



FEBRUARY 2026

2025 ANNUAL REPORT

THIS ANNUAL UPDATE OUTLINES PROGRESS TOWARDS KEY MILESTONES DETAILED IN THE 2022-2027 STRATEGIC PLAN, PROVIDING TRANSPARENT STATUS UPDATES AND AN OVERVIEW OF THE ACTIVITIES TAKEN TOWARDS ACHIEVING THEP'S AMBITIONS WITHIN THE LAST YEAR.



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LIST OF ACRONYMS & ABBREVIATIONS

AiP	Approval in Principle
AKBLG	Association of Kootenay and Boundary Local Governments
AQ	Air Quality
AQWG	Air Quality Working Group
BAB	Business after Business
BC	British Columbia
BCCDC	BC Centre for Disease Control
BLLRWG	Blood Lead Level Reduction Working Group
CBAL	Columbia Basin Alliance for Literacy
CBT	Columbia Basin Trust
COINS	Circle of Indigenous Nations Society
CoP	Community of Practice
CPO	Community Program Office
EM	Environmental Management
ENV	BC Ministry of Environment and Parks
EPA	Environmental Protection Authority (South Australia) Environmental Protection Agency (U.S.A.)
ES	Enhanced Healthy Families Healthy Homes Support
FAIR	Family and Individual Resource Society
FAN	Family Action Network
HFHH	Healthy Families Healthy Homes
IH	Interior Health

LSR	Lead Safe Renovation
NAAQ	National Ambient Air Quality Standards
P1	Priority One Properties for Residential Soil Management
PAC	Parent Advisory Council
Pb	Lead
PDP	Property Development Program
PHN	Public health nurse
ppb	parts per billion
RDKB	Regional District of Kootenay Boundary
RLI	Residential Lead Inspection
SO ₂	Sulphur Dioxide
THEC	Trail Area Health & Environment Committee
THEP	Trail Area Health & Environment Program
ToR	Terms of Reference
TSP	Total Suspended Particulate
UBC	University of British Columbia
WARP	Wide Area Remediation Plan

OUR STRATEGIC DIRECTIONS¹

THEP supports the community of Trail and nearby areas to live, work and play in an area influenced by smelter air emissions. To do this, THEP is guided by the following:

Air: Air quality measures for Pb and SO₂ meet the most stringent applicable criteria: Pb levels in air around Trail consistently meet 0.15 µg/m³ on a three-month rolling average across the community; and SO₂ levels in the air around Trail meet Canadian Ambient Air Quality Standards.

Soil: Metal contaminated soil in the Environmental Management (EM) Area is managed in a risk-based and prioritized way.

Built environments: Current and future residents and caregivers in the Trail area are knowledgeable, supported, and empowered to ensure their built environments are lead-safe.

Health: THEP is a community leader and champion for health and early childhood development.

Community connectedness & leadership: THEP is known locally (and beyond) as a trusted partner in the community wellbeing of the Trail area.

Integration, understanding & creating value together: A greater understanding by all partners of the relative influence of smelter emissions on children's blood Pb levels in the Trail Area is achieved.

¹ To view the full 2022-2027 THEP Strategic Directions Plan, click [here](#).

KEY

Note that a color-coding has been applied to indicate where work is on track, delayed, or halted. The following color-coding has been applied:

On track
Delayed
Not started

Note that these indicate **whether work has begun towards achieving the milestone**. Not all of the milestones are formulated as outcomes with set targets; therefore this color-coding refers to whether efforts have been initiated.

DEFINITIONS

The following key definitions may be helpful to keep in mind when reading through the report.

- Indicators** Provide a way to measure, provide evidence/ data for measurement. Often written neutrally (non-directional). Interpretation occurs with collected data. Given many milestones are service focused, many of our indicators are written as steps in a process.
- Milestones** Purpose is to provide direction and help us mark progress within each topic area; often framed as service focused.

AIR

This section provides an overview of the progress made against each milestone (and their associated indicators), as well as highlights from the year.



3

New community air monitors were proposed

Milestone	Indicators	Delivery status:
1. By 2025, review the ambient air monitoring network	<ul style="list-style-type: none"> Evidence that air quality data is representative of community air; and / or recommended modifications to achieve this Process: Study of AQ monitoring network underway (by 2024) 	On track
Activities: <ul style="list-style-type: none"> The BLLRWG reviewed the proposal for three new community TSP monitors; tentatively Tadanac, West Trail and Duncan Flats (north of site). Aiming for installation in 2026. 		

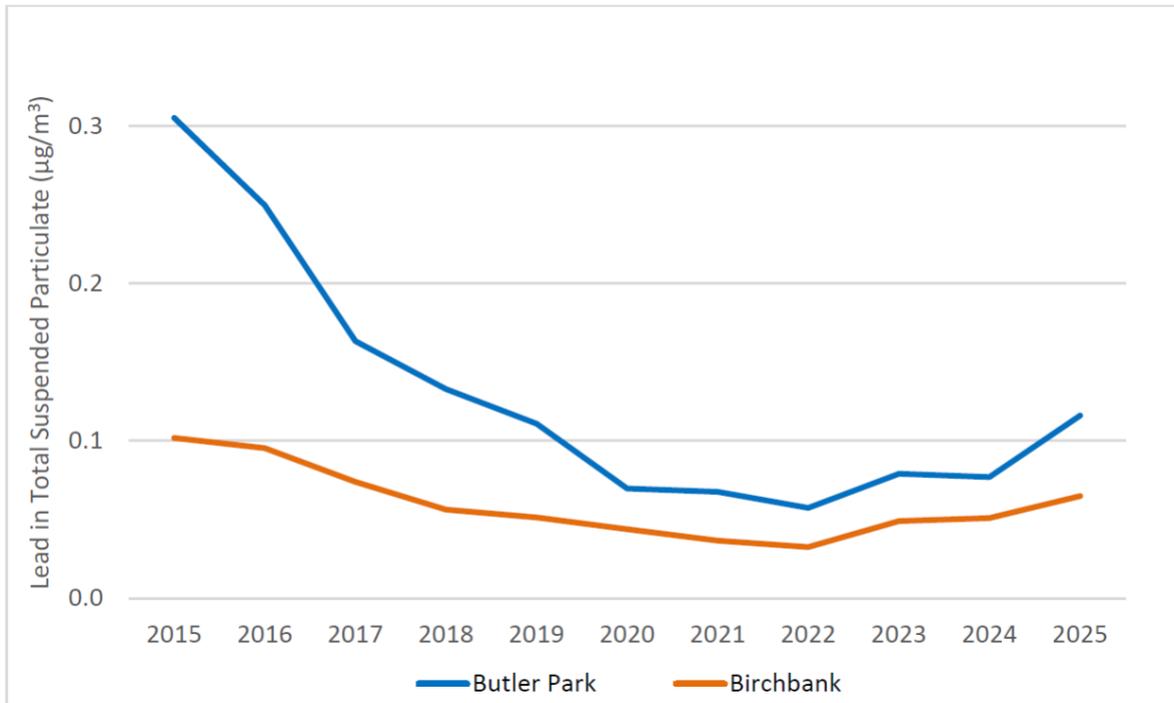
Milestone	Indicators	Delivery status
2. Annually, demonstrate improvements in Pb and SO ₂	<ul style="list-style-type: none"> Review of Pb (µg/m³) in ambient air trend (annual) Review the trend in the percentage of hours that SO₂ is above 35 ppb (annual) 	On track
Activities:		

- Air quality reports at THEC meetings, annual trend graph (Pb and SO₂) shared at February THEC meeting (see graphs that follow), plenary presentation on air quality to THEC in Sept 2025.
 - Pb in ambient air remains below the U.S. EPA NAAQs although higher than recent years following return to consistent production. Renewed focus for 2026.
 - Improving trend in percentage of hours where SO₂ is above 35 ppb continues

Milestone	Indicators	Delivery status
3. Annually review/update communications plan	<ul style="list-style-type: none"> • The Air Quality Working Group reports to THEC that Pb and SO₂ communications planned is current (1/year) • Process indicator: The AQWG reviews and updates the Pb and SO₂ communications plan (annual) 	On track
Activities: <ul style="list-style-type: none"> • Pb and SO₂ communications plan reviewed and air quality topics (case studies) for THEP onboarding guide agreed upon. 		

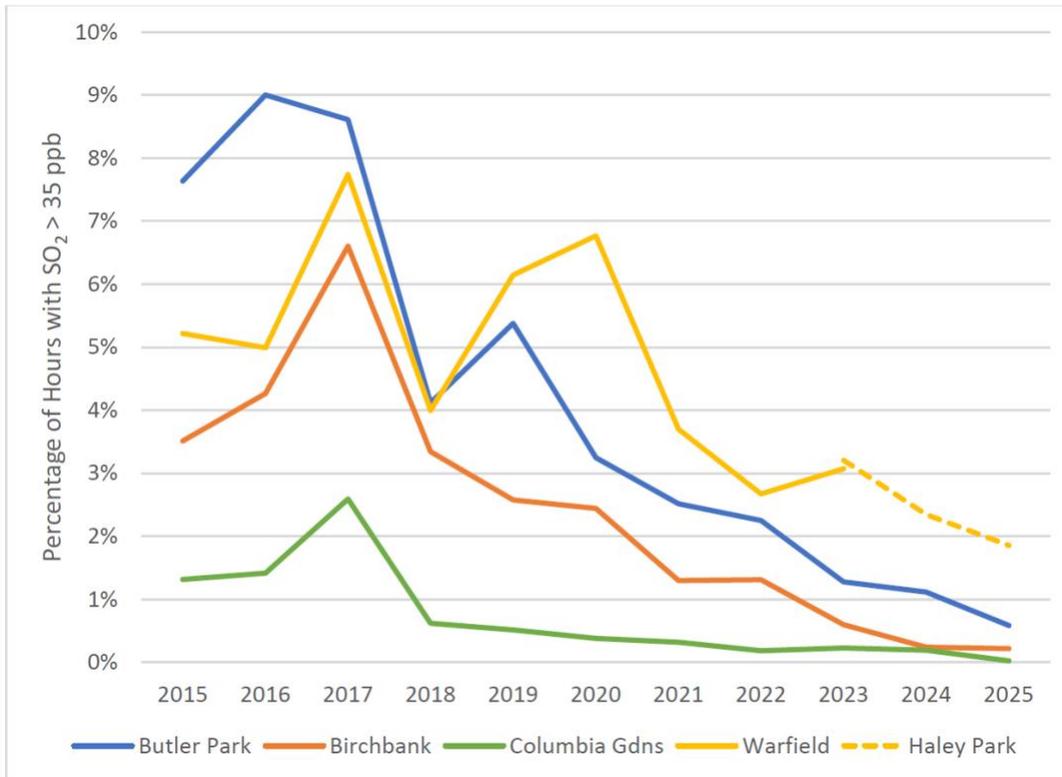
Alongside the progress made in 2025 specifically, the graphs below provide a view of progress made over time.

The chart below shows annual averages for lead (Pb) in airborne dust at the Butler Park and Birchbank stations over the last 10 years.



The levels of lead in ambient air have shown a significant decreasing trend over time. The 2025 annual average is higher than recent years influenced by a return to more consistent production following significant investments in the KIVCET furnace in recent years. Teck Trail Operations remains committed to the critical task of continuing to reduce lead in airborne dust in the community. In 2025, capital investments as part of the Fugitive Dust Reduction Program and renewed employee awareness provide the opportunity to regain momentum on decreasing trends in lead in community air.

Finally, the chart below shows the annual percentage of hours over the past 10 years during which SO₂ was greater than 35 ppb. At all monitoring stations, the number of hours with SO₂ greater than 35 ppb is declining over time.



SOIL

This section provides an overview of the progress made against each milestone (and their associated indicators), as well as highlights from the year.



Milestone	Indicators	Delivery status
1. Annually, ensure the soil management prioritization framework meets the needs of changing priorities and emerging issues.	<ul style="list-style-type: none"> Review, by the soil team, of the soil prioritization framework completed (annual) Soil prioritization framework is documented in the Soil Management Plan submitted to ENV including any updates as warranted (annual) 	On track
Activities: <ul style="list-style-type: none"> 2025 Annual Plan submitted to B.C. ENV in March 2025 and included a review and update of the prioritization framework. Annual plans are available here. 		

Milestone	Indicators	Delivery status
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2. Annually, support prioritized soil management on residential properties by identifying priority properties and offering soil management work.	<ul style="list-style-type: none"> Review, by the soil team, of the priorities for soil assessment completed (annual) # of highest priority (P1) properties offered soil management work (annual) 	On track
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<p>Activities:</p> <ul style="list-style-type: none"> 81 highest priority (P1) properties identified and offered soil management work in 2025. To support the prioritization of properties, 84 Ground Cover Evaluations (GCE's) were completed in 2025. Since 2019 the program has completed 1033 GCE's. 85 properties received either full or partial soil replacement in 2025. Since 2008, full or partial soil replacement has been completed at 1070 properties. 3 stand-alone vegetable gardens were replaced in 2025. A total of 166 stand-alone vegetable gardens has now been completed. 31 difficult access priorities were addressed in 2025. Methods used included soil conveyors, soil chutes, access through neighbouring properties, creating ramps for equipment access, and craning in equipment where conventional access was not possible. The soil management block initiative completed one block (15 properties) in East Trail.

Milestone	Indicators	Delivery status
3. By 2024, develop a long-term monitoring program to: <ul style="list-style-type: none"> a. evaluate soil metal levels over time, including the influence of contemporary emissions; and b. consolidate performance verification activities for remediated sites. 	<ul style="list-style-type: none"> Long-term soil monitoring program developed and presented to THEC and ENV (by June 2024) Interim indicator: Study Terms of Reference developed (by December 2023) 	On track

<p>Activities:</p> <ul style="list-style-type: none"> Second year of monitoring and data collection for Long-Term Soil Study: All 16 sites (18 plots) were sampled in October 2025.

Milestone	Indicators	Delivery status
4. By 2025, identify opportunities for, and provide outreach to, property developers to increase their knowledge and understanding on soil management considerations in the EM Area.	<ul style="list-style-type: none"> Track and demonstrate timely response to Property Development Program enquiries (annual) Outreach plan developed, implemented, and reviewed (by 2025) 	On track

Activities:

- **6 PDP inquiries** were received and responded to in 2025 (as compared to 8 in 2024, 11 in 2023 and 4 in 2022).
- **Risk-based soil management was completed at 3 PDP properties** in 2025 (as compared to 2 in 2024, 9 in 2023 and 5 in 2022).
- Continued to raise awareness with City of Trail to support increasing knowledge related to soil management in 2025 and will continue. Communications and response rates positive.

Milestone	Indicators	Delivery status
5. By 2025, identify, evaluate, and recommend solutions for soil management including soil relocation, reuse, and disposal strategies for the EM Area that support a long-term sustainable approach to soil management.	<ul style="list-style-type: none"> Strategy for soil relocation, reuse and disposal is developed (by 2025) Process indicators: <ul style="list-style-type: none"> ToR for study published (by Dec 2023) Study underway (by 2024) 	On track

Activities:

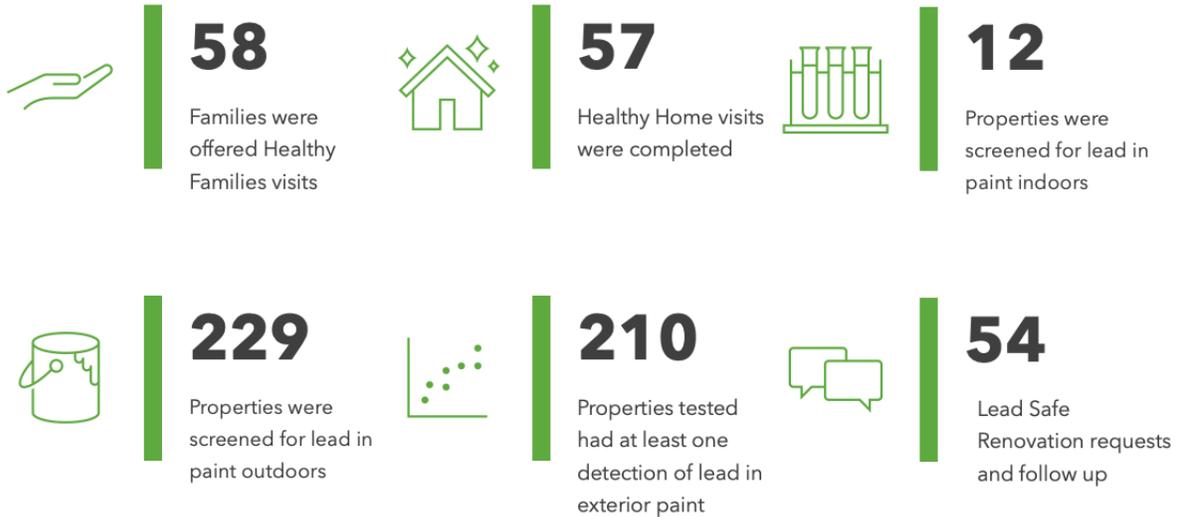
- Began study to develop site specific soil relocation standards for EM area.
 - Will be further developed after WARP approval.

Milestone	Indicators	Delivery status
6. By 2025, support the community to have an increased awareness and understanding around metal contaminated soil, potential risks, soil management programs, and priorities.	Process indicators: <ul style="list-style-type: none"> • THEP Newsletter article on soil (annual) • Formation of a Soil Management Communications Working Group including community members • # of community events where THEP participated to promote soil education in the community (annual) 	On track
Activities: <ul style="list-style-type: none"> • THEP spring and fall newsletters included soil management information. • THEP participated in 41 in-person community events, and circulated information through 49 electronic/print/radio avenues, promoting soil education (for example local spring market, Teddy Bear Picnic, Walking Tours, and children’s voluntary blood lead clinics). • Soil communications contact cards provided to homeowners in 2025 to better direct inquiries. 		

Milestone	Indicators	Delivery status
7. Integrate THEP-supported soil management activities into the development of a future WARP for the EM Area.	<ul style="list-style-type: none"> • Soil management activities are integrated into a draft WARP submitted to ENV. 	On track
Activities: <ul style="list-style-type: none"> • WARP <ul style="list-style-type: none"> ○ Public consultation on draft WARP in January 2025 integrated THEP-supported soil management activities. ○ WARP steering committee (ENV, IH and Teck) ongoing. ○ WARP updates were provided to THEC throughout 2025. ○ WARP submitted to ENV for Approval in Principle (AiP) June 27th, 2025. • Knowledge sharing and learning group for Trail meetings were held (January and June 2025) with Provincial ministries working towards WARP AiP. 		

BUILT ENVIRONMENTS

This section provides an overview of the progress made against each milestone (and their associated indicators), as well as highlights from the year.



Milestone	Indicators	Delivery status
1. Biannually review and update the communications plan on community education about Pb sources in the built environment.	<ul style="list-style-type: none"> Program team reports to THEC on the updated communication plan for built environment (annual) Process indicator: THEC facilitator with the program team reviews and updates the communications plan (biannual) 	On track
Activities: <ul style="list-style-type: none"> Pb paint messaging shared in THEP newsletters (spring and fall). Highlighted indoor dust on displays at the Fall children's blood lead clinics. 		

Milestone	Indicators	Delivery status
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2. Annually, ensure 100% of the known eligible homes / daycares are offered an in-home visit by the community program representative focused on a healthy home.	<ul style="list-style-type: none"> • % of known eligible homes are offered an in-home visit by CPO (annual) 	On track
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Activities: <ul style="list-style-type: none"> • CPO offered in-home visits to 58 families (100% of IH known eligible homes). • 98% of those offered in-home visits accepted (and received) them. This resulted in 57 healthy home visits by the CPO in 2025. • All known, registered daycare centres have been offered a visit or provided with education material. • Shifted to providing an assessment for types of material supports provided across the program area as part of the Healthy Homes program.
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Milestone	Indicators	Delivery status
3. Biennially, demonstrate that at least 80% of in-home visit recipients surveyed feel they were empowered to take action in their home or daycare environment.	<ul style="list-style-type: none"> • % of Healthy Families Healthy Homes survey respondents felt empowered to take action. (biennial) 	On track

Activities: <ul style="list-style-type: none"> • A HFHH survey continues to be sent to all HFHH participants three months after their visit with the intention to gain an improved response rate. Analysis takes place every two years. <ul style="list-style-type: none"> ○ A report on 2023/2024 was undertaken and shared with THEC and thep.ca on April 15, 2025. 95% of respondents said the home visit was helpful. 89% of respondents said that participating in the HFHH program empowered them to take steps to improve the health of their home and/or family.
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Milestone	Indicators	Delivery status
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<p>4. By 2025, review data collected through existing THEP activities to evaluate the prevalence of Pb in paint in the Trail area and make recommendations, as required, to update THEP guidance for residents on managing Pb in paint and dust in the home.</p>	<ul style="list-style-type: none"> • Data collection on prevalence of Pb in paint started (by 2023) • # of properties screened for lead in paint (indoor and exterior) • # of positive results for Pb in paint (indoor and exterior) • Need for updated guidance is evaluated (by 2024) • Guidance for residents on managing Pb in paint and dust in home developed (if needed). (by 2025) 	<p>On track</p>
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<p>Activities:</p> <ul style="list-style-type: none"> • Framework for collecting paint data improved since initiation in 2023. • 12 properties screened for Pb in paint indoors (combined RLI and HFHH). • 229 properties screened for Pb in paint outdoors in 2025 (compared to 206 in 2024 and 206 in 2023). 641 properties screened in total between 2023-2025, 588 of these properties had at least one detection of Pb in paint. • Standardized Paint Screening final report to be completed by Q1. Evaluation of need for updated guidance to be completed in Q2 of 2026.

Milestone	Indicators	Delivery status
<p>5. By 2026, demonstrate an increase in THEP's online lead-safe renovation support and education usage.</p>	<ul style="list-style-type: none"> • # of unique requests completed for LSR support <p>Process indicator:</p> <ul style="list-style-type: none"> • Review of LSR program conducted (2023/2024) • LSR program updated • Website section updated as recommended (2024/2025) 	<p>In progress – review is being conducted.</p>

<p>Activities:</p> <ul style="list-style-type: none"> • 54 LSR in-person and online requests (as compared to 64 requests in 2024 and 50 in 2023). • Paint testing continued; data collected and analyzed will inform potential updates. • Review of LSR program initiated including literature review, THEP team and THEC member input, and community partners (e.g. RDKB). The review continues into the first half of 2026.

HEALTH

This section provides an overview of the progress made against each milestone (and their associated indicators), as well as highlights from the year.



84

Families were offered visits



82

Healthy Family visits were completed



75%

Participation rate at children's blood lead clinics



95%

THEP & THEC respondents said the program was a trusted source of knowledge

Milestone	Indicators	Delivery status
1. Annually, ensure at least 90% of the known families will receive a primary prevention in-home visit by the Public Health Nurse focused on Pb and SO ₂ before each child's first birthday	<ul style="list-style-type: none"> % of known eligible homes that accept an in-home visit by PHN. (annual) 	On track
Activities: <ul style="list-style-type: none"> 84 families were offered visits. 82 Healthy Family visits completed (98% acceptance rate). 1 family declined a visit. 1 family was non-responsive to contact attempts, not carried forward because children now >age 3. 		

Milestone	Indicators	Delivery status
2. Annually, conduct outreach and support participation in IH's	<ul style="list-style-type: none"> % of blood lead clinic participants in target 	On track



blood Pb testing clinics to maintain high participation rates	populations (geographic areas) (annual)	
<p>Activities:</p> <ul style="list-style-type: none"> • Overall, 75% participant rate at blood lead clinics. (target population is 6m-36m, Area 1-2-3) <ul style="list-style-type: none"> ○ 2025 Breakdown: Area 1 (67%), 2 (69%), 3 (86%) ○ 2024 Breakdown: Area 1 (71%), 2 (70%), 3 (78%) ○ 2023 Breakdown: Area 1 (66%), 2 (76%), 3 (62%) ○ 2022 Breakdown: Area 1 (51%), 2 (78%), 3 (60%) ○ 2021 Breakdown: Area 1 (46%), 2 (64%), 3 (54%) • Outreach via poster, newsletter, letter mail to all eligible participants, and promotion at events. • Prioritized appointments for Area 3, and enhanced support, families • Continued use of text vs voice calls, text appointment reminders for families that have set that as their preference with Public Health. 		

Milestone	Indicators	Delivery status
3. Biennially, ensure that the in-home visiting team (Public Health Nurse and community program representative) continues to be known as a trusted source of knowledge on Pb and SO ₂ in the community.	<ul style="list-style-type: none"> • % of the Healthy Family Healthy Homes survey respondents felt the HFHH team is a trusted source of knowledge (biennial) 	On track
<p>Activities:</p> <ul style="list-style-type: none"> • A HFHH survey with participants 2025/2026 is planned for 2027. • A report on 2023/2024 was undertaken and shared with THEC and thep.ca April 15, 2025. 95% of respondents said the program was a trusted source of knowledge. 		

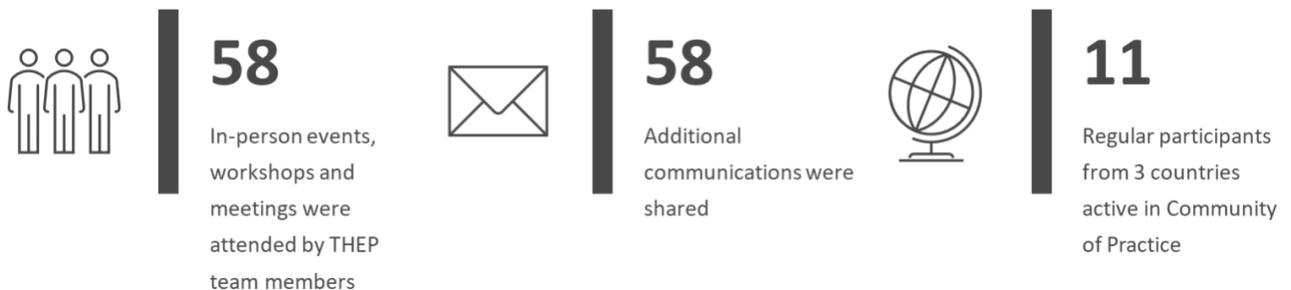
Milestone	Indicators	Delivery status
4. Annually, strive for 100% attendance of children that have Blood Lead results above the Exposure Investigation Level, at follow up blood lead clinics.	<ul style="list-style-type: none"> • % of ES children that attend follow up blood lead clinics (winter or fall) 	On track

Activities:

- **75% of 2025 ES children attended the fall blood lead clinic.**
- Initiated prioritized and phased approach to supporting children with blood lead levels in the 3.5-4.9 µg/dL range.

COMMUNITY CONNECTEDNESS & LEADERSHIP

This section provides an overview of the progress made against each milestone (and their associated indicators), as well as highlights from the year.



Milestone	Indicators	Delivery status
1. Annually, keep abreast of the work of, and actively contribute to, other organizations whose work supports THEP goals.	<ul style="list-style-type: none"> THEP program team is represented on at least two relevant committees or boards in the community (annual) Brainstorm of other organizations where THEP could actively collaborate (annual) 	On track
Activities: <ul style="list-style-type: none"> CPO participates as a member of the FAN board; member of local navigator table. Participating/attending in Early Years Table (HFHH). Re-established relationship with BCCDC for knowledge sharing (meetings held in April and October 2025). Continued collaboration with CBAL on info sharing/literacy/newcomers with children. Communications with Regional District on soil, lead safe renovation and connecting with THEP. Relationship with FAIR, Chamber, realtors, and elementary schools (PAC and principals), COINS, and CBT Collaborated with Communities in Bloom on signage in edible gardens, co-promoted in THEP's spring newsletter and Facebook pages, supported the in-person July Garden Tour. Sponsored and hosted the September 11th Trail and District Chamber of Commerce Business after Business (BaB) for the first time. 		

Milestone	Indicators	Delivery status
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2. Annually, identify and participate in at least five events/year to raise THEP's profile, improve connectedness, and demonstrate leadership.	<ul style="list-style-type: none"> • # of event / activities in-person or online (annual) • # of non-event communications 	On track
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<p>Activities:</p> <ul style="list-style-type: none"> • 58 in-person events/activities/workshops/meetings were attended by THEP team members including: <ul style="list-style-type: none"> ○ Teddy Bear Picnic, THEC meetings, Communities in Bloom tour, as well as events with seniors and the small business community. Team members also attend various monthly events for families with young children. ○ 58 additional communications were developed and shared to improve connectedness, demonstrate leadership, and raise THEP's profile via radio, print material, social media, for example. • Visited Casino Rifle and Archery Range for brainstorm session on reducing potential carry-home lead; Range leadership is sharing messaging in their communications. • Held realtor focused education session/event at Teck Interpretive Centre (April). • Presented as partners at the Local Government Management Association Communications Workshop (June 10) on THEP's partnership success and communications. • Proposal submitted and accepted for multi-stakeholder panel at the Association of Kootenay Boundary Local Governments (AKBLG) annual meeting in 2026 on collaboration and leadership. 		
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Milestone	Indicators	Delivery status
3. By 2025, document the story of THEP's evolution and achievements for the public and science community (2001-2021).	<ul style="list-style-type: none"> • ID authors and outline. (by August 2023) • Submit draft to potential publications. (by August 2024) • Publish a journal article on 20 years of THEP work (2001-2021). (by 2025) • Once journal article is published, knowledge products developed for the public. (by 2026) 	Plan in place for 2026.

<p>Activities:</p> <ul style="list-style-type: none"> • Plan developed to write the base story on the last twenty years. Once partners are satisfied with the base story of THEP's history, potential articles will be suggested. 		
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Milestone	Indicators	Delivery status
4. By 2025, establish a community of practice / learning network to support knowledge sharing and learning between global actors facing similar challenges to THEP partners (e.g. potential members include BCCDC, Port Pirie, Broken Hill, Mount Isa, along with THEP).	<ul style="list-style-type: none"> • # of individual members. (annual) • # of geographic communities represented. (annual) Process indicators: <ul style="list-style-type: none"> • CoP TOR developed • CoP work plan developed • Report to THEC to demonstrate activities toward building international CoP (annual) 	On track
Activities: <ul style="list-style-type: none"> • Community of Practice (CoP) workplan developed and posted on thep.ca <ul style="list-style-type: none"> ○ Online meetings held in March, May, August, and October. ○ 11 regular participants from three global communities. <ul style="list-style-type: none"> ▪ Australia (Port Pirie), Canada (Trail) and Belgium (Hoboken) represented. ○ Visit and local site tour from Umicore Belgium representative to Trail May 7-9 included THEP, THEC, and Teck engagement meetings. ○ The CoP drafted a two-page annual summary of key themes and learning from 2025 for sharing by all participants with their networks and the public. The document is posted on thep.ca under News and Events > Learning Together. 		

INTEGRATION, UNDERSTANDING & CREATING VALUE TOGETHER

This section provides an overview of the progress made against each milestone (and their associated indicators), as well as highlights from the year.



Milestone	Indicators	Delivery status
1. Annually, at the community program level, ensure that team members with varied expertise will continue to actively seek opportunities for collaboration across subject matter (air, soil, health, and built environment).	<ul style="list-style-type: none"> Program team reflection meeting with purpose of seeing connections across subject matter held (annual) Process indicators: <ul style="list-style-type: none"> Team meetings 	On track
Activities: <ul style="list-style-type: none"> Annual team reflection and sensemaking meeting held January 8th, 2025 (for 2024 work) and December 16th, 2025 (for 2025). Regular meetings with program team (Feb 25, April 16, June 3, July 15, Sept 8, Oct 28). Regularly seeking opportunities to cross-collaborate and share expertise across program areas. 		

Milestone	Indicators	Delivery status
2. Annually, have the THEP partners gather, reflect, document, and share publicly the lessons learned generated by the partners and Program team, with a	<ul style="list-style-type: none"> Program partners meeting (annual) Report on program partners lessons learned shared at THEC meeting. (annual) Process indicators:	On track

focus on seeing the bigger picture.	<ul style="list-style-type: none"> • Partner participation rates at annual program partner meeting 	
<p>Activities:</p> <ul style="list-style-type: none"> • Program partner meeting took place February 3rd, 2025 to review program status, learning, proposed adaptive management needs and lessons learned. <ul style="list-style-type: none"> ○ All partners attended. ○ Lessons learned published online at thep.ca. ○ Meeting planned to review 2025 in early 2026. 		

Milestone	Indicators	Delivery status
3. By 2025, create and integrate into operations an onboarding process to welcome new Program staff and committee members.	<ul style="list-style-type: none"> • THEP onboarding process established. <p>Process indicators:</p> <ul style="list-style-type: none"> • Knowledge Base implemented to support onboarding (by 2024) • Review and update Knowledge Base, as needed (annual) 	On track
<p>Activities:</p> <ul style="list-style-type: none"> • THEP onboarding guide drafted, and several partners provided input. Currently being transferred into a learning management system to be reviewed by partners and put into practice in 2026. • Knowledge Base content updated regularly as program evolves; Knowledge Base available internally to THEP team. • Trail walking tours in 2025 with new partners and knowledge sharing & learning members to learn more about THEP. • Strategic plan and communications plan regularly updated as well as communications materials. <ul style="list-style-type: none"> ○ Communications plan updated May 2025 and shared with partners ○ Website updates ongoing with web analytics shared in December to guide updates in 2026. 		

Milestone	Indicators	Delivery status
4. By 2025, develop an accepted adaptive management framework to	<ul style="list-style-type: none"> • Draft framework for adaptive management program (by 2023) 	On track

review and learn continuously from Program work.	<ul style="list-style-type: none"> • Draft framework piloted (by 2024). • Adaptive management program in place (by 2025) 	
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<p>Activities:</p> <ul style="list-style-type: none"> • Implementing adaptive management framework for example tracking and adapting where team notices missing milestones or indicators and/or adapting them if they exist but require changes <ul style="list-style-type: none"> ○ THEP team has an annual plan for communicating status toward the milestones.
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Milestone	Indicators	Delivery status
5. Ongoing, advocate for participation of partners in studies that help better understand the health and environment of Trail (e.g. UBC teeth study, Trail Health Review Committee, etc.	<ul style="list-style-type: none"> • Regular updates provided from facilitator to THEC on advocacy and partnerships. (annual) 	On track

<p>Activities:</p> <ul style="list-style-type: none"> • Knowledge Sharing & Learning Trail Group Meeting, January 2025; onboarding tour/visit June 18-19; online update June 26. • Re-established connection with BCCDC, met April 9, 2025 and October 22, 2025. • THEP's input and feedback on the draft WARP and MHO Recommendation along with team members from Teck and IH participating in associated working groups. • THEC advocated for improved communications between the BLLRWG and THEC, for example, suggesting the THEC and THEP team provide feedback on recommendations of the working group.

APPENDICES

APPENDIX 1: RECORD OF CHANGES MADE TO 2022-27 STRATEGIC PLAN (2023 & 2024) AND SUGGESTIONS FOR 2025

Focus area	Change made
Air	2024: <ul style="list-style-type: none"> • Milestone 2, addition of SO₂ and associated indicator for SO₂. 2023: <ul style="list-style-type: none"> • Page 1, Milestone 3 updated to be: Annually review and update the communications plan on community education around Pb and SO₂ levels in Trail, potential risks, and actions to take. • Indicators updated to: The Air Quality Working Group reports to THEC that Pb and SO₂ communications planned is current (1/year). • Process indicator: The AQWG reviews and updates the Pb and SO₂ communications plan (annual). • Page 1, Milestone 2, suggestion to update to include SO₂. The Air Quality Working Group will review the suggestion at their next meeting.
Soil	2023: <ul style="list-style-type: none"> • Page 2, Milestone 2, indicator updated to: # of P1 properties offered soil management work
Built Environment	2024: <ul style="list-style-type: none"> • Milestone 4, edited to replace lead-based paint with lead in paint throughout. 2023: <ul style="list-style-type: none"> • Page 5, Milestone 2 updated to: Ensure 100% of known homes offered visit. • Page 5, Milestone 4 updated to include indicators: # of properties screened for lead based paint (indoor and exterior) and # of positive results for Pb based paint (indoor and exterior) • Page 6, Milestone 5, indicator updated to: # of unique requests completed for LSR support.
Health	2024: <ul style="list-style-type: none"> • Milestone 4 added to support Enhanced Support and associated indicator for Enhanced Support (2024).

	<p>2023:</p> <ul style="list-style-type: none"> • Page 6: Added a milestone and indicator related to Enhanced Support. • MHO and IH team to work on this (e.g. % above EIL decreases) • Page 7: Milestone 1, indicator edited from % 'offered' in-home visit to % 'accepted' in-home visit.
<p>Community connectedness & leadership</p>	<p>2025</p> <ul style="list-style-type: none"> • Milestone 1, Agreement to update second indicator to: # of additional communications (from non-event communications). • Milestone 3, Agreement to update milestone dates to: 2001-2025 (from 2001-2021) and associated indicators to: <ul style="list-style-type: none"> ○ Develop plan to write the base story of the last 25 years (2025) ○ THEP partners agree on content and base story as record for THEP/THEC internally (2026). ○ Develop and share public materials (2026) ○ At least one article written for research and science community (2027). <p>2023:</p> <ul style="list-style-type: none"> • Page 7, Milestone 1, indicator updated to: THEP program team participates on at least two relevant committees/boards in the community. • Page 8, Milestone 2, indicator updated to: # of events/activities in- person or online and # of non-event communications
<p>Integration, understanding & creating value together</p>	<ul style="list-style-type: none"> • No changes