



STRATEGIC PRIORITIES PROGRESS TRACKER

September 2026





Strategic Priorities Progress Tracker

The Strategic Plan is a four-year framework that guides Council and staff priorities from the beginning of 2023 to the end of 2026.

This document tracks the goals from the Plan. Many objectives are complete, while others involve ongoing programs, partnerships or long-term work that will continue beyond a single project or budget cycle.

The Progress Tracker will continue to be updated as work advances.

Understanding the status

COMPLETE

The objective has been achieved.

COMPLETE & ONGOING

The objective has been substantially achieved, with related work continuing as an ongoing municipal responsibility.

IN PROGRESS

Work toward the objective is actively underway.

PLANNED

The objective remains planned for future work.

Lenses



**Climate
Resiliency**



**Sustainable
Service Delivery**



**Social
Equity**



**Effective
Decision-Making**



LEADERSHIP

Goal 1: Update critical plans and bylaws, and governance processes, to reflect current community needs and best practices in organizational excellence.

» 1.1 | Update the Official Community Plan

COMPLETE

The OCP was updated with a focus on housing and water supply and adopted January 6, 2026. The process included community-wide engagement, engagement with the Skwxwú7mesh Úxwumixw and a Residents Assembly led by SFU.

» 1.2 | Update the Zoning Bylaw

COMPLETE

The Zoning Bylaw was updated in coordination with the OCP and adopted January 20, 2026.

» 1.3 | Establish a Fringe Area Plan for Aquifer 560

IN PROGRESS

The Town and SCRD have a Watershed Agreement and are working on a Fringe Area Plan and/or systems optimization study. The One Water system optimization study is complete and the expanded monitoring program has been completed.

» 1.4 | Update Development Permit Areas 1, 2 and 9

COMPLETE

Updated Development Permit Areas were incorporated into the new OCP.

» 1.5 | Update the Public Participation Toolkit

COMPLETE

A new Public Participation Toolkit was completed and approved by Council on September 8, 2026.

» 1.6 | Public participation training for staff and Council

COMPLETE

A public engagement workshop for senior leaders was held in November 2025. Some staff have received additional training and will continue to be available to staff as needed.

» 1.7 | Approve a new Council Code of Conduct

COMPLETE

A new Code of Conduct was completed in 2023.

» **1.8 | Establish a framework for personal growth and organizational development**
COMPLETE & ONGOING

The Town's performance management system was revised into the Elevate program, which connects professional development and personal goals with departmental objectives. Leadership development continues.

» **1.9 | Clarify governance roles and delegation of authority**
COMPLETE

A Council/Staff workshop was held in December 2024. The Delegation of Authority Bylaw was adopted January 6, 2026.

Official Community Plan open house at the Gibsons Public Market.



Goal 2: Deliver strong and sustained advocacy for our community on critical issues that matter to Gibsons residents.

» **2.1 | Housing and homelessness**

COMPLETE & ONGOING

The Town has supported the Homelessness Outreach Program, Housing Accelerator Fund, BC Builds and coast-wide housing initiatives. Everybody Deserves a Home has expanded its housing and outreach work with new federal funding.

» **2.2 | Long-term care, hospice, mental health and addictions**

COMPLETE & ONGOING

The Town continues to advocate with VCH and the Ministry of Health for expanded long-term care, mental health, addictions and hospice services. Advocacy contributed to the awarding of 20 complex care beds in Sechelt, although the beds were subsequently removed in 2026. The Town supported the Mossy Rock hospice location, secured funding for the Cover the Coast addictions recovery needs assessment, and is working with Together We Can to expand recovery services on the Sunshine Coast. Five second-stage sober-living spaces have also been created through Everybody Deserves a Home and are now supported by federal Reaching Home funding.

» **2.3 | Childcare expansion, affordability and workforce**

COMPLETE & ONGOING

The Town secured funding for 45 childcare spaces at Shaw Road and supported Huckleberry's infant-toddler expansion. The Town also advocated for the return of the Gibsons YMCA infant-toddler program after it was discontinued in Fall 2025 and reinstated in Fall 2026. Ongoing coordination with the Province, YMCA and School District 46, along with participation in the Joint Childcare Council, continues to support childcare access and workforce needs. The Town has also advocated federally for pathways to permanent residency for temporary foreign workers in the childcare sector.

» **2.4 | Policing cost formula**

COMPLETE & ONGOING

The Town has sent two letters and held several meetings with the Solicitor General, including joint advocacy with Cumberland, Pemberton and Bowen Island. The Town also supported Pemberton's motion at the LMLGA convention. While the Province has committed to reviewing the policing cost formula, changes are not expected until 2026. The Town continues to advocate through its MLA and is now working with the RCMP and the Ministry of Public Safety and Solicitor General on the most financially manageable transition to full policing costs in 2027.

» **2.5 | Speculation & Vacancy and Empty Homes taxes**

COMPLETE

The Town has raised the issue with the Province and continues to monitor opportunities for expanding these measures.

» **2.6 | Central recycling drop-off model**

COMPLETE

The Town has advocated for continued access to the local recycling depot and worked with the SCRD on resource recovery. The OCP and Zoning Bylaw preserve the depot use on its current property.



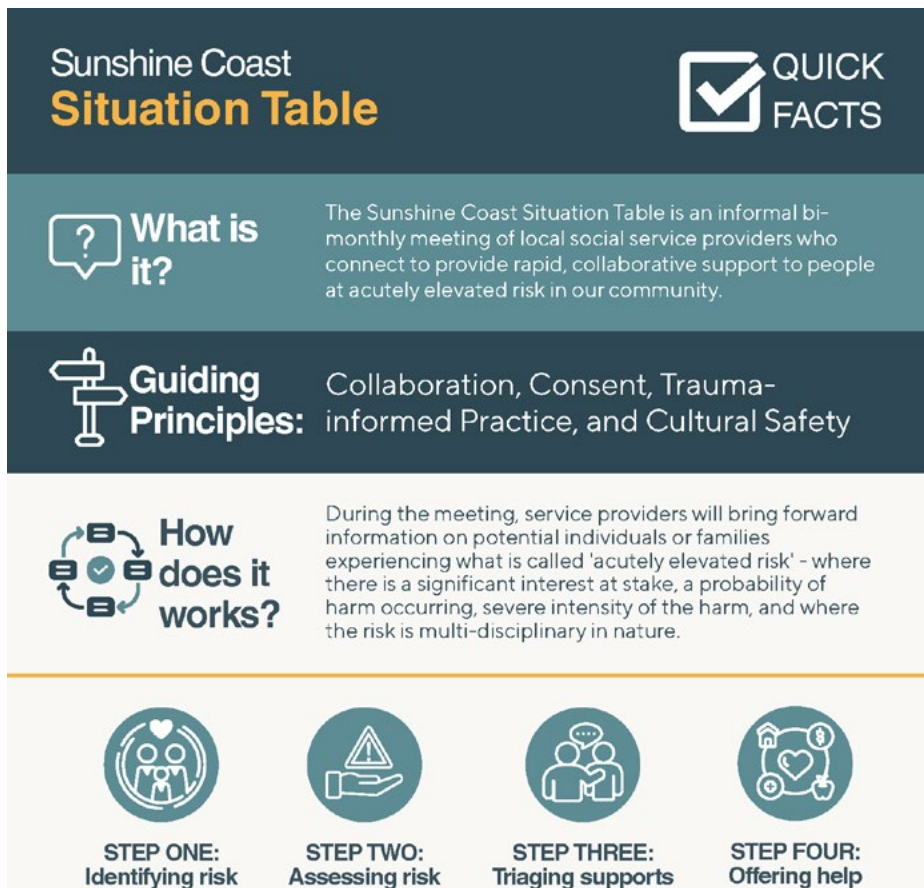
Sunshine Coast Situation Table

The Sunshine Coast Situation Table was officially launched on October 16, 2025, supported by a \$70,000 provincial grant applied for by the Town of Gibsons.

Administered by the Town of Gibsons, this initiative brings together front-line professionals from health care, social services, housing, emergency response, law enforcement and local government to identify individuals at acutely elevated risk and connect them with supports before a crisis occurs.

Situation Tables are considered a best practice for improving community safety and well-being by supporting community front-line workers.

Since its launch, the Situation Table has reviewed 10 situations and coordinated interventions for seven individuals experiencing complex challenges related to housing, mental health, substance use, health care access, and community safety. The program has strengthened collaboration among local agencies, improved access to services for vulnerable residents, and helped reduce reliance on emergency and enforcement resources through proactive, coordinated action.





Goal 3: Enhance transportation options.

» 3.1 | Improve transit connections between Upper and Lower Gibsons

COMPLETE & ONGOING

Advocacy has supported increased frequency on Route 90 and prioritization of a new Route 5 around Gibsons. Provincial funding was not secured in 2026 and will be sought again.

» 3.2 | Update the Active Transportation Network

COMPLETE

The Active Transportation Network Plan has been completed.

» 3.3 | Support a passenger ferry

COMPLETE

The Town is working with the Gibsons Landing Harbour Authority and CIRQL Ferries toward a permanent harbour charge barge to support future electric vessels. Federal funding for the charge barge was approved in 2026.

» 3.4 | Expand EV and e-bike charging

COMPLETE

An EV charging station at the Gibsons & Area Community Centre parking lot has been completed in partnership with the SCRD and BC Hydro.

» 3.5 | Advocate for BC Ferries service improvements

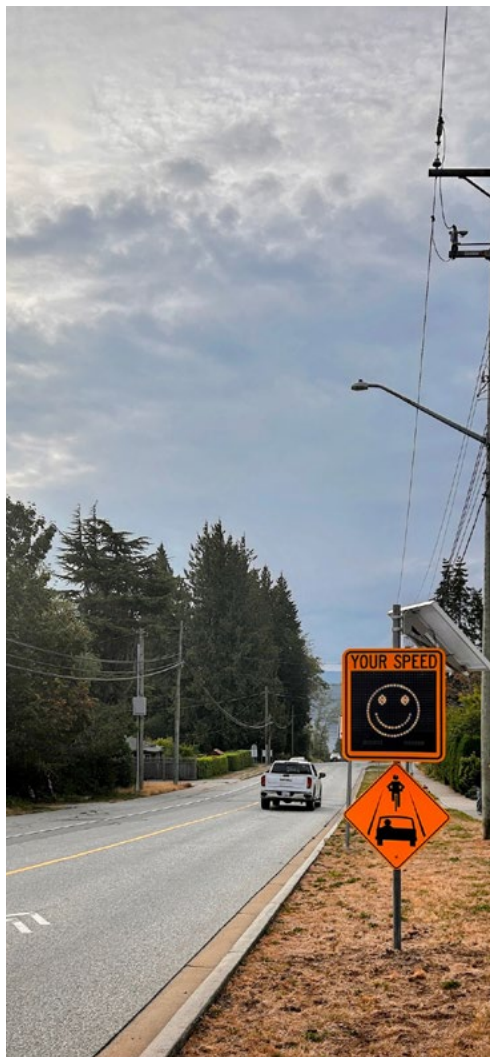
COMPLETE & ONGOING

The Town continues advocacy with BC Ferries and the BC Ferry Authority. The Route 3 performance review was released in February 2026, and the Town's Ferry Advisory Committee released a Route 3 Position Paper in September 2026.

» 3.6 | Advocate for the Alternate Route and Highway 101 active transportation

COMPLETE & ONGOING

The Alternate Route plan was completed and made public in 2025. Provincial work on pedestrian safety and active transportation along Highway 101 is also being supported through ongoing advocacy.



Goal 4: Strive for social equity in Town governance, planning, procurement and operations.

» 4.1 | Sustainable procurement

IN PROGRESS

Environmental, social and cultural principles are incorporated into Town procurement policy. Staff continue training through the BC Social Procurement Initiative, with further policy improvements under consideration.

» 4.2 | Reconciliation, culture and history through art

COMPLETE

The Skwxwú7mesh Úxwumixw portion of the Public Art Path has been installed at White Tower Park. The Town also continues learning and relationship-building initiatives.

» 4.3 | Meaningful engagement and opportunities for Indigenous partners

IN PROGRESS

The Town is exploring opportunities in climate change, emergency planning and heritage conservation and is considering alignment with the Skwxwú7mesh Úxwumixw Climate Legacy Strategy.

» 4.4 | Expand Everybody Deserves a Home

COMPLETE

The Town funds a Homeless Outreach Coordinator in partnership with BC Housing Funding has increased to support a full-time position.

» 4.5 | Regional Poverty Reduction Plan and social planning

COMPLETE

The Town supported a regional funding application that enabled community-based social planning work on the Sunshine Coast.

Artist Rosalie Dipcsu (to the right of the installation), poses in front of her artwork with her husband and Town staff.



» **4.6 | Expand childcare spaces and workforce**

COMPLETE & ONGOING

The Town continues its partnership with Huckleberry Child Care Society and is working with provincial and community partners on additional childcare spaces, including at 571 Shaw Road.

» **4.7 | Youth Representatives on Council**

COMPLETE

The Youth Representatives program continues to engage local youth in municipal government, including participation in advocacy and presentations at regional local government events.

» **4.8 | Social equity and staff training**

COMPLETE & ONGOING

Staff have participated in Mental Health First Aid, Not Myself Today and other initiatives supporting mental health awareness, resiliency and reducing stigma. The Town also implemented a shift in its Permissive Tax Exemption approach to support social contributions (ie. Food Bank at St. Bart's).

» **4.9 | Regional Accessibility Plan**

COMPLETE

The Town was part of the Sunshine Coast Regional Accessibility Advisory Committee and the Regional Accessibility Plan which was endorsed by all three local governments in 2026.

Goal 5: Work toward an attractive, ecologically healthy and economically thriving Harbour.

» **5.1 | Harbour enhancement**

COMPLETE

The Town continues to work with the Gibsons Landing Harbour Authority and Small Craft Harbours on infrastructure improvements and future electric-boat charging.

» **5.2 | Healthy Harbour and Howe Sound initiatives**

COMPLETE

The Town and BlueAct Marine Society signed a 2024–2027 Services Agreement supporting harbour and marine initiatives.

» **5.3 | Update Recreational Water Lease Bylaw**

COMPLETE

The bylaw was updated, including revised eelgrass conservation areas. Harbour monitoring and emergency response planning also continue.

» **5.4 | Foreshore and Seawalk improvements**

IN PROGRESS

The Town received \$2 million for improvements between Armour's Beach and the Gibsons wharf. Detailed design is progressing, with construction planned for summer 2027.

» **5.5 | Five Corners pedestrian-focused plaza**

IN PROGRESS

Design work is complete. Funding is being pursued for Pioneer Park washrooms and stairs connecting Marine Drive to the foreshore, with work planned for 2027.

» **5.6 | Wayfinding signage**

COMPLETE AND ONGOING

Lower Gibsons directional sign replacements were completed in 2025. Additional Upper Gibsons signage is planned.

» **5.7 | Return The Persephone to the harbour area**

COMPLETE

The Persephone was restored and placed at Inglis Park at Five Corners with support from community partners.

» **5.8 | Stonehurst and Molly's Reach**

COMPLETE

Progress has been made on heritage designation for Stonehurst. Molly's Reach celebrated its 100th anniversary in 2026, with the building owners expressing a commitment to preserving its heritage.

» **5.9 | Public art**

COMPLETE

The Public Art Path is complete, including the Skwxwú7mesh Úxwumixw installation at White Tower Park.



AFFORDABILITY

Goal 6: Support Rental and Affordable Housing

» 6.1 | Shaw Road Affordable Housing Project

COMPLETE

Phase 1 was completed in 2024 and Phase two, with onsite childcare spaces, was completed in 2026.

» 6.2 | Kiwanis Housing expansion

COMPLETE & ONGOING

Phase 1 is complete and occupied. Work continues on Phase 2.

» 6.3 | Initiate three more non-profit housing projects

IN PROGRESS

Shaw Road Phase 3, but with Kiwanis, initiated and supported by Council for Community Housing Fund application in summer 2025. Affordable Housing Society has taken a renewed interest in a new project as of 2026 Discussions ongoing with School District 46, Gibsons Legion, Habitat for Humanity, Salvation Army, and Vancouver Coastal Health. Introduction of non-profit affordable housing to Civic-Institutional zoning in new OCP/ZB.

» 6.4 | Support market rentals

COMPLETE

The Town reduced utility and garbage collection fees for secondary suites, prioritizes rental housing applications and has updated zoning to allow density bonuses for rentals. More than 300 market rentals have been approved during the term.

Phase 1 and 2 of Shaw Place. Photos from Sunshine Coast Affordable Housing Society.



» **6.5 | Encourage secondary and accessory suites**

COMPLETE

Secondary and accessory suites were addressed through the OCP and Zoning Bylaw updates. Utility rates were also adjusted to support homes with secondary suites.

» **6.6 | Support alternative forms of housing**

COMPLETE

RV, mobile home, tiny home, garden suite and other accessory dwelling opportunities were addressed through the OCP and Zoning Bylaw updates.

» **6.7 | Regulate short-term rentals**

COMPLETE

A new short-term rental approach was introduced following adoption of the OCP and Zoning Bylaw. The system regulates short-term rentals through business licences, includes a cap and prioritizes pre-existing operations.

» **6.8 | Streamline approvals for non-profit housing**

COMPLETE

Non-profit housing projects receive top priority in planning, followed by rental projects. Housing Accelerator Fund initiatives may further streamline approvals

Goal 7: Integrate policing costs into the budget while maintaining financial sustainability, core services and other strategic objectives.

» **7.1 | Focus on core municipal responsibilities**

COMPLETE

Asset management has remained a focus throughout the term.

» **7.2 | Increase the Policing Reserve by 5% annually**

COMPLETE

The target was considered sufficiently achieved by 2025, according to the Director of Finance.

» **7.3 | Maintain policing service levels during the transition**

COMPLETE

The Town maintains regular meetings and communications with the RCMP and E Division.

» **7.4 | Review Grants of Assistance and Property Tax Exemptions**

COMPLETE

The Grants of Assistance program was rescinded and the Permissive Property Tax Exemption approach was revised in 2024.

» **7.5 | Advocate for containment of rising SCRD costs**

COMPLETE

The Town has consistently advocated on SCRD costs and taxation through Council discussion, votes and regional advocacy.



NATURAL ASSETS

Goal 8: Implement climate resilience measures through Natural Asset Management.

» 8.1 | Strengthen Development Permit Areas

COMPLETE

New Environmentally Sensitive Areas, Geohazard and Aquifer Development Permit Areas were established.

» 8.2 | Implement Source to Sea and Coastal Resilience recommendations

COMPLETE & ONGOING

Work includes addressing data gaps, improving understanding of surface and groundwater connections and strengthening collaboration with the Skwxwú7mesh Úxwumixw. Coastal Resilience findings are informing foreshore restoration work.

» 8.3 | Explore natural infrastructure for climate adaptation

COMPLETE & ONGOING

The Town continues to advance active projects and critical infrastructure replacement and upgrades, including natural infrastructure approaches.

» 8.4 | Embed Natural Asset Management into fringe-area planning

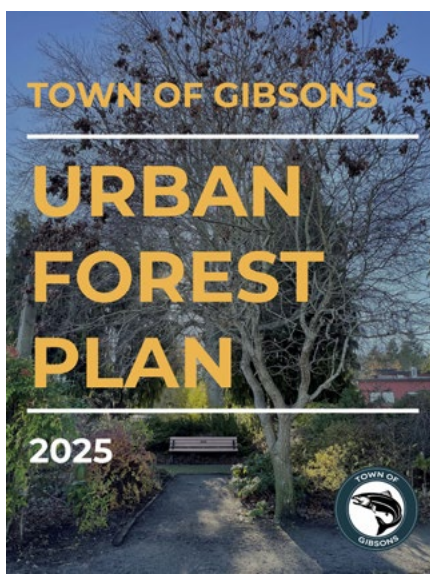
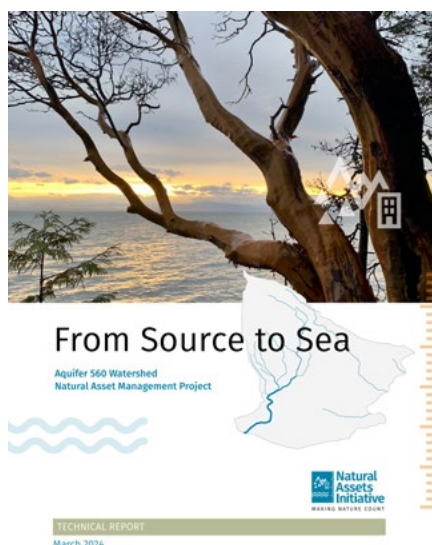
IN PROGRESS

The Town and SCR D have a Watershed Agreement. Staff continue working together on Aquifer 560, the One Water Strategy and expanded aquifer and watershed monitoring.

» 8.5 | Complete an Urban Forest Plan

COMPLETE

The Urban Forest Plan and supplementary Implementation Plan have been endorsed by Council.



Goal 9: Ensure aquifer and watershed protection to continue to deliver safe and sustainable water supply to the community.

» **9.1 | Collaborate with the Skwxwú7mesh Úxwumixw on water governance and watershed security**

IN PROGRESS

The Town has supported the Nation’s Watershed Security Fund work to revitalize Gibsons Creek. Leadership meetings continue, with the Town and Nation working toward a joint funding application.

» **9.2 | Investigate watershed recharge characteristics**

COMPLETE

The Town worked with Waterline Resources to update the Aquifer Leapfrog Model using new Town and SCRD data. Additional information has been gathered through Development Permit Area investigations and expanded monitoring.

» **9.3 | Install additional Aquifer 560 monitoring wells**

COMPLETE

Monitoring wells were completed in January 2024 and are now part of the broader monitoring program.

» **9.4 | Continue Aquifer 560, precipitation and creek-flow monitoring**

COMPLETE & ONGOING

Data collection continues as part of the Town’s ongoing monitoring program.

» **9.5 | Develop a Watershed Management Area Plan**

PLANNED

Staff are reviewing priorities and departmental capacity and will develop a strategy for completing the plans that contribute to a Watershed Management Area Plan.

» **9.6 | Implement the 2021 Aquifer Mapping Study recommendations**

COMPLETE

The project was completed in the first quarter of 2024.

Goal 10: Provide clear communications, community engagement and regional leadership on water supply, climate resilience and Natural Asset Management.

» **10.1 | Regional leadership on water supply and natural assets**

COMPLETE

A Watershed Agreement is in place between the Town and SCRD. Planning and Infrastructure staff are working together on a Fringe Area Plan and/or systems optimization study and continue regional discussions about water supply and natural asset management.

- » **10.2 | Continually inform the public on water use and conservation measures and provide regular updates on the state of the Aquifer.**

COMPLETE & ONGOING

A dedicated water information webpage has been developed. Regular updates on aquifer health, water availability and water usage are shared on a monthly basis from May to October. Town vehicles have been equipped with new “Water FAQ” decals directing people to the water webpage. During water regulations, the information is easily accessed and displayed on the homepage. A community dialogue session on Aquifer Protection was held on April 23, 2026 at the Gibsons Public Market.

- » **10.3 | Develop a Low Carbon Resilience Climate Action Plan (LCRCAP) to reduce community-wide consumption and GHG emissions. |**

COMPLETE

Project completed in Q1 2026.

- » **10.4 | Create a Corporate Climate Action Plan (CCAP)**

COMPLETE

Staff presented the final report in Q4 2024

- » **10.5 | Implement Community Dialogues on Climate Resiliency.**

COMPLETE

Partnership with BlueAct Marine Society being considered in 2025 Budget.

- » **10.6 | Continue to advocate for water metering and volumetric billing at the Sunshine Coast Regional District.**

COMPLETE

SCRD making great progress on these items





NATURE AS INFRASTRUCTURE

For more than a decade, the Town of Gibsons has been a leader in protecting natural assets and integrating them into municipal planning, infrastructure investment, and long-term financial decision-making. This work helps protect the environment while building a more sustainable, resilient, and cost-effective future for the community.

From the aquifer and local creeks to wetlands, forests, and coastal ecosystems, natural systems provide critical municipal services that support drinking water, stormwater management, climate resilience, and community well-being.

Natural asset management values and manages natural systems that provide municipal services that would otherwise require engineered infrastructure.

Natural Assets at Work

Natural Asset	Municipal Service	Typical Engineered Alternative
Aquifer	Drinking water supply	Water treatment plant, reservoirs, and filtration infrastructure
Foreshore Areas	Coastal protection and wave attenuation	Seawalls, riprap, and other coastal defence structures
Wetlands & Stormwater Ponds	Rainwater storage, treatment and flood mitigation	Engineered detention ponds, storm sewers, and underground piping systems
Urban Forest & Tree Canopy	Cooling, erosion control, air quality improvement, and rainwater interception	Cooling infrastructure, retaining walls, and expanded stormwater systems

WHITE TOWER PARK STORMWATER PONDS

A \$1.5 million investment today helped avoid up to \$17 million in future infrastructure costs.

The stormwater ponds at White Tower Park replaced a conventional engineered system estimated to cost \$6.5–\$8.5 million up-front, while also avoiding another future replacement cost of \$6.5–\$8.5 million and reducing long-term maintenance expenses.



CHARMAN CREEK RESTORATION

A \$6 million investment helping protect against an estimated \$116 million in future flood damage.

The Charman Creek Restoration project is restoring part of the watershed's natural drainage system, reducing flood risk and helping protect homes, businesses, and infrastructure for generations to come.



Before



After



PROTECTING THE AQUIFER

Aquifer 560 is a naturally occurring underground water source that stores and filters drinking water so effectively that it meets health standards without chemical treatment. Protecting the aquifer remains a central priority for the Town.

Through ongoing aquifer, creek, and watershed monitoring and assessment, the Town has strengthened its understanding of groundwater systems, recharge processes, and the factors influencing long-term water sustainability. This work helps guide land use planning, infrastructure investment, environmental policy, and watershed protection efforts to ensure safe and reliable drinking water for current and future generations.

The Town also continues to advance projects that support watershed health and climate resilience, including stormwater management improvements, creek restoration initiatives, and green infrastructure projects that help protect natural water systems and reduce environmental impacts.

Learn more at gibsons.ca/protecting-the-aquifer



In Gibsons,
protecting nature is
not separate from
delivering municipal
services — it is how
we deliver them.



2023-2026 STRATEGIC PRIORITIES

September 2026

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