

REGULAR MEETING OF THE NORTH VANCOUVER RECREATION & CULTURE COMMISSION

Meeting date: June 16, 2026
Meeting time: 2:00 p.m.
Meeting location: Via Microsoft Teams

MEETING AGENDA

I. Call to order – Indigenous acknowledgement

Chair calls the meeting to order:

“On behalf of the Commissioners and those present, I express my gratitude to the Squamish Nation and Tsleil-Waututh Nation, and we appreciate the opportunity to learn, live and share experiences on these traditional and unceded territories. North Vancouver Recreation & Culture is committed to building relationships with First Nation communities, and this acknowledgement is one small step in honoring their culture, history and stewardship of the land.”

II. Approval of the agenda

III. Adoption of minutes of the April 7, 2026 Regular Meeting Attachment

IV. Human Resources and Recruitment Update Attachment

V. Strategic Plan Renewal Process Attachment

VI. 2026 Arts and Culture Late Intake Grants Attachment

VII. Director’s update Attachment

VIII. Other business

IX. Next meeting

The next meeting is scheduled for Tuesday, September 22, 2026 at 2:00 p.m.

X. Adjournment

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MEETING OF THE NORTH VANCOUVER RECREATION & CULTURE COMMISSION

Meeting date: April 7, 2026
Meeting time: 1:01 p.m.
Meeting location: Via Microsoft Teams

MEETING MINUTES

Commissioners in attendance: Councillor Lisa Muri – DNV (Chair)
 Mayor Linda Buchanan – CNV (Vice Chair)
 Councillor Holly Back – CNV (1:21 p.m.)
 Councillor Herman Mah – DNV
 Dr. Leanne McCarthy – CNV Chief Administrative Officer
 Mike Fox – DNV Chief Administrative Officer
 Heather Turner – NVRC Director, Recreation & Culture

Staff: Mike Hunter – NVRC Deputy Director
 Pamela Rooke – NVRC Manager, Finance
 Jade Reed - Manager, Arts & Culture
 Barbara Pearce - Deputy CAO of CNV
 Pilar Alba – NVRC Administrative Coordinator
 Rhonda Schell – DNV Deputy Corporate Officer
 Kaitlin Hebron – DNV Confidential Council Clerk

I. **Call to order – Indigenous acknowledgement**

The Chair called the meeting to order at 1:01 p.m. and provided the following Indigenous acknowledgement:

- “On behalf of the Commissioners and those present, I express my gratitude to the Squamish Nation and Tsleil-Waututh Nation, and we appreciate the opportunity to learn, live and share experiences on these traditional and unceded territories. North Vancouver Recreation & Culture is committed to building relationships with First Nation communities, and this acknowledgement is one small step in honoring their culture, history and stewardship of the land.”

II. Approval of the agenda

Moved by Commissioner BUCHANAN;

Seconded by Commissioner MAH

THAT the agenda for the April 7, 2026 Regular North Vancouver Recreation and Culture Commission Meeting is approved as circulated.

Carried

III. Approval of minutes of the February 24, 2026 Regular Meeting

Moved by Commissioner BUCHANAN;

Seconded by Commissioner MAH

THAT the minutes of the February 24, 2026 Regular Meeting be adopted.

Carried

With the consent of the Commission, Chair Muri varied the agenda to consider Item VI. at this point in the proceedings.

VI. 2025 Year End Financial Results

Moved by Commissioner BUCHANAN;

Seconded by Commissioner MAH

THAT the Commission receive the 2025 Year End Financial Results report for information.

Carried

The order of the agenda resumed with Item IV. being before the Commission.

IV. Harry Jerome Community Recreation Centre Update

The Commission requested a tour of the new facility when feasible.

Moved by Commissioner BUCHANAN;

Seconded by Commissioner MAH

THAT the Commission receive the Harry Jerome Community Recreation Centre Update report for information.

Carried

V. Recreation Facility and Amenity Assessment

The Commission discussed opportunities for expanding inclusive recreation programs and partnerships, including potential collaborations with Capilano University, as well as the Squamish and Tsleil-Waututh Nations. While not part of the Assessment's scope, the significance of North Vancouver's many parks, trails, and natural spaces and the importance of walking and cycling was also noted.

Mr. Hunter noted the assessment will be shared with Councils and the community for information following its endorsement.

Moved by Commissioner MAH;

Seconded by Commissioner BUCHANAN

THAT the North Vancouver Recreation Facility and Amenity Assessment (Attachment) be endorsed and shared with City and District Councils for their information;

AND THAT the Assessments be shared with the community for their information.

Carried

VII. Resumption of City Public Art and Community Public Art Grants

The Commission noted the steps taken for increased alignment with the City and look forward to the upcoming art strategy.

Moved by Commissioner MURI;

Seconded by Commissioner BUCHANAN

WHEREAS the North Vancouver Recreation and Culture Commission was directed by the Commission to temporarily pause City of North Vancouver public art processes and community public art grants until a short-term work plan was established;

AND WHEREAS numerous conversations have occurred between NVRC and CNV staff and CAO regarding these matters, resulting in several process changes;

THEREFORE BE IT RESOLVED THAT the City public art process and community public art grants resume.

Carried

VIII. 2026 Arts & Culture Operating Assistance Grants

Moved by Commissioner MURI;

Seconded by Commissioner BACK

THAT the Commission approve a three-year Operating Assistance grant in the amount of \$170,000 for year one, \$180,000 for year two, and \$185,000 for year three to support the operations and programming activities of the Presentation House Theater.

AND THAT the Commission approve a one-year Operating Assistance grant in the amount of \$50,000 to support the operations and programming activities of the Seymour Art Gallery.

Carried

IX. Director's update

Commissioner Turner spoke to items outlined in the report.

X. Other business

XI. Next meeting

The next meeting is scheduled for Tuesday, June 16, 2026 at 2:00 p.m.

XII. Adjournment

Moved by Commissioner MAH;
Seconded by Commissioner BACK
THAT the meeting be adjourned.

The regular meeting was adjourned at 2:29 p.m.

Carried

Approved by:

Recorded by:

Lisa Muri
Chair

Kaitlin Hebron
Confidential Council Clerk

Date

REPORT TO NORTH VANCOUVER RECREATION & CULTURE COMMISSION

Meeting date: June 16, 2026

Report author: Heather Turner; Director of Recreation and Culture

Subject: **Human Resources and Recruitment Update**



Deputy
Director

RECOMMENDATION:

THAT the Commission receives this report for information.

BACKGROUND:

The North Vancouver Recreation & Culture Commission (NVRC) has a large staff complement, and the number of staff has increased over the past five years due primarily to the opening of two new facilities (Lions Gate and Lynn Creek) and full-service resumption following the COVID-19 pandemic. Within the next month in preparation for the operation of the new Harry Jerome Community Recreation Centre, the number of staff working with the organization is expected to reach 1000.

DISCUSSION:

NVRC currently operates eleven facilities and provides services throughout North Vancouver seven days per week, 365 days per year. The hours-of-service span from 5:30 a.m. through to 10:00 p.m. and often into the early hours of the morning due to rentals. Staffing numbers fluctuate to align with program and service offerings.

The Commission delivers hundreds of programs and many services to the public; serving people of all ages, abilities and interests. The bulk of the workforce are auxiliary employees and casual employees who work when and as needed.

The current staffing complement is 988 individuals, in the following categories:

- Union staff within the jurisdiction of CUPE Local 389 and covered by the Collective Agreement. These staff are generally performing front-line roles in recreation (aquatics, fitness, customer service), administration (IT, finance, marketing) and maintenance & engineering (building services, facility maintenance). There are regular full-time, regular part-time, temporary, and auxiliary positions.

- Exempt staff in management roles and/or roles that handle confidential matters.
- Casual staff; primarily program instructors and youth workers, and event assistants.

Summer months are generally the highest employment months due to summer camp offerings along with many other programs.

At the time of writing this report, notable demographic information regarding the active staff includes:

- 243 (25%) employees are under 19 years
- 153 (15%) employees are between 20–24 years of age
- 579 (59%) employees have identified as female; 405 (41%) have identified as male; 4 (0.4%) have identified as non-binary
- 81% of employees reside on the north shore
- 150 (18%) out of 988 of the employees are regular full-time and part-time
- 2025 new hires: 183
- 2026 new hires to date: 82

Aquatic Staffing:

While retention in the aquatics workforce is high (72% of all aquatic staff hired since 2020 are still actively employed), there has been a shortage for the past four to five years of available qualified staff to meet service demand. This post-pandemic situation was experienced in most municipalities throughout North America and beyond.

A contributing change was in the number of shifts per week that staff were willing to work. Currently, approximately 53% of NVRC aquatics staff work only one shift per week, where historically most worked two to three shifts per week.

While there isn't just one known reason as to why staff are working less than the previous reality, consideration of ways to motivate staff to work more shifts has occurred. Even doubling the amount that most staff are working would relieve a great deal of the shortage of coverage that has been experienced. Management staff are exploring options for a potential pilot project.

To strengthen recruitment and skill development of aquatic staff, several initiatives have been implemented over the last year. These include:

- Implementation of practice sessions for new applicants that provide an opportunity for candidates to practice their skills, with feedback from supervisory staff, so they are more prepared for the Wet Screen (assessment of swimming and first aid skills) interviews;

- Development of an Assistant Lifeguard role which supports the Instructor/Guards, requires less certification and serves as a developmental pathway for potential lifeguards to gain pool deck experience and mentoring from senior staff;
- Expansion of internal training and certification capacity, making it easier for future instructor lifeguards to be trained in NVRC facilities;
- Converting auxiliary hours into regular full-time and regular part-time instructor lifeguard positions to provide consistent hours and benefits for staff; and
- Creating “floater” instructor lifeguard positions to support all pools when there may be a shortage of staff due to illness, vacation coverage, or enhanced programming.

In addition, some support roles have been created such as pool ambassadors who will interact with customers, provide facility and service orientation and enable the Instructor Guards to focus on monitoring and public safety. Furthermore, a plan to have internal resources to coordinate and deliver staff training and recertification courses for aquatic staff is being finalized.

Recruitment Initiatives

Through use of funds carried over from 2025, staff have engaged an external recruitment and marketing consultant to develop targeted materials and campaigns designed to attract a greater number of qualified applicants to open positions across the organization.

This initiative is focused on five key outcomes:

- 1) increasing awareness of employment opportunities at NVRC;
- 2) positioning NVRC as a rewarding, skill-building and community-impact employer of choice;
- 3) driving qualified applications;
- 4) reducing time to fill open positions; and
- 5) supporting the hiring of the maximum number of suitable candidates.

A campaign was launched in early June to address immediate staffing needs. Following this initial phase, staff will be engaged to help shape the longer-term recruitment strategy and messaging to support hiring throughout the organization.

In addition, a temporary recruitment specialist was hired to add capacity to the recruitment and interviewing team to accommodate the current hiring needs.

These initiatives have resulted in a very successful hiring blitz this spring. All regular full-time and regular part-time positions have been filled. To date, approximately 85% of the auxiliaries needed for the summer (day camps, pools, fitness centres, building services, front desks, etc.) have been hired and the rest are in progress.

FINANCIAL IMPLICATIONS:

Surplus operating budget carried forward from 2025 provided funding for the additional marketing and recruitment support and the other initiatives have been funded through reallocation of resources. The recruitment and marketing materials, communications and processes are expected to reduce vacancies and staff time over the long term.

POLICY/AUTHORITY:

Management of the workforce composition and recruitment processes is conducted in accordance with approved policies, the Collective Agreement, and BC Employment Standards. Staffing of the organization is within the authority of the Director of Recreation and Culture.

CONCLUSION:

NVRC's workforce strategy continues to evolve in response to changing labour market conditions, increasing service demand, and operational complexity.

While recruitment in specialized operational and aquatic areas remains competitive, NVRC is proactively managing these challenges. Through the initiatives highlighted earlier, the organization is better able to ensure positions are filled with qualified candidates to deliver high-quality services to the community.



Heather Turner
Director

REPORT TO NORTH VANCOUVER RECREATION & CULTURE COMMISSION

Meeting date: June 16, 2026
Report author: Heather Turner
Subject: **Strategic Plan Renewal Process**



RECOMMENDATION:

THAT the Commission undertakes a review of the North Vancouver Recreation and Culture (NVRC) Strategic Plan.

ATTACHMENTS:

1. Strategic Plan (approved by Commission September 10, 2024)
2. Mandate (approved by CNV and DNV Councils September 19, 2024)

BACKGROUND:

In 2024, the Commission had discussions regarding both the mandate of NVRC and the vision, values and goals of the organization. In September 2024, both Councils approved the recommended mandate and were advised of the new Strategic Plan vision, values and goals. As the Strategic Plan was the result of an expedited process, it is recommended that a review occur.

DISCUSSION:

The Commission recommended several changes to the Mandate of NVRC which were unanimously approved by both Councils. Some of the revisions were to have greater alignment with the Strategic Plans of the CNV and DNV and others were a shift in role. The notable shifts were for NVRC to be the:

- **Leader** of processes to identify needs for indoor and outdoor services, facilities and venues, and to be the primary liaison to outdoor facility and venue user groups;
- **Coordinator** of recommending fees for outdoor facilities and venues to be consistent with indoor fees and to ensure coordinated consultation with user groups;
- **Provider** of input into park, playground and plaza design to support recreation, arts and sport;

- **Supporter and provider** of a variety of neighbourhood and community events to connect residents and showcase arts;
- **Lead convenor** of consultation and information-sharing with and between those interested in arts, sport and recreation services.

While some of these functions had been within NVRC's role previously there were some notable revisions. These include a broader mandate related to outdoor recreation, to be the lead municipal contact for organizations and individuals related to arts, recreation and sport and to approve all municipal grants that support arts, recreation and sport. In addition, inclusion of a statement regarding reducing barriers to participation was recommended in order to elevate this priority.

The Commission ensures that the NVRC Strategic Plan is aligned with both the CNV and DNV municipal plans. The Plan focuses priority setting and resource allocation and is supplemented with an annual plan of initiatives and actions that help to realize the vision and goals. The values articulate what will guide decision making and the way NVRC works with others and internally.

The NVRC Vision includes two main components; one related to individuals and the other related to the livability and vibrancy of communities. The Values provide a moral compass for decisions and actions in all that the Commission does.

It is timely for the Commission to have facilitated discussions about the partnership between the municipalities related to recreation, arts and culture and to ensure that the Plan is robust enough to inform and guide decision making and priority setting.

FINANCIAL IMPLICATIONS:

The process to review the Strategic Plan will involve the hiring of a facilitator and Commissioner time. This minimal cost can be accommodated within the 2026 Operating Budget.

COMMUNICATION AND CONCURRENCE:

The Strategic Plan will be shared with both Councils and communicated through the NVRC website.

POLICY/AUTHORITY:

The Commission has the authority to approve the Strategic Plan.

A handwritten signature in blue ink, appearing to read "H. Turner".

Heather Turner
Director

Commission Meeting Date:**September 10, 2024****Author: Heather Turner, Director of Recreation & Culture****Subject: Mandate and Strategic Plan Vision, Values and Goals**

RECOMMENDATIONS:

THAT the Commission approve the Mandate (Attachment 1) and recommend approval to both City Council and District Council;

AND THAT the Commission approve the Strategic Plan Vision, Values and Goals (Attachment 2).

ATTACHMENTS:

1. Recommended Mandate
2. Recommended Strategic Plan Vision, Values and Goals
3. Current Mandate (excerpt from Bylaws)
4. Current Strategic Plan

BACKGROUND:

The mandate of the North Vancouver Recreation & Culture Commission (NVRC) is set by Councils of the City (CNV) and District (DNV) and outlined in the Establishing Bylaws. The Commission has proposed a number of changes to the Mandate as shown in Attachment 1; Commission approval is required which will then be forwarded for approval to both Councils.

In addition, the Strategic Plan requires renewal and has been the subject of Commission discussions in 2024. The renewal process was planned for 2020 but delayed due to the impact of the COVID-19 pandemic and then further delayed until implementation of the Commission's governance structure changes which occurred in early 2024. The new Vision, Values and Goals require approval by the Commission and will then be shared with Councils and widely communicated.

DISCUSSION:**Mandate**

The Commissioners have determined that a number of changes are desired in the NVRC Mandate. Some of the revisions are to have greater alignment with the Strategic Plans of the municipalities, and others are a shift in role. The notable shifts are for NVRC, an entity of the CNV and DNV, to be the:

- **Leader** of processes to identify needs for indoor and outdoor services, facilities and venues, and to be the primary liaison to outdoor facility and venue user groups;
- **Coordinator** of recommending fees for outdoor facilities and venues to be consistent with indoor fees and to ensure coordinated consultation with user groups;
- **Provider** of input into park, playground and plaza design to support recreation, arts and sport;
- **Supporter and provider** of a variety of neighbourhood and community events to connect residents and showcase arts; and the
- **Lead convener** of consultation and information-sharing with and between those interested in arts, sport and recreation services.

While some of these functions have been within NVRC's role to an extent, the Commissioners recommend that NVRC have a broader mandate related to outdoor recreation, to be the lead contact for organizations and individuals related to arts, recreation and sport for all municipal matters, and to approve all municipal grants that support arts, recreation and sport. In addition, inclusion of a statement regarding reducing barriers to participation is recommended in order to elevate this priority.

Strategic Plan

The Commission has a Strategic Plan that is aligned with the municipal plans and focuses priority-setting and resource allocation. The Strategic Plan is supplemented with an annual plan of initiatives, actions and focuses that help to realize the Vision and Goals. The Values articulate what will guide decision-making and the way NVRC staff work with others and internally. The new Vision, Values and Goals are the result of numerous Commission discussions in 2024.

The new Vision includes two main components: one related to individuals, and the other related to the livability and vibrancy of communities. The Goals include:

- Focus on reducing barriers to provide opportunities for all individuals and families to improve their health and wellbeing;
- Facilitation; both through supporting and through direct provision, of a continuum of experiences that enhance both individual quality of life and enrich communities;
- Intention to connect individuals to one another and enable all residents to feel welcome and included;
- Influencing the understanding of the value to all of community recreation and arts; and

- Maximizing the benefits of the partnership between the CNV and DNV to the municipalities and residents.

COMMUNICATION AND CONCURRENCE:

The Mandate requires approval by both Councils which will be sought this fall. Ultimately, the Establishing Bylaws and Delegation Bylaws will need to reflect revisions to the Mandate.

The Strategic Plan is within the authority of the Commission to revise and approve as needed. The Plan will be shared with Councils, staff, service partners, related organizations and the public.

CONCLUSION:

The Commissioners have identified desired revisions to the Mandate of NVRC and the Vision, Values and Goals. These are critical steps in strengthening the partnership between the CNV and DNV related to the joint planning and delivery of recreation and arts, and in clarifying the role and focus of the NVRC.



Heather A. Turner
Director of Recreation & Culture

Vision

All residents are inspired and supported to be active, creative and engaged with their community, while North Vancouver's livability and vibrancy are enhanced by a network of inclusive and accessible opportunities and spaces for recreation and arts experiences, celebration, play, learning and connecting.

Values

- We aim to provide easy access for all
- We value other service providers and complement their efforts
- We value inclusivity, collaboration and active participation
- We are committed to being innovative, creative and bold
- We act with integrity, fostering respectful relationships and supportive environments
- We pursue excellence in service and responsible resource management
- We rely on data, community feedback and professional expertise to guide decision-making

Goals

- Provide accessible programs and services to enhance the health and well-being of individuals and families
- Provide and facilitate a range of recreation and arts experiences that enrich the livability and vibrancy of the North Vancouver communities
- Collaborate with and complement other recreation and arts service providers
- Promote community connections and a strong sense of belonging
- Encourage all residents to recognize and appreciate the value of community recreation and arts
- Maximize the potential of a successful partnership between the City of North Vancouver and the District of North Vancouver



Mandate



The District of North Vancouver and City of North Vancouver are committed to a collaborative partnership to provide residents with recreation and arts services that are inclusive, accessible, diverse and affordable and mandate the Commission, on their behalf to:

- Deliver and facilitate accessible recreation and art opportunities that positively impact personal growth, improve health and wellness, provide connections with others, and enhance family cohesion for all North Vancouver residents;
- Minimize barriers to ensure all residents have the opportunity to participate in public services and programs;
- Foster a thriving arts system that enriches the community, offers opportunities for personal experiences and highlights, enhances, showcases and celebrates the unique character of North Vancouver;
- Manage, operate and maintain core facilities;
- Provide recommendations to the municipalities on priority indoor and outdoor facilities, spaces and amenities needed to promote public participation in arts, recreation and sports;
- Oversee the development of policies, plans, strategies and evaluation related to recreation and arts services, spaces, operations, processes and fees in response to changing needs and priorities;
- Approve municipal grants to support arts, recreation and sport. Provide recommendations on applicable grant programs and policies; and
- Provide relevant professional expertise and support to help achieve the municipalities' roles and visions.



REPORT TO NORTH VANCOUVER RECREATION & CULTURE COMMISSION

Meeting date: June 16, 2026
Report author: Jade Reed, Manager of Arts & Culture
Subject: 2026 Arts and Culture Late Intake Grants

 Director	 Deputy Director
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RECOMMENDATION:

THAT the Commission approve Arts and Culture grants in the amount of \$82,300 as set out below:

VDC Dance Centre Society	3,000.00
Kinesis Dance	0.00
Public Disco Society	5,000.00
Musart	9,000.00
A Tout Choeur	800.00
Deep Cove Heritage Society	1,000.00
Presentation House Theater	7,000.00
Blackout Arts Society	15,000.00
Wild Bird Trust	16,500.00
Coho Society	9,000.00
Great Lakes	6,000.00
Newworld Theatre	7,000.00
Polish Festival Vancouver Society	3,000.00
North Van Arts Community Art Project	0.00
TOTAL RECOMMENDED	82,300.00

BACKGROUND:

This report outlines funding recommendations from the Arts & Culture Grants Review Committee (ACGRC) in response to applications submitted for Late Intake Grant funding. In accordance with policy, the Committee is appointed by the Commission to provide an independent assessment of funding requests submitted to the Arts & Culture Grants program; it consists of volunteers who are residents with experience and expertise in various areas of arts and cultural programming and the non-profit sector.

The Arts and Culture Grants program includes four different grant streams:

Operating Assistance Grants (awarded Q1);

Programming and Project Assistance Grants (awarded Q2 and Q4);
Celebrations and Events Grants (awarded Q2 and Q4); and,
Community Public Art Grants (awarded Q2 and Q4).

These grants are a key mechanism by which the municipalities invest in the local arts and cultural sector, and help to support the local creative sector, programming, events, festivals and services. Applications are received twice per year.

DISCUSSION:

The ACGRC's recommendations are based on funding and evaluation criteria as per the Arts and Culture Grants Policy and reflect the assessed merits, impacts and benefits of the proposed activities; the financial need; and capacity of the applicants.

The fourteen grant applications and committee recommendations and rationale in this intake include:

Programming and Project Assistance Grants

1. VDC Dance Centre Society

The Society is seeking first time funding to run initiatives through their organization Dance on the Shore, which aims to create space for professional artist growth and create inclusive and accessible environments for the public to participate in movement and dance. Workshops take place at Presentation House Theater.

Committee Comments: The committee values the commitment to inclusion and accessibility shown by the organization and recommends that the project would benefit from better clarity.

Grant Requested: \$5,000

Program Budget: \$18,000

Recommended: \$ 3,000

2. Public Disco Society

Public Disco Society (PDS) is a Vancouver based non-profit organization dedicated to transforming urban spaces into pop-up dancefloors. This project seeks first time funding to launch a new arts festival from October 1-3rd, 2026, at the Shipyards. The program features sixteen performances, including twelve electronic music presentations and four live dance performances. The festival integrates movement and new media, an Indigenous-led installation by Slow Studies Creative, and site-specific digital work.

Committee Comments: The committee sees value in supporting a new and high energy music festival that supports youth interests, digital art, and highlights indigenous creativity. The recommendation reflects that there is limited engagement with local artists, it is a ticketed event with higher than typical costs, and the budget was not clearly laid out.

Grant Requested: \$12,500
Program Budget: \$213,521
Recommended: \$ 5,000

3. Kinesis Dance

Kinesis Dance Society is based in Vancouver. Their mission is to create interdisciplinary art that fosters compassion, liberation, and community well-being.

Committee comments: The committee appreciates efforts to celebrate all abilities and bodies and engage with youth. However, they struggled to see a meaningful connection with North Vancouver and did not find the application complete. The committee also noted that NVRC has a paid contract with them that covers the cost to recruit North Vancouver residents, rehearse, and perform a 'flash mob' in North Vancouver.

Grant Requested: \$12,000
Program Budget: \$34,200
Recommended: \$ 0
Previous year award: \$1,975

4. Musart

Musart Cultural Society, formed in 1997, provides education and exposure to the arts through the Cates Park Concert Series held this year in August. The four free acoustic "singer-in-the-round" style formatted concerts include nine youth artists per evening sharing their stories and songwriting inspirations.

Committee comments: The committee appreciates the youth singer songwriter grassroots model, the long history of this group, and the free community concerts. The committee encourages the Society to continue to explore other revenue sources and to apply for multi-year funding.

Grant Requested: \$10,000
Program Budget: \$30,604
Recommended: \$ 9,000
Previous year award: \$5,500

5. A Tout Choeur

A Tout Choeur is a francophone choir based in North Vancouver seeking first time funding. It is a newly incorporated non-profit society dedicated to fostering musical excellence and cultural connection through older and modern French-language choral music. The group has existed since 2003.

Committee comments: The committee feels it is important to support the continuation of a francophone organization in North Vancouver, and hopes that they will expand, partner, and look for more opportunities for membership growth, visibility, performance, and fundraising.

Grant Requested: \$5,000
Program Budget: \$17,125
Recommended: \$ 800

6. Deep Cove Heritage Society

The Deep Cove Heritage Society, established in 1985, serves general interest and research purposes with an archived collection of over 4,000 photographs, manuscripts, maps, oral and written interviews, and other documents.

With a continued goal of collecting accurate memories in picture and story, the Society is focused on a mandate of education.

Committee comments: The committee appreciates the importance of documenting the history of East Seymour area and its high level of volunteerism. The recommendation reflects the value of the volunteer-led organization within the context of the limited information provided on planning details, methods to reach the target audiences, and budget information. The committee recommends that the organization reach out to MONOVA about archival preservation of their collection if a different funding model and strategic direction cannot be found.

Grant Requested: \$3,500
Program Budget: \$24,876
Recommended: \$ 1,000
Previous year award: \$5,000

7. Presentation House Theater

Presentation House Theater (PHT) is an Operating Grant recipient and was approved in March 2026 for a renewed 3-year Operating Grant. This application is for a new

production. PHT has commissioned local playwright David Johnston to create a new and distinctly North Shore adaptation of T.H. White's novel *The Sword in the Stone*. Running from December 4, 2026, to January 3, 2027, the family-friendly production will combine North Vancouver jokes with the feel-good story of *The Sword in the Stone*. Their goal is to create a new North Shore holiday tradition.

Committee comments: The committee felt that PHT put forward a strong application, and this would be a great North Vancouver winter tradition.

Grant Requested: \$12,500
Program Budget: \$84,329
Recommended: \$ 7,000

8. Blackout Arts Society

The Blackout Arts Society, established in 2012, focuses on immigrant and refugee artists and addressing social issues concerning race, class, and gender. There are six program streams: producing original works by immigrant artists; presenting three immigrant artists' projects each year; Artist Development and Residency programs; a Community Youth Theatre Program offering summer camps for immigrant and refugee children; touring productions; and partnerships with organizations to deliver screenings and multimedia festivals.

Committee Comments: The committee recognizes and values the important contributions that Blackout Arts make to supporting and amplifying newcomer experiences and art. They would like the Society to focus on clarifying program streams in their application and ensuring that grant funding stays in North Vancouver.

Grant Requested: \$22,500
Program Budget: \$354,000
Recommended: \$ 15,000
Previous year award: \$21,500

9. Wild Bird Trust

The Wild Bird Trust of British Columbia (WBT) is a non-profit society that manages Maplewood Flats in North Vancouver. It has re-defined its habitat preservation activities through a lens of Indigenous cultural practices and is working with the Tsleil-Waututh Nation to transfer the stewardship of the Flats. Ongoing community arts programming including: artist residencies, the 18th Annual Osprey Festival, Urban Tree Canopy Festival, a summer art exhibit on Dredging on the Inlet featuring local children and Tsleil-Waututh Artists, artist talks and walks, and workshops that provide

opportunities for the North Vancouver community to learn and make their own connections between conservation, art and decolonization.

Committee Comments: The committee appreciates the significant efforts that WBT has made in decolonizing their operations and programming and recognizes that it is a leader in this area. The fusing of art with nature and conservation stood out, as well as the high level of detailed, thoughtful, programming. The committee was pleased to see WBT moving away from a dependency on grant funding and hopes that they will be able to increase their marketing to spread information more widely on the great work and programming they deliver.

Grant Requested: \$12,500
Program Budget: \$80,000
Recommended: \$16,500
Previous year award: \$19,000

Celebrations & Events Grants

10. Coho Society

The Coho Society of the North Shore, established in 1980, aims to protect salmon for future generations. The grant is for a free and inclusive 45th annual Coho Festival. It includes a Salmon Barbeque, a traditional “Blessing of the Salmon” ceremony by the Squamish Nation, hands-on educational exhibits, live entertainment, Kids Zone, and Stewardship Zone. There is also a Coho run, and a swim is being added this year.

Committee Comments: The committee acknowledges the location of this event is in West Vancouver. However, it recognizes this festival provides significant benefit to North Vancouver residents in terms of its environmental education and activities, youth engagement, high level of volunteerism, and the strong presence of, and engagement with, Squamish Nation.

Grant Requested: \$12,500
Program Budget: \$80,000
Recommended: \$9,000
Previous year award: \$10,000

11. Great Lakes

Great Lakes Networking Society of BC is a nonprofit organization, established in 2010, dedicated to celebrating African heritage, arts, and culture. This Grant request is in

support of the Harambeecover Afro Arts Festival at the Shipyards on July 26th, 2026. This will be their third annual event. The festival brings together artists, performers, local vendors, and community members to celebrate cultural diversity and promote cross-cultural understanding.

Committee Comments: The committee appreciates the diverse nature of the festival. It encourages the society to strengthen its financial information if they wish to apply in future years.

Grant Requested: \$15,000
Program Budget: \$190,000
Recommended: \$6,000
Previous year award: \$9,000

12. New World Theater

Established in 1994, New World Theatre creates, produces, and tours new plays, performance events and digital works. They offer diverse programming in English, Spanish, and Portuguese. They are requesting first time funding to launch a biannual Latin American Family Festival in partnership with Presentation House Theatre, Vancouver Latin American Cultural Center (VLACC), and La Libélula. The inaugural festival will take place during Latin American Heritage Month, October 16–18, 2026. Over three days, the organization will present programming for schools and families, including mainstage productions, participatory workshops, and ancillary engagement activities.

Committee Comments: The committee recognizes that this is a well-established organization that celebrates and highlights the Latin community in the delivery of programming in North Vancouver.

Grant Requested: \$10,000
Program Budget: \$57,500
Recommended: \$7,000

13. Polish Festival Vancouver Society

The Polish Festival Vancouver Society was founded in 2025 and is taking over the planning and delivery of the annual Polish festival at Shipyards that was previously organized by another association. The festival will be held on September 12, 2026, and will feature performances by local artists, cultural presentations, and opportunities for attendees to engage with Polish traditions.

Committee Comments: The committee recognizes the value of this cultural celebration and the significant volunteer effort required for its production.

The recommended grant reflects that this is a new organization, it is not based in North Vancouver, and the application is limited in detail.

Grant Requested: \$8,000

Program Budget: \$44,300

Recommended: \$3,000

Community Public Art Grants

Community Public Art Grants support community groups seeking to work with artists and to engage the creative potential of local populations in the design or development of small to medium-sized, permanent or temporary public art projects.

14. North Vancouver Community Arts Council (North Van Arts)

North Van Arts submitted a grant request for the creation of community public art. The structure, an engagement on optical illusion by local North Vancouver artist Majid Sheikh Akbari, is proposed to be installed outside of City Hall for one year. The final creation would be sixteen feet long and 5ft high. The artist would engage in a workshop with up to twenty-four community members. The instillation and engineering costs are proposed to be at the expense of the City.

Public Art Advisory Committee Comments: The committee appreciated the artist's expertise, but had concerns about the nature of the project, and did not endorse the project. There were major concerns about the safety of the structure based on its proposed dimensions; the location, especially as no permanent location was identified; as well as concerns about budget, insurance, instillation and engineering proposed as a City expense (not standard practice), and lack of other funders. They also felt that twenty-four participants represented limited community engagement.

Committee Comments: The Grants committee shared many of the same concerns as the Public Art Committee and added that art in this area should have alignment with the Lonsdale Great Corridor Plan.

Grant Requested: \$11,950

Program Budget: \$12,250

Recommended: \$0

FINANCIAL IMPLICATIONS:

The 2026 provisional Arts and Culture Grants budget is \$982,212, a 2% increase over 2025.

With the approved 2026 Operating Assistance Grants combined with previously approved multi-year grants and early intake grants, there is \$82,300 remaining in the budget to be awarded this Spring. This motion seeks to grant the full amount remaining.

COMMUNICATION AND CONCURRENCE:

The Arts and Culture Grants Program and funding requirements are communicated through the North Vancouver Recreation & Culture Commission website. Application details are shared on the NVRC website, arts newsletter and social media channels as well as at the bi-monthly North Shore Arts and Culture roundtable. The ACGRC adjudicates applications and makes recommendations to the Commission.

Upon Commission approval, applicants are notified within three business days and required to submit a signed Grant Acceptance Form prior to the issue of the award.

Applicants have the option of appealing the decision. All grant recipients must comply with the terms and conditions of the grant program and use the awarded funds as outlined in their application.

City and District Councils are informed annually of the organizations, services, and initiatives funded through the Arts and Culture Grants Program in the previous year.

POLICY/AUTHORITY:

The authority to allocate funding in accordance with the Arts and Culture Grants Policy is delegated to NVRC by the City of North Vancouver and District of North Vancouver.

CONCLUSION:

The recommended grants in this report are consistent with NVRC's mandate and goals and align with the goals and objectives of the Official Community Plans for both the CNV and DNV. They support the Arts sector by investing in meaningful, creative, and innovative organizations and encouraging the advancement of Arts and Culture. They also nurture a creative, engaged, and inclusive community that fosters diversity, inclusion, and reconciliation.

A handwritten signature in black ink that reads "Jade Reed".

Jade Reed
Manager of Arts & Culture

REPORT TO NORTH VANCOUVER RECREATION & CULTURE COMMISSION

Meeting date: June 16, 2026
Report author: Heather Turner – Director, Recreation & Culture
Subject: **Director’s update**

This report provides information on staff actions on the strategic plan goals since the last meeting.

Goal: Provide accessible programs and services to enhance the health and wellbeing of individuals and families

NVRC accessibility review of facilities

- HCMA architecture + design was hired to undertake a study to improve accessibility at ten NVRC facilities (Harry Jerome excluded). The final report provides a comprehensive overview of accessibility and inclusivity barriers for each facility, as well as potential upgrade opportunities. The scope of work included public and staff areas using criteria informed by Canadian best practices including the Rick Hansen Foundation Accessibility Certification program and CSA B651:23 Accessible Design for the Built Environment. Next steps include developing an operation and capital plan to address the recommendations based on a prioritization process that was developed between HCMA and NVRC staff.
- The North Vancouver Recreation Facility and Amenity Assessment was shared with City and District Councils for information, and the project webpage was updated with a summary and a link to the final report. The Assessment was forwarded to the community sports and recreation organizations that participated in the group survey and presented to the North Vancouver Sports Advisory Committee.

Goal: Provide and facilitate a range of recreation and arts experiences that enrich the livability and vibrancy of the North Vancouver communities

BC Youth Week

- [BC Youth Week](#) is a celebration of youth held annually during the first week of May. Twenty-eight programs and events were offered for youth across all facilities. Activities included cooking classes, special youth centre drop-ins, arts classes and youth fitness programs.

BC Seniors Week

- NVRC participated in [BC Seniors Week](#) in June. A variety of programs and activities for seniors provided opportunities to recognize and celebrate older adults, and showcase the

many ways recreation, arts, culture and wellness contribute to healthy and connected lives within our community.

Summer events

- Following successful months of events with [Asian Heritage Month](#) in May and [Indigenous History Month](#) in June, the events team has added to its summer lineup. In addition to planning the largest amount of [Live & Local summer concerts](#) this year, there will also be a new series of free family activities; Waterfront Wednesdays at Waterfront Park. Continuing the strategy of blending art with recreation, there are numerous participatory dance events planned across parks in North Vancouver.

Goal: Promote community connections and a strong sense of belonging

Centennial Theatre engagement

- Centennial Theatre is launching a campaign this summer to engage with the community encouraging residents to tell NVRC what they want to see in their theatre. Responses to questions will help to inform the theatre event planning and ensure that the theatre remains a relevant, valued and community serving venue.

Community engagement at summer events

- Staff will be at events across North Vancouver this summer to share information about NVRC and its offerings, promote recruitment, and gather general feedback on what programs and activities people would like to participate in. Identified events include Blueridge Good Neighbour Day, Harry Jerome Community Recreation Centre farewell open house, select Live & Local concerts, Kick Off Cook Out at Lions Gate Community Recreation Centre, new Harry Jerome opening event and Parkgate Community Day.

Goal: Encourage all residents to recognize and appreciate the value of community recreation and arts

Farewell open house for existing Harry Jerome Community Recreation Centre

- Everyone was invited to a [farewell open house on June 5](#). The event included self-guided tours of the rooms and spaces, discussions and renderings of the new facility, music by NVRC art teacher Cherie Summers, some light refreshments including baked goods from Muffin Café, and the ability to write a memory or appreciation message on the courtyard windows.

North Shore News' 'Kids Design Your Ads'

- NVRC took part in the *North Shore News'* annual '[Kids Design Your Ad](#)' program again this year. Grade 4 and 5 students from Seymour Heights Elementary created four designs that demonstrated the fun that can be had at NVRC.

Winning submission:

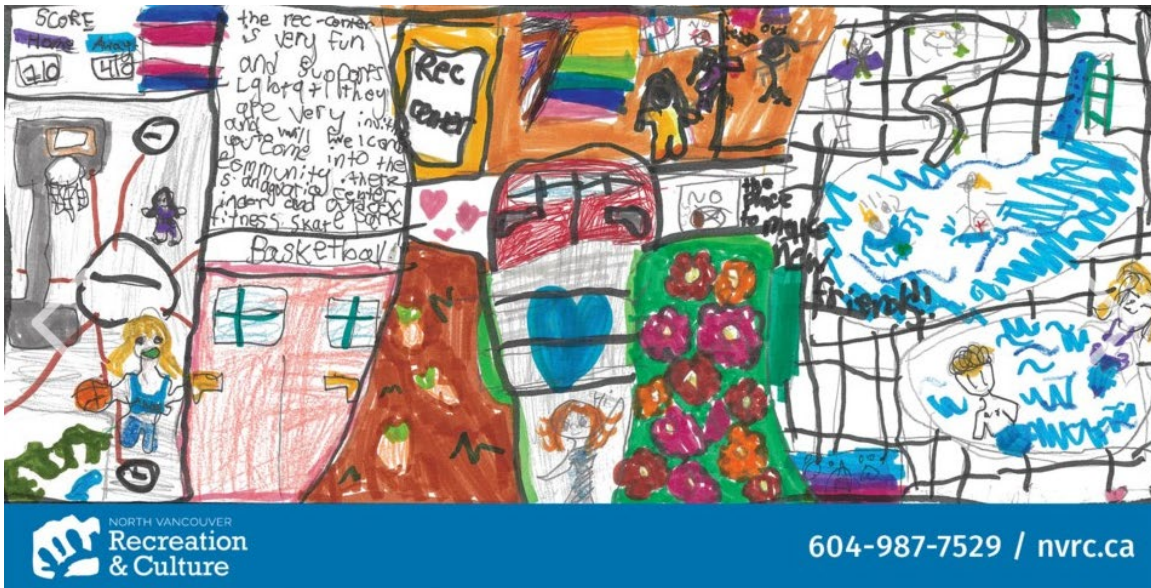


Liam, Gr. 4 & 5, Seymour Heights Elementary

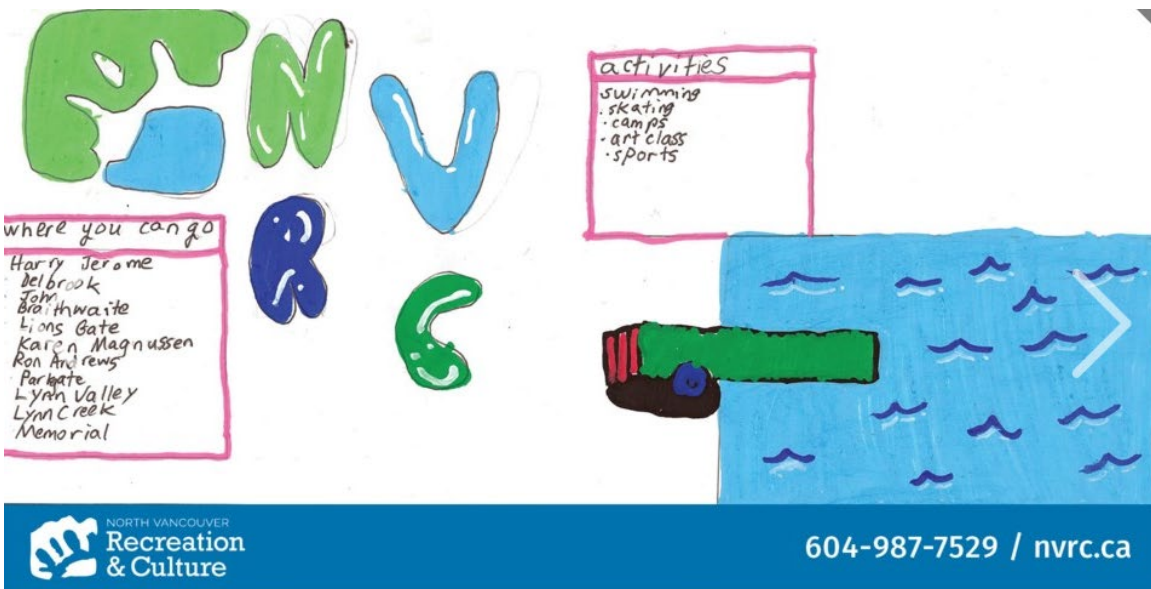
Runner ups:



Blake, Gr. 5, Seymour Heights Elementary



Violet & Isobel, Gr. 4, Seymour Heights Elementary



Wyatt & Caleb, Gr. 4 & 5, Seymour Heights Elementary

NVRC stories

- In April and May, 12 stories were published on the website and cross-promoted on social media channels. The stories are available in the [News & Stories](#) section of the website. The most-read stories so far for 2026 are about the new virtual waiting room for registration, birthday party options, Toddler & Me playtime and Family Day activities.

Goal: Maximize the potential of a successful partnership between the City of North Vancouver and the District of North Vancouver

2027 budget process

- NVRC is currently working with the City and the District to determine the approach and processes for the 2027 operating and capital budgets. Staff plan to share the initial picture regarding the budget with the Commission in September and for final approval in November.



Heather Turner
Director, Recreation & Culture

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