up to 100 hours LTC Planner Support
- 180 hours (0.10 FTE) GIS - Mapping
- Up to 90 hours Administrative Support *subject to other approved major projects
- 180 hours (0.10 FTE) Communications Specialist
- Up to 20 hours Regional Planning Manager
- Overtime is expected for Planner and Administration staff hours.
- Overall staff resourcing from the RPT to complete all major projects is limited and may not be able to accommodate any extensions to project timeline and work scope.

- It is anticipated that staff resources to support RPT projects from the existing staff allocation is feasible, however in a limited capacity.

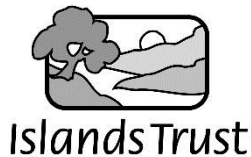
CHANGE MANAGEMENT/COMMUNICATIONS/COLLABORATION:

- Significant engagement with the Snuneymuxw First Nation will strengthen this project. To date their interests have not been clearly identified.

Requested by: Gabriola Island Local Trust Committee

Prepared by : Narissa Chadwick, Island Planner / August 21, 2024

Reviewed by: Renée Jamurat, Regional Planning Manager / August 26, 2024



**Budget Funding Request
Short-Form Business Case**

Completion of this form initiates a request to the management team, FPC, and ultimately Trust Council for allocation funding in the next fiscal year budget. The form is to be completed and submitted at the start of the decision making process. The business case forms part of the Annual Budget Process (refer to Islands Trust Council Budget Process Policy 6.3.i).

TO BE COMPLETED BY INITIATOR	
Requested by (Committee or Operational Unit): Gambier Island Local Trust Committee	Budget Source (select all that apply): ☐ Specific Project Funding (select all that apply) ☐ Third Party Contractors ☐ Staff Travel Expense ☐ Staff Overtime Expense ☐ New Staff Member – Temporary for project ☐ Computer Hardware/Software ☐ Furniture & Equipment ☐ Computer Hardware/Software/Supplies ☐ New Staff Resources (see Staff Costing Tool) ☐ Permanent ☐ Temporary Temp Duration: _____ ☒ Other – please describe: _____ For fiscal year 2025-26: - Legal review of potential OCP/LUB amendments to implement Squamish Nation engagement high priority recommendations (i.e. Heritage Conservation Area(s) and Shoreline Development Permit Area(s)); legislative review process (community information meeting, referrals, public hearing, post adoption communications)
Department: Planning Services	
Name of Request: Final Phase Gambier Island OCP and LUB Amendments Implementation- Major Project	
\$ Value of Request \$10,000	
Date of Submission to Finance:	Funding Required for (date range): April 2025 – March 31, 2026

TIE TO ISLANDS TRUST GUIDING DOCUMENTS: (Indicate how the proposed project/activity/work ties to Trust Council's strategic plan, Policy Statement directives, Council Bylaws, work programs, the Trust's object, etc. Provide relevant reference, along with hyperlinks to external documents where available.)

The most recent Islands Trust Council [Strategic Plan 2018-2022](#) contains objectives to:

- To preserve and protect marine ecosystems
- Undertake a review of Local Trust Committee-Bowen Islands Municipality foreshore policies and regulatory bylaws and develop model policy and regulatory bylaws for the protection of the foreshore and nearshore
- Preserve, protect and advocate for forest and terrestrial ecosystems

This project would support the achievement and implementation of these objectives in the Gambier Island Local Trust Area.

ISSUE/OPPORTUNITY:

Initiated in 2022, the Gambier Island OCP and LUB targeted review is a top-priority project and requires implementation/completion in the 2025/26 fiscal. The project is aimed at these focussed and interconnected topic areas: heritage preservation and protection (indigenous natural and cultural heritage), and protection of shoreline and forest ecosystems. This targeted review process and resulting amendments to the OCP and LUB would address issues and provide opportunities as follows:

- Strengthen relations with First Nations in the Howe Sound region, honouring the Gambier reconciliation standing resolution # GM-2019-061 and the Islands Trust Reconciliation Action Plan 2019-2022 by undertaking early and meaningful engagement with Skwxwú7mesh/Squamish Nation, and others, working to align land use planning policies and regulations with First Nations interests and First Nations-led planning and policy initiatives.
- Update Gambier Island's OCP, which has not been substantially updated since 2001 and 2004 respectively, and to be reflective of reconciliation and First Nations engagement, including acknowledgement of First Nations treaty and territorial rights and title, including place, context and inherent rights.
- Aligns and advances the Islands Trust Strategic Plan Objective "to preserve and protect marine ecosystems" and Strategy to "undertake a review of Local Trust Committee-Bowen Islands Municipality foreshore policies and regulatory bylaws and develop model policy and regulatory bylaws for the protection of the foreshore and nearshore," by specifically reviewing and strengthening Gambier shoreline protection policies and regulation, and incorporating work to-date advanced by the Regional Planning Committee.
- Aligns and advances the Islands Trust Strategic Plan Objective "Preserve, protect and advocate for forest and terrestrial ecosystems", by reviewing and strengthening Gambier forest protection policies and regulations as guided by the Islands Trust Toolkit for the Protection of the Coastal Douglas-fir Zone and Associated Ecosystems. There are thirteen Coastal Western Hemlock (CWH) ecosystems under threat in this region and are under-protected. Only 2% of CWH ecosystems in the Salish Sea region are protected, highlighting the urgent need to conserve remaining mature and old-growth forests*.

The LTC is seeking funds to support the completion of the project which includes a comprehensive legal review and the legislative process after first reading.

* Islands Trust Conservancy, *Gambier Island Local Trust Area Coastal Western Hemlock Forests, Forest Fact Sheets*, June 2020

PROJECTED RESULTS/DELIVERABLES:

	Date Range	Budget Request
Funding Request Final Phase: Legal Review and Legislative Process and Implementation (2025-2026)		\$10,000
Legal Review of Heritage Conservation Area(s) and Development Permit Area(s) in draft OCP and LUB	Spring 2025	\$6,000
1 st reading, further engagement, referrals to First Nations and agencies	Spring/Summer 2025	0
Consideration of changes and 2 nd reading	Fall 2025	0
Community Information Meeting and Public Hearing	Fall/Winter 2025	\$2,000
3 rd reading	Winter 2025	0
Forward to Executive Committee and Ministry of Municipal Affairs	Winter 2025	0
Final Adoption	Spring 2026	0
Bylaw amendment communications	Spring 2026	\$2,000

RISK ASSESSMENT:

- Factors potentially affecting the timing of project deliverables include the Regional Planning Team capacity to manage the project in 2025/2026 along with other competing LTC projects that are yet to be approved for that timeframe.
- Unanticipated timing delays or extensions due to change of scope, trustee or staff availability/capacity, coordination with other IT projects, or other factors.
- Further delays to updating the OCP/LUB reflecting the engagement with the community and First Nations may necessitate a need to re-engage in the future.

ALTERNATIVES CONSIDERED:

Option 1: Proceed no further. The benefit of not proceeding further is budget savings. The risk of not implementing the First Nations engagement recommendations into updated policies and regulations may adversely impact relations with First Nations and threaten culturally significant areas of the island with status quo development.

CRITICAL SUCCESS FACTORS: *(What related factors have been identified that are important to the success of completing this work/initiative? Which of these factors are considered critical to the success of this initiative? Discuss outcomes if critical success factors are not met.)*

The following are identified as critical for this project to be successful:

- Staff capacity in the Regional Planning Team and staff support.

The project would be considered successfully completed if the amendments to the OCP and LUB are adopted. Success could be measured over the longer term through measurables such as improved relations with First Nations and updated policy and regulatory bylaws to address their interests and concerns. Success can also be measured by evaluating how many LTCs are able to borrow the planning research, First Nations engagement framework and draft policies/regulations in their own reconciliation efforts.

RECOMMENDED OPTION:

The present funding request is for \$10,000 for fiscal 2025/26 to allow the Gambier Island OCP-LUB project to be implemented and completed.

COST/BENEFIT ANALYSIS: <i>(Discuss both quantitative and qualitative considerations of this initiative. Quantitative discussion should include financial costs as well as benefits (savings). Qualitative considerations include non-quantifiable costs and benefits.)</i> <u>Quantitative Analysis:</u> \$10,000.00 for fiscal 2025/2026 for Final Phase (Implementation) <u>Qualitative Analysis:</u> • Funding is necessary to update policies and regulations to expand the scope of protections in the OCP and LUB for island forests, shorelines, and Indigenous heritage. • Project completion of these final steps may include benefits such as improved First Nations relations and implementation of actions towards effective reconciliation.
PURCHASING PROCEDURE: N/A
PROPOSED IMPLEMENTATION STRATEGY: <i>(What are the specific features of the “roll-out” of the recommended solution? What is the <u>timeline</u> and anticipated <u>date of completion</u> for this initiative?)</i> - See Projected Results/Deliverables above. - Results in updated OCP and LUB bylaws for Gambier Island. - Advances Islands Trust Strategic Plan Objectives. - Implementing actions in the Islands Trust Reconciliation Action Plan 2019-2022 by undertaking early and meaningful engagement with First Nations, to align land use planning policies and regulations with First Nations interests and First Nations-led planning and policy initiatives. - Updated DAI Bylaw
STAFF RESOURCING: <i>(What staff resources will be needed to achieve success on this initiative? Estimate how many hours of staff time will be required, by staff level/role. Comment on the reasonability of expected staff hours when assessed in conjunction with other work underway or planned.)</i> The project would be managed by an Island Planner assigned from the Regional Planning Team, estimated at 450 hours, with support from the Gambier Island Planner (up to 40 hours), RPM (up to 10 hours), admin support (up to 20 hours subject to other approved major projects) and support from the Senior Indigenous Relations Advisor (40 hours), GIS staff (20 hrs) and communications staff (40 hrs).
CHANGE MANAGEMENT/COMMUNICATIONS/COLLABORATION: <i>(Discuss proposed change management requirements, communications needed, involvement with others. Are there any concerns related to these? If so, how will these be addressed? Have other stakeholders been identified?)</i> Adoption of the bylaws will involve communications with the Gambier Island community and First Nations. The budget request will include public outreach and website updates normally completed as part of the organization’s standard communications for bylaw updates.

Requested by (Committee or Business unit): Gambier Island Local Trust Committee

Prepared by: Sonja Zupanec, Island Planner / August 13, 2024

Reviewed by: Renée Jamurat, Regional Planning Manager / August 20, 2024



Islands Trust

**Budget Funding Request
Short-Form Business Case**

Completion of this form initiates a request to the management team, FPC, and ultimately Trust Council for allocation funding in the next fiscal year budget. The form is to be completed and submitted at the start of the decision making process. The business case forms part of the Annual Budget Process (refer to Islands Trust Council Budget Process Policy 6.3.i).

TO BE COMPLETED BY INITIATOR

Requested by (Committee or Operational Unit):

Regional Planning Committee

Department:

Planning Services

Name of Request:

Hornby Island LTC – Relationship Building Actions with K'ómoks First Nation

\$ Value of Request (indicate by fiscal year and total if project is multi-year):

2025/26: \$18,750

This project was approved in the 2024/25 budget (current year) but will not be completed by year-end. Unspent monies for this work appear in the draft 2025/26 budget to complete the project. Changes to this business case since its approval in March 2024 are noted in blue font.

2024/25: \$31,5000

Budget Source (select all that apply):

- ☐ **Specific Project Funding** (select all that apply)
- ☐ Third Party Contractors
 - ☐ Staff Travel Expense
 - ☐ Staff Overtime Expense
 - ☐ New Staff Member – Temporary for project
 - ☐ Computer Hardware/Software

☐ **Furniture & Equipment**

☐ **Computer Hardware/Software/Supplies**

☐ **New Staff Resources** (see Staff Costing Tool)

☐ Permanent

☐ Temporary

Temp Duration: _____

☒ **Other – please describe:** existing First Nation Capacity Funding Program

Date of Submission to Finance: October 6, 2023

Amended February 6, 2025

Funding Required for (date range):

April 1, 2024 – March 31, 2025

TIE TO ISLANDS TRUST GUIDING DOCUMENTS:

Islands Trust has adopted policies regarding reconciliation, respect, communication and actions that build relations with Indigenous Communities on whose traditional and unceded lands the Islands Trust operates.

- 1) Islands Trust Reconciliation Declaration, adopted by Islands Trust Council on March 14, 2019.

"The Islands Trust Council acknowledges that the lands and waters that encompass the Islands Trust Area have been home to Indigenous peoples since time immemorial and honours the rich history, stewardship, and cultural heritage that embody this place we all call home. The Islands Trust Council is committed to establishing and maintaining mutually respectful relationships between Indigenous and non-Indigenous Peoples. Islands Trust states a commitment to Reconciliation with the understanding that this commitment is a long-term relationship-building and healing process."

The Islands Trust Council will strive to create opportunities for knowledge-sharing and understanding as people come together to preserve and protect the special nature of the islands within the Salish Sea."

2) The Hornby Island LTC's standing resolution regarding First Nations in the Local Trust Area, adopted May 24, 2019.

"Whereas the Local Trust Committee seeks to engage in Reconciliation with local First Nations, governments and the island community by honouring the Truth and Reconciliation Commission Calls to Action, United Nations Declaration on the Rights of Indigenous Peoples, Draft Principles that Guide the Province of British Columbia's Relationship with Indigenous Peoples, and Islands Trust First Nations Engagement Principles, the Local Trust Committee endeavours to:

- a) Annually, write a letter to First Nations, (re)introducing Trustees and staff and provide a schedule of known Local Trust Committee meetings for the upcoming year, as well as, provide an update of current projects and advocacy activities;*
- b) For various Local Trust Committee meetings, invite elders from local First Nations to attend and provide a traditional welcome to the territory;*
- c) Work with First Nation governments on cooperative initiatives, including and not limited to, language, place names, territorial acknowledgements, and community education on Coast Salish and local First Nations' cultural heritage and history;*
- d) Work with First Nation governments on engagement principles for inclusive land use, marine use, and climate change planning; advocacy, protection and stewardship; and knowledge and information sharing protocols;*
- e) Establish and maintain government-to-government dialogue with First Nations, now and into the future, based on respect and recognition of Aboriginal rights and title, treaty rights, and First Nations' traditional territories within the Islands Trust Area."*

- 3) Islands Trust Conservancy Reconciliation Declaration, ratified by the Islands Trust Conservancy Board on June 16, 2019, in the territories of the Lək'wəṇən Peoples, METULIYE/Victoria, B.C.
- 4) Reconciliation Action Plan 2019-2022, passed by the Islands Trust on June 19, 2019, in the Coast Salish/Penelakut Territory, Galiano Island.
- 5) Islands Trust Council Strategic Plan 2018-2022. Addresses Objective to Strengthen Relations with First Nations

ISSUE/OPPORTUNITY:

Hornby Island LTC trustees have requested this initiative because of their desire to grow and foster a better relationship with K'ómoks First Nation, and to understand what they would like to see for reconciliation actions by the LTC, and perhaps even the larger organization (Islands Trust).

The LTC has also discussed as part of the LTC's current fiscal (2023/2024) Major Project, considering more robust acknowledgement of First Nations within the OCP, and comprehensive engagement with the K'ómoks First Nation has been a cornerstone to the development of draft bylaws for the current project. The LTC considers engagement with K'ómoks First Nation to be a top priority for the following fiscal year, as well.

PROJECTED RESULTS/DELIVERABLES:

The scope for this project is to support and carry out activities identified by the LTC to promote and build positive political/governance relationships with K'ómoks First Nation, and which would be led by the Hornby Island LTC and K'ómoks First Nation, with support from staff.

- Relational aspects only; led by LTC with support from staff.
- Subject to interest by K'ómoks First Nation, the LTC wants the project to accommodate time and budget to include discussions on setting up scheduled meetings and 'ways of working together' which could include an agreement, MOU, or Friendship Accord, for example.

The work is expected to be ongoing and based on specific actions may require multiple years of LTC priority and staff resources and budget. Anticipated actions could focus on relational aspects such as calls, meetings, activities between LTC Chair & Trustees, and K'ómoks First Nation Chief & Council. In addition, this scope of work could accommodate the opportunity, with interest from K'ómoks First Nation, to initiate any agreements such as Memorandum of Understanding (MOU), Friendship Accord, or protocol agreement.

The proposed Major Project would address issues and provide opportunities as follows:

- Work with K'ómoks First Nation to determine how they wish to be engaged.
- Strengthen and improve the LTCs relations with K'ómoks First Nation, while taking actions that align with the Trust Council Declaration on Reconciliation and the Standing Resolution regarding First Nations in the Hornby LTA.

RISK ASSESSMENT:

BENEFITS:

- This proposed fiscal project seeks to 'address the missing pieces' of this relational and governance aspect, to establish and continue a positive relationship between K'ómoks First Nation and Hornby Island LTC.
- The relationships fostered can support future discussions of mutual interest regarding key strategic and planning policies, Islands Trust and planning processes, bylaws, and tools (both for new and revising existing ones).
- Confirmed as available funding source through Trust Area Services (TAS): Provincial grant funds to support relationship building is available (total of \$150,000 over 5 years) and is the suggested source of funding for this project through TAS. An implication to accessing this funding may be that TAS does not yet have an approach to request funding (i.e. capacity, honoraria, activities, events, meetings, etc.). However a list of all related projects by TAS is underway.
- For 'Step 2', the cost estimate and feasibility is based on assumption that staff expertise and capacity to draft a protocol MOU agreement is available in-house, rather than engaging with a consultant service to support this work.
 - To be confirmed if there is in-house expertise from PS and TAS.
 - Consultant service benefits include expertise regarding nature of the work and process, capacity, connected to outside agencies and resources.
 - Staff benefits include potential cost savings to complete work in-house, intimate knowledge of Islands Trust process.

RISKS:

- Approach: There's no approach in-place yet for the organization so the LTC will need to support the evolution of an approach as it's being created and tried. The nature of the work does not clearly fall under the LPS planning or TAS role and function for the organization so this is also in a state of evolution. Also since this project is new for the Islands Trust, a strategic and coordinated approach is needed at the senior governance and management level to inform and support the approach and identify the staff to support it.
- Capacity/Resources: IT Staff capacity and K'ómoks First Nation capacity to support the work. First Nation capacity and interest to engage may not align with desired project timelines.
- Cost: Cost of First Nation capacity support funding/honoraria, compensation for participation may be beyond estimated budget.
- Time/Resources: The project may take longer to complete, running into multiple fiscal years. Once started, the commitment to complete a protocol MOU agreement with K'ómoks First Nation must remain a priority both financially (budget) and as a strategic priority (politically, staff time).
 - Hornby LTC supports the priority of this as a major project should it run into multiple years.
 - This may mean other projects would not be initiated by TAS and/or LPS for Hornby Island and other LTC areas.
- Resources: Uncertainty of staff allocation for time and limited hours of staff time available to any large level of activities. Staff will recommend to keep the scope small and simple to focus on building strong positive relationships consistently/over time and to achieve results incrementally.

ALTERNATIVES CONSIDERED:

Option 1: Do Nothing

Benefits –

- no cost or resources applied.

Risks –

- minimal resources applied to supporting Islands Trust trustees efforts on reconciliation does not support any of the IT guiding documents on reconciliation as referenced on page 1 of this business case.

Financial implications –

- none.

Resource requirements –

- none.

Other implications-

- lack of resources would cause staff to focus on other resourced projects/activities

Option 2: Limit Scope to ‘Step 1’ Relationship Building Actions: meetings, activities, joint events organized and/or supported by Hornby Island LTC with K’ómoks First Nation.

Benefits –

- Having a smaller scope means better chance of accomplishing actions within the fiscal year, less staff resources applied, and capacity to focus on building relationships and supporting Islands Trust trustees efforts on reconciliation.
- Leaves more funds available for other LTCs to access for this fiscal year.

Risks –

- May need multiple years with continued financial and staff resources to support.
- No clear Island Trust wide approach. Requires clarity from Islands Trust leadership
- Estimate staff resources may not be adequate and are unknown at this time since it hasn’t been done before.

Financial implications –

- \$14,000 estimate.
- Confirmed as available funding source through Trust Area Services (TAS): Provincial grant funds to support relationship building is available (total of \$150,000 over 5 years) and is the suggested source of funding for this project through TAS.
- Estimated budget may not be adequate and are unknown at this time since we don’t know what actions are appropriate, how many.
- Scale and scope should be kept to activities and actions between the Hornby LTC and KFN Chief/Council in order to estimate budget but that has not been discussed with KFN to understand their interest.
- May be challenging to accomplish work within a specific budget versus a budget range.
- TAS reconciliation budget: Not available, not applicable.
- An implication to accessing the suggested funding source may be that TAS does not yet have an approach to request funding (i.e. capacity, honoraria, activities, events, meetings, etc.). However a list of all related projects by TAS is underway.
- Will need input from Trust Area Services. The proposal could be funded from the existing first nation capacity funding program, a combination of the fund and a project budget, or just a separate project budget. It is anticipated that deliberations through the Regional Planning Committee and Financial Planning Committee will clarify the best approach.

Funding Request (FY24/25)	Est. Target Duration	Est. Cost
Budget Approval	2024 Q1	
On-going meetings between elected officials ‘Council & LTC’, i.e. once per quarter	Start in 2024 Q2	\$2,000
Honoraria for First Nation participation (~80hrs)		\$12,000**
Related activities and events (i.e. facility rentals, communications, community events, food, educational, learning activities)	Start in 2024 Q3	\$8,000
Travel costs		TBD
	Total Hours ~TBD+	Total \$14,000 max.

**When providing capacity support funding to First Nations, IT has been allotting \$150 per hour to the Nation.

* Estimated hours of 1 full-time staff time.

Resource requirements –

- Planning staff time (Island Planner or Planner 2), re: staff liaison to support LTC & KFN desired actions and discussions.
- Administration time to coordinate meetings, events, activities, take minutes, etc.
- Finance re: honorariums
- Communication staff time for preparing any external public communication materials, postings.
- Will ideally include briefing updates by LTC trustees, to share with TC and community.

Other implications-

- Discussions and direction for appropriate actions, activities will be led by LTC, supported by staff.
- Need to consider if K'ómoks First Nation is interested to participate, how much.
- Subject to interest by K'ómoks First Nation.
- No formal or established IT approach means 'learning by doing' approach. Thus the support is needed for IT to be solutions-oriented in this work.

Option 3: 'Step 1' from Option 2 & 'Step 2' to Establish an Agreement (i.e. MOU, Protocol Agreement, Friendship Accord)

Benefits –

- Improve communications with K'ómoks First Nation and Hornby Island LTC (Islands Trust).
- Improve communications with K'ómoks First Nation by setting up regular LTC/Chief and Council meetings to discuss a wide range of issues of mutual concern.
- Allows the greatest opportunity through resources and budget to support meaningful actions to building relationships with KFN and further supports Islands Trust trustees efforts on reconciliation.

Risks –

- May need multiple years with continued financial and staff resources to support.
- No clear Island Trust wide approach. Requires clarity from Islands Trust leadership
- Estimate staff resources may not be adequate and are unknown at this time since it hasn't been done before.

Financial implications –

- Estimated \$31,500 budget
- May not be adequate and are unknown at this time since we don't know what actions are appropriate, how many.
- Scale and scope should be kept to activities and actions between the Hornby LTC and KFN Chief/Council in order to estimate budget but that has not been discussed with KFN to understand their interest.
- May be challenging to accomplish work within a specific budget versus a budget range.
- TAS reconciliation budget: Not available, not applicable.
- Confirmed as available funding source through Trust Area Services (TAS): Provincial grant funds to support relationship building is available (total of \$150,000 over 5 years) and is the suggested source of funding for this project through TAS. An implication to accessing this funding may be that TAS does not yet have an approach to request funding (i.e. capacity, honoraria, activities, events, meetings, etc.). However a list of all related projects by TAS is underway.
 - Will need input from Trust Area Services. The proposal could be funded from the existing first nation capacity funding program, a combination of the fund and a project budget, or just a separate project budget. It is anticipated that deliberations through the Regional Planning Committee and Financial Planning Committee will clarify the best approach.

Funding Request (FY24/25)	Target Duration	Estimated Cost
Budget Approval	2024 Q1	
Step 1: On-going meetings between elected officials 'Council & LTC', i.e. once per quarter	Start in 2024 Q2	\$2,000
Honoraria for First Nation participation in Step 1 (~80hrs)		\$12,000**
Step 1: Related activities and events (i.e. facility rentals, communications, community events, food, educational, learning activities)	Start in 2024 Q3	\$8,000
Travel costs		TBD
Step 2: *Develop of an Agreement (i.e. protocol, MOU, Friendship Accord) – includes capacity funding to support KFN participation in this work, plus related costs for meetings	Start in 2024 Q3. Likely 6 months, possibly longer.*	~\$7,500** + \$2,000
Step 2: Legal Review	~3 months	~\$2,000
Step 2: Finalize Agreement & Celebration	~1 month	~2,000
<i>May need multiple fiscal years' budget & priority to support a protocol/MOU agreement.</i>	~13 months (Q2 2024 – Q2 2025)	
	Total Hours ~600*	Total ~\$31,500

*A Protocol/MOU Agreement may take more than one fiscal year, subject to interest and availability by K'ómoks First Nation.

**When providing capacity support funding to First Nations, IT has been allotting \$150 per hour to the Nation.

* Estimated hours of 1 full-time staff (i.e. Island Planner, Planner 2, and Manager) time.

A \$25,000 Capacity Funding Agreement was signed with K'omoks First Nation, effective January 2025 – December 31, 2025. The agreement requires reporting and records throughout the 25/26 fiscal period. Expenses are expected to be:

- January – March 31, 2025: \$6,250
- April 1 – December 31, 2025: \$18,750

Resource requirements –

- Planning staff time re: staff liaison to support LTC & KFN desired actions and discussions.
- Administration time to coordinate meetings, events, activities, take minutes, etc.
- Finance re: honorariums
- Communication staff time for preparing any external public communication materials, postings.
- Will ideally include briefing updates by LTC trustees, to share with TC and community.

Other implications-

- Discussions and direction for appropriate actions, activities will be led by LTC, supported by staff.
- Need to consider if K'omoks First Nation is interested to participate, how much.
- Subject to interest by K'omoks First Nation.
- LTC supports that the project accommodate time and budget to include discussions on setting up scheduled meetings and 'ways of working together' which could include an agreement, MOU, or Friendship Accord, for example.
- No formal or established IT approach means 'learning by doing' approach. Thus the support is needed for IT to be solutions-oriented in this work.

Option 4: Request LTC Project Funding for Steps 1 & 2

- 'Business as Usual' approach in regards to funding
- This would be a new discrete line item in the budget to fund this project.
- Avoids requesting accessing \$150,000 grant until terms are established
- \$31,500 estimate as per option 3

CRITICAL SUCCESS FACTORS:

First Nation reconciliation efforts are advanced.

Dedicated resources and an agreed-upon approach will greatly contribute to the success of the project.

Ongoing, consistent, and positive efforts by LTC, supported by staff.

Interest from K'omoks First Nation to initiate and engage in discussion with the LTC.

RECOMMENDED OPTION:

- Option 3.
- Accesses existing grant fund while progressively addressing First Nations reconciliation.

COST/BENEFIT ANALYSIS:

Quantitative:

\$31,500

Funding Request (FY24/25)	Target Duration	Estimated Cost
Budget Approval	2024 Q1	
Step 1: On-going meetings between elected officials 'Council & LTC', i.e. once per quarter	Start in 2024 Q2	\$2,000
Honoraria for First Nation participation in Step 1 (~80hrs)		\$12,000**
Step 1: Related activities and events (i.e. facility rentals, communications, community events, food, educational, learning activities)	Start in 2024 Q3	\$8,000
Travel costs		TBD
Step 2: *Develop of an Agreement (i.e. protocol, MOU, Friendship Accord) – includes capacity funding to support KFN participation in this work, plus related costs for meetings	Start in 2024 Q3. Likely 6 months, possibly longer.*	~\$7,500** + \$2,000
Step 2: Legal Review	~3 months	~\$2,000

Step 2: Finalize Agreement & Celebration	~1 month	~2,000
<i>May need multiple fiscal years' budget & priority to support a protocol/MOU agreement.</i>	~13 months (Q2 2024 – Q2 2025)	
	Total Hours ~600*	Total ~\$31,500

*A Protocol/MOU Agreement may take more than one fiscal year, subject to interest and availability by K'ómoks First Nation.

**When providing capacity support funding to First Nations, IT has been allotting \$150 per hour to the Nation.

* Estimated hours of 1 full-time staff (i.e. Island Planner, Planner 2, and Manager) time.

Qualitative:

- Relationship building and forming connections between K'ómoks First Nation and the LTC, and respective staff.
- As an LPS – planning major project (and not under the purview of another department), then it would be classified as 'major' because of following criteria: (Policy 5.9.1)
 - Will likely exceed 12 to 18 months to complete;
 - The budget is expected to exceed \$5,000; and
 - The approach is newer to the IT and not formally established. Therefore the project requires discretionary and additional activities that exceed planning processes.

PURCHASING PROCEDURE:

As per Procurement policies.

Will require additional new process for establishing any agreements, such as capacity work agreements, Friendship Accords, etc.

Potential funding sources include:

- Islands Trust First Nation Reconciliation/Capacity funding program, \$150,000 over 5 years, existing from 2023-2028, managed by Trust Area Services.*
- TAS reconciliation budget – not applicable.
- LTC Project Funding request as a new discrete line item, endorsed by LTC, to be approved by Trust Council.
- Honorarium budget, managed by Administrative Services (Finance).
- Future funding opportunities that align and meet the results of this request, none identified.

*Subject to input from Trust Area Services, the proposal could be funded from the existing first nation capacity funding program, a combination of the fund and a project budget, or just a separate project budget. It is anticipated that deliberations through the Regional Planning Committee and Financial Planning Committee will clarify the best approach.

PROPOSED IMPLEMENTATION STRATEGY:

April 1, 2024 – March 31, 2025 or over 2 years (April 1, 2024 – March 31, 2026)

- LTC Trustees to reach out to K'ómoks First Nation elected members.
- Actions that focus on relational aspects such as calls, meetings, activities between LTC Chair & Trustees, and K'ómoks First Nation Chief & Council. In addition, this scope of work could accommodate the opportunity, with interest from K'ómoks First Nation, to initiate any agreements such as Memorandum of Understanding (MOU), Friendship Accord, or protocol agreement.
- LTC workshops for example can be ways to approach this, or Friendship talks, other topics may be captured.
- An Agreement (i.e. Protocol, MOU, Friendship Accord) may take more than 1 year, subject to interest and availability by K'ómoks First Nation.
- When providing capacity support funding to First Nations, IT administration has been allotting \$150 per hour to the Nation.
- Updates to Regional Planning Committee
- Updates to Legislative/Governance Committee

STAFF RESOURCING:

Staff involvement to support the LTC's work, will need to be identified and confirmed. Staff may include:

- LPS – Depending on which steps are initiated. Lead at different times may be: Island Planner (RPT), Planner 2, and RPM.
- Senior Management (support)
- Senior Indigenous Relations Advisor, Trust Area Services (team)
- Communications Specialist, Trust Area Services (support)
- Legislative Services (support)
- Regional Planning Team capacity to manage the project in 2024/2025 along with other LTC projects that are yet to be approved for that time frame.

CHANGE MANAGEMENT/COMMUNICATIONS/COLLABORATION:

The key objectives, activities and timing, will be led and championed by the HO LTC.

This is governance and advocacy work for the Islands Trust & LTC, and does not solely fall under the planning function in the organization. Also since this is newer for the Islands Trust, a strategic and coordinated approach is needed at the senior governance and management level to inform how this request will be approached and identify the staff to support it.

Should a formal MOU or agreement be established, then administrative meetings (staff to staff) could identify actions as identified by the HO LTC as appropriate to discuss with K'ómoks First Nation in addition to others topics that K'ómoks First Nation may identify.

Communications will be an important aspect accounting for what gets communicated, how, and when. This could include material, updates shared out to communities.

Collaboration on actions may need to be a joint supportive effort with Islands Trust staff (various departments) and K'ómoks First Nation staff. For example, coordinating meetings, events, and joint communications as needed.

This proposed fiscal project seeks to 'address the missing pieces' of this relational and governance aspect, to establish/continue a positive relationship between K'ómoks First Nation and Hornby Island LTC, before staff begin exploring the analysis of larger policy processes and tools (both new and revising existing ones).

Requested by: Hornby Island Local Trust Committee

Prepared by: Renee Jamurat, Regional Planning Manager, Planning Services / September 29, 2023

Reviewed by: Stefan Cermak, Director, Planning Services / October 6, 2023 ([amended February 6, 2025](#))

Completion of this form initiates a request to the management team, FPC, and ultimately Trust Council for allocation funding in the next fiscal year budget. The form is to be completed and submitted at the start of the decision making process. The business case forms part of the Annual Budget Process (refer to Islands Trust Council Budget Process Policy 6.3.i).

TO BE COMPLETED BY INITIATOR	
Requested by (Committee or Operational Unit): Lasqueti Island Local Trust Committee	Budget Source (select all that apply): ☐ Specific Project Funding (select all that apply) ☐ Third Party Contractors ☐ Staff Travel Expense ☐ Staff Overtime Expense ☐ New Staff Member – Temporary for project ☐ Computer Hardware/Software ☐ Furniture & Equipment ☐ Computer Hardware/Software/Supplies ☐ New Staff Resources (see Staff Costing Tool) ☐ Permanent ☐ Temporary Temp Duration: _____ ☒ Other – please describe: _____ For fiscal year 2025-26: - Community consultation, shoreline value mapping exercise, First Nations consultation, support for advisory bodies, and contingency
Department: Planning Services	
Name of Request: Phase 1 Lasqueti Island OCP and LUB Review - Major Project	
\$ Value of Request \$15,500	
Date of Submission to Finance: September 2024	Funding Required for (date range): April 1, 2025 – March 31, 2026
TIE TO ISLANDS TRUST GUIDING DOCUMENTS: (Indicate how the proposed project/activity/work ties to Trust Council's strategic plan, Policy Statement directives, Council Bylaws, work programs, the Trust's object, etc. Provide relevant reference, along with hyperlinks to external documents where available.) The most recent Islands Trust Council Strategic Plan 2018-2022 contains objectives to: • Preserve, protect and advocate for forest and terrestrial ecosystems • To preserve and protect marine ecosystems • Mitigate and adapt to climate change impacts	

- Strengthen Housing Affordability Throughout the Islands Trust Area

This project would support the achievement and implementation of these objectives in the Lasqueti Local Trust Area.

ISSUE/OPPORTUNITY: *(What issue are you trying to resolve with this initiative, or what opportunity has been identified that would benefit Islands Trust by undertaking this initiative? What are the future needs? What organizational objectives are being addressed? Include background information that decision makers will need to properly assess this request.)*

The Lasqueti Island Local Trust Committee would like to build on the work completed to date regarding minor updates to the OCP and LUB by undertaking a fulsome review of the Official Community Plan (OCP) and Land Use Bylaw (LUB) to inform necessary updates, estimated to be completed in the next three fiscal years. This project will fill gaps that were not addressed in the existing project to review the OCP. The existing project is a minor project with a limited scope which has resulted in some emerging issues not being addressed. This project will seize opportunities to improve communication and relationships with First Nations, and engage with the Island community in order to address future housing needs, climate change, shoreline planning, and work towards Islands Trust strategic goals.

Phase 1 of this project is proposed to include community consultation, First Nations engagement and staff analysis to inform the future re-write of the OCP and LUB in the subsequent fiscal year.

As a Major Project, the initiative would be managed by the Regional Planning Team.

LA-2024-005

It was MOVED and SECONDED

that the Lasqueti Local Trust Committee direct staff to prepare a business case for the 2025/26 budget that includes:

1. Completion of any unfinished items from the OCP/LUB Review Project - Charter version 6.1, dated May 2024
2. Items 2, 3, and 4 from the Future Projects Report, dated April 29, 2024
3. Land Use Bylaw review and potential revisions arising from OCP amendments.
4. An updated community vision statement.

CARRIED

PROJECTED RESULTS/DELIVERABLES: *(How does this address the issue/opportunity described above? Indicate how results of this work will impact decision-making by trustees or staff. Will this work result in better decisions, more efficient decision-making, more efficient completion of work, better public perception, etc. Consider all possible results from undertaking this work.)*

Benefits: The project, when completed would result in a new OCP and LUB that would address First Nations concerns and interests; enhance the protection of marine, forest and terrestrial ecosystems; strengthen policies to support affordable housing; enhance resiliency to climate change; and take proactive action on managing mooring buoys. This will also result in greater clarity to applicants and staff when evaluating planning applications and development proposals.

Anticipated Deliverables could include:

Funding Request for Proposed Phase 1 (2025/26): Consultation, Confirming Topics	When	Estimated Budget
First Nations engagement and consultation to confirm their	Spring/Summer/Fall 2025	\$8,000

interests, concerns and recommendations regarding future land use planning on Lasqueti Island and necessary policy and regulatory updates ;		
APC and Community engagement and consultation to map community values along the shoreline of Lasqueti Island; draft a new vision statement for the OCP and gauge support for Phase 2 review topics and necessary policy and regulatory updates;	Summer 2025 to Winter 2026	\$5,000
Staff analysis and recommendations	Winter/Spring 2026	\$1,000
Contingency		\$1,500
Phase 2: OCP and LUB Drafting and Community and FN Engagement,	Future Business Cases to be prepared for work extending beyond the 2025-26 Fiscal Year. Proposed Phase 2 (2026/27): - Ongoing community engagement; - Update the OCP and LUB to align with the model bylaw template; the Regional Conservation Plan, and Coastal Douglas-Fir Toolkit; - Update OCP objectives, policies advocacy policies and LUB regulations related to subdivision, housing, feral sheep, conservation targets, climate change, and Short-term Vacation Rentals and Tourism; - Develop a management plan for mooring buoys and access to the shoreline in Scottie Bay; - Develop a marine conservation designation and zone.	
Phase 3: Legislative Review and Bylaw Readings	Future Business Cases to be prepared for work extending beyond the 2025-26 Fiscal Year.	

RISK ASSESSMENT: *(List and discuss potential risk factors associated with this work, if identified. List and discuss the options that exist to mitigate identified risks.)*

There are several contingencies that could negatively affect the project outcome or deliverables:

Financial implications:

- Costs may exceed the budget due to consultation, change of scope, or other unanticipated factors.

Resource requirements:

- Staff resources: The regional planning team may not be able to support the project due to other on-going projects or limited staff capacity. In addition, it is anticipated that overtime hours may be required for any engagement events and business meetings that occur outside of regular business hours.
- It is estimated that the following staff and support is needed for this project: Regional Planning Team Planner = 450 hrs; Lasqueti Planner up to 40 hours; Regional Planning Manager = 10 hrs; Senior Indigenous Relations Advisor = 20 hrs; Admin = up to 100 hrs subject to other approved major projects; GIS = 20 hrs; Communications = 40 hrs.
- Unanticipated timing delays or extensions due to change of scope, trustee or staff availability/capacity, coordination with other IT projects, or other factors.
- Overtime hours have not been estimated at this time, however it is reasonable to expect based on a project of this kind.

Other implications:

- In a scenario where the current proposed OCP bylaw does not get adopted prior to commencement of this project, staff would be unable to proceed until the existing project is substantially completed (i.e. bylaw is forwarded to Minister for adoption). This would be due to limited staff resources to both complete an existing project and initiate a new project concurrently.
- First Nations' capacity, interest/priority, and timing may not align with project timelines.
- Project will not be completed prior to the current LTC term ending, and new elected officials may have different priorities outside of the scope of this project. In this scenario, staff would not prepare a business case until the new LTC requests a review of land use bylaws.
- Once the project is underway, the LTC may choose to not advance the draft bylaw to readings.

ALTERNATIVES CONSIDERED: *(What other options/alternative courses of action were considered? List and discuss each alternative separately. Each option must be supported by a succinct and realistic presentation of the benefits, risks, financial implications, resource requirements and other implications to allow for an informed decision among the options. One option should reflect the status quo - i.e. do nothing - and the anticipated results of that action.)*

Option 1: Status quo. Staff time and funding are not allocated to the project and the work does not proceed this fiscal year.

Benefits – Staff time will be focussed to completing existing projects and LTC meeting business, and any new approved minor projects. The Regional Planning Team may provide a checklist for all OCPs and prioritize reviews through the Regional Planning Committee (re: Policy 5.9.1, section B.1.3).

Risks – Restricted time left in LTC term to take on a major project in another fiscal year.

Financial implications – Trust Council does not budget funding for this project.

Resource requirements – none.

Other implications – Regional Planning Team time would be allocated to major projects for other Local Trust Areas.

Option 2: Proceed with specific priority aspects of this request as a Minor LTC Project. This would limit the project budget to a maximum of \$5,000 per fiscal year and limit the scope of the project so that not all LTC identified issues would be addressed.

Benefits – More chance of success to complete the project within the LTC term.

Risks – New changes that come up through the process would be out of scope. Would not address all the LTC's requested items. Could be a challenge to conduct fulsome engagement with First Nations and the community given the limits of minor project resources. Over time, could result in numerous minor projects which may be a less efficient use of staff time when compared to a single major project.

Financial implications – Budget is less than a major project and can likely be accommodated within the minor project budget through Planning Services.

Resource requirements – May still require time of other support staff.

Other implications – Will delay addressing some LTC identified issues with bylaw amendments. Would not allow for all interrelated factors and topics to be considered in a single project.
CRITICAL SUCCESS FACTORS: <i>(What related factors have been identified that are important to the success of completing this work/initiative? Which of these factors are considered critical to the success of this initiative? Discuss outcomes if critical success factors are not met.)</i> The following are identified as critical for this project to be successful: • Completion of the current minor project to amend the Lasqueti OCP • Sufficient capacity and interest from First Nations to engage on the project • Staff capacity in the Regional Planning Team and staff support The project would be considered successfully completed if relevant amendments to the OCP and LUB are adopted. Success could be measured over the longer term through measurables such as: • Improved relations with First Nations and updated policy and regulatory bylaws to address their interests and concerns; • Observation of stable and healthy terrestrial and marine ecosystems.
RECOMMENDED OPTION: <i>(State your recommendation, referencing the options discussed earlier, and summarise why you chose it over others.)</i> The recommended option is to fund the initiative as a Major LTC Project at the requested amount of \$15,500 for the coming fiscal year. This provides sufficient funding for consultation and for project management by a Regional Planning Team planner. The alternative is for the LTC to proceed, with only some of the work, as a Minor Project. If taken on as a minor project, the project scope would be reduced.
COST/BENEFIT ANALYSIS: <i>(Discuss both quantitative and qualitative considerations of this initiative. Quantitative discussion should include financial costs as well as benefits (savings). Qualitative considerations include non-quantifiable costs and benefits.)</i> <u>Quantitative Analysis:</u> \$15,500 for fiscal 2025-26 for Year 1 - Consultation (APC, First Nations, stakeholders, community, communications) – \$13,000 - Staff analysis and recommendations – \$1,000 - Contingency –10% contingency of the total fiscal year cost – \$1,500 <u>Qualitative Analysis:</u> • Undertaking the project may include benefits such as improved First Nations relations and implementation of actions towards effective reconciliation, enhanced protection of marine, forest and terrestrial ecosystems; • The project may also strengthen policies to support affordable housing; and enhance resiliency to climate change.
PURCHASING PROCEDURE: <i>(Describe any purchasing processes that will be needed to support this initiative (i.e. Direct Award, RFP, ITQ to qualified vendor) if goods or services need to be procured for the work. If this is for new staff hiring, indicate likely hiring method (i.e.: external competition, government-restricted internal competition, etc.)</i> Not applicable if the work is done in-house by staff. However there may be other financial services required such as legal review and capacity work agreements, as identified through a work program.

PROPOSED IMPLEMENTATION STRATEGY: *(What are the specific features of the “roll-out” of the recommended solution? What is the timeline and anticipated date of completion for this initiative?)*

The project is proposed to be completed over three fiscal years, with Year 1 primarily consisting of consultation and review of options, Year 2 consisting of drafting, review and adoption of OCP and LUB bylaws, and Year 3-4 consisting of the legislative process review and adoption.

STAFF RESOURCING: *(What staff resources will be needed to achieve success on this initiative? Estimate how many hours of staff time will be required, by staff level/role. Comment on the reasonability of expected staff hours when assessed in conjunction with other work underway or planned.)*

- 450 hours (0.33 FTE) Regional Planning Team Project Manager
- Up to 40 hours LTC Planner Support
- 20 hours GIS - Mapping
- Up to 100 hours Administrative Support *subject to other approved major projects
- 40 hours Communications Specialist
- 40 hours Senior Indigenous Relations Advisor (SIRA) Support
- Up to 10 hours Regional Planning Manager

CHANGE MANAGEMENT/COMMUNICATIONS/COLLABORATION: *(Discuss proposed change management requirements, communications needed, involvement with others. Are there any concerns related to these? If so, how will these be addressed? Have other stakeholders been identified?)*

This project will involve communications with the Lasqueti Island community and with First Nations. The budget request will support the communications and engagement with these communities.

Requested by (Committee or Business unit): Lasqueti Island Local Trust Committee

Prepared by: Stephen Baugh, Island Planner / June 24, 2024

Reviewed by: Renée Jamurat, Regional Planning Manager / June 28, 2024

OCP/LUB Review Project

Lasqueti Island Local Trust Committee

Date: June 2024

Purpose: To review and update the Lasqueti Official Community Plan policies and Land Use Bylaw regulations pertaining to First Nations interests, subdivision, housing, short term vacation rentals, conservation, and protection of the natural environment. Outcomes of this project will include a new OCP and LUB as well as a management plan for Scottie Bay.

Background: The LTC identified several topics as priorities for policy and regulation development in May 2024 stemming from engagement for a previous OCP project. It is understood that additional public engagement as well as engagement with First Nations on the identified topics will be required prior to developing specific policy and regulatory language.

Project Team	
Regional Planning Manager	Project Sponsor
Regional Planning Team Planner	Project Manager / Planner
Senior Indigenous Relations Advisor	IT First Nations Liaison
Island Planner	Planner Support
Legislative Clerk	Legislative Process / Bylaw Review

Budget		
Fiscal	Item	Cost
2025-26	First Nations Engagement	\$8,000
2025-26	Community Engagement	\$5,000
2025-26	Staff analysis and recommendations	\$1,000
2025-26	Contingency	\$1,500
2025-26	Total	\$15,500
2026-27	OCP and LUB Drafting and Consultation	TBD
2027-28	OCP and LUB Legislative Review and Adoption	TBD



Islands Trust

**Budget Funding Request
Short-Form Business Case**

Completion of this form initiates a request to the management team, FPC, and ultimately Trust Council for allocation funding in the next fiscal year budget. The form is to be completed and submitted at the start of the decision making process. The business case forms part of the Annual Budget Process (refer to Islands Trust Council Budget Process Policy 6.3.i).

TO BE COMPLETED BY INITIATOR

Requested by:

Mayne Island Local Trust Committee

Department:

Planning Services

Name of Request:

**Mayne Island Housing Options Project
(Year 2 of project)**

**\$ Value of Request (indicate by fiscal year and
total if project is multi-year):**

FY 2026: \$8,000

FY 2025: \$10,000

Budget Source (select all that apply):

- ☐ **Specific Project Funding** (select all that apply)
- ☐ Third Party Contractors
 - ☐ Staff Travel Expense
 - ☐ Staff Overtime Expense
 - ☐ New Staff Member – Temporary for project
 - ☐ Computer Hardware/Software

☐ **Furniture & Equipment**

☐ **Computer Hardware/Software/Supplies**

☐ **New Staff Resources** (see Staff Costing Tool)

☐ **Permanent**

☐ **Temporary**

Temp Duration: _____

☒ **Other – please describe: _community engagement,
First Nations engagement, public hearing, legal
contingency**

Date of Submission to Finance:

LTC resolution: July 29, 2024

**Funding Required for (date range): Apr 2025 to Dec
2025**

TIE TO ISLANDS TRUST GUIDING DOCUMENTS:

Islands Trust Council [Strategic Plan 2018-2022](#). Objective: Strengthen Housing Affordability Throughout the Islands Trust Area. In June 2023, [Islands Trust Council amended the Strategic Plan](#) to:

- “Prioritize elements of the strategic plan that support land use decision making”, and
- “Update the strategic initiatives related to housing to focus on projects that will develop healthy, resilient island communities by employing two lenses: mitigating and adapting to the effects of climate change, and managing growth by cultivating equitable, inclusive and resilient communities and the natural environment.”

ISSUE/OPPORTUNITY: This on-going project (current phase commenced May 2024) is intended to address the need for an increase in housing options. The Mayne Island LTC has been engaged in reviewing housing options for the past four years. This request is to support the continuation of the current phase of the Mayne Island housing project. This phase includes First Nations and community consultation, and OCP and LUB updates to increase housing options.

The first phase of this project supported the Islands Trust's Strategic Plan Goal to "Strengthen housing affordability throughout the Trust Area" by:

- Contributing to the creation of a Trust Wide Housing Toolkit
- Amending the Mayne bylaws to permit flexible housing, and providing a model for other bylaws
- Demonstrating the value of suitable land analysis contributing to suitable land analysis being done for all Trust Area to contribute to their housing project

Phase 2 (current phase) would support the Islands Trust's Strategic Plan Goal to "Strengthen housing affordability throughout the Trust Area" by:

- Utilizing the Islands Trust Housing Toolkit
- Amending Mayne OCP and LUB to permit further housing options, specifically expanded secondary suites areas, expanded flex housing areas and density bonuses for land for affordable housing
- Contributing to the design of more model bylaws for housing
- Supporting the CRD's Gulf Islands Housing Strategy actions related to increasing housing options
- Demonstrating the value of partnership building with non-profits and the Capital Regional District in the development of housing

PROJECTED RESULTS/DELIVERABLES: The project will include exploring and implementing LUB and OCP amendments to support actions identified in the Draft Housing Action Plan for the following:

- Expanded opportunities to build Secondary Suites and Accessory Dwelling Units
- Increased Opportunities for Non Profit Housing Development
- Permitting Alternative Housing Approaches
- Reducing Ecological Footprint of New Builds

In the 2025 fiscal year work involves First Nations and community consultation, evaluation of options and bylaw drafting. The proposed FY2026 request (\$8,000) would fund any further engagement, the bylaw process, including a public hearing, communications materials, and includes a small contingency for a legal opinion.

RISK ASSESSMENT: There are several contingencies that could negatively affect the project outcome or deliverables:

1. Lack of staff resources: the regional planning team may not be able to support the project due to other on-going projects or staff shortages
2. First Nations' capacity and timing may not align with project timelines
3. The LTC may choose to not proceed with amendments
4. Costs may exceed the budget due to consultation or other factors

ALTERNATIVES CONSIDERED:

Option 1: Staff time and funding are not be allocated to the project: under this alternative the project does not proceed to the bylaw phase, or the LTC considers completing the work as a 'minor project'

Option 2: Reduced funding: This may limit the ability to complete the project in the next fiscal.

CRITICAL SUCCESS FACTORS: Near term success if relevant amendments to the OCP and LUB are adopted. Longer term success would be measured through improvements to housing options, accessibility and affordability.

RECOMMENDED OPTION: The recommended option is to fund the second year of the project as a Major LTC Project at the requested amount of \$8,000 for the coming fiscal year. This provides sufficient funding to complete the bylaw phase with continued project management by a Regional Planning Team planner.

COST/BENEFIT ANALYSIS:

Quantitative Analysis: \$8,000 for fiscal year 2025

- Consultation (First Nations, partners, community, communications) - \$2,000
- Public hearing - \$2,000
- Communications - \$2,000
- Legal Contingency - \$2,000

Qualitative Analysis: project would contribute to and benefit from efficiencies associated with similar projects in other LTAs.

PURCHASING PROCEDURE: N/A

PROPOSED IMPLEMENTATION STRATEGY:

Early engagement with First Nations - COMPLETED	June 2024
Engage partners (eg. Habitat for Humanity, CRD, MIHS) - COMPLETED	June 2024
LTC review of analysis, issues and opportunities – ON-GOING	Sept-Dec. 2024
Community Consultation as needed – ON-GOING	Sept – Dec 2024
Bylaw Drafting	Jan – March 2025
Bylaws Readings/ Referrals/ Public Hearing	April – Sept 2025
OCP Amendments to EC/Province	October 2025
Final Adoption	TBD

STAFF RESOURCING:

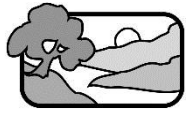
0.25 FTE Regional Planning Team Project Manager
0.10 FTE Planning Team Support (RPM)
0.10 Other support (Admin, communications, mapping, SIRA)

CHANGE MANAGEMENT/COMMUNICATIONS/COLLABORATION: N/A

Requested by (Committee or Business unit): Mayne Island Local Trust Committee

Prepared by (name, title)/date: Narissa Chadwick, Island Planner

Reviewed by (name, title)/date: Robert Kojima, Regional Planning Manager



Islands Trust

**Budget Funding Request
Short-Form Business Case**

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TO BE COMPLETED BY INITIATOR

Requested by (Committee or Operational Unit):
North Pender Island Local Trust Committee

Department:
Planning Services

Name of Request:
North Pender LTC Housing Access and Affordability Project

\$ Value of Request:

Fiscal Year 2026 - \$8,000
Fiscal year 2025 - \$15,000

Budget Source (select all that apply):

- ☐ **Specific Project Funding** (select all that apply)
- ☐ Third Party Contractors
 - ☐ Staff Travel Expense
 - ☐ Staff Overtime Expense
 - ☐ New Staff Member – Temporary for project
 - ☐ Computer Hardware/Software

☐ **Furniture & Equipment**

☐ **Computer Hardware/Software/Supplies**

☐ **New Staff Resources** (see Staff Costing Tool)

☐ Permanent

☐ Temporary

Temp Duration: _____

☒ **Other – please describe:** _____

For fiscal year 2026:

- On-going community consultation, on-going First Nations consultation, Bylaw amendments, and legal contingency

Date of Submission to Finance:

LTC resolution: July 26, 2024

Funding Required for (date range):

April 1, 2025 – March 31, 2026

TIE TO ISLANDS TRUST GUIDING DOCUMENTS

Islands Trust Council [Strategic Plan 2018-2022](#). Objective: Strengthen Housing Affordability Throughout the Islands Trust Area. In June 2023, [Islands Trust Council amended the Strategic Plan](#) to:

- “Prioritize elements of the strategic plan that support land use decision making”, and
- “Update the strategic initiatives related to housing to focus on projects that will develop healthy, resilient island communities by employing two lenses: mitigating and adapting to the effects of climate change, and managing growth by cultivating equitable, inclusive and resilient communities and the natural environment.”

ISSUE/OPPORTUNITY:

The North Pender Island Local Trust Committee has identified access to affordable housing as a priority issue. A Budget Funding request was submitted to Trust Council last year and approved in the amount of \$15,000 for fiscal year 2025 for a Major Project to engage in community consultation, to consult with First Nations, to engage with stakeholder groups, to review housing options and to undertake amendments to the OCP and LUB and development of a housing action plan to improve access to affordable housing in the community.

Work is currently underway on the project, with community and First Nations consultation, and a review of housing options scheduled to be completed by the end of the fiscal year (March 31, 2025). The LTC is requesting funding of \$8,000 for the subsequent phase of the project, which would involve bylaw drafting, readings, public hearing, on-going community and First Nations consultation, along a contingency for any legal questions.

This project would be consistent with Islands Trust Council Strategic Plan Goal to “Strengthen housing affordability throughout the Trust Area”. It is also utilizing the recent completed housing toolkit prepared on behalf of the Regional Planning Committee. A Housing Strategy for the Southern Gulf Islands was recently adopted by the CRD Board. Housing related initiatives are currently underway in several other local trust areas and this project would apply and build on options, experiences and lessons from those initiatives.

PROJECTED RESULTS/DELIVERABLES: the project would result in amendments to the OCP and LUB that would provide opportunities and options for greater housing diversity and affordability. A Housing Action Plan that includes non-bylaw actions may also be developed.

RISK ASSESSMENT: There are several contingencies that could negatively affect the project outcome or deliverables:

1. Lack of staff resources: the regional planning team may not be able to support the project due to other on-going projects or staff shortages. Currently preliminary work is being undertaken by the Island Planner.
2. First Nations’ capacity and timing may not align with project timelines.
3. The LTC may choose to not proceed with amendments.
4. Costs may exceed the budget due to consultation or other factors.

ALTERNATIVES CONSIDERED:**If the project is not funded for Fiscal 2026:**

Option 1: Proceed with the initiative as a Minor LTC Project – this would limit the project budget to a maximum of \$5,000 for the fiscal year.

Option 2: Defer: the completion of project could be deferred to a future fiscal year.

CRITICAL SUCCESS FACTORS: The project would be considered successfully completed if relevant amendments to the OCP and LUB are adopted. Ultimate success would be measured over the longer term through improvements to housing options, accessibility and affordability.

RECOMMENDED OPTION: The recommended option is to fund the initiative at the requested amount of \$8,000 for the coming fiscal year. This provides sufficient funding to complete the project.

COST/BENEFIT ANALYSIS:

Quantitative Analysis: \$8,000 for fiscal 2026 for:

- On-going community consultation - \$2,000
- On-going First Nations consultation - \$2000
- Public hearing - \$2,000
- Legal contingency - \$2,000

Qualitative Analysis: project would benefit from efficiencies associated with similar projects in other LTA and build on those experiences.

PURCHASING PROCEDURE: N/A

PROPOSED IMPLEMENTATION STRATEGY: The project is proposed to be completed over two fiscal years, with final year consisting of on-going consultation, drafting and review of bylaws, legislative process, and implementation.

STAFF RESOURCING: The project would be managed by a planner assigned from the Regional Planning Team, estimated at 0.25 FTE, with support from the RPM (up to 0.10 FTE), admin support (0.10 FTE) and support from the Senior Indigenous Relations Advisor, the Senior Freshwater Specialist, mapping and communications staff as needed.

CHANGE MANAGEMENT/COMMUNICATIONS/COLLABORATION: N/A

Requested by (Committee or Business unit): North Pender Island Local Trust Committee

Prepared by (name, title)/date: Robert Kojima, July 12, 2024

Reviewed by (name, title)/date:



Islands Trust

**Budget Funding Request
Short-Form Business Case**

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TO BE COMPLETED BY INITIATOR

Requested by (Committee or Operational Unit):

Salt Spring Local Trust Committee (SS LTC)

Department:

Planning Services

Name of Request:

Major amendment to SS OCP and SS LUB

\$ Value of Request (indicate by fiscal year and total if project is multi-year):

2024-25 - \$222,000

2024-25 – 86,500 Moved by LTC from Ganges Village Area Planning Project to OCP/LUB project

2024-25 - \$308,500 Total

(NOTE: Approximately \$128,500 of these funds will not be spent by the of Fiscal 2024-25 and will need to be taken from surplus to fund the project in fiscal 2025-26)

2025-26: \$204,000 – (\$158,500 from surplus unspent in 2024/25 and new request of \$45,500)

Budget Source (select all that apply):

☐ **Specific Project Funding (select all that apply)**

X Third Party Contractors

☐ Staff Travel Expense

☐ Staff Overtime Expense

☐ New Staff Member – Temporary for project

☐ Computer Hardware/Software

☐ **Furniture & Equipment**

☐ **Computer Hardware/Software/Supplies**

☐ **New Staff Resources (see Staff Costing Tool)**

☐ **Permanent**

☐ **Temporary**

Temp Duration: _____

☐ X **Other – please describe:**

- Early and Ongoing Engagement with First Nations with Treaty and Territorial Interests on SSI
- Project Consultant Scope of Services Received July 31, 2024
- Communication and educational info, printouts, mail-outs, brochures, posting of meetings and legal notifications
- Technical support on virtual and in-person sessions, and facility rental for in-person sessions, open houses and community engagement meetings
 - Technical support on virtual and in-person sessions, and facility rental for in-person sessions, open houses and community engagement meetings

Date of Submission to Finance:

February, 2024

SSLTC endorsed: October 1, 2024

Funding Required for (date range):

April 1 2024-March 31, 2025, \$ 180,000

April 1 2025-March 31, 2026, \$ 204,000

TIE TO ISLANDS TRUST GUIDING DOCUMENTS: *(Indicate how the proposed project/activity/work ties to Trust Council's strategic plan, Policy Statement directives, Council Bylaws, work programs, the Trust's object, etc. Provide a copy/paste of the relevant reference, along with hyperlinks to external documents where available.)*

Addresses numerous Strategic Plan Goals and Objectives including: fostering preservation and protection of the Trust Area's ecosystems, sustaining island character and healthy communities, and effective, efficient and collaborative governance.

ISSUE/OPPORTUNITY: *(What issue are you trying to resolve with this initiative, or what opportunity has been identified that would benefit Islands Trust by undertaking this initiative? What are the future needs? What organizational objectives are being addressed? Include background information that decision makers will need to properly assess this request.)*

This business case involves the underspent project budgets for the 2024/2025 fiscal year (FY2024/25) that was approved by the Islands Trust Financial Planning Committee to be carried over to the 2024/2025 budget cycle.

This business case involves funding support for a major amendment to the Salt Spring Island Local Trust Committee Bylaw No. 434, 2008 (OCP) and the Salt Spring Island Local Trust Committee Land Use Bylaw No. 355, 1999 (LUB), and planning activities required to inform policy development, such as:

- early and ongoing consultation with 13 First Nations that have territorial interests in SSI,
- of a robust public engagement process,
- preparation of a comprehensive draft of a revise OCP. The major amendment to SS OCP continues to advance the Housing Action Program (HAP) and the Salt Spring Island Community Wildfire Resiliency Plan. Of paramount importance is the identification of opportunities to diversify housing choice and the supply and affordability of housing.

PROJECTED RESULTS/DELIVERABLES: *(How does this address the issue/opportunity described above? Indicate how results of this work will impact decision-making by trustees or staff. Will this work result in better decisions, more efficient decision-making, more efficient completion of work, better public perception, etc. Consider all possible results from undertaking this work.)*

The following deliverables will be achieved through the Salt Spring Island OCP-LUB Update Project:

1. Updated Salt Spring Island Official Community Plan
2. Updated Salt Spring Island Land Use Bylaw
3. Monitoring Plan

The funding request for FY25/26 is to cover costs associated with the following:

Item Descriptions	Total 2-Year Project Budget	Total FY2024-25 Cost	Total FY2025-26 Cost
Early and ongoing consultation with 13 First Nations with treaty and territorial interests on SSI	\$26,000	\$0	\$26,000
Consultant to conduct and facilitate a robust and inclusive public engagement program and policy options development	\$166,000	\$30,000	\$136,000
Communication and educational info, printouts, mail-outs, brochures, posting of meetings and legal notifications	\$9,000	\$0	\$9,000
Technical support on virtual and in-person sessions, and facility rental for in-person sessions, open houses and community engagement meetings	\$3,000	\$0	\$3,000
Complete Communities assessment (funded by grant)	\$150,000	\$150,000	-
Total	\$354,000	\$180,000	\$174,000

RISK ASSESSMENT: *(List and discuss potential risk factors associated with this work, if identified. List and discuss the options that exist to mitigate identified risks.)*

Timelines – a major amendment to the SS OCP is unlikely to conclude in one year. The previous request stated that if funding was approved, a request to carry over unspent money will likely be required.

There has been no full review of the SS OCP since its adoption in 2008; the last amendment was an update to the industrial lands per Bylaw 488. The current document no longer reflects current issues, particularly on policies relating to climate change, First Nations reconciliation, infrastructure servicing, and various affordable housing related policies. This risk is mitigated by the concurrent OCP-LUB Review. Conducting these projects enables Islands Trust to merge engagement activities, technical review, and other project tasks to achieve efficiencies in the project work and consistency across both documents.

CRITICAL SUCCESS FACTORS: *(What related factors have been identified that are important to the success of completing this work/initiative? Which of these factors are considered critical to the success of this initiative? Discuss outcomes if critical success factors are not met.)*

The support of skilled facilitation and innovative approaches and an unbiased, neutral third-party professional to assist in the process are critical. Best practice in OCP development and engagement fields are constantly evolving fields and specialists can offer considerable value to these process elements. While staff in the Salt Spring office and the Regional Planning Team can provide valuable input and support, relying solely on in-house staff resources would burden staff and take away from sustaining the ongoing administration of planning services (i.e. development inquiries, applications, and minor projects). The financial implications of contracting the service is outweighed by the advantages of specialist expertise and specific scopes of work.

RECOMMENDED OPTION: *(State your recommendation, referencing the options discussed earlier, and summarise why you chose it over others.)*

Approve the request to secure the approved \$204,000 over two-years by forwarding re-funding the balance of funds spend in the 2024-2025 fiscal year to the 2025-2026 fiscal year in addition to an additional \$45,500 to complete the OCP-LUB Project to **increase housing options and housing equity** on the island in ways that integrate:

- The interests of First Nations with treaty and territorial interests in the Salt Spring Island Local Trust Area;
- Ecosystem integrity and connectivity; and
- Climate change resiliency.

COST/BENEFIT ANALYSIS: *(Discuss both quantitative and qualitative considerations of this initiative. Quantitative discussion should include financial costs as well as benefits (savings). Qualitative considerations include non-quantifiable costs and benefits.)*

Quantitative:

- \$166,000 over two fiscal years for a project consultant team to refine a draft consultant Scope of Services, develop project management systems, and design execute a bylaw review program that incorporates significant and inclusive public and interest holder engagement and delivers revised bylaw documents and reports
- \$26,000 over two fiscal years for early and ongoing consultation with First Nations to be undertaken by Islands Trust staff.
- \$12,000 over two fiscal years is requested to support incidental, logistical, and legislative costs. These include printing and publication, venue rentals, legal notices, and any potential legal or third party reviews needed to complete the project.

Qualitative:

Project has proposed to merge the Ganges Village Planning project budget to create a more fulsome planning product that can still meet core study needs for the central area. The need for a plan review on Salt Spring is very timely given a number of contextual factors that impact the approach to land use governance on Salt Spring Island. These include:

1. The recent and upcoming completion of numerous policy projects that change public and organizational expectations, such as the Salt Sprig Island Complete Communities Assessment, and the Housing Needs Assessment.
2. Anticipated infrastructure investments and policy changes in water and wastewater service providers that will improve the capacity and certainty of reliable servicing for more housing.

PURCHASING PROCEDURE: (Describe any purchasing processes that will be needed to support this initiative (ie. Direct Award, RFP, ITQ to qualified vendor) if goods or services need to be procured for the work. If this is for new staff hiring, indicate likely hiring method (ie: external competition, government-restricted internal competition, etc.)

Per Islands Trust and BC procurement process for hiring consultants.

PROPOSED IMPLEMENTATION STRATEGY: (What are the specific features of the “roll-out” of the recommended solution? What is the timeline and anticipated date of completion for this initiative?)

The OCP/LUB Update Project is expected to take 30 months. Figure 1 provides an overview of the process, while Table 1 outlines the planning process showing key project phases, key activities and deliverables. While project activities are reasonably well defined, public engagement activities can be adapted based on the feedback of a Project Advisory Committee and other community interest holders, provided it meets overall project timelines and objectives.

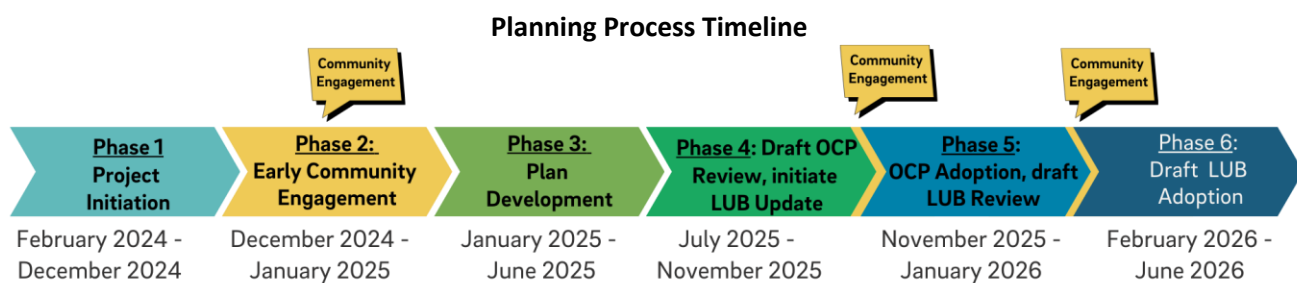


Table 1: Planning Process

PHASE	ENGAGEMENT	FIRST NATIONS ENGAGEMENT	POLICY DEVELOPMENT	KEY DELIVERABLES	CONSULTANT'S ROLE
Phase 1(a) February 2024 to November 2024 FINALIZE COMPLETE COMMUNITY ASSESSMENT	Inform and engage on draft Complete Communities Assessment	N/A	Incorporate engagement results Compile Baseline Conditions Report	Complete Communities Assessment	OCP/LUB Consultant not involved here; focus is on completing the assessment.

Phase 1(b) November 2024 to December 2024 OCP-LUB PROJECT START	Develop project website and other communication materials Identify key community interest holders Form Project Advisory Committee Confirm Engagement Strategy	Letter to First Nations Leaderships about OCP-LUB Project Develop First Nations Engagement Strategy Invite discussion of gauge needs and expectation, capacity constraints to participation..	Issue RFP and award contract for project consultants for Phases 2-4 Develop refined project work plan Develop Comprehensive Community Engagement and Communications Plan	Procurement and Onboarding of Project Consultants Present First Nations Engagement Strategy LTC Presentation of Project Work Plan Comprehensive Community Engagement and Communications Plan	Minimal involvement— focus on onboarding, refinement of the work plan, and coordination with staff.
Phase 2: December 2024 to January 2025 TARGETED COMMUNITY VISIONING	Engage on policy gaps and assess priorities.	Engage with First Nation's through relationships-building. Collaboratively identify issue perspectives that reflect the scope of this project.	Conduct Policy Gap Analysis Develop housing options and housing equity vision statement, Incorporate technical and engagement results to create a revised Vision Statement	Phase 2 Engagement Summaries Working Vision Statement Comprehensive list of planning issues and priorities	Lead community visioning workshops, conduct policy gap analysis, review reports, and develop recommendations for initial OCP amendments. Assist in compiling engagement results.
PHASE	ENGAGEMENT	FIRST NATIONS ENGAGEMENT	POLICY DEVELOPMENT	KEY DELIVERABLES	CONSULTANT'S ROLE
Phase 3: January 2025 to June 2025 OCP DEVELOPMENT	Develop and explore policy options related to key issues	Engage on potential and drafts of revised OCP and/or amendments	Draft OCP amendments and vision statement revisions, Recommend immediate regulatory amendments for LUB amendments	Draft OCP amendments, draft LUB regulations, phase 3 engagement summary	Lead the development of OCP amendments and initial LUB regulations. Conduct public consultations and engage stakeholders on policy options for both the OCP and LUB.

Phase 4(a): July 2025 to September 2025 DRAFT OCP REVIEW and	Engage to review draft or proposed amended OCP	Refer draft OCP to First Nations and stakeholders	Finalize draft OCP amendments based on feedback	Phase 4 Engagement Summary Final Draft OCP 1 st OCP Bylaw and First Nations and Agency Referral	Provide reporting on engagement through phase 3. Assist in further OCP review and engagement.
Phase 4(b): October 2025 to November 2025 INITIATE LUB UPDATE	Develop Draft LUB amendments	Initiate conversation of LUB	Refine LUB gaps based on OCP policy development	Draft LUB amendments	Assist in drafting LUB amendments. Begin initial consultation on LUB with First Nations and stakeholders
Phase 5(a): September 2025 to January 2026 OCP ADOPTION	Final edits to the Draft OCP Executive Committee approval Ministerial approval	Continue First Nations engagement on OCP	Prepare final OCP for adoption	Agency Referral Comment Summary First Nations Referral Comments Summary OCP Bylaw 2 nd Reading OCP Bylaw Public Hearing OCP Bylaw 3 rd Reading OCP Bylaw Adoption Monitoring Plan	Assist in finalizing the OCP for adoption. Support First Nations and stakeholder engagement.
PHASE	ENGAGEMENT	FIRST NATIONS ENGAGEMENT	POLICY DEVELOPMENT	KEY DELIVERABLES	CONSULTANT'S ROLE

Phase 5(b): November 2025 to January 2026 DRAFT LUB REVIEW	Community events/open house to review Draft LUB amendments Interest holder meetings Engagement to gather input on revised Draft LUB amendments	Refer proposed LUB amendment bylaw to First Nations. Ongoing First Nations engagement.	Refine draft LUB amendments based on feedback	Phase 5 First Nations Engagement Summary Phase 5 Engagement Summary Final Draft LUB 1 st LUB Bylaw and First Nations and Agency Referral	Support engagement efforts for draft LUB. Refine LUB amendments based on feedback from community consultations and First Nations.
Phase 6: LUB ADOPTION February 2026 to June 2026	Final edits to the Draft LUB Executive Committee approval	First Nations and agency referral for LUB	Finalize LUB amendments	LUB Bylaw 2 nd Reading LUB Bylaw Public Hearing LUB Bylaw 3 rd Reading LUB Bylaw Adoption Lesson learned housing options summary	Finalize LUB amendments and support the public and stakeholder engagement process leading to adoption. Ensure legal requirements are met and alignment with OCP policies is maintained. Create and report to LTC on a closing report on lessons learned and possible future directions as learned through the bylaw review and engagement through this project.

STAFF RESOURCING: *(What staff resources will be needed to achieve success on this initiative? Estimate how many hours of staff time will be required, by staff level/role. Comment on the reasonability of expected staff hours when assessed in conjunction with other work underway or planned.)*

As proposed, this is an Extraordinary Project under Trust Council Policy 6.2.1 due to its budget and anticipated staff resourcing needs.

- RPM: 0.15 FTE
- Island Planner: 0.75 FTE
- Planner 2: 0.3 FTE
- Admin: 0.1 FTE
- Information Services (Mapping): 0.1 FTE

Standard service support will be needed from Administrative Services for Information Services, Finance Support. Trust Area Services will also contribute non-extraordinary advisory and role in supporting public engage. First Nations engagement will be critical to the success of this project and an outsized role is anticipated in staff resources from this departmental function.

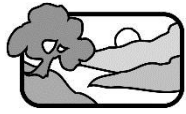
CHANGE MANAGEMENT/COMMUNICATIONS/COLLABORATION: *(Discuss proposed change management requirements, communications needed, involvement with others. Are there any concerns related to these? If so, how will these be addressed? Have other stakeholders been identified?)*

A change management structure is proposed to ensure that the project achieves its intended objectives and outcomes on time and on budget. However, it is also understood that new information or developments often emerge in the course of public policy processes that may impact the original project plan. The Regional Planning Manager will bring forward substantial changes that would affect the project budget or timeline outlined in this Terms of Reference for LTC and approval. The evaluation will assess the following, as necessary:

- Budget and schedule impacts
- Alignment to the project objectives
- Contract implications
- Relational implications (public, inter-governmental)
- Feasibility and benefits of the change
- Complexity and/or difficulty of the change options requested
- Scale of the change solutions proposed
- Risk to the project in implementing the change
- Risk to the project in not implementing the change
 - Impact on the project in implementing the change (time, resources, finance, quality)

Requested by: Salt Spring Island Local Trust Committee

Prepared by Chris Hutton, MCIP, RPP, Regional Planning Manager, September 27, 2024



Islands Trust

**Budget Funding Request
Short-Form Business Case**

Completion of this form initiates a request to the management team, FPC, and ultimately Trust Council for allocation funding in the next fiscal year budget. The form is to be completed and submitted at the start of the decision making process. The business case forms part of the Annual Budget Process (refer to Islands Trust Council Budget Process Policy 6.3.i).

TO BE COMPLETED BY INITIATOR

Requested by (Committee or Operational Unit):
Salt Spring Island Local Trust Committee

Department:

Planning Services

Name of Request:

Salt Spring Island Watershed Protection Plan 2022-2032 Coordination

\$ Value of Request (indicate by fiscal year and total if project is multi-year):

\$55,000

* to be funded through unspent special property tax requisition funds from previous fiscal years

Budget Source (select all that apply):

☒ **Specific Project Funding** (select all that apply)

- ☐ Third Party Contractors
- ☐ Staff Travel Expense
- ☐ Staff Overtime Expense
- ☐ New Staff Member – Temporary for project
- ☐ Computer Hardware/Software

☐ **Furniture & Equipment**

☐ **Computer Hardware/Software/Supplies**

☐ **New Staff Resources** (see Staff Costing Tool)

☐ Permanent

☐ Temporary

Temp Duration: _____

☒ **Other – please describe:**

Meeting Costs; advertising

Date of Submission to Finance:

October 1, 2024

Funding Required for (date range):

April 1, 2025-March 31, 2026

TIE TO ISLANDS TRUST GUIDING DOCUMENTS: (Indicate how the proposed project/activity/work ties to Trust Council's strategic plan, Policy Statement directives, Council Bylaws, work programs, the Trust's object, etc. Provide a copy/paste of the relevant reference, along with hyperlinks to external documents where available.)

Trust Council Bylaw No. 154

In 2013, Islands Trust Council adopted Bylaw No. 154 that delegated authority to the Salt Spring Island Local Trust Committee (LTC), for the purpose of preserving and protecting the quality and quantity of water resources within the Salt Spring Island Local Trust Area, the power to:

- Coordinate and assist in the determination of regional, improvement district and government of British Columbia policies;
- Coordinate the implementation of regional, improvement district and government of British Columbia policies; and

Coordinate the carrying out of regional, improvement district and government of British Columbia policies

Under Bylaw No. 154 SS LTC may continue to coordinate watershed protection work on Salt Spring Island if it so chooses.

Salt Spring Island Official Community Plan Bylaw No. 434

The Salt Spring Island OCP generally supports SS LTC involvement in watershed protection initiatives as per the following community objective:

A.4.3.2 To provide direction for the conservation and stewardship of natural resources, especially our surface and groundwater supply.

Salt Spring Island Watershed Protection Plan 2023-2032

Endorsed by SS LTC in July 2023, the Salt Spring Island Watershed Protection Plan recognizes the importance of coordinated implementation of the plan and that watershed protection requires cooperation among multiple agencies and stakeholders.

Action 19. Continue to convene a multi-organization forum for communication and coordination about watershed protection activities.

Multiple players have roles in watershed stewardship and protection on Salt Spring Island. Since 2013, coordination has been driven by the Salt Spring Island Watershed Protection Alliance under the leadership of Islands Trust. Partner agencies are committed to continuing an interagency forum to advise on regional, local, and provincial government policies. The way that coordination is currently structured will be re-evaluated as part of implementation of the governance review in order to ensure that this effort is efficient, effective, and satisfying for the organizations and individuals involved.

Watershed Protection Governance and Coordination: Priority Projects

- Complete review of current governance arrangements for watershed protection coordination building on work commenced in 2022 including review of funding arrangements and interagency coordination mechanisms.
- Work with interested First Nations to identify their priority projects and interests related to watershed protection on Salt Spring Island.

Figure 1(Excerpt from Salt Spring Island Watershed Protection Plan 2022-2032)

ISSUE/OPPORTUNITY: (What issue are you trying to resolve with this initiative, or what opportunity has been identified that would benefit Islands Trust by undertaking this initiative? What are the future needs? What organizational objectives are being addressed? Include background information that decision makers will need to properly assess this request.)

The objective of this initiative is to confirm a preferred governance model that allows for the coordinated, cost efficient implementation of the Salt Spring Island Watershed Protection Plan 2023-2032.

See staff report of December 14, 2023 on page 121 here for fulsome discussion and project charter for this project.

PROJECTED RESULTS/DELIVERABLES: (How does this address the issue/opportunity described above? Indicate how results of this work will impact decision-making by trustees or staff. Will this work result in better decisions, more efficient decision-making, more efficient completion of work, better public perception, etc. Consider all possible results from undertaking this work.)

Since 2013 SS LTC has funded the coordination of watershed protection work on Salt Spring Island through the Salt Spring Island Watershed Protection Alliance (SSIWPA). In July 2023 SS LTC signalled a desire to see coordination of SSIWPA transfer to the Capital Regional District (CRD). However, CRD will not be in a position in the 2024/25 fiscal year to administer a SSIWPA-like entity. As such, SS LTC has resolved to continue leading

coordination of the recently-endorsed Salt Spring Island Watershed Protection Plan 2023-2032 in the form of an inter-agency staff working group instead of SSIWPA.

Results/deliverables of this funding request are as follows:

- Multi-agency agreement on the best way to coordinate and advance implementation of the Salt Spring Island Watershed Protection Plan 2023-2032;
- Assist the Capital Regional District to develop a Drinking Water and Watershed Protection Service if requested;
- Engage First Nations on priority watershed protection actions; and
- A public meeting to share progress on implementation of the WPP and solicit input

Proposed project spending is as follows:

\$5,000 – “Big tent” meeting of agencies, NGOs and water-interested individuals

\$10,000 – First Nations engagement

\$40,000 – Consulting services to either a) develop a terms of reference for a Drinking Water and Watershed Protection Service; or b) Support watershed governance decision-making process.

RISK ASSESSMENT: *(List and discuss potential risk factors associated with this work, if identified. List and discuss the options that exist to mitigate identified risks.)*

The principal risk to the success of this project is the ability of other agencies to resource meaningful investment at the staff and political level in the exploration and advancement of watershed governance alternatives.

A core risk in the 2024-2025 Fiscal Year has been limited staff availability to undertake this work.

ALTERNATIVES CONSIDERED: *(What other options/alternative courses of action were considered? List and discuss each alternative separately. Each option must be supported by a succinct and realistic presentation of the benefits, risks, financial implications, resource requirements and other implications to allow for an informed decision among the options. One option should reflect the status quo - i.e. do nothing - and the anticipated results of that action.)*

Option 1: Maintain SSIWPA to coordinate Watershed Protection Plan (WPP) implementation using unspent special property tax requisition funds

Benefits – SSIWPA membership and structure is already in place.

Risks – (1) Maintaining SSIWPA would require successful procurement process to hire contract coordinator; (2) Because of its structure, SSIWPA’s success in coordinating watershed protection action has been limited.

Financial implications – None. Necessary funding is already held in an Islands Trust account.

Resource requirements – This would increase staff resource requirements, as staff would have to both manage the SSIWPA coordinator in addition to driving the exploration of watershed governance options.

Other implications – N/A

Option 2: Maintain SSIWPA to coordinate Watershed Protection Plan (WPP) implementation using a new special property tax requisition

Benefits – SSIWPA membership and structure is already in place.

Risks – (1) Maintaining SSIWPA requires successful procurement process to hire contract coordinator; (2) Because of its structure, SSIWPA’s success in coordinating watershed protection action has been limited; (3) Special property tax requisition for Salt Spring Local Trust Area may be politically unpopular.

Financial implications – New special property tax requisition required

Resource requirements – This would increase staff resource requirements, as staff would have to both manage the SSIWPA coordinator in addition to driving the exploration of watershed governance options.

Other implications – N/A

Option 3: Do not coordinate WPP implementation

Benefits – Staff time can be re-allocated to other priority projects.

Risks – Multi-agency implementation of SSI WPP will be compromised.

Financial implications – If SS LTC does not fund WPP implementation initiatives related to governance, it could use unspent special property tax requisition funds to support action items with the WPP.

Resource requirements – Unclear, as if SS LTC does not coordinate WPP implementation, the project would likely refocus to implementing LTC-assigned actions under the WPP.

Other implications – N/A

CRITICAL SUCCESS FACTORS: (What related factors have been identified that are important to the success of completing this work/initiative? Which of these factors are considered critical to the success of this initiative? Discuss outcomes if critical success factors are not met.)

- (1) LTC clarity of purpose; an
- (2) d(2) Multi-agency commitment

RECOMMENDED OPTION: (State your recommendation, referencing the options discussed earlier, and summarise why you chose it over others.)

Option 1 - That the SS LTC requests Islands Trust FPC include a draw of \$55,000 from unspent special property taxrequisition funds in fiscal 2024/25 to support Watershed Protection Plan 2023-2032 Coordination.

COST/BENEFIT ANALYSIS: (Discuss both quantitative and qualitative considerations of this initiative. Quantitative discussion should include financial costs as well as benefits (savings). Qualitative considerations include non-quantifiable costs and benefits.)

In 2022 SS LTC funded the development of the Salt Spring Island Watershed Protection Plan 2023-2032, a multiagency plan to better protect the Island’s freshwater resources. The plan was created with the active participation of the CRD, North Salt Spring Waterworks District, and the Province. The final report was received by SS LTC in 2022. This plan now needs a collaborative mechanism to advance its implementation. SSIWPA could provide such a vehicle, however there are sufficient uncertainties at each signatory agency around plan implementation that staff-to-staff meetings are more appropriate than public meetings at the present time to work through these issues together.

Proposed SS LTC spending on this initiative in fiscal 2024/25 does not require new taxation as it will be drawnfrom **unspent special property tax requisition funds** from previous fiscal years.

PURCHASING PROCEDURE: (Describe any purchasing processes that will be needed to support this initiative (ie. Direct Award, RFP, ITQ to qualified vendor) if goods or services need to be procured for the work. If this is for new staff hiring, indicate likely hiring method (ie: external competition, government-restricted internal competition, etc.)

Project spending will be undertaken in accordance with Islands Trust Procurement Policy 6.5.3.

PROPOSED IMPLEMENTATION STRATEGY: (What are the specific features of the “roll-out” of the recommended solution? What is the timeline and anticipated date of completion for this initiative?)

The Salt Spring Island Watershed Protection Plan 2022-2032 Coordination Project Charter identifies the following work plan for the coming fiscal year:

Work Plan Overview	
Deliverable/Milestone	Date
LTC endorse project charter and submit 2024/25 business case for use of unspent special property tax requisition funds	December 14, 2023
First agency staff working group meeting	February 2024
Final SSIWPA meeting	February 2024
Terms of Reference and Memorandum of Understanding for agency working group signed	March 2024
Ongoing agency working group meetings and actions through 2024/25	April 1, 2024 to March 31, 2025
Joint elected official/staff agency working group meeting	Fall 2024
“Big Tent” meeting between agencies, NGOs and water-interested individuals	Between January and March 2025

STAFF RESOURCING: *(What staff resources will be needed to achieve success on this initiative? Estimate how many hours of staff time will be required, by staff level/role. Comment on the reasonability of expected staff hours when assessed in conjunction with other work underway or planned.)*

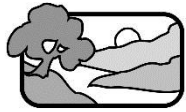
This project will require at least 100 staff hours at the Island Planner level, although the actual amount will depend largely on whether progress is made during early inter-agency meetings.

CHANGE MANAGEMENT/COMMUNICATIONS/COLLABORATION: *(Discuss proposed change management requirements, communications needed, involvement with others. Are there any concerns related to these? If so, how will these be addressed? Have other stakeholders been identified?)*

This project entails an exploration, and potentially creation of, new governance options for watershed protection on Salt Spring Island in coordination with the Capital Regional District, North Salt Spring Waterworks District and the Government of British Columbia.

Requested by (Committee or Business unit): Salt Spring Island Local Trust Committee

Prepared by (name, title)/date: Chris Hutton, Regional Planning Manager/September 27, 2024



Islands Trust

**Budget Funding Request
Short-Form Business Case**

Completion of this form initiates a request to the management team, FPC, and ultimately Trust Council for allocation funding in the next fiscal year budget. The form is to be completed and submitted at the start of the decision making process. The business case forms part of the Annual Budget Process (refer to Islands Trust Council Budget Process Policy 6.3.i).

TO BE COMPLETED BY INITIATOR

Requested by (Committee or Operational Unit):

Salt Spring Island Local Trust Committee

Department:

Planning Services

Name of Request:

Salt Spring Island Groundwater Sustainability
(Well-Monitoring)

\$ Value of Request (indicate by fiscal year and total if project is multi-year):

\$16,500

Budget Source (select all that apply):

- ☐ **Specific Project Funding** (select all that apply)
- ☒ Third Party Contractors
 - ☐ Staff Travel Expense
 - ☐ Staff Overtime Expense
 - ☐ New Staff Member – Temporary for project
 - ☐ Computer Hardware/Software

☐ **Furniture & Equipment**

☐ **Computer Hardware/Software/Supplies**

☐ **New Staff Resources** (see Staff Costing Tool)

☐ Permanent

☐ Temporary

Temp Duration: _____

☒ **Other – please describe:**

Communications and education materials; meeting costs; specialized skills and equipment to remove well monitors

Date of Submission to Finance:

Funding Required for (date range):

April 1, 2025 to March 31, 2026

TIE TO ISLANDS TRUST GUIDING DOCUMENTS: (Indicate how the proposed project/activity/work ties to Trust Council's strategic plan, Policy Statement directives, Council Bylaws, work programs, the Trust's object, etc. Provide a copy/paste of the relevant reference, along with hyperlinks to external documents where available.)

ISSUE/OPPORTUNITY: (What issue are you trying to resolve with this initiative, or what opportunity has been identified that would benefit Islands Trust by undertaking this initiative? What are the future needs? What organizational objectives are being addressed? Include background information that decision makers will need to properly assess this request.)

PROJECTED RESULTS/DELIVERABLES: *(How does this address the issue/opportunity described above? Indicate how results of this work will impact decision-making by trustees or staff. Will this work result in better decisions, more efficient decision-making, more efficient completion of work, better public perception, etc. Consider all possible results from undertaking this work.)*

Results/deliverables of this funding request are:

- Removal of ground water and surface water monitoring stations at Islands Trust's cost (as needed) with available funds
- Routine maintenance of data loggers

Public presentation of Ground Water and Surface Water Monitoring Pilot Project Results

RISK ASSESSMENT: *(List and discuss potential risk factors associated with this work, if identified. List and discuss the options that exist to mitigate identified risks.)*

This business case is brought forward as a strategy to mitigate financial risk.

ALTERNATIVES CONSIDERED: *(What other options/alternative courses of action were considered? List and discuss each alternative separately. Each option must be supported by a succinct and realistic presentation of the benefits, risks, financial implications, resource requirements and other implications to allow for an informed decision among the options. One option should reflect the status quo - i.e. do nothing - and the anticipated results of that action.)*

Option 1: Not set aside funding for data logger removal

Benefits – May find ways to allocate funds to other freshwater projects

Risks – When data loggers are to be removed, other funding will be required. This is a liability as funds would not be set aside for this purpose and would inevitably be an unplanned expense.

Financial implications – Unplanned expense at some time in the future

Resource requirements – Most loggers can be removed by the freshwater specialist, but some loggers will require specialized equipment and skills of a pump installer.

Other implications-

Option 2: Remove data loggers now

Benefits – Money would be spent and liability managed

Risks – Owners are under the impression that the removal is at the time of their choosing and may not appreciate the turn-around on policy. This is a minor concern.

Financial implications –

Resource requirements – Staff time required to engage property owners, remove monitors, and hire professional services where necessary.

Other implications – Compression and contracting out of other major projects was intended to provide additional capacity to SS LTC, and this would use up some of that time. Staffing availability may continue to be limited to achieve this.

CRITICAL SUCCESS FACTORS: *(What related factors have been identified that are important to the success of completing this work/initiative? Which of these factors are considered critical to the success of this initiative? Discuss outcomes if critical success factors are not met.)*

Whether following the recommended option or not, the primary success factor at this stage is to minimize financial liability caused by removal of a specialized well monitor.

RECOMMENDED OPTION: *(State your recommendation, referencing the options discussed earlier, and summarise why you chose it over others.)*

Provide equal funding as the 2024-2025 fiscal year to support the ongoing collection of well monitoring data to ensure that **unspent funds from SS LTC's special property tax requisition** are set aside to fund next steps in the program. Estimated expenses associated with conclusion of the pilot project are:

\$1,500 – to host a Community Information Meeting to share data and analysis derived from the monitoring pilot project; and

\$15,000 – to remove any groundwater data loggers that require the assistance of a licensed pump installer.

COST/BENEFIT ANALYSIS: *(Discuss both quantitative and qualitative considerations of this initiative. Quantitative discussion should include financial costs as well as benefits (savings). Qualitative considerations include non-quantifiable costs and benefits.)*

Removal of the data loggers at the request of land owners is non-negotiable. **Funds to do so will be drawn from SS LTC's unspent special property tax requisition funds** and therefore no new taxation will be required.

PURCHASING PROCEDURE: *(Describe any purchasing processes that will be needed to support this initiative (ie. Direct Award, RFP, ITQ to qualified vendor) if goods or services need to be procured for the work. If this is for new staff hiring, indicate likely hiring method (ie: external competition, government-restricted internal competition, etc.)*

Spending on the Salt Spring Island Groundwater Sustainability Strategy will be done in accordance with Islands Trust Procurement Policy 6.5.3.

PROPOSED IMPLEMENTATION STRATEGY: *(What are the specific features of the "roll-out" of the recommended solution? What is the timeline and anticipated date of completion for this initiative?)*

Under the recommended option, there is no anticipated timeline for the removal of data loggers. Presentation of the well-monitoring data to date should be completed by end of Fiscal.

STAFF RESOURCING: *(What staff resources will be needed to achieve success on this initiative? Estimate how many hours of staff time will be required, by staff level/role. Comment on the reasonability of expected staff hours when assessed in conjunction with other work underway or planned.)*

Participation of the Freshwater Specialist and a Salt Spring Planner is required to bring this information forward.

CHANGE MANAGEMENT/COMMUNICATIONS/COLLABORATION: *(Discuss proposed change management requirements, communications needed, involvement with others. Are there any concerns related to these? If so, how will these be addressed? Have other stakeholders been identified?)*

Upon request to remove the data loggers, a final report would be prepared the data would be documented as attached to various data sets for future planning information and reference. A privacy impact assessment or review would be conducted to ensure that this data is handled in accordance with legislative and policy requirements.

Requested by: Salt Spring Island Local Trust Committee

Prepared by : Chris Hutton, Regional Planning Manager/October 27, 2024



**Budget Funding Request
Short-Form Business Case**

**THIS PROJECT IS NOT FUNDED IN THE DRAFT 2025/26
BUDGET**

**THIS BUSINESS CASE IS INCLUDED SO THAT TRUST COUNCIL MAY CONCUR (OR
NOT) WITH THE DECISION THAT IT NOT RECEIVE FUNDING**

Completion of this form initiates a request to the management team, FPC, an/d ultimately Trust Council for allocation funding in the next fiscal year budget. The form is to be completed and submitted at the start of the decision making process. The business case forms part of the Annual Budget Process (refer to Islands Trust Council Budget Process Policy 6.3.i).

TO BE COMPLETED BY INITIATOR

Requested by (Committee or Operational Unit):
Legislative and Information Services

Department:
Legislative and Information Services

Name of Request:
Electronic Document Management Solution

\$ Value of Request *(indicate by fiscal year and total if project is multi-year):*

FY 2025/26

\$ ~47,000 with PST

\$30,536 one-time software acquisition cost

\$11,200 one-time data migration cost

\$5,300 first year service support agreement

Annual:

\$5300 annual service support agreement cost

Budget Source (select all that apply):

- ☐ **Specific Project Funding** (select all that apply)
- ☐ Third Party Contractors
 - ☐ Staff Travel Expense
 - ☐ Staff Overtime Expense
 - ☐ New Staff Member – Temporary for project
 - ☒ Computer Hardware/Software

☐ **Furniture & Equipment**

☐ **Computer Hardware/Software/Supplies**

☐ **New Staff Resources** (see Staff Costing Tool)

☐ **Permanent**

☐ **Temporary**

Temp Duration: _____

☐ **Other – please describe:** _____

Date of Submission to Finance:

2024-09-12

Funding Required for (date range):

Starting April 1, 2025 (FY2025-2026)

TIE TO ISLANDS TRUST GUIDING DOCUMENTS: *(Indicate how the proposed project/activity/work ties to Trust Council's strategic plan, Policy Statement directives, Council Bylaws, work programs, the Trust's object, etc. Provide a copy/paste of the relevant reference, along with hyperlinks to external documents where available.*

Islands Trust Council Records Management Bylaw 195

- The Designated Officer is responsible for the management and maintenance of the records management system. The Designated Officer is authorized to manage, maintain and amend the Records Management System.

- The Records Management System must maintain the integrity and authenticity of records made or kept in the usual and ordinary course of business.
- The Records Management System must comply with the Manual, applicable laws and any provincial, national or international standards adopted for use and contained in the Manual.

ISSUE/OPPORTUNITY: *(What issue are you trying to resolve with this initiative, or what opportunity has been identified that would benefit Islands Trust by undertaking this initiative? What are the future needs? What organizational objectives are being addressed? Include background information that decision makers will need to properly assess this request.)*

Background:

Islands Trust has gradually been migrating towards more electronic document storage as technology has changed over the past 20 years. The biggest change was the creation of an electronic document system within the Islands Trust local area network.

Issues:

This is built on Windows file system, and requires the cooperation of staff in using the system according to the written procedures and protocols. This system is not robust, as staff are able to add and delete folders, use any name for the file, and store files in any location. The only means of enforcement is through training, reminders, and manual review of the folder structure from time to time. It is open to accidental modifications. We do have a robust backup system in place to mitigate this risk. But the current system does not meet provincial standards for records management.

Our current electronic document management system lacks advanced electronic monitoring and security features, leading to several challenges:

- Regulatory Compliance Risks: Difficulty in meeting industry standards and regulatory requirements.
- Security Vulnerabilities: Insufficient protection for sensitive documents.
- Inefficient Document Retrieval: Time-consuming and error-prone document search and retrieval processes.
- High Administrative Overhead: Increased manual effort and potential for human error in document handling.

Security features of our electronic system are rudimentary, and as such cannot provide more advanced solutions to allow limited access to elected officials, or more advanced security features.

We currently have a mix of paper files and electronic files, in some cases duplicating the material. This is necessary in some instances as certain records need to be kept as paper copies due to the lack of security and document controls in our electronic system. A robust records management system is the first requirement in order to advance the organisation into a more efficient electronic record system, and allow the organisation to retire the need to keep paper copies.

Opportunities:

Trustees have expressed a desire to have better access to certain documents that are kept on our local area network. These include documents such as staff reports, briefings and other reports. While these are posted on the website for public to view, the documents are not maintained for any extended period of time on the website. Trust Council has asked staff to look into the options to provide access to documents from our records. A records management software solution would allow this access for trustees to be provided with no duplication of records required.

Affordable off-the-shelf solutions are available that will provide the security and document management system that Islands Trust needs to meet industry standards. The opportunity here is to reduce administrative costs to the organisation by providing a means to go to electronic document management. A further advantage is that a document management system will enforce a single format and storage of documents. Our

current system, while rules based, still results in multiple documents being saved in more than one location, or in the incorrect location. This leads to frustration and lost time in retrieving documents later.

PROJECTED RESULTS/DELIVERABLES: *(How does this address the issue/opportunity described above? Indicate how results of this work will impact decision-making by trustees or staff. Will this work result in better decisions, more efficient decision-making, more efficient completion of work, better public perception, etc. Consider all possible results from undertaking this work.)*

Projected Results (Objectives) :

The migration to a file management software solution, including contracting data migration services, aims to achieve:

- Enhanced Document Security: Advanced security features to safeguard sensitive information.
- Improved Compliance: Support for regulatory compliance and industry standards.
- Efficient Document Retrieval: Advanced search and indexing capabilities for quicker document access.
- Streamlined Workflows: Automation of document workflows to increase productivity.

Deliverables (Proposed Solution)

Provide a robust document management solution with:

- Advanced Security Features: Role-based access controls, audit trails, and encryption.
- Compliance Tools: Features that facilitate adherence to regulations such as GDPR (General Data Protection Regulation) , FOIPPA (Freedom of Information and Protection of Privacy Act) , and ISO (International Organization for Standardization).
- Efficient Retrieval: Full-text search, metadata tagging, and custom indexing.
- Workflow Automation: Tools for automating approval processes and task management.
- Automated enforced naming convention, version control and document monitoring
- Provide access to certain files (read-only) to trustees as requested by Trust Council. Currently with our EDM (Electronic Data Management System) we cannot easily share certain files as the structure of the EDM grants access to folder hierarchies and not individual files – leading to privacy and security concerns.
- Reduce risk to the organisation of data breach, privacy breach
- Improve our ability to meet the Freedom of Information and Protection of Privacy Act obligations for protection of personal data, and provision of document on request to the public.
- Improve our ability to meet industry standards (local government management association) recommendations for document management.
- Improve our ability to monitor and enforce document retention schedules, including timely destruction of documents based on the schedule.
- Provide staff with an intuitive system for document storage and retrieval, to ensure documents are stored in the correct location with version and access controls in place.

To ensure a smooth transition, we propose contracting the proponent to handle the data migration. This will:

- Ensure Data Integrity: Professional management of the migration process to prevent data loss or corruption.
- Minimize Disruption: Reduce the impact on daily operations by leveraging proponent's expertise.

RISK ASSESSMENT: *(List and discuss potential risk factors associated with this work, if identified. List and discuss the options that exist to mitigate identified risks.)*

A. Potential Risks:

- Data Migration Issues: Risk of data loss or corruption during migration.
- User Resistance: Possible resistance to adopting the new system.
- Implementation Delays: Potential delays due to unforeseen issues.

B. Mitigation Strategies:

- Thorough Testing: Ensure comprehensive testing to safeguard data integrity.
- Change Management, communication and training: Implement a change management plan that includes communication, involvement of staff in implementation and training and training materials to address user concerns and facilitate adaptation.
- Contingency Planning: Develop plans to address potential delays and issues.

ALTERNATIVES CONSIDERED: *(What other options/alternative courses of action were considered? List and discuss each alternative separately. Each option must be supported by a succinct and realistic presentation of the benefits, risks, financial implications, resource requirements and other implications to allow for an informed decision among the options. One option should reflect the status quo - i.e. do nothing - and the anticipated results of that action.)*

Do nothing (Status Quo)

Benefits – zero cost

Risks - Continued impact to business, failure to comply with BC Government regulations

Resource Requirements – Multiple departments will be required to work with IS, vendor

Other implications – Staff will continue to misplace critical documents requiring time and effort to find and restore.

Other Software alternatives

Document Locator - <https://www.documentlocator.com/documentlocator/cloud/>

ColumbiaSoft Corporation

Sr. Business Development Manager

503.608.3279 | 800.298.1172, ext. 279

tgarrett@columbiasoft.com

Book a meeting with me: <https://calendly.com/taragarrett/document-management-discussion>

WoodWing - (313) 962-0542 <https://www.woodwing.com/solutions/document-management>

Dan Pugliese - <https://meetings-eu1.hubspot.com/dan-pugliese/schedule-a-meeting-with-woodwing>

WoodWing USA

Email: dan.pugliese@woodwing.com

Tel: +1.914.400.5895

www.woodwing.com

Benefits – Compliance with BC Government regulations

Risks – both alternatives are subscription services and will rise considerably in the coming years.

Resource Requirements – Multiple departments will be required to work with IS, vendor

Other Implications - None

***** Current vendor of choice has a perpetual license option + all the features Islands Trust requires**

CRITICAL SUCCESS FACTORS: *(What related factors have been identified that are important to the success of completing this work/initiative? Which of these factors are considered critical to the success of this initiative? Discuss outcomes if critical success factors are not met.)*

The following are critical success factors in the implementation of a new electronic document management system :

• Assessment: Evaluate current needs and plan the migration strategy with Preferred Vendor. • Configuration: Preferred Vendor configures the system according to our requirements. • Data Migration: Preferred Vendor handles the migration of existing documents and data. • Training: Provide training for staff on the new system. • Go-Live: Transition to Preferred Vendor, with ongoing support during the initial phase.
RECOMMENDED OPTION: <i>(State your recommendation, referencing the options discussed earlier, and summarise why you chose it over others.)</i> Approve the migration to Preferred Vendor and contract their services for data migration, allocating the necessary budget and resources for a successful transition. This investment will enhance our document management practices and overall business performance.
COST/BENEFIT ANALYSIS: <i>(Discuss both quantitative and qualitative considerations of this initiative. Quantitative discussion should include financial costs as well as benefits (savings). Qualitative considerations include non-quantifiable costs and benefits.)</i> Migrating to Preferred Vendor, with the inclusion of contracted data migration services, presents a strategic investment in our document management capabilities. The advanced security, compliance, and operational efficiencies offered by Preferred Vendor will significantly benefit our organization. Despite the initial costs and resource requirements, the long-term gains in productivity, security, and compliance justify the investment.
PURCHASING PROCEDURE: <i>(Describe any purchasing processes that will be needed to support this initiative (ie. Direct Award, RFP, ITQ to qualified vendor) if goods or services need to be procured for the work. If this is for new staff hiring, indicate likely hiring method (ie: external competition, government-restricted internal competition, etc.)</i> Direct Award - Quote in hand
PROPOSED IMPLEMENTATION STRATEGY: <i>(What are the specific features of the “roll-out” of the recommended solution? What is the <u>timeline</u> and anticipated <u>date of completion</u> for this initiative?)</i> • Assessment: Evaluate current needs and plan the migration strategy with Preferred Vendor. • Configuration: Preferred Vendor configures the system according to our requirements. • Data Migration: Preferred Vendor handles the migration of existing documents and data. • Training: Provide training for staff on the new system. • Go-Live: Transition to Preferred Vendor, with ongoing support during the initial phase.
STAFF RESOURCING: <i>(What staff resources will be needed to achieve success on this initiative? Estimate how many hours of staff time will be required, by staff level/role. Comment on the reasonability of expected staff hours when assessed in conjunction with other work underway or planned.)</i> IS Management / Coordinator ~ 40-60 hours to supervise the implementation and setup training sessions for staff. Training of – 3-5 hours per staff member File migration consults – IS - ~50 hours Stakeholders from each group (1 per group) - ~5-8 hours each.
CHANGE MANAGEMENT/COMMUNICATIONS/COLLABORATION: <i>(Discuss proposed change management requirements, communications needed, and involvement with others. Are there any concerns related to these? If so, how will these be addressed? Have other stakeholders been identified?)</i> No concerns – coordination of this project will be carried out by IS Project Management

Requested by (Committee or Business unit): David Marlor, Director of Legislative Services and Information Services

Prepared by (name, title)/date: Jeffrey Lloyd, Senior Technical Analyst / 09/06/2024

Reviewed by (name, title)/date: Dave Beeston , IS Coordinator / 09/06/2024



**Budget Funding Request
Short-Form Business Case**

**THIS PROJECT IS NOT FUNDED IN THE DRAFT 2025/26
BUDGET**

**THIS BUSINESS CASE IS INCLUDED SO THAT TRUST COUNCIL MAY CONCUR (OR
NOT) WITH THE DECISION THAT IT NOT RECEIVE FUNDING**

Completion of this form initiates a request to the management team, FPC, and ultimately Trust Council for allocation funding in the next fiscal year budget. The form is to be completed and submitted at the start of the decision making process. The business case forms part of the Annual Budget Process (refer to Islands Trust Council Budget Process Policy 6.3.i).

TO BE COMPLETED BY INITIATOR

Requested by (Committee or Operational Unit):
Executive Office

Department:
Executive Office

Name of Request:
Islands Trust Camera addition

**\$ Value of Request (indicate by fiscal year and total
if project is multi-year):**

\$13220 (Quote, less GST)

Budget Source (select all that apply):

- ☐ **Specific Project Funding** (select all that apply)
- ☐ Third Party Contractors
 - ☐ Staff Travel Expense
 - ☐ Staff Overtime Expense
 - ☐ New Staff Member – Temporary for project
 - ☐ Computer Hardware/Software

☐ **Furniture & Equipment**

☐ **Computer Hardware/Software/Supplies**

☐ **New Staff Resources** (see Staff Costing Tool)

☐ **Permanent**

☐ **Temporary**

Temp Duration: _____

☒ **Other – please describe: _Budget Source Funding
would come from Trust Council allocations**

Date of Submission to Finance:

09/10/24

Funding Required for (date range): FY2026 – As soon as possible

In preparation for the Trust Council's transition back to in-person meetings in December 2021, our Information Services (IS) team successfully integrated an entry-level PTZ (Pan-Tilt-Zoom) camera into our existing digital PA (Public Address) system. This strategic enhancement allowed us to offer live video streaming access to the public during these meetings.

The hardware modifications required for this integration incurred a total cost of \$1,660. These modifications were put into effect for the December 2021 Trust Council meeting and continued to be utilized for the subsequent three council meetings until March 2023.

During these four in-person events, we recorded a notable achievement in terms of audience engagement. Specifically, we tracked the total number of unique page views for the Trust Council live stream. A unique page view is registered when a viewer accesses the live stream for the first time within a 24-hour period. The data indicates that we achieved a total of 1,177 unique page views, with an average of 107 viewers and a median of 97 viewers per day.

This level of public engagement significantly surpasses our historical in-person attendance figures, which typically ranged from 5 to 10 attendees. It underscores our success in broadening our reach and engaging with a more diverse audience, incorporating a wider array of perspectives from the island community.

It's noteworthy that even during the Trust Council's Zoom-based meetings over the same period, the live stream continued to attract attention. We recorded 814 viewers in total, with an average of 68 viewers and a median of 59 viewers per day. This observation implies that public interest in live-streamed events remains strong, even when in-person meetings are available as an alternative.

In summary, our integration of the PTZ camera with the existing PA system has proven to be a valuable tool in enhancing public engagement with Trust Council meetings. The significant increase in viewership, both in comparison to our past in-person attendance and concurrent Zoom-based meetings, underscores the effectiveness of this initiative in reaching and involving a wider audience.

ISSUE/OPPORTUNITY: *(What issue are you trying to resolve with this initiative, or what opportunity has been identified that would benefit Islands Trust by undertaking this initiative? What are the future needs? What organizational objectives are being addressed? Include background information that decision makers will need to properly assess this request.)*

Despite receiving positive feedback from Trustees and Staff on the implementation of the integrated PTZ camera and digital PA system, several technical challenges were encountered, with one of the most significant being the camera travel time. During council proceedings, the camera adjusts its positioning and zoom to focus on each speaker. Since the physical camera travel time between speakers is often greater than the transition from one speaker to the next, there is often a temporary loss of visibility for viewers.

In addition to the challenge of camera travel time, the Trust Council's live stream system also faced the risk of relying on a single camera. In the event of technical camera issues, which occurred at each of the scheduled events, there was no fallback device, and the video feed was interrupted. This created a risk of confusing the viewer and potentially losing audience engagement.

To avoid future interruptions and temporary loss of visibility in the future IS proposes upgrading the existing video capture system with the addition of the following hardware components:

1. One additional higher quality and faster cameras.
2. A video signal switch to manage inputs from the two devices.

PROJECTED RESULTS/DELIVERABLES: *(How does this address the issue/opportunity described above? Indicate how results of this work will impact decision-making by trustees or staff. Will this work result in better decisions, more efficient decision-making, more efficient completion of work, better public perception, etc. Consider all possible results from undertaking this work.)*

To provide context for the proposed improvements, industry contacts were consulted to gather information on similar horseshow (table layout) council configurations in the District of Saanich, and Cities of Port Alberni and Langford. Our sources have informed us that these municipalities have opted for

integrating four cameras into their video capture systems, allowing them to effectively manage camera travel time.

To provide a comparison between our current system and one of these alternative configurations, an archived meeting from the District of Saanich has been provided for your review. This meeting video clip showcases the smooth camera transitions using the same PA system we employ, but with four higher quality cameras and the proposed video signal switch.

The video link can be accessed here:

https://saanich.ca.granicus.com/player/clip/720?view_id=1&redirect=true&h=cd47cb5336beb0ab12514b071a35e54c

In contrast, a video clip of our current camera transitions has been provided, using the same PA system but with only one camera.

The video link can be accessed here:

<https://collaboratevideo.net/MaxPlayer/default.aspx?cid=isthost&pid=vod&vid=221119A&bw=720p&webcastID=IST-221119A>

A significant difference in transition times between the two systems can be observed, with a clear order of magnitude improvement in the District of Saanich system.

RISK ASSESSMENT: *(List and discuss potential risk factors associated with this work, if identified. List and discuss the options that exist to mitigate identified risks.)*

Budget Overruns: There is a risk that the costs associated with the proposed upgrade (Option 2) might exceed the initial estimates.

Operational Dependency: Relying on technology for council meetings can introduce operational risks. Technical issues, such as hardware malfunctions or software glitches, could disrupt proceedings and negatively impact the Trust Council's reputation.

Public Perception: If the Trust Council fails to address the identified technical challenges promptly, it may lead to a perception of inefficiency and technical inadequacy among the public, potentially eroding trust.

To mitigate these risks effectively, careful planning, budget management, thorough testing, and ongoing monitoring of the upgraded system's performance are essential.

ALTERNATIVES CONSIDERED: **(What other options/alternative courses of action were considered? List and discuss each alternative separately. Each option must be supported by a succinct and realistic presentation of the benefits, risks, financial implications, resource requirements and other implications to allow for an informed decision among the options. One option should reflect the status quo - i.e. do nothing - and the anticipated results of that action.)**

Option 1: Status Quo (Do Nothing)

Benefits -

No immediate financial costs.

Minimal resource allocation required.

Financial Implications -

No additional costs incurred beyond maintaining the existing system.

Resource Requirements -

No additional resource allocation for system maintenance.

Other Implications -

Continued reliance on the current single-camera setup.

Ongoing technical challenges with camera travel time, resulting in temporary loss of visibility.

Risk of video feed interruption in the event of camera issues.

Limited improvement in audience engagement.

Option 2: Upgrade with an Additional High Quality and Faster Camera and Video Signal Switch

Benefits:

Improved video quality and faster camera transitions.

Reduced risk of camera-related interruptions.

Enhanced audience engagement.

Alignment with industry standards observed in similar council configurations.

Financial Implications -

Estimated cost of \$13259.02 for hardware components and initial programming.

Resource Requirements -

Acquisition and installation of two higher quality cameras.

Integration of the video signal switch into the existing system.

Minimal ongoing maintenance.

Other Implications:

Smoother camera transitions with reduced travel time.

Improved audience experience, as demonstrated with the District of Saanich's system.

Mitigation of the risk of viewer confusion and engagement loss.

Alignment with industry best practices.

CRITICAL SUCCESS FACTORS: *(What related factors have been identified that are important to the success of completing this work/initiative? Which of these factors are considered critical to the success of this initiative? Discuss outcomes if critical success factors are not met.)*

Technical Challenges: The primary related factor is the existing technical challenges associated with the current PA system, specifically the camera travel time. This factor directly impacts the quality of the Trust Council's live streams and the audience's viewing experience.

Public Engagement: The Trust Council's commitment to improving public engagement is a significant factor. The high level of public interest in live-streamed events, as evidenced by the substantial increase in viewership, underscores the importance of addressing technical issues to maintain and enhance this engagement.

Industry Standards: Industry standards and practices observed in other municipalities, such as the use of multiple cameras and video signal switches, are relevant factors. These standards set benchmarks for system performance and audience expectations.

Budget Constraints: Budgetary considerations are a critical factor. The Trust Council needs to weigh the financial implications of potential improvements against the benefits and the available resources.

Outcomes if CSFs are not met : Continued challenge with camera travel time will continue to affect the viewing experience and slow the progression of the last few years of increased public engagement. TC production also risks falling behind the industry standards set by other municipalities that are setting the benchmark for audience expectations.

RECOMMENDED OPTION: *(State your recommendation, referencing the options discussed earlier, and summarise why you chose it over others.)*

Recommend Option 2 (invest in Trust Council Live Streaming by purchasing a 2nd camera setup) We chose it because we feel this will greatly augment the live viewing experience of Trust Council.

COST/BENEFIT ANALYSIS: *(Discuss both quantitative and qualitative considerations of this initiative. Quantitative discussion should include financial costs as well as benefits (savings). Qualitative considerations include non-quantifiable costs and benefits.)*

Benefits:

- Improved video quality and faster camera transitions.
- Enhanced audience engagement and satisfaction.
- Reduced risk of camera-related interruptions.
- Alignment with industry standards.

Costs:

- Initial hardware costs estimated at \$10,000 plus tax.
- Minimal ongoing maintenance costs.
- Capital and Operational Needs:

Capital Needs:

- The primary capital need is the acquisition and installation an additional high quality cameras and video signal switch.

Operational Needs:

- Minimal ongoing operational needs are expected, primarily related to system

PURCHASING PROCEDURE: *(Describe any purchasing processes that will be needed to support this initiative (ie. Direct Award, RFP, ITQ to qualified vendor) if goods or services need to be procured for the work. If this is for new staff hiring, indicate likely hiring method (ie: external competition, government-restricted internal competition, etc.)*

This is a Direct Award , IS has a standing quote from qualified vendor

PROPOSED IMPLEMENTATION STRATEGY: *(What are the specific features of the “roll-out” of the recommended solution? What is the timeline and anticipated date of completion for this initiative?)*

Would be implemented in the week(s) following Trust Council to provide time for testing / configuration

STAFF RESOURCING: *(What staff resources will be needed to achieve success on this initiative? Estimate how many hours of staff time will be required, by staff level/role. Comment on the reasonability of expected staff hours when assessed in conjunction with other work underway or planned.)*

IS Support services (David Beeston, Jeffrey Lloyd) - ~ 15-20 hours to work with vendor on initial setup and testing.

CHANGE MANAGEMENT/COMMUNICATIONS/COLLABORATION: *(Discuss proposed change management requirements, communications needed, involvement with others. Are there any concerns related to these? If so, how will these be addressed? Have other stakeholders been identified?)*

The implementation requirements for change management, communication and collaboration for the proposed system upgrade are low. The upgrade primarily involves technical enhancements, which are expected to be well-received by stakeholders without significant changes to workflows. Communication efforts will focus on informing stakeholders about the upgrade's benefits, with limited external collaboration required. This streamlined approach ensures efficient project execution with minimal disruptions.

Requested by (Committee or Business unit): Executive Office

Prepared by (name, title)/date: David Beeston, IS Coordinator

Reviewed by (name, title)/date: Jeffrey Lloyd, Senior Technical Analyst



**Budget Funding Request
Short-Form Business Case**

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TO BE COMPLETED BY INITIATOR

Initiated by (name, title): Information Systems	Budget Source (select all that apply): ☐ Specific Project Funding (select all that apply) ☒ Third Party Contractors ☐ Staff Travel Expense ☐ Staff Overtime Expense ☐ New Staff Member – Temporary for project ☐ Computer Hardware/Software ☐ Furniture & Equipment ☐ Computer Hardware/Software/Supplies ☐ New Staff Resources (see Staff Costing Tool) ☐ Permanent ☐ Temporary Temp Duration: _____ ☒ Other – please describe: ____Data Acquisition____
Business Area: Administrative Services	
Name of Request: Building Footprint Update \$10,000	
Date of Funding Request Submission: 7/24/2023	Funding Required for 2025): Dataset assessment and implementation
This request is to fund the updating of building location information data for the Islands Trust. This will be achieved by hiring an out side contractor to interpret the most recent orthophoto data and to subsequently create a new dataset. The building footprint dataset for the Islands Trust was acquired through an outsourcing contract in 2017, utilizing photo interpretation of 2016 orthophotos. However, with over seven years elapsed since its acquisition and the greatest amount of development experienced within the Trust Area, the dataset has become outdated, presenting	

potential obstacles for the Islands Trust Conservancy (ITC) and Planning Services (PS) in their efforts to assess land development pressures and address prevailing conservation challenges.

By updating the building footprint dataset, the Islands Trust can realize a valuable opportunity to:

Improve Decision-Making

Up-to-date and accurate data will enable the ITC to make more informed decisions regarding, conservation strategies, and property management and acquisitions, and enable local trust committees to make more informed land use planning decisions. The dataset will facilitate evidence-based analysis.

Enhance Conservation Efforts

The ITC, responsible for conservation initiatives, can leverage current and reliable data to identify conservation priorities, identify potential impacts on conservation areas from built infrastructure and effectively monitor changes in the natural and developed landscape. Ultimately, timely data will bolster the ITCs efforts in safeguarding the region's biodiversity and ecosystems and can assist in conservation priority area modelling.

Streamline Land-use Planning

Local trust committees tasked with land-use planning, will benefit from the updated dataset by having a comprehensive and accurate representation of the built environment. This will aid in identifying suitable development areas, managing growth, and ensuring responsible land use practices.

This initiative aligns with several Islands Trust Council strategic objectives, including:

Ecosystem Preservation and Protection

Updating the building footprint dataset will support the Trust Council's strategic goal of fostering ecosystem preservation and protection within the Trust Areas. By obtaining accurate and current data on the built environment in relation to ecosystems, the Trust can identify ecologically significant areas and implement targeted conservation efforts to safeguard these delicate ecosystems.

Compatible Human Activity and Development

The initiative to update the building footprint dataset directly aligns with the strategic objective of ensuring that human activity and the scale, rate, and type of development within the Trust Area are compatible with the integrity of Trust Area ecosystems. The dataset will provide essential information to assess the impact of human activities and development on the environment, helping to guide responsible land-use planning and decision-making.

Sustaining Island Character and Healthy Communities

Maintaining the accuracy and relevance of the building footprint dataset is vital for sustaining island character and promoting healthy communities. The data will enable the Trust to make informed decisions about land-use planning and development that preserve the unique character of the islands and support the well-being of the communities residing within the Trust Areas.

PROJECTED RESULTS/DELIVERABLES:

The primary deliverable of the project will be an updated and comprehensive building footprint dataset that accurately reflects the current state of building footprints across the Trust Area. This dataset will include information on building locations, sizes, types, and other relevant attributes.

In addition, the acquisition will result in the following significant outcomes and deliverables:

Improved Accuracy and Relevance

The Trust will receive an updated dataset with accurate and current information, enhancing the accuracy and relevance of land development assessments and evaluations of environmental conditions.

Data-Driven Decision-Making

Decision-makers within the Islands Trust, including the Islands Trust Conservancy Board and local trust committees, will have reliable data at their disposal, leading to data-driven decision-making processes that guide sustainable development, conservation endeavors, and property management strategies.

Demonstrated Commitment to Sustainability

Successfully completing the project and utilizing the updated dataset will demonstrate the Trust's commitment to sustainability, data-driven approaches, and informed decision-making, reaffirming its dedication to preserving natural resources and promoting community well-being.

RISK ASSESSMENT:

Risks	Impact	Mitigation
Budgetary limitations or insufficient resources, potentially impacting the dataset's scope and quality.	High Medium Low	Conduct a comprehensive budget analysis and secure adequate funding.
Unforeseen challenges or complications may cause delays in completing the project within the planned timeline.	High Medium Low	Develop a realistic project schedule with buffer periods for potential delays. Regularly monitor progress and implement agile project management practices to address issues promptly.
Inaccurate or incomplete data sources may result in inconsistencies and errors in the updated dataset.	High Medium Low	Establish data quality assurance processes to verify and validate data sources. Identify and document data gaps, and explore additional data sources or alternative methods to fill missing information. Clearly communicate data limitations to stakeholders.

ALTERNATIVES CONSIDERED:**Option 1 – Do nothing:**

Benefits: No immediate financial or resource investment required, and no disruption to ongoing operations.

Risks: Outdated dataset hinders decision-making, potentially leading to suboptimal property management and missed conservation opportunities.

Financial Implications: No immediate cost, but long-term costs from missed opportunities and less efficient decision-making.

Resource Requirements: No additional resources needed for dataset updates.

Other Implications: Challenges in meeting strategic objectives and possible stakeholder dissatisfaction.

Option 2 – In-House Interpretation

Benefits: Complete control over the process and potential cost savings.

Risks: Requires expertise, and significant upfront investments in specialized software and training.

Financial Implications: Initial investment in technology, training, and personnel.

Resource Requirements: Training personnel and investing in software.

Other Implications: Increased data quality control.

Option 3 – Contracted Interpretation Services

Benefits: Outsourcing to a specialized data service provider offers access to expert skills and technology without the need for in-house expertise and capital investment. Risks: Reliance on an external provider may lead to potential delays or miscommunications if expectations are not met. Financial Implications: The estimated cost for the contracted service is \$10,000, based on 2017 project costs. Resource Requirements: Minimal internal resources needed for project management and communication with the service provider. Other Implications: Faster project implementation due to expertise.
CRITICAL SUCCESS FACTORS: Data Availability The availability of recent and reliable data sources, including the acquisition of 2024 orthophotos, is a critical success factor for ensuring that the building footprint dataset accurately reflects the current state of the Trust Area. The inclusion of budget allocation for 2024 orthophoto acquisition is vital to address the data gap resulting from the skipped 2023 orthophotos. Without this allocation, decision-makers may continue to rely on outdated information, potentially leading to incorrect planning and conservation decisions. Technical Expertise: Adequate technical expertise in geospatial analysis, remote sensing, and data interpretation is a success factor to ensure accurate processing and mapping of building footprints. Without the necessary expertise, the risk of errors in data interpretation and mapping increases, compromising the dataset's reliability and utility. Budget Allocation Sufficient budget allocation is critical for undertaking the data acquisition and interpretation. Without timely data acquisition and allocation of sufficient budget, the project may face further delays which could impact the Trust's ability to achieve its strategic objectives.
RECOMMENDED OPTION: Staff recommend Option 3 - Contracted Interpretation Services This recommendation is based on several factors: Access to Specialized Expertise Option 3 allows the Islands Trust to tap into the expertise of a specialized data service provider with experience in geospatial analysis and remote sensing. This ensures accurate and reliable data interpretation, enhancing the dataset's quality and usability. Faster Project Implementation Leveraging the external provider's proficiency expedites the project's implementation. This timely data acquisition is critical to avoid further data gaps and maintain the dataset's relevance. Flexibility and Customization Contracted services offer flexibility to tailor the data acquisition and interpretation process to meet the Trust's unique needs and objectives. The dataset can be customized to align precisely with the organization's conservation and planning requirements. Potential Stakeholder Trust Enhancement: Engaging with a reputable external data provider may enhance stakeholder trust and confidence in the accuracy and reliability of the updated dataset.

COST/BENEFIT ANALYSIS:

Ultimately, the Trust's ability to achieve its strategic objectives of ecosystem preservation, compatible development, and sustaining island character and healthy communities hinges on making a well-informed decision that appropriately considers both the tangible and intangible aspects of the initiative. While the financial cost of contracted services is quantifiable and budgeted, it is essential to assess the potential savings and the added value of specialized expertise and timely data acquisition. Qualitative aspects, such as the quality of the dataset and stakeholder satisfaction, also play a significant role in ensuring the project's overall success.

Quantitative Considerations

Financial Costs

The contracted interpretation services, as mentioned in Option 3, will incur a specific financial cost estimated at \$10,000. This cost includes the contracted service provider's fees for data processing, and interpretation. The financial investment is a direct expenditure that needs to be budgeted for within the Trust's financial planning.

Financial Benefits (Savings)

Quantifiable benefits can arise from the contracted interpretation services. By outsourcing the data acquisition and interpretation, the Trust can avoid significant upfront capital investments in technology, specialized personnel training, which could amount to a considerably higher cost if the work were done in-house. Additionally, the contract may provide cost certainty, ensuring that the project is completed within the agreed budget.

Qualitative Considerations

Non-Quantifiable Costs

Some non-quantifiable costs associated with contracted interpretation services may include potential delays or miscommunications in the collaboration with the external service provider. If the provider's deliverables do not meet the Trust's expectations, revisions or further engagements may be required, leading to intangible costs in terms of time and effort. Ensuring effective communication and a clear understanding of project expectations are crucial to mitigating such risks.

Non-Quantifiable Benefits

Engaging contracted interpretation services can offer several non-quantifiable benefits. Access to specialized expertise enhances the accuracy and reliability of the dataset, contributing to improved decision-making for the Trust's conservation and planning efforts. The external provider's cutting-edge technology and resources can lead to a higher-quality dataset that better supports the organization's strategic goals. Additionally, the ability to expedite the project timeline through the provider's expertise can have intangible benefits in terms of timely data availability.

PURCHASING PROCEDURE:

The initiative to contract interpretation services for updating the building footprint dataset will require a Request for Proposal (RFP) purchasing process. Here's how the RFP process will support this initiative:

Drafting the RFP

The Islands Trust will prepare a detailed RFP document outlining the project's objectives, scope of work, technical requirements, deliverables, timeline, evaluation criteria, and any other relevant information.

Advertising the RFP

The Trust will publish the RFP to invite interested service providers to submit their proposals. The RFP will be advertised on the Trust's website and BC Bid, to ensure a wide reach.

Proposal Submission

Service providers who are interested in participating will submit their proposals, which will include their proposed approach, methodology, team composition, relevant experience, and a breakdown of their costs.

Evaluation Process

The Trust will evaluate the received proposals based on predetermined criteria such as technical expertise, experience, cost, timeline, and the ability to meet project objectives. An evaluation committee or team will be appointed to review and score the proposals.

Vendor Selection

After the evaluation process, the Trust will select the most qualified and suitable vendor based on the RFP's evaluation criteria.

Contract Negotiation

Once the preferred vendor is selected, the Trust will enter into negotiations with the vendor to finalize the contract terms, including the scope of work, timeline, deliverables, and the agreed-upon cost.

Contract Award

After successful negotiations, the contract will be awarded to the selected vendor. The service contract will define the terms and conditions of the project.

Project Execution

With the service contract in place, the selected vendor will commence the data acquisition and interpretation process in accordance with the agreed-upon timeline and deliverables.

By employing the RFP purchasing process, the Islands Trust can ensure a fair and competitive selection of a qualified vendor with the expertise necessary to update the building footprint dataset accurately and efficiently. The RFP process allows for transparency, openness, and the opportunity to choose the best-suited provider for the project's success.

PROPOSED IMPLEMENTATION STRATEGY:

The timeline for the roll-out of the recommended solution will vary depending on the duration of each phase of the RFP process. However, a tentative timeline could be as follows:

- **Planning and Preparation (May – September 2024)**
In the months leading up to the completion of the 2024 orthophoto acquisition project, typically in September, the Islands Trust will conduct detailed planning and preparation for the contracted interpretation services. This includes finalizing the scope of work, budget allocation, and outlining the requirements for the RFP.
- **Vendor Selection and Contract Negotiation (September 2024)**
- **Project Commencement and Data Collation (October 2024)**
- **Data Interpretation and Processing (November 2024)**

Considering the anticipated timeline, the initiative could potentially be completed by the end of the calendar year 2024, assuming a smooth and efficient execution of each phase.

STAFF RESOURCING:

To achieve success on this initiative, the following staff resources will be needed:

Project Manager (Senior Staff)

The Project Manager will be responsible for overseeing the entire initiative, coordinating with stakeholders, managing the RFP process, and liaising with the contracted interpretation services provider.

Estimated Hours: Approximately 10-20 hours (depending on the complexity of the RFP process and vendor selection).

GIS Specialist (Technical Staff)

The GIS Specialist will work closely with the Project Manager and the contracted service provider to ensure data compatibility, conduct quality assurance checks, and assist with data integration into the Trust's systems.

Estimated Hours: Approximately 10-20 hours (involvement throughout the data interpretation and processing phase).

Total Estimated Staff Hours: 20 - 40 hours.

The estimated staff hours appear reasonable when assessed in conjunction with other work underway or planned. The initiative spans a duration of approximately 3 to 4 months, which allows for the allocation of staff time over a reasonable period.

CHANGE MANAGEMENT/COMMUNICATIONS/COLLABORATION:

Concerns, if any, have been identified, and effective measures have been proposed to address them. Potential concerns related to workload, technical expertise, vendor selection, and stakeholder engagement will be managed proactively to ensure a successful outcome.

Overall, the proposed initiative is poised to achieve success in updating the building footprint dataset with current and accurate information, aligning with the Trust's strategic goals for ecosystem preservation, compatible development, and sustaining island character and healthy communities.



Initiator Name, Title

R Hotsenpiller, for

Reviewed by Department Lead: Stefan Cermak,
Director Planning Services

July 24, 2023

Date

September 29, 2023

Date

BRIEFING

To: Trust Council **For the Meeting of:** March 12, 2025

From: Financial Planning Committee **Date Prepared:** February 13, 2025

SUBJECT: Assessment of Draft 2025/26 Budget Against Trust Council Approved Guidelines

PURPOSE:

To assess Financial Planning Committee's recommended 2025/26 budget against Trust Council's approved 2025/26 Budget Guidelines.

BACKGROUND:

In September 2024, Trust Council approved Financial Planning Committee's recommendation to adopt budget guidelines:

2024-091

that Trust Council approve Financial Planning Committee's recommended draft 2025/26 Budget Assumptions, Principles, and Guidelines as presented.

These guidelines have influenced staff and Committee/Board input into the budget development throughout the budget cycle. An assessment of performance against the budget guidelines is as follows:

AREA	GUIDELINE	ASSESSMENT
Community Communications & Engagement	<i>Considers resourcing needs to implement the Communications Strategy</i>	Complete. EC reviewed Communications budget needs and has advanced amounts required to support the strategy.
First Nations Reconciliation	<i>Considers resourcing needs to update and implement the Reconciliation Action Plan.</i>	Partially complete. 1. Trust Council will finalise it's strategic plan in March 2024 which may change this assessment. 2. The RAPlan is currently being updated and will need TC's approval at a later date. RAPlan monies advanced to the draft budget by EC contemplate activities staff know will be incorporated into the draft RAPlan advancing to TC at a later date.

Strategic Plan Projects Staffing Levels	Strategic Plan Projects <i>Resource requests for new tax-funded personnel will only be considered where critical capacity issues can be clearly demonstrated or where upfront investment will result in longer term savings as outlined in a business case.</i>	EC has advanced requests for one new FTE temporary senior policy advisor staff person funded by taxes, and one new 0.3FTE for a co-op student funded by taxes. Both requests have supporting business cases outlining rationale.
Staff Salaries & Benefits	<i>Funding for salary and benefits costs arising from job descriptions changes must be provided within existing budgets.</i>	Complete.
Department Budget Submissions	<i>Resource requests for additional operating budgets (including one-time projects) will only be considered where critical capacity issues can be clearly demonstrated or where upfront investment will result in longer term savings as outlined in a business case.</i>	See attached Appendix 1
Property Taxes	<i>Staff to prepare options for reducing the discretionary budget line items by 1% - 2% of the proposed tax increase or higher.</i>	See attached Appendix 2. Staff provided potential budget reductions meeting this criteria during the budget cycle to FPC. Many of the suggested reductions are incorporated into FPC's recommended budget.

ATTACHMENT(S):

Appendix 1 – Operating Budget Increases

Appendix 2 – Potential Reductions

FOLLOW-UP:

As directed.

Prepared By: J. Mobbs, Director, Financial and Employee Services

Reviewed By/Date: CAO/Feb 13, 2025

Financial Planning Committee/February 19, 2025

ISLANDS TRUST
DRAFT 2025/26 BUDGET

Appendix 1

TC Guideline: Resource requests for additional operating budgets (including one time projects) will only be considered where critical capacity issues can be clearly demonstrated or where upfront investment will result in longer term savings as outlined in a business case.

The following budget lines are experiencing increases over the previous year's budget and thus are assessed against Trust Council's Guideline.

Note: where it has been impractical to supply a business case, other rationale has been provided as noted.

	2024/25	2025/26				
DESCRIPTION	Approved BUDGET	Draft BUDGET	Change \$	Change %	Business Case or Report with Rationale Included?	Notes
History and Heritage Funding Grants-in-Aid	-	6,000	6,000	100%	Report	Direction of EC
Audit	22,000	26,900	4,900	22%	No	Not discretionary. Legislated Activity must be funded
Bank Charges & Interest	3,500	3,600	100	3%	No	Amount not significant. Increase for inflation.
Moneris Fees	-	6,000	6,000	100%	No	Business case for Cityview for Planning Applications was approved in prior year - this cost is associated with that platform.
Internet	46,700	47,250	550	1%	No	Amount not significant. Internet required for operations.
Professional Consultant Fees	-	19,000	19,000	100%	Report	Requested by the ITCB.
Insurance	198,300	198,940	640	0%	No	Amount not significant. Required spending.
ITC - Property Management	166,140	168,460	2,320	1%	Report	Requested by the ITCB.
ITC - Conservation Planning & Land Securement	26,550	27,000	450	2%	Report	Requested by the ITCB.
ITC - Ecosystem Mapping	-	9,200	9,200	100%	Report	Requested by the ITCB.
Legal - bylaw enforcement litigation	75,700	161,000	85,300	113%	Overview Report	Prior Year budget too low, overspent in year
Legal - litigation defence	41,800	105,000	63,200	151%	Overview Report	Prior Year budget too low, overspent in year
LTC "Trustee Expenses"	4,430	7,210	2,780	63%	Overview Report	Aligns with current spending trends
LTC Local Exp APC Meeting Expenses	9,500	9,530	30	0%	No	Amount not significant.
Memberships	19,000	19,950	950	5%	No	Gov. Finance Officers Association membership increase
FOI & Records Management*	5,000	12,000	7,000	140%	Business Case	See Operational reports
Office - Lease costs	455,400	467,500	12,100	3%	No	Not discretionary - signed leases
Office - Outside services	59,100	72,200	13,100	22%	No	Not discretionary - signed leases
Postage, Courier & Delivery	7,800	8,050	250	3%	No	Amount not significant. Due to inflation.
Payroll Processing*	19,500	22,200	2,700	14%	No	Not discretionary. Must pay employees.
Safety	7,040	16,350	9,310	132%	Business Case	See case for Bivy sticks.
Sal & Ben - Salaries - Exec/TAS/ITC/FIN/HR/IS	2,877,108	3,193,142	316,034	11%	Yes*	*for new positions only
Sal & Ben - Benefits - Exec/TAS/ITC/FIN/HR/IS	730,785	811,058	80,273	11%	No	Increases not discretionary
Sal & Ben - Salaries - Planners & RPMs	1,593,281	1,633,904	40,623	3%	No	Increases not discretionary
Sal & Ben - Benefits - Planners & RPMs	404,693	415,012	10,318	3%	No	Increases not discretionary
Sal & Ben - Salaries - Planning Support	497,794	501,396	3,602	1%	No	Increases not discretionary
Sal & Ben - Benefits - Planning Support	126,440	127,355	915	1%	No	Increases not discretionary
Sal & Ben - Salaries - Bylaw	320,828	334,606	13,778	4%	No	Increases not discretionary
Sal & Ben - Benefits - Bylaw	81,490	84,990	3,500	4%	No	Increases not discretionary
Tech Supplies	9,300	10,000	700	8%	No	Inflation + new staff
Subscriptions	7,900	11,900	4,000	51%	No	Per Director Cermak, required Planning Updates
Training - staff recognition & meetings	10,000	10,240	240	2%	No	Amount not significant. Increase for inflation
Training & Conferences	61,150	64,000	2,850	5%	No	Increase due to amounts paid for by grants
UBCM/AVICC Convention	-	10,600	10,600	100%	No	Requested by EC. Guided by TC policy. Not new spending, just new line
Travel	79,370	83,225	3,855	5%	No	Not discretionary - set by TC policy
Trustee Remuneration	610,870	626,047	15,177	2%	No	Not discretionary - set by TC policy
Trustee Remuneration - CPP Expense	21,670	27,629	5,959	27%	No	Not discretionary - set by TC policy
Trustee Remuneration - Health/Dental benefits	65,870	68,017	2,147	3%	No	Not discretionary - set by TC policy
Trustee Remuneration - Employer Health Tax	11,912	12,208	296	2%	No	Not discretionary - set by TC policy

TC Guideline: Staff to prepare options for reducing the discretionary budget line items by 1% - 2% of the proposed tax increase or higher.

SIGNIFICANT ITEMS ALREADY EXCLUDED BY STAFF					
BIM					
Benefit	DESCRIPTION	DEPT	ACTION TAKEN	AMOUNT	RATIONALE
✓	Second Camera for Trust Council meetings	IS	Removed	\$ 13,500	Not critical. Meetings only 4x/year, audio is functioning properly.
✓	EDM update	IS	Removed	\$ 47,000	Not critical.
	Contracted Temporary Staffing (Planning Services)	PS	Removed	\$ 10,000	Not critical .
	Building Footprint Data Update	PS	Removed	\$ 10,000	Single year delay in data acquisition is manageable.
✓	Insurance	TC	Reduced by	\$ 19,190	Revised policy premium received.
✓	Mobile Phones	Admin	Reduced by	\$ 24,308	Negotiated new plan/rates as part of provincial agreement
	Notices - Statutory and Non-Statutory	PS	Reduced by	\$ 2,500	Alignment with current spending trend.
✓	FOI & Records Management	LIS	Reduced by	\$ 3,000	Expand timeframe of records management projects.
✓	Organisation-Wide Training	All	Reduced by	\$ 2,500	Workloads reducing ability to engage in this deeply. Will manage within.
✓	Stationary and Supplies	Admin	Reduced by	\$ 5,240	Aim for culture shift to manage.
✓	Tech Supplies	LIS	Reduced by	\$ 3,570	Forthcoming policy changes will afford less need for tech supplies
	Board of Variance	PS	Reduced by	\$ 450	To align with current spending trends.
✓	Travel	PS + TAS	Reduced by	\$ 3,250	To align with current spending trends.
Total (dollars)				\$ 144,508	
Approximate Percentage				1.7%	

ITEMS REMOVED BY COMMITTEES/BOARD'					
BIM					
Benefit	DESCRIPTION	BODY	ACTION TAKEN	AMOUNT	RATIONALE
✓	EC Training & Conferences	EC	Reduced by	\$ 1,500	No specifically identified training for next fiscal
✓	EC Travel for Training	EC	Reduced by	\$ 1,000	No specifically identified training for next fiscal
✓	EC UBCM/AVICC Conventions	EC	Reduced by	\$ 8,200	Forgo hosting breakfast session, reduced AVICC accom, commit to early bird
✓	Communications	EC	Reduced by	\$ 5,000	Removed contingent funds for Comms Strategy implementation
✓	Trust Council Policy Review	GC	Reduced by	\$ 4,000	Reduced administrative costs associated with this work.
✓	ITCB Board Training	ITC	Reduced by	\$ 3,000	To accommodate TC's request.
✓	Stewardship Education	TPC	Reduced by	\$ 7,500	Will plan for fewer education sessions
Total (dollars)				\$ 30,200	
Approximate Percentage				0.4%	

ITEMS REMOVED BY FINANCIAL PLANNING COMMITTEE					
BIM					
Benefit	DESCRIPTION	BODY	ACTION TAKEN	AMOUNT	RATIONALE
✓	Trust Council meetings	TC-EC	Reduced by	\$ 67,500	Per FPC recommendation, remove costs for one TC in person meeting
	LTC "Executive Expense on LTC's"	TC-EC	Reduced by	\$ 4,600	If aligned with CY forecast, means no extras for LTC Chairs travelling to non-regular meetings
	Applications sponsored by EC	TC-EC	Reduced by	\$ 10,000	Optional TC Programming. Highest year of actual spending in last 5 years is \$16,000 for this budget line
✓	Indigenous Artwork for the Main Offices	EC - TAS	Reduced by	\$ 2,000	Not critical to operations. This amount would reduce all funding for this work.
✓	UBCM/AVICC Conventions	EC	Reduced by	\$ 9,000	Suggest sending half of EC rather than all EC
✓	Trust Council Secretariat Position Research	GC	Reduced by	\$ 15,000	Not critical, not yet determined by TC to be top priority.
✓	ITC Conservation Planning and Land Securement	ITCB	Reduced by	\$ 10,000	Potential to manage land acquisitions.
✓	ITCB Legal	ITCB	Reduced by	\$ 1,000	Renewal of Casual Legal Advice Program can be funded from base budget
✓	ITCB Training	ITCB	Reduced by	\$ 1,100	Delaying training workable.
Total (dollars)				\$ 120,200	
Approximate Percentage				1.4%	

OPTIONS FOR REDUCING DISCRETIONARY BUDGET LINES					
Staff have not included any politically-directed/requested projects in this list but acknowledge these are also discretionary for trustees to consider for funding or not.					
	DESCRIPTION	DEPT	POTENTIAL ACTION	AMOUNT	RATIONALE
✓	History and Heritage Funding Grants-in-Aid	EC - TAS	Reduce up to	\$ 6,000	Optional TC Programming. This reduces all funding for this work.
	Applications sponsored by EC	TC-EC	Reduce up to	\$ 15,000	Optional TC Programming. Sponsoring applications is not required activity,
✓	Stewardship Education Program	TPC	Reduce up to	\$ 9,500	Optional TC Programming
✓	Secretariat Services	TPC	Reduce up to	\$ 17,000	Optional TC Programming
✓	ITCB Meetings	ITC	Reduce up to	\$ 2,850	Reduce to nil, supporting electronic meetings only
✓	Office Equipment	Admin	Reduce up to	\$ 2,000	Possible reduction & manage within.
Total (dollars)				\$ 52,350	
Approximate Percentage				0.6%	
Total Reductions - \$				\$ 347,258	
Total Reductions - Approximate %				4.1%	



March 2025 Islands Trust Council

BC Ferries - Shaping Future Engagement

4:45 p.m. – 5:30 p.m., Wednesday, March 12, 2025

Purpose: For BC Ferries to provide an overview of their initiative to develop a new engagement framework with input from coastal communities, and take questions from trustees.

Chair: Chair, Islands Trust Council

Guests: Amy Bronee, Director, Community Relations

Resources: Clare Frater, Director, Trust Area Services

4:45 p.m. – 5:00 p.m.	Welcome and Introductions Presentation on BC Ferries' initiative to develop new engagement framework	Islands Trust Council Chair Amy Bronee
5:00 p.m. – 5:30 p.m.	Question and Answer Session	All
References: 1. Islands Trust – BC Ferries Letter of Understanding 2. Islands Trust – BC Ferries Protocol Agreement 3. BC Ferries Engagement Website – Let's Connect: Shaping Future Engagement		



REQUEST FOR DECISION

To: Trust Council **For the Meeting of:** March 13, 2025
From: Financial Planning Committee **Date Prepared:** February 13, 2025
SUBJECT: BYLAW 201 – ISLANDS TRUST COUNCIL FINANCIAL PLAN BYLAW 2025-2026

RECOMMENDATION:

1. That Islands Trust Council Bylaw 201, cited as the “Islands Trust Council Financial Plan Bylaw 2025-2026”, be Read a First Time.
2. That Islands Trust Council Bylaw 201, cited as the “Islands Trust Council Financial Plan Bylaw 2025-2026”, be Read a Second Time.
3. That Islands Trust Council Bylaw 201, cited as the “Islands Trust Council Financial Plan Bylaw 2025-2026”, be Read a Third Time.
4. That Islands Trust Council Bylaw 201, cited as the “Islands Trust Council Financial Plan Bylaw 2025-2026”, be forwarded to the Minister of Municipal Affairs for approval consideration.

CHIEF ADMINISTRATIVE OFFICER COMMENTS:

The Islands Trust Council Financial Plan for 2025-2026 must be adopted by Bylaw prior to implementation. Adoption of the Financial Plan bylaw will happen via Resolution Without Meeting (RWM) to Trust Council once approval from the Minister is received.

1 PURPOSE:

To provide Trust Council with an overview of the draft 5-year Financial Plan Bylaw for approval.

2 BACKGROUND:

The Financial Plan Bylaw is the formal document approving the budget for the 2025-2026 fiscal year. After three readings, if approved, the Bylaw is forwarded to the Minister of Housing and Municipal Affairs for approval, and the property tax levy request is forwarded to the Provincial Surveyor of Taxes. Bowen Island Municipality is notified of the tax collection required on behalf of Islands Trust. Approval and adoption of the Financial Plan Bylaw is required prior to its implementation.

The 5-year Financial Plan Bylaw focuses most heavily on the first of the five years, which is the budget for the next fiscal year, in line with *the Islands Trust Act* requirements which read, in part:

“On or before March 31 in each year, the trust council must, by bylaw, adopt an annual budget for the trust for the next fiscal year.”

The plan also includes projections for the following four fiscal years. While not required by our legislation, this practice aligns with financial plan requirements set out for municipalities in section 165 of the *Community Charter*. This section of the *Community Charter* does not apply to Islands Trust, but practice has been to draft future financial projections into the bylaw to provide Trust Council and the Minister with general insights into what future years might look like under current assumptions.

The worksheet used to create the projections appears at the end of this Request for Decision (RFD). The assumptions and/or processes used for the line items in the four-year projection are as follows:

Consumer Price Index (CPI)	CPI influences the cost of procuring goods and services to support Islands Trust work. It pertains primarily to operating costs, but also influences per unit costs associated with projects and capital spending. The largest operating cost, staff salaries and benefits, also moves (generally) in line with inflation, as staff wage increases tend to mirror cost of living adjustments. Year 1: CPI is incorporated into the budget at 2.5% where applicable, based on December 2024 CPI as guided by policy. Year 2 onwards: Economic outlooks project BC CPI to fall to 2.1% in 2026 influencing year 2 of the financial plan, and drop further in 2026 to approximately 2.0% influencing year 3. Staff assume the stabilizing trend will continue into the final years of the financial plan (based on Canadian CPI forecasts) and reflect CPI for each of these years at 2.0%.
Fees and Sales	Year 1: Estimates of application fees for year 1 has been based on current application fees and estimated volumes based on current trends, adjusted for expected completion of applications received in line with revenue recognition requirements. Year 2 onwards: LTC fees bylaws call for an automatic 2.0% increase in fees annually on April 1 of each year. This 2.0% increase has been incorporated into future fees projections, which assumes that current application volume trends will continue. While Trust Council is engaged in planner time tracking analysis to understand how closely fees mirror the cost of processing applications, no determination had been made about whether or not fees will be amended in future years. As such, no fees increases are included in the 5-year plan.
Provincial Grant	Year 1 and onwards: A budget of \$180,000 has been included in each year of the 5-year plan, as in past bylaws. Increases may be realised if a successful ask of the province for additional funding is undertaken. However, at the time of bylaw preparation, no information has been provided to support an increase.
LTA Property Tax Revenue Growth from NMC	Non-market growth is experienced when properties under development are completed and their assessed values are added to the assessment pool, as well as changes in property values from activities such as zoning changes. Year 1: NMC of 2.5% and 1.2% is included in the budget for LTAs and BIM respectively. Year 2 onwards: Historical analysis of NMC reported for the Trust, excluding exceptional years, shows typical NMC values of approximately 1.0% conservatively. This growth factor has been included in the financial plan.

LTA Property Tax Revenue Growth from General Increases	Year 1: LTA general increase of 5.2%. Year 2 onwards: It is anticipated that property tax increases will be required to maintain and/or rebuild required surplus balances at the Trust is spending levels remain at current levels or increase. This has been incorporated into the 5-year plan with tax increases high enough to ensure general revenue surplus fund balances can be maintained within 4% of the minimum recommended under TC policy. These general tax increases range from 0.7% in year 4 to 8.5% in year 2. Tax increases are higher in the early years of the plan due to the assumption that excess surplus funds will not be available to fund budget shortfalls in year 2, as more than all excess surplus funds will be used in year 1 of the plan. Once the tax base has reached sufficient levels to pay for ongoing annual budgets, annual increases are reduced. If Islands Trust does not spend its full budget in year 1, surplus may be available to reduce tax increases in year 2 of the plan. This has been common in Islands Trust history.
Property Tax Levy – Bowen Island Municipality	The methodology for the Bowen Island Tax Levy calculation is described in the <i>Islands Trust Act</i> and is influenced by a number of factors that can be difficult to predict. An estimate of the levy, based on financial plan expenditures, is included in the projection. Note that distribution of net converted assessment values throughout the Trust Area play a significant role in this calculation. The distribution of these values throughout the Trust Area is held constant at the current distribution for purposes of the 5-year financial plan development.
Special Levies, Local Trust Committees	Year 1: No special property tax requisitions are included in year 1. Spending from special requisition reserve funds of \$71,500 is planned for SSIWPA water protection projects. Year 2 onwards: The SSI LTC has made no formal decisions around the future of SSIWPA, although discussions have been had in recent years considering shifting the oversight of SSIWPA to the Capital Regional District. The 5-year plan does not include any further special requisitions for this work.
Investment and Other Income	Investment and Other Income is expected to remain non-significant sources of income relative to other income sources at the Trust. It is expected interest rates will rise or fall in line with inflation trends. This anticipated trend in interest rates is incorporated into the plan, which also considers increases in taxes and surplus balances available for investment purposes.
Expenditures (Trust Council, Local Planning Services, Islands Trust Conservancy and Administration)	Year 1: \$11.1M in planned spending per the draft budget. Year 2 onwards: - Service levels are expected to remain consistent (that is, no new programming), with the exception of election years, when projects may stall while a new term of trustees is oriented to their role(s). A small reduction to projects budgets to account for this has been made in election year 2026/27, however administration costs are still expected to increase.

	- Staff salaries expense makes up approx. 65% of the Trust budget. This expense carries increases outside of the Trust's control due to union and BCPSA requirements for staff raises annually. Estimates of salaries increases have been incorporated in line with estimated inflation values as increases tend to align with this data. - Project costs have also been increased in line with estimated inflation to reflect likely increases from contractors as a result of these factors. Given no strategic plan has been approved as at the date of the Financial Plan draft, specifics for future year projects have not been incorporated. Rather, estimated levels of required funding based on current project funding levels have been considered on an overall basis.
Expenditures – Projects	Program expenditures are challenging to project without documented long-term project plans that include financial resource requirements. As such, project expenses are estimated based on historical spending patterns as a whole, adjusted for known significant pieces of work such as implementation of the Policy Statement, and are adjusted to reflect lower spending on programs during election years, when time is dedicated to orienting a new Council and LTCs. Expenditures are increased annually to account for anticipated levels of inflation.
Surplus Fund Balance	Per Policy 6.5.1 <i>Reserves and Surplus</i>, the “recommended minimum amount of money to be contained within the General Revenue Surplus Fund is 2.4 months of expenses net of 2.4 months of revenue, excluding revenues from property taxes or the provincial grant.” Year 1: The estimated General Revenue Surplus Fund balance will fall to 9% below the policy recommended minimum. Staff have expectation this will at least partially resolve as forecasted spending in the current year may not be fully realised. Cash balances for operations are not in jeopardy at these surplus balances that fall below policy recommendation. Year 2 onwards: Recommended policy minimums that fall below policy recommended balances will require rebuilding beginning in Year 2 of the plan. Policy minimums are projected to be restored by Year 3 of the plan and will be maintained in Years 4 and 5. In order to rebuild and meet the surplus policy minimum in all years, tax increases in year 1 and year 2 would need to be raised. Given these years already have higher tax increases than seem palatable by decision-makers, staff take the historically adopted approach of allowing the projected surplus fund balance to fall below minimum recommended by a very small amount in early years of the plan and rebuilding in years 3-5 when tax increases have stabilised. Staff again relay to Trust Council that use of surplus monies to fund Trust operations is not a long-term sustainable approach to financial management, and where Trust Council meets it's full budgeted spending in any given year, the following year will experience high tax increases to bring funding levels from non-surplus sources to levels adequate to support operations.

3 IMPLICATIONS OF RECOMMENDATION

ORGANIZATIONAL: Approval of the Financial Plan Bylaw allows staff to implement the Islands Trust Council approved budget.

FINANCIAL: As described in the budget background documents.

POLICY: None.

IMPLEMENTATION/COMMUNICATIONS: Staff will implement as described in budget background documents.

FIRST NATIONS: None.

OTHER: None.

4 RELEVANT POLICIES:

[Policy 7.2.6 Municipal Tax Requisition Calculation](#)

[Policy 6.5.1 Reserves and Surplus](#)

5 ATTACHMENT:

Islands Trust Council Financial Plan Bylaw 2025-2026

RESPONSE OPTIONS

Recommendation:

That Trust Council perform three readings of the Financial Plan Bylaw 2025/26 and advance the Bylaw to the Minister of Municipal Affairs for approval.

1. That Islands Trust Council Bylaw 201, cited as the “Islands Trust Council Financial Plan Bylaw 2025-2026”, be Read a First Time.
2. That Islands Trust Council Bylaw 201, cited as the “Islands Trust Council Financial Plan Bylaw 2025-2026”, be Read a Second Time.
3. That Islands Trust Council Bylaw 201, cited as the “Islands Trust Council Financial Plan Bylaw 2025-2026”, be Read a Third Time.
4. That Islands Trust Council Bylaw 201, cited as the “Islands Trust Council Financial Plan Bylaw 2025-2026”, be forwarded to the Minister of Municipal Affairs for approval consideration.

Alternative: No alternatives identified.

Prepared By: J. Mobbs, Director, Financial and Employee Services

Reviewed By: Director, Legislative and Information Services

CAO/February 12, 2025

FPC/February 19, 2025

ISLANDS TRUST

Draft Five Year Financial Plan

	<i>Tax increase</i>	<i>election year</i>				
		5.2%	8.5%	4.3%	0.7%	1.0%
Revenue		2025/26	2026/27	2027/28	2028/29	2029/30
Fees and Sales		198,100	202,062	206,103	210,225	214,430
Provincial Grant - unrestricted		180,000	180,000	180,000	180,000	180,000
Provincial Grant - restricted		195,930	33,000	63,000	63,000	63,000
Federal Grant - restricted		220,000	220,000	-	-	-
Other Grants		1	1	1	1	1
Interest Income		211,000	220,331	221,425	213,545	206,579
Other Income		-	-	-	-	-
Property Tax Levy - Bowen		446,320	474,398	571,292	585,675	600,089
Special Levy - LTCs		-	-	-	-	-
<u>Property Tax Revenue - LTAs:</u>						
Property Tax Levy prior year		8,555,040	9,208,380	10,081,657	10,608,458	10,781,921
Non-market Growth Current Year		209,600	93,419	96,315	99,204	102,180
Increased Taxes in Current Year		443,740	779,858	430,487	74,259	112,671
Property Tax Revenue subtotal		9,208,380	10,081,657	10,608,458	10,781,921	10,996,773
Transfer from GRSF - for Elections		-	-	-	-	-
Transfer from GFSF - for Projects/General		201,000	-	-	-	-
Transfer from LTC Specific Reserve Fund		199,000	-	-	-	-
Transfer from Special Requisition Reserve Fund		71,500	-	-	-	-
Revenue Total		11,131,231	11,411,449	11,850,278	12,034,368	12,260,872
Expenditures						
Trust Council (no Admin or Projects)		1,224,136	1,473,169	1,340,109	1,366,911	1,394,249
Local Planning (no Admin or Projects)		5,431,323	5,536,034	5,646,755	5,759,690	5,874,883
Islands Trust Conservancy (no Admin or Projects)		1,233,955	1,262,222	1,507,466	1,537,616	1,568,368
Administration (no projects)		2,760,817	2,809,945	2,865,918	2,924,100	2,982,098
Projects - Trust Council		146,000	83,881	135,559	138,270	141,035
Projects - LTCs		436,001	260,888	321,736	328,170	334,734
Projects - ITC		20,000	10,420	20,628	21,041	21,462
Projects - Administration		90,000	60,890	23,108	23,570	24,041
		-	-	-	-	-
Contribution to Surplus Funds		-	125,000	200,000	35,000	20,000
Expenditure Total		11,342,231	11,622,449	12,061,278	12,134,368	12,360,872
Less non-cash items - Amortization		(211,000)	(211,000)	(211,000)	(100,000)	(100,000)
Total Cash Requirement		11,131,231	11,411,449	11,850,278	12,034,368	12,260,872

Citation

1. This bylaw may be cited for all purposes as “Islands Trust Council Financial Plan Bylaw 2025-2026”

Financial Plan

2. Schedule "A" attached hereto, and made part of this Bylaw, is hereby adopted and is the Financial Plan of Islands Trust Council for the fiscal year commencing April 1, 2025 and ending March 31, 2026, and for the subsequent four fiscal years.

READ A FIRST TIME THIS	—	DAY OF	—	, 2025
READ A SECOND TIME THIS	—	DAY OF	—	, 2025
READ A THIRD TIME THIS	—	DAY OF	—	, 2025
APPROVED BY THE MINISTER OF MUNICIPAL AFFAIRS THIS	—	DAY OF	—	, 2025
ADOPTED THIS	—	DAY OF	—	, 2025

SECRETARY

CHAIR

ISLANDS TRUST
Bylaw 201
Schedule A

Revenue	2025/26	2026/27	2027/28	2028/29	2029/30
Provincial Funding	375,930	213,000	243,000	243,000	243,000
Federal Funding	220,000	220,000	-	-	-
General Property Taxes *	9,654,700	10,556,055	11,179,750	11,367,596	11,596,861
Special Tax Levy - Local Trust Committees	-	-	-	-	-
Fees	198,100	202,062	206,103	210,224	214,429
Interest and Other	211,000	220,331	221,425	213,545	206,579
Transfer (to) from General Revenue Surplus Fund	201,000	-	-	-	-
Transfer (to) from LTC Specific Fund	199,000	-	-	-	-
Transfer (to) from Special Tax Requisition Fund	71,500	-	-	-	-
Net interfund transfers**	-	-	-	-	-
Total Revenue	11,131,230	11,411,448	11,850,278	12,034,366	12,260,870
Expenditures					
Trust Council	1,830,130	2,075,218	1,950,826	1,989,985	2,029,705
Local Planning	7,837,157	7,726,069	7,890,318	8,048,699	8,209,351
Islands Trust Conservancy	1,674,944	1,696,162	2,020,134	2,060,684	2,101,815
Contribution to General Revenue Surplus Fund	-	125,000	200,000	35,000	20,000
Less non-cash items - amortization	(211,000)	(211,000)	(211,000)	(100,000)	(100,000)
Total Expenditures	11,131,231	11,411,449	11,850,277	12,034,367	12,260,871
Transfer to (from) Surplus and Reserve	(471,500)	125,000	200,000	35,000	20,000

* Estimated Property Taxes by Source:

Trust Area Property Tax Levy	9,208,380	10,081,657	10,608,458	10,781,921	10,996,773
Bowen Island Municipality Property Tax Levy	446,320	474,398	571,292	585,675	600,089
Total	9,654,700	10,556,055	11,179,750	11,367,596	11,596,861

** Net interfund transfers:

Transfer from GRSF to LTC Specific Fund	150,000	-	-	-	-
(Contribution to) LTC Specific Fund from GRSF	(150,000)	-	-	-	-
Net interfund transfers	-	-	-	-	-

ISLANDS TRUST
Bylaw 201
Schedule A

Revenue	2025/26	2026/27	2027/28	2028/29	2029/30
Provincial Funding	375,931	213,001	243,001	243,001	243,001
Federal Funding	220,000	220,000	-	-	-
General Property Taxes *	9,722,200	10,557,344	11,181,087	11,368,935	11,598,207
Special Tax Levy - Local Trust Committees	-	-	-	-	-
Fees	198,100	202,062	206,103	210,224	214,429
Interest and Other	211,000	218,824	219,906	212,077	205,155
Transfer (to) from General Revenue Surplus Fund	201,000	-	-	-	-
Transfer (to) from LTC Specific Fund	199,000	-	-	-	-
Transfer (to) from Special Tax Requisition Fund	71,500	-	-	-	-
Net interfund transfers**	-	-	-	-	-
Total Revenue	11,198,731	11,411,231	11,850,097	12,034,237	12,260,792

Expenditures					
Trust Council	1,916,486	2,075,179	1,950,798	1,989,963	2,029,692
Local Planning	7,821,621	7,725,922	7,890,197	8,048,612	8,209,298
Islands Trust Conservancy	1,671,624	1,696,130	2,020,103	2,060,662	2,101,802
Contribution to General Revenue Surplus Fund	-	125,000	200,000	35,000	20,000
Less non-cash items - amortization	(211,000)	(211,000)	(211,000)	(100,000)	(100,000)
Total Expenditures	11,198,731	11,411,231	11,850,097	12,034,237	12,260,792

Transfer to (from) Surplus and Reserve	(471,500)	125,000	200,000	35,000	20,000
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* Estimated Property Taxes by Source:

Trust Area Property Tax Levy	9,262,200	10,082,702	10,609,548	10,783,019	10,997,882
Bowen Island Municipality Property Tax Levy	460,000	474,642	571,540	585,916	600,325
Total	9,722,200	10,557,344	11,181,087	11,368,935	11,598,207

** Net interfund transfers:

Transfer from GRSF to LTC Specific Fund	150,000	-	-	-	-
(Contribution to) LTC Specific Fund from GRSF	(150,000)	-	-	-	-
Net interfund transfers	-	-	-	-	-

REQUEST FOR DECISION

To: Trust Council **For the Meeting of:** March 13, 2025
From: Financial Planning Committee **Date Prepared:** February 13, 2025
SUBJECT: REVENUE ANTICIPATION BORROWING BYLAW

RECOMMENDATION:

1. That Islands Trust Council Bylaw 202, cited as “Islands Trust Council Revenue Anticipation Borrowing Bylaw 2025-2026”, be Read a First Time.
2. That Islands Trust Council Bylaw 194, cited as “Islands Trust Council Revenue Anticipation Borrowing Bylaw 2025-2026”, be Read a Second Time.
3. That Islands Trust Council Bylaw 194, cited as “Islands Trust Council Revenue Anticipation Borrowing Bylaw 2025-2026”, be Read a Third Time.
4. That Islands Trust Council Bylaw 194, cited as “Islands Trust Council Revenue Anticipation Borrowing Bylaw 2025-2026”, be forwarded to the Minister of Municipal Affairs for approval consideration.

CHIEF ADMINISTRATIVE OFFICER COMMENTS:

The *Local Government Act* requires local governments to enact a “borrowing bylaw” before borrowing funds, therefore all local governments adopt a borrowing bylaw to cover unexpected situations where they might have to borrow money at short notice. The bylaw also requires Ministerial approval. While the Islands Trust Council adopts a borrowing bylaw each year, no borrowing has been required for many years. Expenditures have historically been carefully managed to ensure they do not exceed the budgeted revenues or place unnecessary strain on surplus funds.

1 PURPOSE:

The Islands Trust is required under the *Islands Trust Act*, S.8(3) and *Islands Trust Act Regulation #12*, to adopt a bylaw authorizing the borrowing of money that may be required to meet current expenditures before revenue from all sources has been received. The bylaw also requires Ministerial approval.

2 BACKGROUND:

This requirement may be particularly relevant between the beginning of the fiscal year (April 1) and the time of receipt of tax levy proceeds, or in the event of significant unusual circumstances affecting Trust finances. The bylaw specifies a limit of \$2,500,000 (representing ~3 months of operational spending for the fiscal year) and an interest rate not to exceed 2% per annum over bank prime, in line with historical limits. Islands Trust is currently able to borrow at prime for short term operating financing, up to prime plus 0.75% for financing associated with riskier borrowing, which is unlikely borrowing for the Trust.

Islands Trust has not required borrowing in several decades, and without exceptional circumstances affecting the financial position of the organisation, is very unlikely to require borrowing in the coming year.

3 IMPLICATIONS OF RECOMMENDATION:

ORGANIZATIONAL: The ability to borrow is enabled by adoption of the bylaw.

FINANCIAL: Interest expense, if incurred, would be charged against the appropriate budget account.

POLICY: None.

IMPLEMENTATION/COMMUNICATIONS: None.

FIRST NATIONS: None.

OTHER: None.

4 RELEVANT POLICY/LEGISLATION:

Islands Trust Act, Section.8(3); BC Regulation 119/90; Local Government Act, Sections 404 and 405

5 ATTACHMENT:

Islands Trust Council Revenue Anticipation Borrowing Bylaw 2025-2026

RESPONSE OPTIONS

Recommendation:

That Islands Trust Council perform three readings of the Revenue Anticipation Borrowing Bylaw and advance for approval by the Minister of Municipal Affairs.

1. That Islands Trust Council Bylaw 202, cited as "Islands Trust Council Revenue Anticipation Borrowing Bylaw 2025-2026", be Read a First Time.
2. That Islands Trust Council Bylaw 194, cited as "Islands Trust Council Revenue Anticipation Borrowing Bylaw 2025-2026", be Read a Second Time.
3. That Islands Trust Council Bylaw 194, cited as "Islands Trust Council Revenue Anticipation Borrowing Bylaw 2025-2026", be Read a Third Time.
4. That Islands Trust Council Bylaw 194, cited as "Islands Trust Council Revenue Anticipation Borrowing Bylaw 2025-2026", be forwarded to the Minister of Municipal Affairs for approval consideration.

Alternative: None identified.

Prepared By: J. Mobbs, Director, Financial and Employee Services

Reviewed By: Chief Administrative Officer
D. Marlor, Director, Legislative & Information Services

**ISLANDS TRUST COUNCIL
BYLAW NO. 202**

A Bylaw to Provide for the Borrowing of Money During
Fiscal Year 2025-2026 in Anticipation of Revenue

WHEREAS the Islands Trust may not have sufficient money on hand to meet the current lawful expenditures of the Islands Trust;

AND WHEREAS it is provided by Section 8(3) of the *Islands Trust Act* and Sections 404 and 405 of the *Local Government Act* that the Islands Trust may, with the approval of the Minister of Municipal Affairs, borrow such sums of money as may be required to meet the current lawful expenditures of the Islands Trust before revenue, from all sources, to pay for those expenditures has been received, provided that money so borrowed is repaid when the anticipated revenue with respect to which the borrowing was authorized is received;

AND WHEREAS the Islands Trust Council anticipates receiving for the 2025-2026 budget a Provincial Contribution and a property tax levy, and these revenues have not been received at the time of adoption of this bylaw;

NOW THEREFORE Islands Trust Council enacts as follows:

1. This bylaw may be cited as "Islands Trust Council Revenue Anticipation Borrowing Bylaw 2025-2026".
2. Islands Trust Council shall be and is hereby authorized to borrow upon the credit of Islands Trust Council an amount or amounts not exceeding \$2,500,000 as the same may be required and to pay interest thereon at a rate not exceeding 2% over bank prime rate per annum.
3. The form of obligation to be given as acknowledgement of the liability shall be a promissory note or notes bearing the corporate seal and signed by the Chairperson of Islands Trust Council and the Treasurer of Islands Trust.
4. The Provincial Contribution and property tax levy, or so much thereof as may be necessary, shall be used to repay the money so borrowed when received on account of the 2025-2026 budget.

READ A FIRST TIME THIS ___ DAY OF ___ , 2025

READ A SECOND TIME THIS ___ DAY OF ___ , 2025

READ A THIRD TIME THIS ___ DAY OF ___ , 2025

APPROVED BY THE MINISTER OF MUNICIPAL AFFAIRS
THIS ___ DAY OF ___ , 2025

ADOPTED THIS ___ DAY OF ___ , 2025

SECRETARY

CHAIR

1. TRUST PROGRAMS COMMITTEE

In support of the Trust Programs Committee (TPC) staff completed the following:

- ~ **Stewardship Education Program:** Staff are delivering the stewardship education webinars. The Invasive Species Removal and Native Plant Gardening webinar took place on January 23, 2025 with 108 attendees participating in most of the webinar. The recording is available on the Islands Trust website under the Stewardship Education webpage. The Living with Fire Webinar will take place on February 26, 2025 and 160 individuals have registered to date. The Saltwater Intrusion and Groundwater Conservation Webinar will take place on March 5, 1-3 pm and promotion will begin in mid-February.
- ~ **Policy Statement Amendment Policy:** No progress made this quarter. Staff will provide suggested amendments to the Policy Statement Amendment Policy per TPC's direction for subsequent recommendation to Trust Council.

2. EXECUTIVE COMMITTEE (bylaws)

- ~ **Bowen Island Municipality bylaws:** During the last quarter, Executive Committee reviewed and found to be consistent with the Islands Trust Policy Statement the following Bowen Island Municipality (BIM) Bylaws:
 - Bylaw No. 670: This bylaw will amend the BIM land use bylaw to reduce the parking requirement for multi-unit affordable housing developments to 0.5 spaces per dwelling unit.
 - Bylaw Nos. 671 and 672: These bylaws will amend the BIM OCP and land use bylaw to change the land use designation and zoning of a rural residential lot to enable its future subdivision. Executive Committee found the bylaws to be consistent with the Policy Statement on the condition that a proposed conservation covenant and public trail access are secured as a condition of rezoning.
 - Bylaw No. 674: This bylaw will amend the BIM land use bylaw to update the Snug Cove Design Guidelines for the form and character of development in the village.

3. ISLANDS 2050 (POLICY STATEMENT AMENDMENT PROJECT)

In the last quarter, staff supported Trust Council's Committee of the Whole (COtW) with four meetings to consider the draft Policy Statement. Staff have been compiling the revisions recommended by Committee of the Whole at those meetings, and will present them for Trust Council's consideration at a future meeting. Staff have also prepared information and policy options in response to Committee of the Whole requests on subjects such as forest protection, Indigenous hunting and harvesting areas, and natural and climate-change hazard areas. Looking ahead to adoption and use of the new Policy Statement, management are now meeting regularly to explore and develop implementation options and recommendations for Trust Council.

At its December meeting, Trust Council endorsed a revised PSAP [project charter](#) that foregoes "agreement in principle" in favour of first reading of the Policy Statement bylaw by June 2025, at which point a six-month period of agency referrals and community engagement will commence. This should enable Ministerial approval and adoption of

the new Policy Statement bylaw by the end of the current political term. Subject to Trust Council approval, the current proposed PSAP budget for fiscal 2025/26 is \$53,500, with \$26,000 allocated for communications and \$17,500 for public engagement. Over the past quarter, staff have attended meetings of most LTCs to solicit feedback on their local engagement preferences once the document is referred to them following first reading. Those LTC requests, summarized below, are reflected in the project budget.

- No formal on-island engagement: Denman/Bowen Island (Per BIM Mayor's letter to Trust Council of December 2024)
- Town Hall during regular LTC/BIM meeting: Gabriola/Lasqueti/Hornby/North Pender/Thetis/Mayne/South Pender
- LTC/BIM-led Community Information Meeting prior to regular LTC meeting: Hornby/Saturna
- Staff-led Community Information Meeting prior to regular LTC/BIM meeting: Galiano
- Staff-led Community Information Meeting: Gambier (online)/Salt Spring (in-person x2)

During the quarter, Trust staff met with the Quw'utsun Nation Technical Working Group (staff representing Cowichan Tribes, Lyackson First Nation, Halalt First Nation, Penelakut First Nation and Stz'uminus First Nation) to provide an update on the status of the Policy Statement Amendment Project. Staff will continue to provide Indigenous Governing Bodies with information about the PSAP, including update and dissemination of concordance tables that track how engagement responses have, or have not, been incorporated into the new Policy Statement.

Public engagement on the draft Policy Statement remains at the "inform" stage until Trust Council gives First Reading to the document. Before, or at, First Reading staff will provide Trust Council with a communication and engagement plan.

Staff continue to monitor the Islands2050@islandstrust.bc.ca inbox and respond to enquiries, and will update the [Islands 2050 webpage](#) at key intervals in the project.

4. COMMUNICATIONS

Communications staff continue to provide routine communication services and to offer support to staff and trustees as part of ongoing operations.

Routine communications over the last quarter include the following:

- ~ **Annual Report:** Work on the annual report has begun, with the contents being approved by EC and staff beginning to put together reports. .
- ~ **News Releases:** [Three news releases](#) were distributed over the past quarter:
 - February 11, 2025: Islands Trust Chair resigns
 - February 6, 2025: BC Appeal Court Upholds Galiano Island Local Trust Committee Bylaw
 - January 31, 2025: March 11-13, 2025, Islands Trust Council Meeting Program Highlights Announced
- ~ **Media relations:** Staff continued media relations, including contacting journalists with corrections or clarifications, and continue to build the media contacts list.
- ~ **Social media:** Staff have continued posting to social media. A consistent posting schedule has been underway since March 2023, with a planned schedule of minimum two posts per week, or more as necessary and as topics arise. Facebook followers have increased to a total of 969 followers, up from 947, while X (previously known as Twitter) has 1118 followers, down from 1171. X followers typically continue to decrease as the platform undergoes significant changes, and staff find that there is zero engagement on X, and will focus on the most

engaged platforms. As of March 2023, Islands Trust is active on LinkedIn and Instagram. These platforms are still in the early stages with small follower numbers. To date, Instagram has 226 followers, up from 215 followers, and LinkedIn has 320 followers, up from 264.

- ~ **Media clippings service:** Staff continue to monitor media sources and provide a summary of Trust-relevant news stories to trustees and Bowen Island Municipal Council. While staff aim to provide updates two to three times a week, this service is provided on a time-available basis. Including more clippings from more local publications is a priority and staff are working to include more local content.
- ~ **Pre-budget survey:** staff have worked with the Financial Planning Committee to put together a survey and communication materials to promote a future pre-budget survey.
- ~ **Website maintenance and improvement:** Staff continued to update webpages on a consistent basis to update data, improve readability and conciseness. Further updates to the local trust area pages are expected to be launched mid February.
 - An Accessibility Audit was done on the website, and a report has been received with several recommendations which staff are working through.
 - Staff will continue to add to the Fact Check page, a webpage that addresses inaccuracies and provides clarification to island residents. The feedback form on this page is used by residents frequently and has improved two-way engagement between Islands Trust and the public.
 - Staff have also been updating several pages on the website for readability and function, and have been adding and content for some local trust committee projects.
 - Staff updates paged in the Mapping section with interim messaging about the transition in mapping platforms. Staff will update the pages as new information is available.

Specific work completed over the last quarter to advance the **Communications Strategy** included:

- ~ **Work plan development:** A detailed work plan to achieve the goals set out in the strategy and includes:
 - A trust-wide electronic newsletter went out in January 2025. Encouraging new subscribers to the newsletter is an ongoing campaign.
 - Updating procedures and templates documents
 - Updating and standardizing templates of public communication documents
 - Providing key speaking notes to trustees on emerging issues
 - Supporting staff on website updates
 - Drafting of a branded clothing procedure document in advance of ordering branded clothing for some IT and ITC staff who work in the field.
 - Updating the Property Tax Assessment Notice, and creating an insert into the Bowen Island Property Tax Assessment Notice, both of which serve as a communication channel and education tool

The communications team has supported the work of other business units on the following initiatives:

- ~ **Support for Planning Services:** Staff provided:
 - ~ communications support for the Gabriola Island Official Community Plan review project.
 - ~ communications and engagement support for the Salt Spring Island Complete Communities Assessment project
 - ~ Communications support for the Trust-wide Housing Survey.

Staff continue to assist with social media for local trust committees that request such support.

- ~ **Support for Bylaw Compliance and Enforcement Services:** Staff continue to support bylaw compliance and enforcement through creating speaking notes and news releases for trustees that need support with regards to enforcement efforts in local trust areas.

- ~ **Secretariat services:** Continue to support updates to the Southern Gulf Islands Forum website. Staff have communicated to new MLAs about the Islands Trust supported coordination groups in their area and facilitated website updates.

5. RECONCILIATION PROGRAM

- ~ **Support to staff and trustees:** Trust Area Services staff provided advice and support to staff and trustees who had meetings or correspondence with First Nations.
- ~ Staff continue to liaise with provincial staff and other local government staff to support the development of the Reconciliation program.
- ~ Reviewed the Watershed Security Fund Internal Application.
- ~ **Protocol agreement negotiation/implementation:**
 - *Quw'utsun Nation:* To follow up on October 23, 2024 Chair letters to Chief and Council of Cowichan Tribes, Lyackson First Nation, Penelakut Tribe, Halalt First Nation and Stz'uminus First expressing interest in protocol agreement with Quw'utsun Nation or each of the five First Nations (in case of Lyackson First Nation would be to update the existing agreement), staff attended a meeting with the Quw'utsun Nation Technical Working Group. The protocol agreement was on the agenda although there was not an in-depth discussion. Staff hope to discuss the protocol agreement at a future meeting.
 - *Snaw-naw-as First Nation:* Staff continue to work towards organizing a protocol agreement signing ceremony. A draft news release is prepared. The agreement calls for up to four working group meetings each calendar year. The working group did not meet this quarter. Trust Council appointed Peter Luckham, Tobi Elliott, Mikaila Lironi, and Tim Peterson to the working group in 2023. Staff had a telephone call and email correspondence, and is still waiting on the First Nation's decision about how they would like to complete the signing of the protocol agreement. Staff will also work with the First Nation's team to set up a working group meeting.
 - *Snuneymuxw First Nation:* In October 2024, at request of Snuneymuxw First Nation staff sent the Trust's protocol agreement template for consideration as basis for updated agreement, and have followed up.
- ~ **Liaison meetings:**
 - February 7, 2025: Held a staff to staff meeting with Tsawout First Nation staff to discuss a number of matters. There are a number of follow-up actions arising, including continued discussion about a potential Reconciliation feast.
 - January 29, 2025: Staff met with Quw'utsun Nation Technical Working Group. Further work is required to build relationships and develop new ways of working together. Quw'utsun Nation members expressed concern that their participation in Islands Trust processes does not appear to result in policy or in governance changes. They requested that Islands Trust improve its reporting back on how previous advice and requests were, or were not, addressed.
 - December 12, 2024: supported Gabriola LTC leadership-to-leadership meeting with Snuneymuxw First Nation.
 - January 9, 2025 attending a meeting with Penelakut Tribe to discuss the potential transfer of Crystal Mountain property.
 - In December staff attended an informal working group meeting with Snuneymuxw First Nation
 - Trust Area Services staff attended a Planning Services meeting with the Penelakut Tribe Chief and Council to discuss the Galiano Island rezoning application GL-RZ-2014.1.
 - Trust Area Services staff attended a meeting with two trustees and WSÁNEĆ Leadership Council staff. Staff understand a request for an MOU is forthcoming.

Correspondence:

- Reviewed Denman Island Local Trust Committee Chair letter to K'omoks First Nation Chief and Council request a leadership-to-leadership meeting
- Reviewed Chair letter to Snuneymuxw First Nation Chief and Council to request a meeting and provided information on potential grant funding to support a protocol agreement.
- Reviewed letters to 13 First Nations regarding an invitation to engage in the Salt Spring Island OCP/LUB project
- Reviewed letter to Snaw-Naw-As First Nation regarding a Ballenas-Winchelsea LTC development permit and development variance permit.
- Drafted Chair letter to Snuneymuxw First Nation to request a leadership-to-leadership meeting
- Staff drafted a letter for the Gambier Island LTC Chair requesting a leadership-to-leadership meeting with Skwxwú7mesh Úxwumixw (Squamish Nation) Council
- Reviewed letter to K'omoks First Nation acknowledging the new elected leadership and requesting a leadership-to-leadership meeting.

~ **Site visits:** None this quarter

~ **Events:**

- Staff supported a trustee training event to learn about the Xwe'et tay / Lasqueti Archeology Project on Tuesday, November 26th from 6 – 9 p.m. The Xwe'et tay / Lasqueti Archeology Project has sought to co-create a model for community based archaeology that can be used on Lasqueti Island and in other rural communities.

~ **Community Education event:** Staff will be working in the next quarter to support showing of the film *Dust & Bones* on Lasqueti Island in the next quarter. A planning meeting will be scheduled in the next couple of weeks.

~ **Records management:** Staff did not progress work this quarter towards completion of a project related to records and correspondence management. This project will re-initiate soon.

~ **Policies and procedures:** Staff continued work on an honoraria procedure, and are considering re-naming it to a handshake procedure to maintain culture safety. Work with legal counsel on a revised capacity funding agreement and associated policy for future Trust Council review did not progress, although staff did mention in meetings with the Quw'utsun Nation Technical Working Group, Tsawout First Nation staff and W̱SÁNEĆ Leadership Council staff that Islands Trust would appreciate knowing more about their desires for capacity funding.

~ **Reconciliation Learning Group:** Staff developed and issued a survey to determine options for next steps, which could include development of an internal Cultural Safety Learning Pathway. Staff supported two meetings of the Reconciliation Learning Group to discuss next steps for the group.

~ **Reconciliation Action Plan:** Staff continue to develop recommendations for next steps for the Reconciliation program and draft content for an updated Reconciliation Action Plan. This work is informed by a report staff produced for the Committee of the Whole about a scan of local Government reconciliation initiatives and UNDRIP implementation and previous tracking of desired future actions.

6. ADVOCACY/COORDINATION

~ **Trust Council:** No letters were completed this quarter.

~ **Local Trust Committees:** Staff assisted Lasqueti Island Local Trust Committee with a letter to the Minister of Transport regarding the port facilities at False Bay. Staff have also assisted the Gambier Local Trust committee

with a letter of support for funding and coordination for Sk̓wx̓ wú7mesh Úxwumixw (Squamish Nation) language signs in the islands of Howe Sound.

- ~ **Executive Committee:** Staff drafted a letter for the Chair of Islands Trust to send to the Ministers responsible for Crown land, regarding the Wrecked, Abandoned or Hazardous Vessels Act program.

7. LEGISLATIVE MONITORING

- ~ **Monitoring:** Staff monitored multiple sources for updates and new items since the November 2024 report. A request for input was sent to staff and trustees in early January 2025.
- ~ **Reporting:** Staff prepared the legislative monitoring report for Trust Council review in March.

8. GRANTS MANAGEMENT

- ~ **Grant applications/negotiations with funders:**
 - Staff negotiated an extension to Fraser Basin Council funding for a NAPTEP Tax shift analysis.
 - Staff commenced negotiations with ECCC on an updated contribution agreement for funding for the Staff Biologist position
 - Staff secured a Local Government Management Association grant of \$25,000 to support activities relating to code of conduct development and implementation, and training on good governance practices.
- ~ **Grant monitoring:** Staff continued to monitor other grant-funded projects. These includes grants to Islands Trust and to associated groups/agencies that are underway. Currently these include:
 - Environment and Climate Change Canada Priority Places Contribution Agreement for Biologist position: \$200,430
 - Union of BC Municipalities' Complete Communities Grant for Salt Spring Island - \$150,000.
 - Fraser Basin Council Grant for Local Governments to Advance Biodiversity Conservation on Private Lands in B.C. for Natural Area Protection Tax Exemption Program research- \$8,250
 - BC Local Government Climate Action Program Grant for climate action \$149,611
 - BC Local Government Housing Initiatives for housing needs assessment \$127,336
 - Ministry of Municipal Affairs Grant for First Nations engagement \$150,000
 - Disability Alliance BC Grant to support the Accessibility Committee development \$7,000
- ~ **Grant reporting:**
 - Staff submitted a final report for the Disability Alliance of BC Grant.

9. DELEGATION AND OTHER LETTERS

- ~ Staff prepared four thank-you letters for the Chair to thank the delegations to the December 2024 Trust Council.
- ~ Staff prepared a letter for the Chair to the San Juan County Chair in regards to her December 18, 2024 correspondence.



LEGISLATIVE MONITORING REPORT

February 2025

This document is intended to advise Trust Council about past or proposed external regulatory changes that could directly affect Islands Trust operations, local trust committee/island municipality bylaws or regulations, or Strategic Plan projects. The chart captures changes made in the last six months and is organized according to the following categories:

- **PLANNED LEGISLATION** – the intention to draft and pass new legislation is being developed and may be in a consultation or draft stage. No bill has been introduced to legislature/parliament yet.
- **LEGISLATION IN PROCESS** – a bill has been introduced to legislature/parliament and is awaiting Royal Assent, or Royal Assent has been issued but the new law or regulation has not come into force yet.
- **NEW LEGISLATION IN EFFECT** – legislation has received Royal Assent and any specified timeline for it to come in effect has occurred.
- **COURT DECISIONS** – a ruling from any level of court that affects the Islands Trust.
- **NEW RESOURCES** – publically available reports or websites that provide information relevant to Islands Trust work.
- **DISCUSSION, PLANNING, CONSERVANCY, and ADVOCACY TOPICS** – information related to topics of interest to Islands Trust.

PLANNED LEGISLATION	STATUS	BACKGROUND / KEY IMPLICATIONS TO TRUST AREA	ISLANDS TRUST ACTIONS – PAST	ISLANDS TRUST ACTIONS – FUTURE
Provincial Planned Legislation				
<u>Renewable energy projects legislation</u>	Announced February 06, 2025. To be introduced in spring 2025	To ensure rapid permitting and robust regulation of renewable energy projects, the Province will introduce legislation in spring 2025 allowing the regulation of renewable energy projects, such as wind and solar, to move under the authority of the BC Energy Regulator (BCER). This announcement builds on the Province's intent to exempt all future wind projects from the environmental assessment process, including the nine wind projects that are now under signed electricity purchase agreements with BC Hydro.	Islands Trust Council has previously advocated for <u>greater support for solar energy in rural and remote areas</u> (2019) and regarding <u>BC Hydro's solar net metering service</u> (2018)	Islands Trust will monitor to assess if any implications in the Islands Trust Area
<u>Mineral Tenure Act reform</u>	Ongoing	The Province is advancing work to reform the Mineral Tenure Act (MTA) in alignment with the United Nations Declaration on the Rights of Indigenous Peoples with a clear process for co-operation and consultation with First Nations in British Columbia and engagement with industry and all interested parties. This includes multiple streams in consultation process including: • engagement with all First Nations rights and title holders; • a First Nations technical advisory group; • existing tables and commitments that could inform MTA reform; and • a technical working group with participants from the FNLC, First Nations Energy and Mining Council, and the B.C. government. Co-operation and consultation with First Nations and engagement with industry and interested groups was due to launch in March 2024. UPDATE February 2025: No updates available.	Previous unsuccessful advocacy in 2013 to Ministry of Energy and Mines to consider regulations that would reserve the Islands Trust Area from the staking of mining claims and exploration under the Mineral Tenure Act Trust Council position in the Policy Statement: The Islands Trust Council holds that there should be no extraction of peat, metals, minerals, coal or petroleum resources in the Trust Area	Staff will continue to monitor.

<u>Emergency Management Regulations.</u>	Regulations updated.	As part of B.C.'s modernization of emergency management legislation, the Province is creating new regulations for post-emergency financial assistance (often referred to as "disaster financial assistance" or "DFA") and local authority emergency management. This legislation is expected to apply to Bowen Island Municipality. July 17, 2024 The Ministry of Emergency Management and Climate Readiness (EMCR) has released a <u>summary of input</u> received to its 2023 discussion paper, <u>BC's Modernized Emergency Management Legislation: Regulations for Local Authorities</u>. Responses from local governments, emergency management organizations and First Nations revealed four overarching themes, including the need for provincial funding and support. Commentary from UBCM can be seen <u>here</u>. UPDATE January 2025: Completed regulations On July 8, 2024, new regulations were introduced that, in summary: • require certain government ministries to prepare hazard-specific risk assessments and emergency management plans • make rules to establish areas for the purpose of the term "treaty area", which sets out areas where Modern Treaty Nations need to be consulted and cooperated with and where certain agreements can be entered into with them • bring into effect continuity planning obligations for other parts of government, including the Legislative Assembly, the Executive Council (i.e., Cabinet), and the office of the Lieutenant Governor The full text of these regulations can be found in <u>Order in Council 435/2024</u> on BC Laws website. Under development Core areas for future regulations and anticipated timing for implementation:	None to date.	Staff will continue to monitor
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		• Local authority emergency management: To bring into effect requirements for risk assessments, emergency management plans and business continuity plans, as well as potentially provide further details on multijurisdictional emergency management organizations, anticipated mid-2025 • Post-emergency financial assistance: To replace the current Compensation and Disaster Financial Assistance Regulation, anticipated in 2025 • Critical infrastructure emergency management: To establish requirements to complete risk assessments, emergency management plans and business continuity plans, targeting 2026 • Compliance and enforcement: To complete the legislative framework for compliance and enforcement, targeting 2026 Once regulations are in force, additional time will be provided to regulated entities to meet new emergency management planning requirements.		
Heritage Conservation Act Transformation Project	Ongoing	The purpose of the Heritage Conservation Act (HCA) is to encourage and facilitate the protection and conservation of B.C.'s unique cultural heritage. The Provincial Heritage Register lists nearly 60,000 protected heritage sites, of which, over 90% are of First Nations origin. The Province recognizes the need to transform the HCA to better meet the needs of all British Columbians. Transforming the HCA will provide for alignment with the UN Declaration and will support the provincial mandate of lasting and meaningful reconciliation. It will also aim to increase certainty and stability for First Nations, landowners,	None to date. Local trust committees and Bowen Island Municipality can designate Heritage Conservation Areas in their OCPs. To date, only Salt Spring Island Local Trust Committee has done so with the Ganges Village Core Heritage Conservation	Staff will continue to monitor. Capital Regional District staff are also monitoring.

		proponents, developers, and government, while supporting sound decision making. Drafting of legislative, policy and program reforms are targeted for Spring 2024. UPDATE: The Joint Working Group on First Nations Heritage Conservation invited stakeholders to participate in virtual engagement sessions on the Heritage Conservation Act Transformation Project. These sessions introduced a proposed suite of near-term legislative, regulatory, policy, and program changes being proposed for Cabinet consideration, and ultimately, legislative introduction in Spring 2024. Two sessions were held on September 26 and September 28, 2023 Current Status (updated January 2024) Given recent feedback, rather than introducing a near-term package of legislative amendments, the HCATP will instead work towards the development of a more comprehensive package. This means that changes will not be introduced this legislative session, but will be developed for future legislative sessions, which will allow time to ensure the proposed legislative amendments are more responsive to First Nations and stakeholder feedback. UPDATE January 2025: No updates available but staff note the project is not mentioned in recent Ministerial mandate letters.	Area to recognize and protect the identifiable heritage features and character of the village. Heritage Conservation Areas may require a heritage alteration permit for: alteration of land, feature, building, or structure, subdivision (Bowen), additions, or new construction. Staff have drafted a Implementing Heritage Conservation Areas publication.	
Federal Planned Legislation				

LEGISLATION IN EFFECT	STATUS	BACKGROUND/ KEY IMPLICATIONS TO TRUST AREA	ISLANDS TRUST ACTIONS-PAST	ISLANDS TRUST ACTIONS – FUTURE
Provincial Legislation in Effect				

<u>Marine Mammal Regulations Amendments</u>	Engagement opened on June 03, 2024 and closed to new input on September 03, 2024.	NEW: Fisheries and Oceans Canada is seeking feedback to inform potential amendments to the <u>Marine Mammal Regulations</u>. The feedback will inform the Marine Mammal amendment process, which includes long-term planning for Southern Resident Killer Whales (SRKW) protection and recovery, and proposed administrative amendments. DFO is seeking feedback in relation to potential adjustments to: Pacific Killer Whale approach distances; administrative issues concerning outdated references to Indigenous peoples and geographic locations; updated terminology regarding drone use; and, a title change of Section 38 "Disturbance Authorization" to "Disturbance License", to ensure it is in alignment with other legislation. UPDATE January 2025: No updates available.	Previous advocacy about marine mammal protection	
New Regulations under the <u>Canada National Marine Conservation Areas Act</u>	Regulations are currently being drafted	Parks Canada is developing new regulations under the Canada National Marine Conservation Areas Act to help protect and manage NMCA's. Experience at existing sites like Gwaii Haanas National Park Reserve, National Marine Conservation Area Reserve and Haida Heritage Site has shown that regulations are needed. The NMCA program at Parks Canada is growing, with seven new marine establishment proposals underway. The Southern Strait of Georgia is a Proposed <u>National Marine Conservation Area Reserve</u>. The <u>What We Heard Report</u> is a summary of feedback from Indigenous and public engagement that took place between April 11 and October 15, 2023. Parks Canada engaged with Indigenous peoples, provinces, territories, industry, non-governmental organizations, and many others on five summary papers that described the regulatory proposal. Feedback came from 73 organizations and individuals representing most regions of Canada, especially coastal regions and the Great Lakes.	Previous advocacy about the proposed National Marine Conservation Area Reserve for the Southern Strait of Georgia.	Staff will continue to monitor.

		The regulations were to have been drafted this and published for review and comment in Canada Gazette Part I in Winter 2024. The goal was to have these regulations come into force by 2026. UPDATE January 2025: No further progress		
Proposed Aquaculture Act and Regulations (Federal)	Fisheries and Oceans Canada led two initial rounds of engagement in 2017-18 and in 2019. An online consultation also took place from June - December 2019 along with in-person engagement in some regions. See "What We Heard Report". The next phase of public engagement was open until February 12, 2021	The proposed <i>Aquaculture Act</i> is expected to: • define the term aquaculture in legislation • recognize the need for clarity and stability for responsible economic growth of the aquaculture sector • ensure environmental protections enshrined in the <i>Fisheries Act</i> are included and specific to aquaculture • develop enforcement mechanisms specific to aquaculture • respect provincial and territorial jurisdictions • respect roles and responsibilities articulated in treaties and other rights reconciliation arrangements On Aug 17, 2020, the Minister of Fisheries, Oceans, and the Canadian Coast Guard launched the next phase of the Government's public engagement on the first-ever Aquaculture Act. A discussion paper providing background on aquaculture in Canada, rationale for the proposed legislation and an overview of the elements proposed for the new Act, is now available online with key questions to guide feedback to the Government on this important initiative. The public is invited to visit https://dfo-mpo.gc.ca/aquaculture/act-loi/consultations-eng.html, and had until February 12, 2021 to participate in this round of consultation.	Jan 2018 Chair letter to Minister of DFO requesting ecosystem-based study of potential impacts of the Integrated Geoduck Management Framework 2017 on the health of the Salish Sea. 2018 UBCM resolution calling for DFO to conduct an ecosystem-based study of potential and cumulative impacts of increased geoduck clam aquaculture and consider increased monitoring and enforcement. Dec 2019 Chair letters to Ministers of DFO and FLNRORD requesting more resources for enforcement of shellfish regulations and tenure licenses.	The Province has responsibility for issuing tenures for aquaculture. Local trust committees and Bowen Island Municipality have zoning authority. This generally does not include regulating anything covered through aquaculture licenses from DFO. Once the amendments are complete, a review should be undertaken to determine any necessary zoning amendments. Applications should include foreshore and underwater archaeological reviews to protect historical clam beds,

		UPDATE January 31, 2023: No further progress since last report. Fisheries and Oceans Canada is continuing in taking time to review and carefully consider the input. UPDATE January 2025: No further progress	Trust Programs Committee co-sponsored a virtual Baynes Sound/Lambert Channel Ecosystems Forum in May 2020, together with the World Wildlife Fund, and has supported since then via the Secretariat Services program. On January 14, 2021 the Island Trust Chair sent a submission comments pertinent to the federal Aquaculture Act Consultation	fish weirs, and cultural heritage. Section 35 rights for access should be considered.
LEGISLATION IN EFFECT	STATUS	BACKGROUND/ KEY IMPLICATIONS TO TRUST AREA	ISLANDS TRUST ACTIONS-PAST	ISLANDS TRUST ACTIONS – FUTURE
Bill 16 - Housing Statutes Amendment Act	Royal Assent April 25, 2024 In force effective April 25, 2024	The Housing Statutes Amendment Act, 2024, which supports the recent legislative changes intended to increase the supply of housing in BC. According to the government, this bill presents the second phase of this work by providing governments with new authorities that will allow them to continue to secure important outcomes outside of rezonings, increasing transparency and certainty in the development approval process. Of all the changes listed below, only the changes related to density bonusing apply to the local trust committees. All provisions will apply to Bowen Island Municipality. Some of the changes include:	Some local trust committees have used the density bonus tools already available.	Local trust committees have additional density bonus tools at their disposal when considering land use regulatory changes. Bowen Island Municipality will need to consider how the new provisions will affect their planning operations.

LEGISLATION IN PROCESS	STATUS	BACKGROUND/ KEY IMPLICATIONS TO TRUST AREA	ISLANDS TRUST ACTIONS – PAST	ISLANDS TRUST ACTIONS – FUTURE
Provincial Legislation in Progress				
None at time of writing.				
Federal Legislation in Progress				
Bill C 73 - Nature Accountability Act	First reading June 13, 2024	The Nature Accountability Bill will enshrine in legislation the Government of Canada’s commitment to protect nature for future generations. The Bill establishes a requirement for the Government to develop a national nature strategy, like Canada’s 2030 Nature Strategy (See discussion section), and report on its implementation, ensuring accountability and transparency which will help drive us collectively to reverse nature loss. UPDATE January 2025: No available updates. It seems unlikely this Bill will progress		
Bill C 33 - Strengthening the Port System and Railway Safety in Canada Act	Consideration in committee in the House of Commons completed on February 07, 2024. At report stage. Was awaiting 3 rd reading when Parliament was prorogued.	Bill C-33 is the Ministry of Transport’s response to the recent supply chain challenges that have impacted Canadians. The bill proposes amendments to federal legislation related to ports, railways, and the transportation of dangerous goods. The proposed amendments would boost the powers of the federal transport minister, increase existing administrative monetary penalties (“AMPs”), and create a new AMP regime to enforce safe transportation of dangerous goods across Canada. In doing so, the Canadian government aims to “remove systemic barriers to ameliorate supply chain problems, and amend existing federal laws to modernize how Canada’s marine and railway transportation systems operate.” The bill would impact the maritime industry by amending the <i>Marine Transportation Security Act</i> and the <i>Canada Maritime Act</i>. The proposed amendments are aimed to: i. expand Canada Port Authorities’ mandate over traffic	Islands Trust has advocated for better management of large ship anchorages in the Trust Area through letter submissions and input into the Ocean Protection Plan Forums. On Jan 19, 2021 the Chair wrote to the Minister of Transport calling for immediate action to address freighter anchorages in the Southern Gulf Islands.	Staff will continue to monitor

		management; ii. position Canada's ports as strategic hubs that support national supply chain performance and effectively manage investment decisions for sustainable growth; and iii. improve the government's insight into ports and their operations. This legislation would make port authorities responsible for managing traffic, which could have implications for anchorages in the Islands Trust Area. UPDATE: Jan 30, 2024 – The Standing Committee on Transport, Infrastructure and Communities passed an amendment to Bill C-33 that would, should the bill pass, require the government to direct vessels out of an area if they've been anchored for longer than 14 days. UPDATE January 2025: Report Stage in progress. See Sitting 340. It is unlikely this Bill will progress.	In June 2024, Trust Council appointed Trustee Lironi to Transport Canada's General Vessels Technical Working Group and appointed Trustee Boland as the alternate representative.	
LEGISLATION IN EFFECT	STATUS	BACKGROUND/ KEY IMPLICATIONS TO TRUST AREA	ISLANDS TRUST ACTIONS-PAST	ISLANDS TRUST ACTIONS – FUTURE
		1. Establishing a new authority for inclusionary zoning that will let local governments require affordable housing and new developments, subject to appropriate financial analysis, consultation and guardrails to ensure homes get built. 2. Providing municipalities with clear authorities to protect tenants who are evicted as a result of redevelopment, including financial assistance or help finding alternate housing. 3. Expanding local government authorities to secure important site-level infrastructure like wider sidewalks, protected bike lanes and other infrastructure that is important to building complete communities.		Staff will monitor for the comprehensive guidance expected in early 2025 Update: No final Guidance Document as of February 04, 2025

LEGISLATION IN EFFECT	STATUS	BACKGROUND/ KEY IMPLICATIONS TO TRUST AREA	ISLANDS TRUST ACTIONS-PAST	ISLANDS TRUST ACTIONS – FUTURE
		4. Establishing a density bonus framework to parallel the inclusionary zoning, with similar requirements for financial analysis, consultation and reporting. UBCM has published an analysis of the changes for local governments. NEW: Released August 23, 2024 - Interim Guidance Inclusionary Zoning and Density Bonus. Comprehensive guidance is expected in early-2025		

Federal Legislation in Effect				
<u>Interim Order Respecting Waivers of Compulsory Pilotage Granted by the Pacific Pilotage Authority - Minister of Transport</u>	In effect November 04, 2024	The Pacific Pilotage Authority may, on application, waive compulsory pilotage in respect of a ship in a number of different circumstances:		

COURT DECISIONS	STATUS	BACKGROUND/ KEY IMPLICATIONS TO TRUST AREA	ISLANDS TRUST ACTIONS – PAST	ISLANDS TRUST ACTIONS – FUTURE
<u>Galiano Forest Lot Owners Association v. Galiano Island Local Trust Committee, 2025 BCCA 15</u>	Appeal Dismissed January 24, 2025	The British Columbia Court of Appeal released its decision on Galiano Forest Lot Owners Association, Preston Family Forest Ltd., Olaf Knezevic, Winstanley Forest Ltd., and Boscher Construction Ltd. v. Galiano Island Local Trust Committee. The unanimous decision dismissed the appeal of the owners of properties that are designated private managed forest land under provincial legislation in favour of the Galiano LTC. The case has a long legal history, beginning in 1991 when the previous owner of the properties, MacMillan Bloedel, announced plans to sell its forestry lands on Galiano Island, which were zoned for one-family dwelling per parcel. In response, the Galiano LTC adopted bylaws in 1992 to, among other things, create a “Forest 1 Zone” to restrict residential use of several of the properties. MacMillan Bloedel challenged the bylaws, and while the trial court initially ruled against the LTC, the Court of Appeal upheld the bylaws in	See the Islands Trust <u>News Release</u> from February 06, 2025	Staff will monitor for any future legal actions.

COURT DECISIONS	STATUS	BACKGROUND/ KEY IMPLICATIONS TO TRUST AREA	ISLANDS TRUST ACTIONS – PAST	ISLANDS TRUST ACTIONS – FUTURE
		1995, affirming the LTC’s authority under the Islands Trust Act and the Municipal Act to restrict the residential use of the properties. In 2000, the Galiano LTC adopted Land Use Bylaw No. 127, which continues the F1 zoning applicable to the properties, including the prohibition on residential use. Since then, there have been legislative changes, including the enactment of the Forest Land Reserve Act and then the Private Managed Forest Land Act. The owners argued that the legislation rendered the F1 zoning in Bylaw No. 127 invalid or inapplicable to their properties. The Court of Appeal disagreed finding that the LTC’s decision to adopt and apply Bylaw No. 127 to the properties was reasonable. The Court’s decision reaffirms the LTC’s authority to restrict residential use of the properties under Bylaw No. 127 in alignment with its mandate to preserve and protect the Islands Trust Area.		

NEW RESOURCES	STATUS	SUMMARY	ISLANDS TRUST ACTIONS – PAST	ISLANDS TRUST ACTIONS - FUTURE
<u>Report: Getting Nature into Financial Reporting: Natural Assets Disclosures for Local Governments</u>	Released January 2025	Integrating natural assets – such as wetlands, rivers, forests, and coastal dunes – into financial reporting can help Canadian local governments demonstrate effective management of the financially valuable services these assets provide to communities. The purpose of this guide, developed for the Standards Council of Canada, is to help governments include natural asset disclosures in their financial reports, building on existing relevant international and national guidance and standards.		

NEW RESOURCES	STATUS	SUMMARY	ISLANDS TRUST ACTIONS – PAST	ISLANDS TRUST ACTIONS - FUTURE
<u>Climate-Ready Communities Assessment Tool</u>	Announced January 21, 2025	The Climate-Ready Communities Assessment Tool supports municipalities in assessing climate risks and developing equitable, actionable plans. This free resource will help identify strengths, gaps and opportunities in a community's climate adaptation efforts. By working through a step-by-step collaborative process, communities can develop a roadmap to guide data-driven decisions and prioritize actions that maximize resources and strengthen resilience.		
<u>Wildfire Resiliency and Training Summit 2025</u>	Announced January 15, 2025. Being held on April 12-16, 2025	On April 12-16, firefighting professionals, FireSmart experts and community leaders will gather in Penticton for the <u>2025 Wildfire Resiliency and Training Summit</u> . The theme this year is "Living with Fire: Building resilience by bringing fire back to the land, strengthening relationships, and investing in collective well-being." Participants will learn about the latest research, technologies, best practices and more.		
<u>Howe Sound Biosphere Region Initiative Society Terrestrial Atlas</u>	Released November 2024	This tool is an online mapping application inspired by MSI's Marine Reference Guide. This map contains open access data related to biodiversity conservation and land use in the Howe Sound Biosphere Region.		
<u>New Housing Needs Report requirements and guidance</u>	Announced June 19, 2024	The Province has updated its <u>Housing Needs Report requirements</u> and issued guidance documents including a summary of the requirements, a frequently asked questions document and a technical guide to the housing needs report method. All local governments and local trust committees must complete an interim HNR by Jan. 1, 2025, and then	Islands Trust received funding from the Province to update HNRs.	Islands Trust has hired a contractor to produce the HNRs. The reports will include a qualitative questionnaire.

NEW RESOURCES	STATUS	SUMMARY	ISLANDS TRUST ACTIONS – PAST	ISLANDS TRUST ACTIONS - FUTURE
		municipalities must update their official community plans (OCP) and zoning bylaws by Dec. 31, 2025		Completion will be in Feb. 2025.
Online Reporting Tool For Pay Transparency Reporting	Available	The Pay Transparency Act passed last May placing new requirements on employers to address systemic discrimination in the workplace. This November, employers with 1,000 or more employees will be required to begin posting pay transparency reports. The same requirement will apply to those with 300 or more employees in 2025, and 50 or more employees in 2026. The Province has developed an online reporting tool to support employers with this reporting requirement and it is available at https://paytransparency.fin.gov.bc.ca/login . A Guidance Document for preparing pay transparency reports using the online reporting tool has also been developed. It is recommended that employers collect gender information from their employees according to the new Gender and Sex Data Standard in order to complete their pay transparency report and that employers allow their employees to voluntarily update the information annually.	Staff have investigated the obligations to Islands Trust under the new Act.	This will apply to Islands Trust in 2026. Islands Trust processes are already in compliance with Part 2 of the Act, 'Obligations Of Employers'. Staff inquired with the Public Service Agency if Islands Trust information will be rolled up into the Provincial reporting, or if we will be required to produce a stand-alone report under Part 3 of the Act. Staff learned that the Islands Trust is expected to produce its own report by November 1, 2026.

DISCUSSION, PLANNING, CONSERVANCY, ADVOCACY TOPICS	STATUS	SUMMARY	ISLANDS TRUST ACTIONS – PAST	ISLANDS TRUST ACTIONS - FUTURE
<u>Engagement: Input on recovery of Southern Resident killer whale potential general vessel management measures for 2025 and 2026</u>	Open until February 26, 2025	The focus of this survey is to seek feedback on potential general vessel management measures for 2025 and 2026. On June 3, 2024, <u>the 2024 and 2025 salmon fishing closures in support of Southern Resident killer whale recovery were announced</u> , so are not under consultation as part of this survey.		
Renewal of shíshálh Nation – British Columbia Foundation Agreement	Announced January 29, 2025	Reaffirmation of a shared commitment to long- term reconciliation by the shíshálh Nation and the province through a five-year renewal of the 2018 Foundation Agreement was announced in Sechelt on Jan 29. The renewal will see six square kilometres of Crown lands within the swiya transferred to the Nation for cultural and economic use. In addition, the province committed to ongoing funding of more than \$79 million over the term of the renewed agreement to support shíshálh Nation's work.		
Engagement: Regional Connectivity Knowledge Network (RCNK) meeting	Held on February 04, 2025	The RCKN is an interest group comprised of Indigenous government and local government elected officials and senior staff from rural and remote areas of BC. Supported by staff from UBCM and the Ministry of Citizens' Services, the Regional Connectivity Knowledge Network (RCKN) provides a forum for learning about remote and rural connectivity projects and advocacy. This meeting will provide updates on provincial connectivity funding programs, and the work underway to extend high-		

DISCUSSION, PLANNING, CONSERVANCY, ADVOCACY TOPICS	STATUS	SUMMARY	ISLANDS TRUST ACTIONS – PAST	ISLANDS TRUST ACTIONS - FUTURE
		speed internet to every household in BC. Indigenous or local government elected officials and senior staff are welcome to attend. Content is focused on connectivity in rural and remote communities. There will be a presentation from Citizens' Services staff, followed by questions and a roundtable discussion.		
Provincial short-term rental registry	Launched January 20, 2025	As of May 1, 2025, all short-term rental hosts, platforms, and strata hotel platforms operating in B.C. must be registered with the provincial short-term rental registry. This ensures that all hosts and platforms operating in B.C. are following the provincial rules. Hosts are required to include a provincial registration number on their listing, and short-term rental platforms are required to validate registration numbers on host listings against provincial registry data. To process registration applications, the new provincial short-term rental registry team will: • Review registration applications and issue decisions • Work with platforms to support validation of registration numbers	Staff requested, and received, permission to access the registry.	Staff will access the registry as deemed necessary.
Short-term rental opt-in and opt-out deadline	Deadline March 31, 2025	Certain local governments can annually request by a resolution submitted to the Minister of Housing and Municipal Affairs to "opt-out" of the principal residence requirement if the community has a rental vacancy rate of 3% or more for two consecutive years. • A local government's resolution must be submitted to the Province by March 31st of each year, and the change (if approved by the Province) will take effect November 1st of the same year.	All LTCs were notified of the option to opt-in to provincial residence requirement. Only the Gabriola LTC opted-in.	If desired, LTC's must pass a resolution by March 31st of each year, and the change (if approved by the Province) will take effect November 1st of the same year.

DISCUSSION, PLANNING, CONSERVANCY, ADVOCACY TOPICS	STATUS	SUMMARY	ISLANDS TRUST ACTIONS – PAST	ISLANDS TRUST ACTIONS - FUTURE
Washington State Legislature Bill SB 5371 - 2023-24 Protecting southern resident orcas from vessels.	In to Force Jan 01, 2025	Starting Jan. 1, boaters in Washington waters must stay 1,000 yards away from Southern Resident Killer Whales at all times, which is approximately a half-nautical mile. There are currently just over 70 Southern Resident orcas, consisting of three pods: J, K, and L. The new law applies to operators of motorized vessels, as well as non-motorized vessels and paddlecraft like kayaks and paddleboards. Under the law, all watercraft operators must: • Stay 1,000 yards away from SRKW in all directions. • If SRKW approach within 400 yards of the vessel, disengage the transmission, luff sails, or stop paddling (if it is safe to do so) until the animal moves away. 1,000 yards is approximately one-half nautical mile. Boaters who think they may be closer than 1,000 yards to SRKW, but not within 400 yards, should attempt to navigate out of the path and away from SRKW at a speed of 7 knots or less.		
Marine Policy Paper: Centering community values in marine planning	Published December, 2024	This paper was published in the Marine Policy journal. Co-authored by Marine Stewardship Initiative's founder Fiona Beaty and in partnership with kwxwú7mesh Úxwumixw / Squamish Nation, this paper aims to ensure that local perspectives and values are accurately represented in conservation policies.		

DISCUSSION, PLANNING, CONSERVANCY, ADVOCACY TOPICS	STATUS	SUMMARY	ISLANDS TRUST ACTIONS – PAST	ISLANDS TRUST ACTIONS - FUTURE
The Átl'ka7tsem / Howe Sound Marine Stewardship Initiative Annual Update 2024	Released December 02, 2024	Read the full update for a summary of activities from April 2023 to March 2024		
Engagement: Survey for B.C. Local Governments on Biodiversity Conservation	Closed on December 12, 2024	The Fraser Basin Council have developed a short survey to better understand what work local governments are doing for biodiversity conservation for the purposes of supporting current grant case studies and potential future grants, including ways local governments might be using nature-based solutions for climate resilience. The survey was open until Thursday, December 12th.	Staff completed this survey	Staff will monitor for survey results
An Act respecting the recognition of the Haida Nation and the Council of the Haida Nation (Bill S-16, chapter 29, 2024)	Royal Assent November 07, 2024	With the passing of this bill, the Council of the Haida Nation is recognized under federal law as the government of the Haida Nation. Recognition of the Haida Nation's right to govern themselves and make decisions according to their own governance advances reconciliation and sets a foundation for a stronger Nation-to-Nation relationship.		
BC Treaty Commission's 2024 Annual Report	Released November 21, 2024	This year's report focuses on achievements in the negotiations process and reinforces that building healthy, prosperous, self-governing First Nations creates a brighter future for all British Columbians and Canadians.		

DISCUSSION, PLANNING, CONSERVANCY, ADVOCACY TOPICS	STATUS	SUMMARY	ISLANDS TRUST ACTIONS – PAST	ISLANDS TRUST ACTIONS - FUTURE
Pacific Institute for Climate Solutions Annual Report 2022-2024	Released November 19, 2024	PICS' newly released annual report reflects on the achievements of their dedicated community of researchers and partners over the past two years.		



REQUEST FOR DECISION

To: Trust Council **For the Meeting of:** March 11, 2025
From: Islands Trust Conservancy staff **Date Prepared:** January 17, 2025
SUBJECT: Martin NAPTEP Certificate, Salt Spring Island

RECOMMENDATION:

That the Islands Trust Council requests the Secretary to issue a NAPTEP Certificate for the covenanted portion of the property described as PID: 000-363-740, Lot A, Section 39, South Salt Spring Island, Cowichan District, Plan 35768, subject to registration of a conservation covenant and completion of a baseline inventory report consistent with the standards developed for NAPTEP.

CHIEF ADMINISTRATIVE OFFICER COMMENTS: The proposed covenant area is a High conservation priority under the ITC conservation prioritization model and a Very High priority for protection in the Salt Spring Island Local Trust Area under the Regional Conservation Plan. The Islands Trust Conservancy currently holds 12 NAPTEP conservation covenants in the Salt Spring Island Local Trust Area. Trust Council has issued 31 NAPTEP certificates in the Islands Trust Area to date.

1 PURPOSE: To seek Trust Council approval of a Natural Area Protection Tax Exemption Certificate.

2 BACKGROUND:

The Islands Trust Conservancy has received a Natural Area Protection Tax Exemption Program (NAPTEP) application from landholder Tara Martin, to covenant approximately 1 ha of a Salt Spring Island property, to protect woodlands and herbaceous habitats, maturing dry Douglas-fir forest, and connectivity with nearby protected areas. The ITC Board agreed to hold a covenant on this property at its November 19, 2024 meeting.

The proposed NAPTEP covenant would protect approximately 1 ha of undeveloped steep, rocky, oak meadow ecosystem with scattered Douglas-fir, oak, and arbutus trees including some very large veteran trees. All plant communities identified on the property are considered at-risk. There are numerous species of cultural significance and confirmed species-at-risk include Common Sharp-tailed Snake, Common Nighthawk, and Band-tailed Pigeon. The property is in close proximity to existing protected areas, further increasing its conservation value. The landholder is a recognized expert in ecocultural restoration of oak meadows and has begun restoration and stewardship of this potential covenant area, including fencing to exclude deer, invasive species removal, and seeding native species.

Protection of this property is a high conservation priority, despite its small size, because of presence of species and habitats at risk, rare and sensitive ecosystems, and close proximity to other protected areas (Mt Tuam Ecological Reserve, Lumley Road Nature Reserve). ITC's [Regional Conservation Plan](#) places a High priority for Sensitive Ecosystems protection on Salt Spring Island, and a Very High overall priority for protection in the Salt Spring Island Local Trust Area compared to other parts of the Islands Trust Area.

Property Information:

Address: 1261 Isabella Point Road, Salt Spring Island

PID: 000-363-740

Legal Description: Lot A, Section 39, South Salt Spring Island, Cowichan District, Plan 35768

Property size: 1.35 ha (3.36 ac)

Proposed protected area size: ~1 ha (excluding residential area; exact boundaries TBD)

Figure 1. Subject Property location on southeastern Salt Spring Island



NAPTEP Natural Values & Amenities

Islands Trust Conservancy staff have reviewed the proposal and confirmed that it is eligible under section 2 of the NAPTEP Regulations, due to presence of:

- 1 Areas that are relatively undisturbed by human activity¹ and are good examples of one or more of the ecosystems described in the Schedule (Regulation 2[a])**
 - *Woodland ecosystem*
 - *Terrestrial Herbaceous ecosystem*
- 2 Areas that are relatively undisturbed by human activity¹ and are key habitat for rare native plant species or plant communities (Regulation 2[b])**
 - ITC's Sensitive Ecosystem Mapping shows the entire property contains ecological communities considered at-risk (Red- or Blue-listed) in British Columbia:
 - Douglas-fir / Alaska Oniongrass (S1: Critically Imperiled, Red-listed)
 - Douglas-fir – Shore Pine – Arbutus (S1: Critically Imperiled, Red-listed)
 - Douglas-fir / dull Oregon-grape (S1: Critically Imperiled, Red-listed)
 - Wallace's selaginella / reindeer lichens (S3: Special Concern, Blue-listed)
 - The property contains veteran Douglas-fir trees (>250 years old), scattered rock outcrops, and a tiny pond and seep, supporting rare and sensitive plant communities

¹ Islands Trust Conservancy notes that the entire Islands Trust Area has a rich history of human activity pre- and post-contact and is an area of Indigenous cultural heritage, activity, and use.

- Rare and at-risk species confirmed for this property: Common Sharp-tailed Snake, Olive-sided Flycatcher, Band-tailed Pigeon
- There are many culturally important plants present

The ITC conservation prioritization model indicates that the proposed covenant area is a High conservation priority. ITC's current [Regional Conservation Plan](#) (RCP) places a Very High priority for protection in the Salt Spring Island Local Trust Area, with a High disturbance threat, and identified protection of Sensitive Ecosystems and Forests as High priorities. The proposed conservation covenant addresses the following RCP Biodiversity Priorities:

- *Sensitive Ecosystems*
- *Species and Ecosystems at Risk*
- *Size, Corridors & Connectivity*

ORGANIZATIONAL: Staff will negotiate the covenant with the applicant and the ITC Board will review and approve the covenant for registration. The Islands Trust Secretary will issue the Exemption Certificate upon registration of the covenant. Staff will ensure that both the covenant and the baseline inventory report meet NAPTEP standards.

FINANCIAL: The costs of administering this application will be partly recovered through the application fees, unless a fee sponsorship request is received and approved by Executive Committee. Annual monitoring will be managed by the ITC Covenant Management and Outreach Specialist and the ITC budget will increase according to Trust Council (TC) approved amounts for ongoing covenant management.

POLICY: The application is consistent with TC and ITC policies and regulations for accepting covenants, and aligns with the [Regional Conservation Plan](#) and [Land Securement Strategy](#) conservation priorities. ITC's Policy 3.2.2 [Assessing Conservation Proposals](#) provides for the Board to consider accepting covenants less than 2 hectares (4.9 acres) in size if they meet certain criteria, including that the property contains significant habitat for species at risk and the property adds area to an existing adjacent or nearby protected area.

IMPLEMENTATION/COMMUNICATIONS:

- The applicant will be advised of Trust Council's decision.
- The applicant will complete a baseline inventory report and will be required to register the standard NAPTEP covenant against the property title.
- The certificate will be issued by the Islands Trust Secretary when the covenant is successfully registered. Staff will register the natural area exemption certificate.
- Once the certificate is issued to the applicant, BC Assessment Authority, Land Titles Office, the Regional District, and any other relevant agencies will be advised.
- ITC staff will advise the public regarding the successful completion of NAPTEP applications via the website and a possible news release.

FIRST NATIONS RELATIONS: This conservation proposal has been referred to all First Nations within the BC Consultative Areas Database for this property (Semiahmoo First Nation, Tsawout First Nation, Tsawwassen First Nation, Pauquachin First Nation, Tsartlip First Nation, Tseycum First Nation, Snuneymuxw First Nation, Penelakut Tribe, Halalt First Nation, Ts'uubaa-asatx First Nation, Cowichan Tribes, Lyackson First Nation, Stz'uminus First Nation, Malahat Nation.) Staff will update the ITC Board with information from the First Nations referrals before proceeding with covenant registration.

OTHER:

- The Salt Spring Island LTC has received the application for information at their meeting on February 13th, 2025.
- Following First Nations referrals, this conservation covenant application will be submitted to the Minister of Municipal Affairs for approval, as currently required during the absence of an approved ITC Plan.

4 RELEVANT POLICY(S):

- Islands Trust Act [\(7.1\)](#)
- [Islands Trust Natural Area Protection Tax Exemption Regulation](#)
- Islands Trust Policy 2.1.10 [Administration of Natural Area Protection Tax Exemption Program](#)

5 ATTACHMENTS: none

RESPONSE OPTIONS

Recommendation:

That the Islands Trust Council requests the Secretary to issue a NAPTEP Certificate for the covenanted portion of the property described as PID: 000-363-740, Lot A, Section 39, South Salt Spring Island, Cowichan District, Plan 35768, subject to registration of a conservation covenant and completion of a baseline inventory report consistent with the standards developed for NAPTEP.

Alternative: 1. To decline to issue the certificate.
 2. To delay issuance of the certificate subject to receipt of additional information.

Prepared By: Ecosystem Protection Specialist

Reviewed By/Date: Director Trust Area Services /January 26, 2025
 CAO/January XX, 2025
 Executive Committee February 26, 2025



REQUEST FOR DECISION

To: Trust Council

For the Meeting of: June 18, 2024

From: Trustee Morrison

Date Prepared: May 24, 2024

SUBJECT: Dark Sky Principles Adoption Advocacy

RECOMMENDATION FOR IMMEDIATE ACTION:

1. That Trust Council communicate to all Local Trust Committees to notify Trustee Morrison of interest to collectively engage in conversations around Dark Sky Principles Adoption with relevant Regional Districts.
2. That Trust Council encourages Trustees to work with their communities to develop and build awareness of the principles of Dark Sky International and encourage voluntary adoption of the principles of Dark Sky International.

RECOMMENDATIONS FOR FUTURE CONSIDERATION:

3. The Trust Council clarify its jurisdiction to control nighttime illumination in all contexts within the Trust Area for Official Community Plan and Bylaw adoption and enforcement across the Trust Area.
4. The Trust Council adopt and promote the principles of Dark Sky International.

CHIEF ADMINISTRATIVE OFFICER COMMENTS:

PURPOSE:

To protect and promote public and ecological health, safety, and welfare, quality of life, and the ability to view the night sky.

BACKGROUND:

“Over lighting” from dusk on into the darkness is a growing problem as it interferes with/pollutes the night sky, poses an annoying and invasive nuisance to neighbours, is harmful to wildlife who depend on darkness, and is a waste of electricity. May come from freighters in the region or from residential, industrial, or other land use related lighting not directed at ground or properly shielded.

Critical considerations with resources:

- Night skies are an important natural resource requiring protection. Action is being taken across a variety of contexts and scales globally, many of which are simple to enact.
 - [Dark Sky International Principles](#)
 - [How can you help preserve the night sky?](#)
 - [Model Lighting Ordinance](#)
 - [Vancouver Bylaw 10.2.2.10 Lighting in Residential Buildings](#)
- Night skies promote healthy humans and wildlife.
 - [Let's Talk Science – Light Pollution](#)
- Within the Trust Area, action has also been taken.
 - Example of regulation: [Bowen Island Municipality Bylaw No. 272, 2010 re protection of night sky](#)

The outstanding question is: How can non-municipal jurisdictions of the Trust Area provide protection for Night Skies?

Some regulation may be considered around:

- External lighting of buildings, gardens and driveways that is left on all night.
- External lighting of any building or grounds when it is not downward cast.
- Indoor lighting in accessory buildings not shaded that is left on during some or all of night.
- Indoor lighting of residences facing neighbouring residences that is not shaded.

Such regulation might involve regulation on:

- the type of lighting that is appropriate (e.g. energy efficient),
- the strength of light (low lighting versus high wattage lighting)
- the direction of lighting so as not to throw light off to neighbours or animals (e.g. downward cast)
- the length of time for certain types of lighting to be used (to depend on purpose with a view to limiting unnecessary or excessive accessory uses in particular), and
- means of enforcement of any regulations

In our role as a coordinator of jurisdictional overlapping authorities within the Trust Area, we need to get into conversation with multiple levels of government on this issue to provide clarity and enforcement on this issue as desired within communities and to support the mandate of preserving and protecting the unique amenities and environment of the Trust Area.

IMPLICATIONS OF RECOMMENDATION:

ORGANIZATIONAL:

FINANCIAL:

POLICY:

IMPLEMENTATION/COMMUNICATIONS:

FIRST NATIONS:

OTHER:

Circulated to MLA Adam Olsen and MP Elizabeth May.

RELEVANT POLICY(S):

ATTACHMENT(S):

RESPONSE OPTIONS

Recommendation:

Alternative:

Prepared By: Trustee Morrison in consultation with and at the request of community members.

Reviewed By/Date:

January 7, 2025

RE: Protecting Taxpayers from Overspending on Local Government Construction

Dear Mayor and Council:

The Independent Contractors and Businesses Association (ICBA) is Canada's largest construction association and a leading industry organization in British Columbia, with more than 4,500 member and client companies. ICBA's B.C. corporate members account for approximately 85% of the province's construction sector – representing more than 190,000 jobs. Construction itself is one of the biggest B.C. industries, directly generating almost 8% of GDP. ICBA also owns and manages a rapidly growing employee health and dental benefits business which currently supports more than 300,000 Canadians.

Apart from advocating for the interests of construction companies and contractors, ICBA is a principled voice for free enterprise and the benefits of a competitive, market-based economy. Unlike many other business associations, ICBA receives no funding from governments at any level. We believe that competition and choice for consumers and taxpayers is by far the best way to deliver value-for-money and create the conditions for a thriving economy.

ICBA is writing to you and other B.C. local government bodies to share our views on the topic of public sector procurement. At a time when large numbers of British Columbians are facing affordability challenges, many small and mid-sized businesses are struggling to survive, and the B.C. government is running record budget deficits, we believe it is **important for municipal leaders to commit to open, fair and transparent procurement practices** across all domains of local and regional government activity. This includes the regular purchase of goods and services to operate local government as well as procurement that is tied to capital spending and the development and maintenance of infrastructure assets.

When municipalities pay for goods, services and capital projects, they do so on behalf of all taxpayers in the community. **Municipal policymakers have an obligation to adopt prudent fiscal policies and to ensure the best possible value-for-money when expending taxpayer dollars. Competitive procurement policies are a vital part of delivering on this fundamental obligation.**

Across Canada, local government expenses amounted to \$220 billion in 2022, with the main components of expenditures consisting of purchases of goods and services, employee compensation, subsidies and grants, interest payments on debt, and the depreciation of fixed capital (Statistics Canada, Table 10-10-0015-01). In the same year, total local government revenues were \$225 billion, of which the largest shares were grants/payments from other levels of government and revenues derived from taxes on property.

In the past few years, the B.C. government has undertaken a significant fraction of its capital projects under the "Community Benefits Agreement" (CBA) framework adopted in 2018. Under this policy, a provincial Crown Corporation (British Columbia Infrastructure Benefits Inc. – BCIB) contracts for the employees required to build certain public sector infrastructure and other capital projects. It does so through an agreement with a group of 19 trade unions that are part of the broader Building Trades Union (BTU) alliance. All employees working on CBA projects must be (or become) members of an affiliated BTU.

This very unusual arrangement dilutes the important relationship that exists between an employer and its employees across the rest of the B.C. private sector.

The province's CBA policy has the effect of restricting bidding on projects covered by the scheme. This is especially problematic given that about 85% of the people working in the B.C. construction industry are not BTU members nor employed by contractors which are covered by BTU collective agreements. **Fewer bidders means less pressure to ensure competitive costs and excellence in project delivery.** Many ICBA members will not bid on public sector projects covered CBAs because of the extra bureaucracy and administrative complexity involved and also because they do not wish to give up control and management oversight of their own workforce – as is the normal practice in Canadian business.

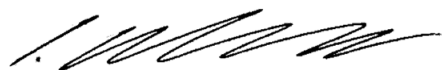
As demonstrated by academic research, **restricted bidding translates into higher costs for taxpayers** and the users of infrastructure services established via CBA-type arrangements.¹ Cost over-runs and unexpected delays are a common theme with CBA projects.² The net result is hundreds of millions of dollars of additional costs imposed on the B.C. taxpayers and delays in project delivery.

It is sometimes argued that restrictive tendering policies like CBAs are necessary to support local hires, apprenticeships, and pensions. In a labour shortage like B.C. construction is facing, our companies do everything they can to hire and keep local workers. ICBA is the single largest sponsor of trades apprentices in British Columbia, and open shop contractors train 82% of all apprentices in the province. When it comes to financial security, ICBA contractors and their employees utilize RRSPs, bonus programs, and profit-sharing initiatives, providing flexible and effective solutions tailored to their workforce, rather than being restricted to union-controlled pension plans.

For local governments, the lesson from B.C.'s failed experiment with CBAs is clear. **Municipal and regional government projects should be developed and managed using open, competitive procurement.** Restrictive tendering should be avoided in all areas of local government activity – capital projects, but also the day-to-day procurement of goods and services. Municipalities should not discriminate against B.C. businesses and their employees based on factors such as particular union affiliations.

If you have any questions or wish to engage ICBA in a conversation on this, or any, construction issue, please feel free to contact me directly at chris@icba.ca.

Sincerely,
INDEPENDENT CONTRACTORS AND BUSINESSES ASSOCIATION



Chris Gardner
President and CEO, ICBA

¹ Brian Dijkema and Morley Gunderson, Restrictive Tendering: Protection for Whom?" January 2017, CARDUS.

² Renze Nauta, "Benefits for Whom? Assessing British Columbia's Community Benefits Agreements," CARDUS September 2024.

Ferry Advisory Committee report from Gabriola ex-FAC member Susan Yates for Trust Council meeting **March 2025**

In late December and early January several Gabriola FAC members, including our Chair Steven Earle, wrote to the Minister of Transportation Mike Farnworth and President/CEO of BC Ferries Nicolas Jimenez regarding the disbanding of the 13 coastal community FACs.

Minister Farnworth replied that BCF is its own entity and MOTT would not intervene.

Since then we have learned that at least one community (Bowen Island) would prefer to be represented by its Council, which may work well for them, as they have a full Council presumably elected to represent all aspects of their community.

The other islands in the Trust Area, however, have only their Local Trustees and a Regional District Director. We value the input of our Ferry Advisory Committee on Gabriola, as it represents the full array of ferry users: commuters, parents of students who commute to high school, business owners, a marine engineer, a realtor, a marine rescue operator, long time residents, residents who rely on the ferry for medical appointments, and the many people who visit their families via ferry travel.

The Gabriola FAC has a website that is kept current and informative regarding all aspects of the ferry from Nanaimo to Gabriola. We have had what we think is a positive long-time relationship with BCF representatives, and have provided them with essential community information to help BCF make informed decisions about our lifeline link, our marine road, to Vancouver Island and the mainland.

Besides the website the Gabriola FAC also posts notices on the community web-page and in our local newspaper. There have been several ferry schedule and vessel (major) changes that would have resulted in general community distress had not FAC intervened with helpful suggestions.

We are hoping that BC Ferries will consider allowing FACs to remain in the coastal communities that are not otherwise represented by elected members of those communities. As an elected representative, I *depend* on fellow FAC members to inform and support me in decisions that relate to ferry transportation. In return I'm happy to report to my Local Trust Committee, and to Council, on FAC/BC Ferry meetings and decisions, hoping to maintain a positive relationship with BC Ferries.

Susan Yates
February 11, 2025

On November 25, 2024, the Shellfish Aquaculture Management Advisory Committee (SFAMAC) convened in Courtenay to discuss a pivotal topic: the upcoming expiration of the current marine shellfish aquaculture license conditions on April 30, 2025. With significant changes on the horizon, the meeting was abuzz with discussions about improving environmental stewardship and fostering consistency across licenses for various species.

Among the proposed updates are measures to strengthen product traceability, ensure disease-free stock transfers, and increase inspection frequency. Notably, farms will now need to maintain a buffer from salmon-bearing streams, and the use of PVC plastic tubes—commonly employed in oyster farming—will be restricted to combat oceanic plastic waste. These initiatives are part of a broader push to address the environmental impacts of shellfish farming while maintaining its inherently green and sustainable nature.

A key focus of the meeting was also the global issue of ghost gear—abandoned or lost fishing equipment that contributes to marine plastic pollution. Reducing this waste aligns with the industry’s eco-friendly foundation: shellfish farming relies entirely on natural ocean nutrients, with no external feed required. As filter feeders, bivalves such as clams, mussels, oysters, and scallops play an essential role in cleaning the ocean and even combating eutrophication, a harmful nutrient overload in water systems.

Bivalves are not only nutrient-dense but also environmentally sustainable. They improve the health of marine ecosystems, bring sustainable, long term jobs to our islands and are also a beneficial food resource for communities.

Summary of Shellfish Aquaculture License Conditions

General Responsibilities

- License holders must comply with the Fisheries Act and obtain all required federal and provincial authorizations.
- A copy of the license must be accessible at the facility and during shellfish transport.

Key Conditions

1. **Management Plans**
 - Develop a Shellfish Aquaculture Management Plan detailing infrastructure and approved gear.
 - Notify authorities of equipment changes within 30 days.
2. **Facility Inspections**
 - Inspect infrastructure annually.
 - Mark lease corners clearly without using ropes or lines.
3. **Shellfish Transfers**
 - Transfers are restricted to the same zone, with exceptions for certain species.
4. **Environmental Protections**
 - Prevent escapes, retrieve lost gear, and report marine debris.
 - Use encased floatation and secure equipment to prevent environmental contamination.
5. **Predator and Marine Mammal Interactions**
 - Maintain predator exclusion equipment and avoid harming marine mammals.
 - Report entangled marine mammals immediately.
6. **Machinery and Spill Response**
 - Ensure machinery is clean and spills are promptly reported to the Coast Guard.
7. **Harvesting and Handling**
 - Label containers with essential information, including license holder details and destination.
8. **Invasive Species Control**
 - Inspect and destroy invasive species before transferring shellfish or equipment.
9. **Recordkeeping and Reporting**
 - Maintain detailed logs of all activities, infrastructure maintenance, and inspections.
 - Submit annual statistical reports summarizing activities by January 25th.

Additional Bivalve Species Conditions

- All harvested bivalves must go to federally licensed processing facilities.
- Varnish Clams may only be harvested.

Key Prohibitions

- Shellfish farming is prohibited near floating accommodations or finfish net pens.
- No garbage or harmful substances may enter the marine environment.

Ottawa

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Elizabeth May

Member of Parliament / Député(e)
Saanich — Gulf Islands

Circonscription

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Téléc. : 250-657-2004

The Honourable Anita Anand
Minister of Transport

February 10, 2025

Re: Southern Gulf Islands Forum

Dear Minister,

I greatly appreciate that you have now replied to the letter signed by multiple orders of government within Saanich-Gulf Islands, elected trustees of the Islands Trust, elected members of the Capital Regional District, Mayors, Indigenous leaders and councils, and community leaders of many conservation and advocacy groups. Led by the provincial MLA and by me as MP, this multijurisdictional group has been meeting for years as the Southern Gulf Islands Forum.

We tackle many issues of community concern, from housing, to reconciliation, some in provincial jurisdiction, and federally with different departments. Overwhelmingly our concerns relate to unsafe navigational situations, threats to marine ecosystems and problems within federal jurisdiction, often created by federal agencies such as the Vancouver Fraser Port Authority.

We are frustrated by the tone-deaf response from multiple departments to the neglect of basic regulations, legislation and funding to protect our coastal waters (the Salish Sea), its ecosystems, wildlife and human communities. We had hoped our letter of March 26, 2024, would result in change from the three ministers we wrote: Environment, Transport and Fisheries and Oceans.

Your reply of December 19, 2024, was the only one we received. Notable that you were only shuffled into Transport on September 19, 2024, and still you replied. For that I do want to thank you.



The Southern Gulf Island Forum convened on January 14, 2025, and reviewed your letter.

The response was not positive. I have been asked to convey to you and Ministers Guilbeault and Leboutillier that our regional community and multiple orders of government are beyond frustrated and angry. We are most disheartened. There seems to be an awareness that the proliferation of mooring buoys in our congested harbours is now a crisis. We are devastated that C-33 is no more. We are aware that no one minister or party is to blame for the parliamentary disfunction that allowed years of work on Bill C-33 on railway safety and marine issues, tabled for First Reading more than two years ago, to die on the Order Paper on January 6, 2025.

C-33, originally introduced by former Transport Minister Omar Alghabra, completed its clause by clause in committee in December 2024 has now died on the Order Paper with Prorogation. Looking to other bills related to our concerns, none have made a dent. The promised improvements when the Derelict and Hazardous Vessels Act, passed in June 2019, have not materialized. The Vessel Remediation Fund passed in the omnibus budget bill in 2023 has not a single regulation.

The Vancouver and Fraser Port authority continues to direct massive industrial freighters into the waters of the Salish Sea for “free parking” with no concern for the damage caused by their dragging anchors and the impact of noise on our increasingly endangered Southern Resident Killer Whale population. The so-called “sanctuary zones” or the Ocean Protection plan have not been enforced. Nothing on the Canadian side of the international border that transects the Salish Sea is close to half as effective as routine measures on the US side.

The fact that this massive harbour authority has not even once consulted with the First Nations in whose territory it operates, constituting a daily violation of UNDRIP and the local Douglas Treaties, adds injustice and insult to the injury.

I hate to be blunt, and I have personal affection for all my colleagues in the House, especially for those, like you, who do exemplary work, but being an MP should not deprive me of powers of observation. The departments of DFO, Environment and Transport appear to think the peoples and governments of Saanich-Gulf Islands are like small children, who need a pat on the head now and again and are far too ignorant to realize we are being conned. We have been led a merry chase, working hard on bill after bill only to see no changes, no improved protection of our marine ecosystems, no relief from the daily abuse of the anchorages in our waters and hazardous obstructions to navigation. We are fed up and want to see action and accountability.

I do hope that we can find a way to make progress before the looming election.



Elizabeth



Elizabeth May, O.C.
Member of Parliament
Saanich-Gulf Islands
Leader of the Green Party of Canada

Cc:

The Honourable Steven Guilbeault, Minister of Environment and Climate Change

The Honourable Dianne Lebouthillier, Minister of Fisheries, Oceans and the Canadian Coast Guard

Administrative Assistant, Pauquachin First Nation

Mairead Boland, Saturna Island Trustee, Islands Trust

Rob Botterell, MLA for Saanich North and the Islands

Paul Brent, Southern Gulf Islands Electoral Area Director

Aaron Campbell, North Pender Island Trustee, Islands Trust

Theresa Coles, Constituency Assistant

Chief Rebecca David, Pauquachin First Nation

Chief Cindy Daniels, Cowichan Tribes

Jeanine Dodds, Mayne Island Trustee, Islands Trust

Debra Eindiguer, Chief of Staff, Office of Elizabeth May, O.C., M.P.

Gordon Elliott, Director of Operations, WSÁNEĆ Leadership Council

Tobi Elliott, Chair, South Pender Island Local Trust Committee, Islands Trust

Aysha Emmerson, Constituency Coordinator, Office of Elizabeth May, O.C., M.P.



Dag Falck, South Pender Island Trustee, Islands Trust

Lori Foster, Executive Administration Assistant, Islands Trust

Clare Frater, Director of Trust Area Services, Islands Trust

Lisa Gauvreau, Galiano Island Trustee, Islands Trust

Jamie Harris, Salt Spring Island Trustee, Islands Trust

Noah Hollis, Outreach Coordinator, Office of Elizabeth May, O.C., M.P.

Gary Holman, Salt Spring Island Electoral Area Director

Chief Chakeenakwaut (Pam) Jack, Penelakut Tribe

Samantha Jack, Reception, Penelakut Tribe

Ben Mabberley, Galiano Island Trustee, Islands Trust

B Manson, STÁUTW First Nation

David Maude, Chair of the North Pender Island Local Trust Area Trustee Corner

Lee Middleton, Saturna Island Trustee, Islands Trust

Deb Morrison, North Pender Island Trustee, Islands Trust

Steven Parkinson, Legislative Director, Office of Elizabeth May, O.C., M.P.

Laura Patrick, Salt Spring Island Trustee, Islands Trust

Patricia Pearson, Constituency Advocate, Office of Rob Botterell, MLA

Timothy Peterson, Chair, Salt Spring Island Local Trust Committee, Islands Trust

Ned Taylor, Government Program Manager, WSÁNEĆ Leadership Council

Becky Wilson, Governance Support, STÁUTW First Nation Council



DRAFT Islands Trust Council Quarterly Meeting Schedule

June 16 - 18, 2025

Visit the meeting webpage to view the AGENDA, to join the meeting electronically, and to view the livestream or attend by phone-in.

Tuesday, June 16	Wednesday, June 17	Thursday, June 18
10:00 Executive Committee Meeting	9:00 Executive Office (Continued) Consent Agenda Item(s) Decision/Discussion Items	9:00 Closed Meeting Public are welcome to attend all sessions excluding the Closed Meeting Rise and Report
11:30 Lunch		
12:30 Land Acknowledgement / Territorial Welcome Call to Order and Approval of Agenda	10:00 Break	9:30 Break
12:45 General Business Arising Consent Agenda Item(s) Islands Trust Active Priorities Chart Committee Work Programs (EC, GC, FPC, RPC, TPC, ITCB) Committee Chair Verbal Reports	10:15 Executive Office (Continued) Decision/Discussion Items	9:45 Administrative Services Consent Agenda Item(s) Decision/Discussion Items
1:30 Trustee Roundtable Emerging issues and island updates	11:00 Trust Area Services Consent Agenda Item(s) Decision/Discussion Items	10:45 New Business Trustee-Initiated Requests for Decision
3:00 Correspondence		
3:15 Break	12:00 Lunch	12:00 Lunch (short lunch break)
3:30 Delegations/Public Comment		12:30 Disposition of Delegations/Public Comment & Correspondence
	3:30 Break	12:45 Meeting Wrap-up
5:00 Executive Office Consent Agenda Item(s) Decision/Discussion Items	3:45 Planning Services Consent Agenda Item(s) Decision/Discussion Items	1:00 Adjournment (approx.)
	5:00 Legislative & Information Services Consent Agenda Item(s) Decision/Discussion Items	
5:30 Adjourn for the Day (approx.)	5:30 Adjourn for the Day (approx.)	
6:30-7:30 Dinner	6:30-7:30 Dinner	
*times are provided for information and may vary		



Islands Trust