

GSCA 2026 Strategic Workplan

Primary Strategic Goal	Strategic Direction	Specific Action	Key Performance Indicator (KPI) / Specific Deliverable	Target Completion or Report Date	Status	Percent Complete	Achieve Organizational Excellence	Effectively Monitor and Manage the Risk of Natural Hazards	Enhance GSCA Land Management	Improve Watershed Health	Strengthen Environmental Education and Communication
Achieve Organizational Excellence	Enhance employee experience and retention	Develop effective mechanisms for staff feedback and two-way communications	Solicit feedback from Staff on their preferred mechanism(s) and implement it. (Complete Y/N)	May	Complete	100%	☒	☐	☐	☐	☐
		Ensure employee job descriptions are up to date	Undertake a review of all job descriptions to ensure currency (Complete review of all descriptions older than five years)	October	On Track	40%	☒	☐	☐	☐	☐
		Ensure that information about staff benefits is well communicated and easy to access	Include a staff benefits summary and links on the GSCA internal sharepoint site (complete Y/N)	April	Complete	100%	☒	☐	☐	☐	☐
			Provide a staff form for benefits questions (complete Y/N)	April	Complete	100%	☒	☐	☐	☐	☐
			Check in with Staff to get feedback on further actions (complete Y/N)	July	Complete	100%	☒	☐	☐	☐	☐
		Ensure that staff benefits are competitive within industry	Compare GSCA benefit package to local municipal partners and to CO Group Package (Complete Y/N - present summary results to Staff and Board)	April	Complete	100%	☒	☐	☐	☐	☐
			If GSCA's employee benefits package falls short of 50% of comparators, look into options to improve GSCA's employee benefits package (present options to staff and Board as necessary).	June	Complete	100%	☒	☐	☐	☐	☐
		Take steps to better manage employee workloads	Identify specific workload pressures and constraints (complete Y/N - Complete "What We Heard" report)	October	Timeline Adjustment	5%	☒	☐	☐	☐	☐
			Work with Senior Management Team to set resource dependent deliverables within each year to address "what we heard".	September	Complete	100%	☒	☐	☐	☐	☐
			As necessary, investigate additional resource needs (deem necessity Y/N; report to Board if necessary)	September	Complete	100%	☒	☐	☐	☐	☐
			Revise planning organization spreadsheet (complete Y/N)	January	Complete	100%	☒	☐	☐	☐	☐
	Ensure successful & sustainable corporate actions	Prepare and implement GSCA Retention Policy	Completion of final Retention Policy, including consultation phase(s) (Complete Y/N)	August	Complete	100%	☒	☐	☐	☐	☐
		Implementation next step of financial renewal and systems, including training	Payables system completed and implemented by staff	July	Complete	100%	☒	☐	☐	☐	☐
		As/If Necessary, work with Province and/or Ontario Provincial Conservation Agency to transition to a new regional conservation authority model.	TBD	February 2027	On Track	50%	☒	☐	☐	☐	☐
		Coordinate contract with MSP and Manage IT systems in a co-managed relationship	Achieve defined roles and mechanisms for operating a co-managed IT environment. Identify and define potential opportunities available through co-managed IT solution Staff engaged and consistently using the MSP ticketing system to resolve IT issues Systems updated and maintained (Complete Y/N)	December	On Track	83%	☒	☐	☐	☐	☐

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Achieve Organizational Excellence	Ensure successful & sustainable corporate actions	Create plan for transition back to Administration Centre	Define needs and consider and implement MSP recommendations Step by move guidelines, including timelines for the transition Planning for the purchase of new hardware (costing, specs etc) Purchase required hardware (complete Y/N)	May	Complete	100%	☒	☐	☐	☐	☐
		Develop and implement metrics and process for defining and reporting on the success of strategic initiatives	Incorporate specific deliverables (KPIs) into annual staff and corporate workplans (incorporated into workplans Y/N)	February	Complete	100%	☒	☒	☒	☒	☒
			Develop online "viewer" for in-year actions (developed Y/N)	May	Complete	100%	☒	☐	☐	☐	☐
		Develop and implement metrics and process for defining and reporting on the success of strategic initiatives	Develop online "viewer" for overall actions, directions and goals (developed Y/N)	May	Complete	100%	☒	☐	☐	☐	☐
		Develop and implement metrics and process for defining and reporting on the success of strategic initiatives	Create/implement new performance planning tool for CAO (complete Y/N)	February	Complete	100%	☒	☐	☐	☐	☐
			Undertake staff level 360 review of CAO (complete Y/N)	September	Complete	100%	☒	☐	☐	☐	☐
		Explore grant options, sponsorships and other funding for education	Bring in \$25,000 worth of grant funding . Bring in \$3,000 worth of sponsorships . Continue exploring and applying for grant funding. With the possibility of collaborative grant applications with Stewardship/Lands/Forestry, where applicable.	December	On Track	54%	☒	☐	☒	☐	☒
		Move and setup IT in the new administration centre	Fibre internet connection setup Setup racks and physically move servers Proactively test connectivity at all staff work desks Setup all hardware (computers, access points, printers etc.) Confirm that EOS & Trimble GPS base stations configured, calibrated and in-service Ensure Business Continuity During move (minimal downtime) Successful move with all IT insfrastrucutre in place	May	Complete	100%	☒	☐	☐	☐	☐
		Receive and disseminate SWOOP 2025 imagery	New air photos available to all staff	May	Complete	100%	☒	☒	☒	☐	☐
	Ensure successful and sustainable corporate operations / Improve client/partner/stakeholder experience and satisfaction	Ensure sufficient resources are allocated to asset development and renewals	Annually inspect flood control structures at Clendenan Dam and Taylor Street Detention Pond. Provide minor maintenance as required and operate them as per the Operation Plans. (Complete Y/N)	October	On Track	80%	☐	☒	☒	☐	☐
			Annually inspect all non-flood control structures (Other Dams) and complete minor maintenance as required. All dams are operated as per their Operation Plans. Photos and inspection reports will be stored digitally by year. (Complete Y/N)	October	On Track	80%	☐	☒	☒	☐	☐

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Achieve Organizational Excellence	Ensure successful and sustainable corporate operations / Improve client/partner/stakeholder experience and satisfaction	Ensure sufficient resources are allocated to asset development and renewals / Work towards enhanced customer service standards	Annually inspect all eight (8) eligible erosion control structures and complete minor maintenance as needed. Photos and inspection reports will be stored digitally by year and shared with Municipalities annually.	October	On Track	80%	☐	☒	☒	☒	☐
	Improve client/partner/stakeholder experience and satisfaction	Carry out Forest Management and Trail Activities on Grey County properties including: inventories, tree marking, property inspections, harvest inspections, harvest tenders, trail maintenance	Inspecting forest trails in Spring and Fall (Complete Y/N)	November	On Track	75%	☒	☐	☒	☐	☐
		Carry out Forest Management and Trail Activities on Grey County properties including: inventories, tree marking, property inspections, harvest inspections, harvest tenders, trail maintenance	Treatment of 120 acres of Buckthorn	December	On Track	30%	☒	☐	☒	☒	☐
			Oversee harvest operations of: Massie, Rocky Saugeen, Harkaway and Gibraltar	November	On Track	50%	☒	☐	☐	☒	☐
			Inspect marking of: Sunken Lake, Glenelg Klondyke and Camp Oliver Egremont	October	Complete	100%	☒	☐	☐	☒	☐
		Ensure that services and products are accessible and inclusive	Start to implement AODA guidelines within external communication policy on website and in other communication content by ensuring that new publications meet AODA guidelines	August	On Track	83%	☒	☐	☐	☐	☐
		Finalize Volunteer Policy	Create document, solicit staff and volunteer feedback, have it approved by BoD	March	Complete	100%	☒	☐	☒	☒	☒
		Ongoing maintenance and management of the CP Line	Complete trail inspections and maintenace of trail (Complete Y/N)	November	On Track	83%	☒	☐	☒	☐	☐
		Determine and establish appropriate mechanisms for highlighting, promoting, supporting and appreciating volunteers	Develop volunteer recruitment webpage (complete Y/N)	May	Complete	100%	☒	☐	☒	☐	☐
			Meet with volunteer groups to determine their needs for support (complete Y/N)	August	Complete	100%	☒	☐	☒	☒	☒
		Determine and establish appropriate mechanisms for highlighting, promoting, supporting and appreciating volunteers	Document and action any identified support gaps (complete Y/N)	September	Complete	100%	☒	☐	☒	☒	☒
			Utilize social media channels to highlight and promote the good work of GSCA's volunteers (8 posts in 2026)	November	On Track	75%	☒	☐	☒	☒	☒
			Continue to host an annual volunteer appreciation event (event held Y/N)	October	On Track	70%	☒	☐	☒	☒	☒
			Develop a volunteer service award program (program established, approved by Board and implemented)	October	On Track	10%	☒	☐	☒	☒	☒
		Work towards enhanced customer service standards	Review existing Google and Square feedback to develop a baseline condition (complete Y/N)	June	Complete	100%	☒	☐	☒	☐	☒
			Create a new customer service feedback loop (complete Y/N)	April	Complete	100%	☒	☐	☒	☐	☒

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Achieve Organizational Excellence	Improve client/partner/stakeholder experience and satisfaction	Work towards enhanced customer service standards	Comprehensively review feedback mid-year to determine "new" baseline (complete Y/N)	August	Complete	100%	☒	☐	☒	☐	☒
			Take necessary internal actions to improve any areas identified as service gaps (80% of negative feedback and/or service gaps addressed)	November	On Track	100%	☒	☐	☒	☐	☒
			Development and implementation of client service standard (complete Y/N)	July	Complete	100%	☒	☒	☒	☐	☒
			Ensure necessary responses are completed within adopted client service timelines (80% of responses within timeline)	November	On Track	20%	☒	☐	☒	☐	☒
	Support Effective Board Governance	Board Member Training	Create orientation information for incoming Board Members	December	On Track	40%	☒	☐	☐	☐	☐
		Develop and implement performance metrics and tools to ensure strong leadership within the organization	Update Administrative By-Laws to include performance standards for Board members (complete Y/N)	April	Complete	100%	☒	☐	☐	☐	☐
Effectively Monitor and Manage the Risk of Natural Hazards	Maintain comprehensive policies, procedures and tools for natural hazards management	Develop and maintain flood forecasting operating procedures, including review period	Update Flood Operations manual and add the Ice Management Plan (complete Y/N)	December	On Track	20%	☒	☒	☐	☐	☐
		Develop updated regulation policies	Develop a project plan for development regulation policy update	September	Complete	100%	☐	☒	☐	☐	☐
	Manage risks associated with natural hazards	Consistently meet legislative requirements for planning application timelines.	Work with member Municipalities to review and comment on Master Drainage Studies, Stormwater Studies or Drainage Reviews.	December	On Track	83%	☒	☒	☐	☐	☒
		Meet legislative requirements for permit application timelines	Report on application volumes and timelines (complete Y/N)	March	Complete	100%	☒	☒	☐	☐	☒
		Meet legislative requirements for planning application timelines	Report on application volumes and timelines (complete Y/N)	March	Complete	100%	☒	☒	☐	☐	☐
		Meet legislative requirements for planning application timelines	Renew planning agreements with municipalities (7 signed agreements)	December	On Track	75%	☐	☒	☐	☐	☐
		Use new LiDAR for data updates	Updated slope data for hazard and regs updates	December	On Track	83%	☒	☒	☐	☒	☐
		Continue to Create Programming for Curriculum Education - Natural Hazards (Hydro One and Levy Funding)	Defined scripts and programming to offer to groups around flooding and erosion, programming designed specifically for Clendenan (Scripts created Y/N)	March	Complete	100%	☐	☐	☐	☐	☒
	Monitor and communicate risk of natural hazards	Improve and maintain flow gauge network and weather stations for flood and drought conditions	Maintain real-time on-line weather stations provided by GSCA that are hosted by Municipalities and volunteers. (Complete Y/N)	December	On Track	83%	☐	☒	☐	☐	☒
		Improve and maintain flow gauge network and weather stations for flood and drought conditions	Will continue to capture and store rainfall and water level data from online weather stations and gauges. This data is used for both flood forecasting and low water monitoring. Will provide monthly updates to the Total Rainfall and Crop Heat Unit maps that are provided for public viewing (May-Oct). (Complete Y/N)	December	On Track	83%	☐	☒	☐	☐	☒

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Effectively Monitor and Manage the Risk of Natural Hazards	Monitor and communicate risk of natural hazards	Improve and maintain flow gauge network and weather stations for flood and drought conditions	Will Issue flood messaging as soon as there is a high degree of certainty regarding the potential for high flow events. Generally 5-10 messages issued directly to Municipal Flood Contacts each year. (Complete Y/N)	December	On Track	83%	☐	☒	☐	☐	☒
		Improve and maintain flow gauge network and weather stations for flood and drought conditions	Attend any Emergency Management meetings as invited and annually update the Flood Contingency Plan. (Complete Y/N)	December	On Track	83%	☐	☒	☐	☐	☒
		Improve and maintain flow gauge network and weather stations for flood and drought conditions	Maintain water level gauges in good working order (Complete Y/N)	December	On Track	83%	☐	☒	☐	☐	☐
		Improve and maintain flow gauge network and weather stations for flood and drought conditions	Work with IT to improve dashboard and how information is shared with public for flood forecasting gauge network. (Complete Y/N)	November	Complete	100%	☐	☒	☐	☐	☒
		Info sheet/guideline on tile drainage	Guide completed and posted on website	September	Complete	100%	☒	☒	☐	☐	☒
		Municipal screening guide for Building Departments	Guide completed and circulated to municipalities	May	Complete	100%	☒	☒	☐	☐	☒
		Refine and provide hazard mapping based on best available data	Hazard mapping provided upon request from Municipalities/Countries in support of land use planning policy documents (as needed)	December	On Track	83%	☐	☒	☐	☐	☒
	Update natural hazard technical studies and tools	Update hydrological and hydraulic models for key areas of the watershed	Prepare Flood models for Tara and Allenford. 2026 - Prepare preliminary flow model using Watflood with Reg/100 yr Storm (Complete Y/N)	September	Complete	100%	☐	☒	☐	☐	☐
			Prepare application for Grant funding for Regulation Mapping Project in Craigleith and assist Blue Mountains Staff with obtaining approval and retaining a Project Manager to manage this project, pending funding approval.	July	Complete	100%	☒	☒	☐	☐	☒
Enhance GSCA Land Management	Effectively monitor and manage ecology/biodiversity	Begin implementation of Ash Tree strategy.	Begin work on ash tree removal, from high use properties	November	On Track	40%	☐	☒	☒	☐	☒
		Continue to support invasive species work on GSCA lands	Remove one acre of invasive species from GSCA properties	August	Complete	100%					
		Determine growth rates for GSCA forest areas	Complete Growth and Yield Study with selected contractor	September	On Track	10%	☒	☐	☒	☐	☐
		Forest harvest supervision - oversee operation to ensure compliance with GSCA standards.	Monitor harvest operations on GSCA lands to ensure compliance with guidelines (complete Y/N)	December	On Track	75%	☐	☐	☒	☒	☐
		Implement Invasive Species Strategy on GSCA lands	Continue invasive species control work on GSCA properties per Invasive Species Strategy (complete Y/N)	October	Complete	100%	☐	☐	☒	☒	☐
		Select stands suitable for harvest and develop tree marking prescription for each stand.	Of stands inventoried, ID stands to mark (Stand ID Y/N)	August	Complete	100%	☐	☐	☒	☐	☐
			Of stands inventoried, create tree marking prescriptions (Prescriptions created Y/N)	September	Complete	100%	☐	☐	☒	☐	☐

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Enhance GSCA Land Management	Effectively monitor and manage ecology/biodiversity	Tender marked stands and bring forward to BOD	Tender marked stands and get BOD approval (complete Y/N)	November	On Track	33%	☐	☐	☒	☐	☐
		Work with MNR staff in measuring G&Y plots within GSCA jurisdiction	Measure at least 2 plots within GSCA watersheds measured in 2026.	October	Timeline Adjustment	20%	☐	☐	☒	☐	☐
	Engage the community to enhance GSCA's land management capacity	Host ribbon cutting event at Sutherland Quarry with Walker	>Event to be led by Walker Comms staff > Host a tent on the day of with a ballot box for feedback on future uses of the property > Assist Walker with invites to our local contacts and partner groups	August	Complete	100%	☒	☐	☒	☒	☐
		Support TOBM with their 2026 Parks Master Plan	> Attend meetings > Provide input on GSCA lands leased to TOBM and potential to add Clendenan	December	On Track	5%	☐	☐	☒	☒	☒
		Work with FOH to continue to enhance relationship	Attend Boardwalk Repair Work Day Attend Beach Cleanup Day Attend meetings	October	Complete	100%	☒	☒	☒	☐	☒
		Work with IFAA to continue to enhance relationship	Install shade structure, assist with property Maintenace - ie Butterfly meadow and grass cutting	December	On Track	95%	☒	☒	☒	☐	☐
		Work with Optimist Club for funding options for Hibou bathroom upgrade.	Investigate options to raise funds for Hibou accessble washroom upgrade with Optimist Club	November	On Track	20%	☒	☒	☒	☐	☐
	Enhance visitor experience and compliance	Commence Hibou Management Plan	Complete Phase 1	November	On Track	70%	☒	☐	☒	☐	☒
		EFMP - Develop the new trail	200m of new trail developed to form "Tunnel Arches Loop"	October	Complete	100%	☐	☐	☒	☐	☐
		EFMP - Install trailhead signage (once trail is mapped)	Create and print signage	October	Timeline Adjustment	90%	☐	☐	☒	☐	☒
		EFMP - Install trailhead signage (once trail is mapped)	Install signs when they are ready	October	On Track	10%	☐	☐	☒	☐	☐
		EFMP - Install wayfinding signage (once trail is mapped)	Install 8 wayfinding signs	October	On Track	10%	☐	☐	☒	☐	☐
		Eugenia Cenotaph Historical Sign	Preparation, printing, and installation of signage	September	Deferred	5%	☐	☐	☒	☐	☒
		IFMP - Install trailhead signs at Harrison Park and Admin Centre	2 signs installed	May	Complete	100%	☐	☐	☒	☐	☒
		IFMP - Securing funding and quotes for Arboretum trail	Prepare and issue RFQ for trail repairs and enhancements	June	Complete	100%	☒	☐	☒	☐	☒
			Apply for a minimum of four (4) grants.	November	Complete	100%	☒	☐	☒	☐	☒
			Investigate potential of fundraising campaign	November	Timeline Adjustment	60%	☒	☐	☒	☐	☒

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Enhance GSCA Land Management	Enhance visitor experience and compliance	IFMP - Viewing platform on the west side of the falls	Viewing platform installed	November	Complete	100%	☐	☐	☒	☐	☐
		Install donation signs at popular properties that are not currently involved in the revenue based parking program	Design and Install signs at Epping, The Glen, Arran Lake, Jones Falls, Colpoys Lookout, Feversham, Lake Charles, Indian Falls.	July	Complete	100%	☒	☐	☒	☐	☒
		SRCA - Final	Approval of Spirit Rock Mgmt Plan	December	Timeline Adjustment	80%	☒	☐	☒	☐	☒
		Support education with signage project(s)	Install 4-8 signs with Indigenous and ecology themes along the boardwalk at Bognor Marsh (Greenbelt project)	November	Complete	100%	☐	☒	☒	☐	☒
		West Rocks - Climbing Plan	Phase 1 of climbing plan initiated including site mapping and public/partner consultation (Complete Y/N)	October	Issues/Concerns	20%	☒	☐	☒	☐	☒
	Properly manage conservation land assets	Acquire The Glen expansion	Complete Acquisition	November	Complete	100%	☒	☐	☒	☒	☒
		Administrative Building Renewal	Support completion of Building Renewal	May	Complete	100%	☒	☐	☐	☐	☒
		Build and install new logs for Rankin Dam	Logs fabricated and installed	May	Complete	100%	☒	☒	☒	☐	☐
		Ensure Asset Management Plan is kept up to date for incorporation into 2027-2029 budget	Completion of a written plan to support database information	August	Complete	100%	☒	☒	☒	☐	☒
		IFMP - Improve overflow parking area on the exit road	Expand and resurface the existing parking lot to accommodate more vehicles (if possible) and enhance durability through the addition of gravel or other suitable materials	November	Deferred	10%	☐	☐	☒	☐	☐
		IFMP - Update Filtration Plant Trail boardwalks	Build new foundation/cribs replace rotten boards and resurface boardwalk	October	Complete	100%	☐	☐	☒	☐	☐
		Ongoing inspections, operation, maintenance and repair of Clendenan Dam.	Build and replacement logs for the next 3 years	November	On Track	50%	☐	☒	☒	☐	☐
		Remove Arran Lake Dock	Dock removed	April	Complete	100%	☐	☐	☒	☐	☐
		Remove Arran Lake pavilion	Hire contractor to remove full structure and remediate area.	November	Complete	100%	☐	☐	☒	☐	☐
Improve Watershed Health	Engage the community to support watershed health initiatives	Grants - identify and apply for grants to ensure continued funding for position and projects.	Apply for a minimum of four (4) grants.	December	Timeline Adjustment	25%	☒	☐	☐	☒	☒
			Secure a minimum of two (2) grants.	October	Complete	100%	☒	☐	☐	☒	☒
		Stewardship Website Content	Updated photos and information about landowner champions/RALP	July	Complete	100%	☒	☐	☐	☒	☒

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Improve Watershed Health	Ensure ongoing understanding of watershed health conditions	Development of procedures documents to ensure maintenance of corporate knowledge for surface water monitoring.	Update online map monthly with new water quality data from GSCA's 35 monitoring locations. Provide annual updates to the long term data charts.	December	On Track	83%	☐	☐	☐	☒	☒
		Ensure appropriate succession planning within organization to ensure appropriate knowledge transfer for groundwater monitoring.	Provincial groundwater quality and quantity monitoring at 10 well sites . Sites will be visited a minimum of 3 times per year for data downloads and minimum of once a year for water quality sampling.	November	Complete	100%	☐	☐	☐	☒	☐
			Qualitative and quantitative benthic monitoring of 15 sites per year will be collected.	November	On Track	80%	☐	☐	☐	☒	☐
			Provincial surface water quality monitoring consisting of 10 sites being sampled 8x per year during ice free periods.	November	On Track	88%	☐	☐	☐	☒	☐
		Ensure appropriate succession planning within organization to ensure appropriate knowledge transfer for surface water sampling.	GSCA surface water quality monitoring consisting of 25 sites being sampled 8x per year during ice free periods.	November	On Track	88%	☐	☐	☐	☒	☐
	Provide services to enhance watershed health	As Lead SPA, ensure the maintenance of Source Protection Committee (SPC) membership. Appoint SPC members after consultation with the Source Protection Region Management Committee, as required	Appoint acting Chair for SPC and support permanent appointment process for a new Chair in 2026	August	On Track	75%	☒	☐	☐	☒	☐
		Carry out stewardship projects in-line with the Resilient Agricultural Landscape Projects grant.	Find and work with landowners to implement projects as per grant requirements	December	On Track	25%	☒	☐	☐	☒	☒
		Conduct compliance inspections on a priority basis.	Conduct 10-15 inspections to ensure compliance with RMPs	December	On Track	80%	☒	☐	☐	☒	☒
		Conduct ongoing restricted land use planning screenings related to Source Protection Plan policies and support communication efforts with municipalities on planning related issues.	Issue 50-60 Notices in 2026	December	On Track	90%	☒	☐	☐	☒	☒
		Deliver Drinking Water Risk Management Office services: - Per contract, and on behalf of 15 municipalities across Grey Sauble and Saugeen Valley watersheds, as delegated through municipal agreements (Arran-Elderslie, Blue Mountains, Brockton, Chatsworth, Georgian Bluffs, Grey Highlands, Kincardine, Meaford, Owen Sound, Saugeen Shores, South Bruce, South Bruce Peninsula, Southgate, West Grey and Northern Bruce Peninsula), deliver Risk Management Office services	Delegated responsibility from municipalities, under Part IV of the Clean Water Ac to deliver risk management responsibilities, including negotiation/renewal of Risk Management Plans, inspections and restricted land-use screenings.	December	On Track	75%	☐	☒	☐	☒	☒
			Manage/Renew Service Level Agreements with participating municipalities, including annual reporting updates.	April	Complete	100%	☒	☐	☐	☒	☐

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Improve Watershed Health	Provide services to enhance watershed health	Deliver Drinking Water Source Protection: Provide technical and administrative support and resources to the drinking water source protection program including required Source Protection Plan amendments as the Lead Source Protection Authority (SPA) for the Source Protection Region (Saugeen, Grey Sauble, Northern Bruce Peninsula)	Amend Source Protection Plan for 2 new drinking water systems in 2026 , including associated mapping (GIS support)	December	On Track	90%	☒	☐	☐	☒	☒
		Carry out stewardship projects in-line with the Healthy Lake Huron partnership	Participate as part of Steering Committee and Technical Committee for Healthy Lake Huron partnership.	December	On Track	83%	☒	☐	☐	☒	☒
		Conduct managed Forest Plans on a fee for service basis throughout the watershed	Complete Managed Forest Plans for eligible/interested landowners by appropriate deadlines	July	Complete	100%	☐	☐	☐	☒	☒
		Negotiate/Renew Risk Management Plans with affected landowners in vulnerable source protection areas	Completion of 6 Risk Management Plan renewals and 3-5 new Plans	December	On Track	75%	☒	☐	☐	☒	☒
		Provide tree planting services throughout the watershed	Plant 34,000 trees across watershed.	June	Complete	100%	☐	☐	☐	☒	☒
		Prepare for 2027 tree planting season	Drive sales of 40,000 trees for 2027	December	On Track	75%	☐	☐	☐	☒	☒
		Complete Tree Planting Survival Assessments in-line with grants from Forest Canada	Complete Year 2 and Year 5 survival assessments as per funding agreement (~70,000 trees)(Complete Y/N)	November	On Track	5%	☐	☐	☐	☒	☐
		Offer bulk tree orders to watershed residents	Sales (pre-tax) of \$65,000 as per budget	May	Complete	100%	☐	☐	☐	☒	☐
		Prepare for 2027 bulk tree orders	Drive sales of \$67,000 for 2027	December	On Track	5%	☐	☐	☐	☒	☐
	Understand and communicate the impact of GSCA's actions on watershed health	Complete annual reporting requirements to Source Protection Authorities as specified under the Clean Water Act	Complete annual reporting prior to the legislated deadline	April	Complete	100%	☒	☐	☐	☒	☒
Strengthen Environmental Education and Communication	Create inclusive, accessible educational programming	Offer Day Camp	Return to Administration Centre for Day Camp (seven weeks)	June	Complete	100%	☐	☐	☐	☐	☒
		Actions of the Greenbelt Grant	Install bilingual signage, develop a curriculum-linked wetland program, continue to install and monitor nest protectors, and host a sign reveal/volunteer appreciation event to unveil the newly installed educational signage.	November	Complete	100%	☒	☒	☒	☐	☒
		Deliver Watershed Guardians Program & create Natural Hazard Programming	Programs delivered to school groups	December	On Track	70%	☐	☒	☐	☐	☒
		Offer world of trees programming	Programming with schools over 2-3 days , liase with local schools to include HS volunteers (i.e. SMHS's Eco Team).	May	Complete	100%	☐	☐	☒	☒	☒
		Run Earth Film Festival	Liaise with local schools to register classroom participation, facilitate successful event (select film, book room, etc.) (Complete Y/N)	May	Complete	100%	☐	☐	☐	☒	☒

Primary Strategic Goal	Strategic Direction	Specific Action	Key Performance Indicator (KPI) / Specific Deliverable	Target Completion or Report Date	Status	Percent Complete	Achieve Organizational Excellence	Effectively Monitor and Manage the Risk of Natural Hazards	Enhance GSCA Land Management	Improve Watershed Health	Strengthen Environmental Education and Communication
Strengthen Environmental Education and Communication	Enhance awareness of GSCA's role and impact while creating feedback loops to guide continuous improvement.	Web mapping	Property web maps in Mango Maps with consistent symbology Consistent up-to-date mapping across all public facing maps Turtle Stewardship program supported via online map products Identify opportunities to support more GSC departments and initiatives through the use of public-facing online maps and spatial data (Complete Y/N)	October	On Track	83%	☒	☒	☒	☐	☒
	Enhance awareness of GSCA's role and impact while creating feedback loops to guide continuous improvement.	Prioritize opportunities for public engagement	Encourage Staff Team to participate in community events to effectively promote GSCA (minimum of 10 of events attended)	November	Complete	100%	☒	☒	☒	☒	☒
		Represent GSCA on relevant boards and committees to push forward goals, objectives, and values of GSCA	Represent GSCA on Bruce Grey Woodlot Association BOD in 2026. Attend a minimum of three (3) meetings.	December	Complete	100%	☒	☐	☐	☒	☒
			Grey Bruce Woodlot Conference - organizing committee, booth at event	April	Complete	100%	☒	☐	☐	☒	☒
			Represent GSCA on Bruce Grey Forest Festival organizing committee and attend event	December	Complete	100%	☒	☐	☐	☒	☒
		Launch public engagement campaigns	Conduct targeted education campaigns to specific industries	April	Complete	100%	☒	☒	☐	☐	☒
			Undertake social media campaign about natural hazards, including cost of not taking action	January	Complete	100%	☐	☒	☐	☐	☒
			Post monthly on social media platforms	December	On Track	83%	☐	☒	☐	☐	☒
	Leverage community to support outreach, education, and engagement	Collaborate with OS on <i>Salmon Discover Day</i>	Work with OS tourism staff to plan, run and attend event (funding dependent).	October	Complete	100%	☐	☐	☒	☒	☒
		Grey Bruce Farmer's Week	Represent GSCA at event	January	Complete	100%	☐	☐	☐	☒	☒
		Grey Bruce Woodlot Conference	Represent GSCA at event	April	Complete	100%	☐	☐	☐	☒	☒
		International Plowing Match	Represent GSCA at event	September	Complete	100%	☐	☐	☐	☒	☒

Status Indicator	Current Status	Projects	Status from Q2	Status from Q1
Not Started	0%	0	11%	31%
On Track	38%	56	47%	44%
Timeline Amendment	4%	6	5%	8%
Issues or Concerns	1%	1	0%	0%
Project at Risk	0%	0	0%	0%
Deferred	1%	2	1%	0%
Complete	55%	81	35%	18%
Total	100%	146		

Strategic Goal	% Complete	Total Tasks
Org Excellence	84%	48
Nat Haz	87%	19
CA Land	71%	38
Watershed Health	77%	24
Ed / Comms	96%	17
Total	83%	146