



Essex Region Conservation Authority **2021 Annual Report**



Essex Region Conservation
the *place* for life



Land **Acknowledgement**

We acknowledge that the Conservation lands on which we gather are the traditional territory of the Three Fires Confederacy of First Nations, comprised of the Ojibway, the Odawa, and the Potawatomie Peoples.

To recognize the land is an expression of gratitude and appreciation to those whose territory you reside on, and a way of honouring the Indigenous people who have been living and working on the land from time immemorial. We value the significant historical and contemporary contributions of local and regional First Nations and all of the Original Peoples of Turtle Island, and are committed to advancing the 94 calls to action from the Truth and Reconciliation Commission of Canada.



A Message From **The Chair**

2021 brought yet another year of change and adaptation. As always, ERCA continued to rise to meet these new challenges.

Our organization was fortunate to benefit from over 35 years of experience as Tim Byrne accepted the permanent role of CAO/Secretary Treasurer. His knowledge continues to be of significant importance as Conservation Authorities across the Province navigate the changes to the Conservation Authorities Act. The value of the work that ERCA does to ensure the sustainability of our region's ecosystem and infrastructure cannot be overstated.

As an elected official, I believe that if we want our Windsor-Essex community to continue to be a place of choice to live, work and

invest in, we need to work together to protect and restore our natural environment. In my opinion, no one municipality can do this on its own. The most efficient and effective path forward will be to ensure the critically important work of making our region resilient continues to be undertaken on an integrated watershed-management basis.

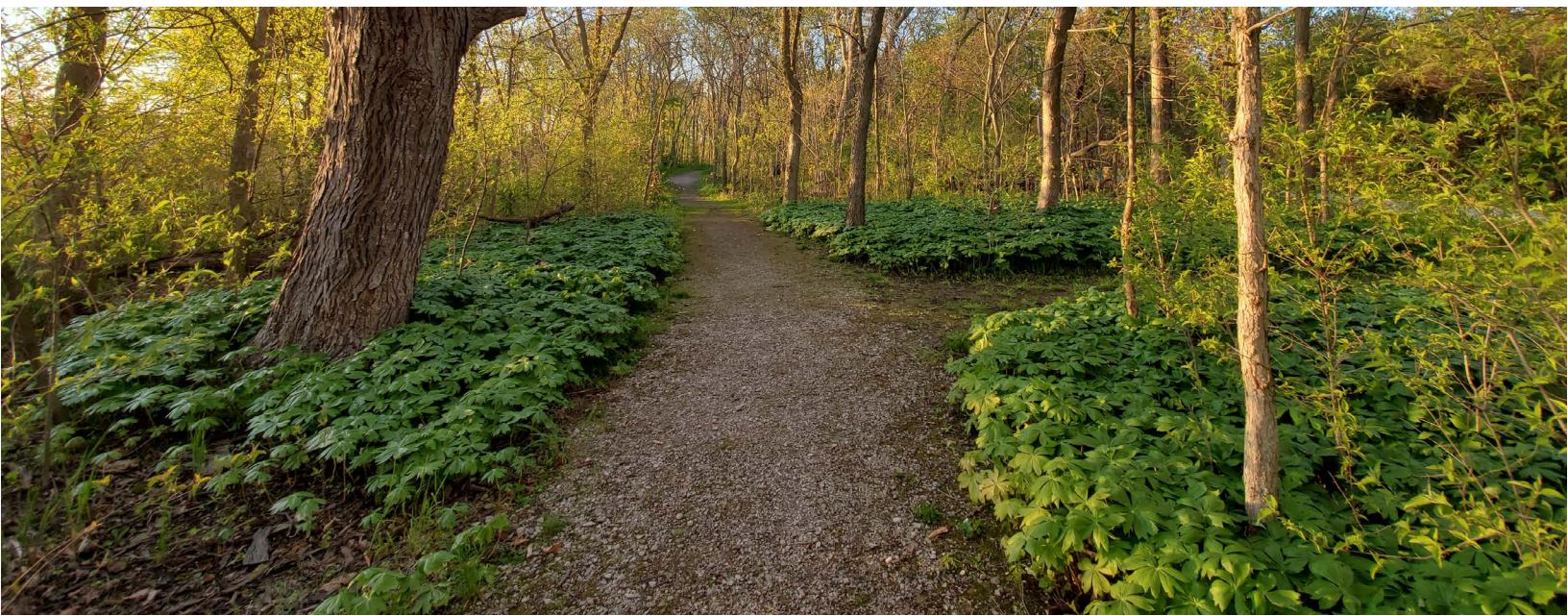
As always, I'd like to extend my sincerest appreciation to the staff and my fellow Board members for their ongoing dedication. Your commitment to this organization is unparalleled. As we transition to meet the changes to the

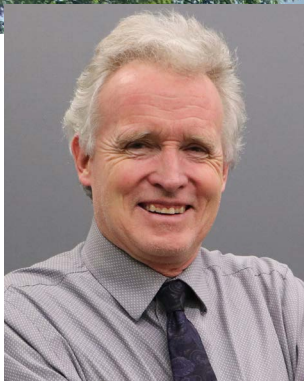
Conservation Authorities Act, I look forward continuing to work collaboratively with all member municipalities, senior levels of government, partners and stakeholders to ensure that we collectively strive to ensure a future of sustainability for our region.

Sincerely,

A handwritten signature in black ink that reads "Tania Jobin". The script is elegant and cursive.

Tania Jobin,
Chair





A Message From **The Chief Administrative Officer**

What's stood out most is the remarkable community-wide support for the conservation work that ERCA does.

Reflecting back on this first year serving the Authority in the role of CAO, what's stood out most is the remarkable community-wide support for the conservation work that ERCA does, and the sense of pride that people have in the Windsor-Essex-Peel community. It has truly been my privilege to interact with such a diverse cross-section of elected officials, municipal administrators, partners and stakeholders with the common goal of achieving a state of sustainability for our region.

There's no question that there have been challenges this year. As the impacts of the ongoing pandemic intersected with the changes to the Conservation Authorities Act, organizational modifications were required. But, over the past 35 years with the Authority, I've learned that change is inevitable, and is best managed with acknowledgment, action and communication.

Our proactive work to inventory programs and services as mandatory or non-mandatory at the beginning of the year has positioned us well to move forward in transitioning to meet the requirements identified in Regulations. ERCA was noted as a leader amongst other Conservation Authorities, and the revised reporting model was adopted by several other authorities across the province.

Through lockdowns and various stages of Ontario's reopening, ERCA staff continued to provide seamless service to regional residents, and continued our science-based approach to ecosystem management. Despite pressures from the relentless pace of permit and development applications, the substantial increase in visitation to Conservation Areas, several major infrastructure construction projects, significant transformations to financial and technological processes, and finding creative ways

to engage with the community, staff consistently exceeded expectations. The work undertaken by ERCA and all Conservation Authorities is important to making our region sustainable. Flood mitigation, protection against natural hazards and improving resilience to climate change are all critically important roles. But as we've seen in these past few years in particular, conservation areas and trails, green spaces, and opportunities to immerse in nature are also paramount to a community's health and well-being. I look forward to continuing to serve our member municipalities and the residents of this region in delivering these important services long into the future.

Yours in conservation,

A stylized, handwritten signature in black ink, appearing to read 'Tim Byrne'.

Tim Byrne,
Chief Administrative Officer/
Secretary-Treasurer



Watershed Highlights

Like all Conservation Authorities,

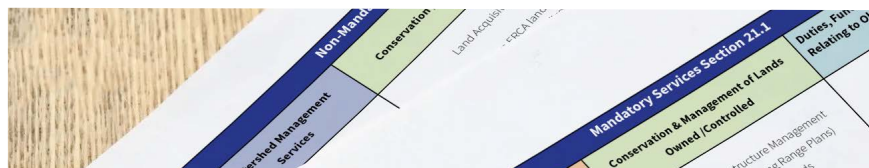
ERCA is a public sector organization that develops and delivers resource management programs to safeguard our watersheds. Governed by the Conservation Authorities Act, Conservation Authorities apply an integrated watershed management approach to ecosystem management.

In October, the Province of Ontario released the Regulations associated with the changes to the Conservation Authorities Act which confirmed the proactive work undertaken by ERCA to categorize programs and services into mandatory and non-mandatory classifications.

The highlights on the following pages provide a snapshot of the projects, programs and services implemented this year to improve sustainability through watershed management in the Windsor-Essex- Pelee Island region.



Corporate



Watershed Management



Conservation



Watershed Research



Communications & Outreach





Corporate Services

Corporate Services provides leadership and management in the delivery of all programs and services, central to the successful functioning of the entire organization, through the office of the CAO, and is a mandatory service.

Corporate Services is organized into four program areas:

- **Governance & Risk**
- **Human Resources**
- **Financial Services**
- **Information Management**

Team members work collectively to ensure corporate compliance with multiple pieces of legislation.



This year, to strengthen organizational resiliency through Corporate Services, ERCA:

Completed the inventory to identify programs and services as mandatory or non-mandatory, as required under Section 21.1.4 (2) of the Conservation Authorities Act. Significant progress was made, specific to changes to the Authority's financial reports and documents, to proactively respond to the legitimate need for transparency and accountability for public funds. ERCA was noted as a leader amongst other Conservation Authorities, and the revised reporting model was adopted by several.

Implemented new security protocols, including multifactor authentication, stronger policies and advanced staff training.

Developed and completed necessary changes to financial information systems to comply with the financial component of the inventory of programs & services, required by February 22, 2022.

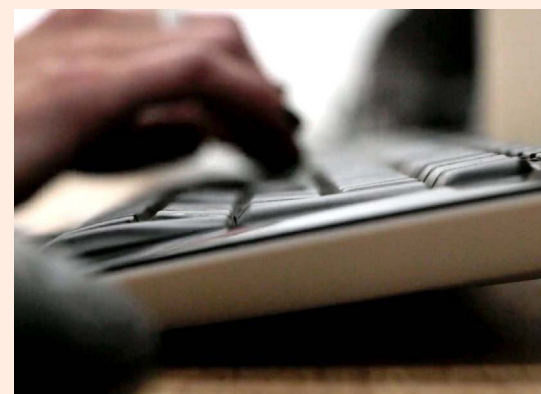
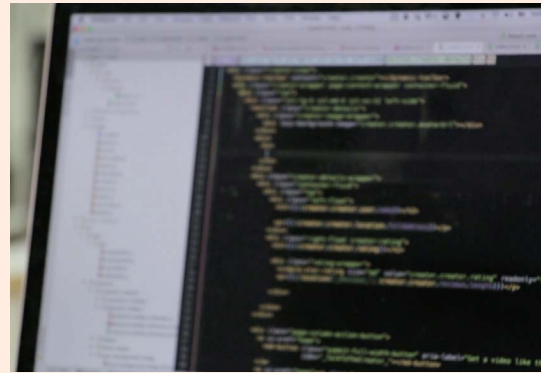
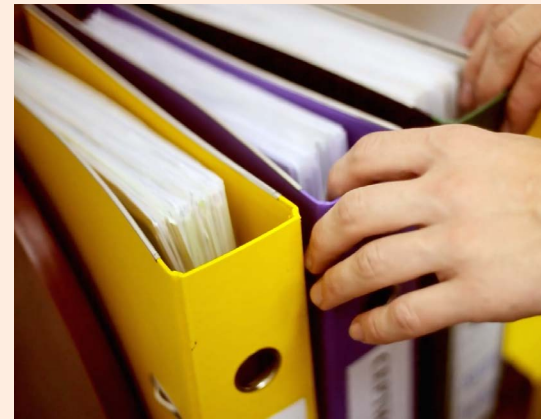
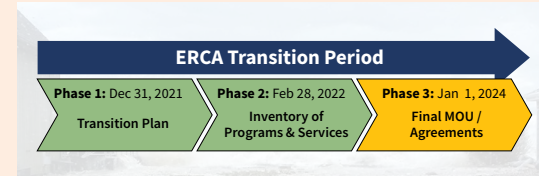
Provided significant support to the Essex Region Conservation Foundation as it updated its Strategic Plan, undertook a comprehensive governance review, and completed its application for Reaccreditation to the Imagine Canada Standards for Charities and Non-Profits.

Adopted a standardized, Managed Desktop Service provider, enabling ERCA to take advantage of economies of scale in pricing as well as offer new, high quality support services previously outside of reach.

Developed the Essex Region Conservation Authority Transition Plan, outlining the work plan and timelines to align budgets with Mandatory Programs and Services and Non-Mandatory Programs and Services, and execute agreements with municipalities to deliver non-mandatory services as outlined in O. Reg. 686/21.

Migrated financial system to a cloud-hosted platform to remove previously identified single points of failure, and add additional support and redundancies by having a host provider with multiple data centers across multiple regions in North America. These improvements will deliver a cost contained financial solution for years to come and provides ERCA with future opportunities for growth and integrations of services.

Implemented a cloud-based Accounts Payable system to strengthen procurement and purchasing internal controls, authorizations, and oversight by the Authority's responsible officers. Efficiencies are realized by way of direct integration to other financial systems, reducing manual data entry and errors.





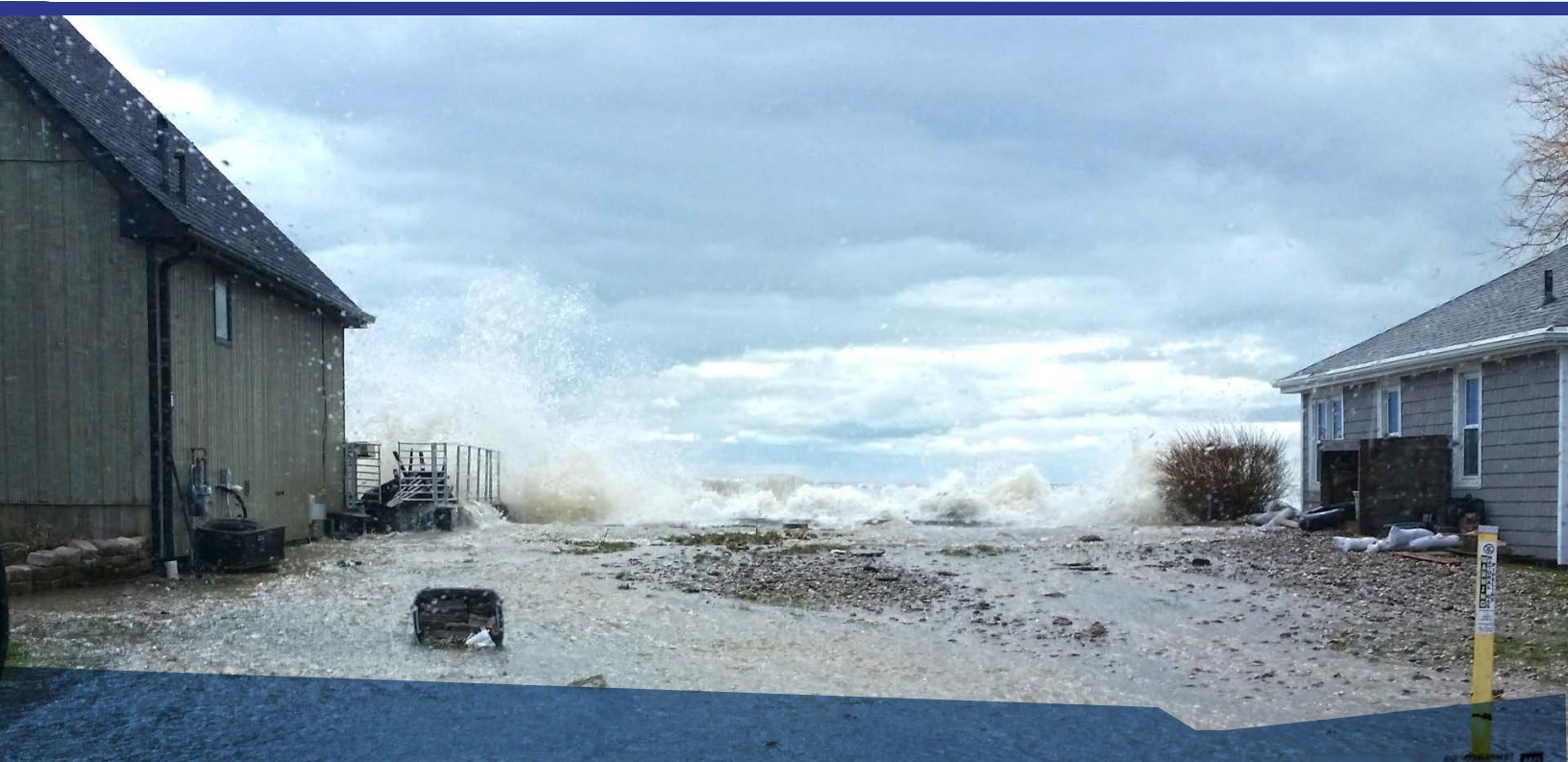
Watershed Management Services

Watershed Management Services are identified as mandatory and ensure that development in the region progresses in a sustainable manner.

They also ensure development is directed away from natural hazards while protecting natural heritage features and water resources. Managing the risks associated with the natural hazards of flooding and erosion is one of the primary roles of conservation authorities under the Conservation Authorities Act. This is fulfilled through the delivery of multiple natural resource management programs and services, including flood plain management and mapping, water and erosion control infrastructure planning, and stormwater management.

Though Lake levels began to recede this year, they are still over 1.0 metre above long-term average. The potential impacts of bluff stability and erosion are yet to be fully recognized as water levels decline from record highs sustained for an unprecedented period of time. While there were fewer flooding events this year, the region was still under an elevated form of caution for 101 days.

Development Services, Watershed/Water Resources Engineering and Flood Management/Flood Forecasting and Warning are identified as mandatory services, while Watershed Planning falls under both the mandatory (hazard planning), and non-mandatory (operational planning) categories.





In delivering Watershed Management Services to the Essex region in 2021, ERCA:

Evaluated 1182 applications and issued 1076 permits.

Responded to over 1289 Miscellaneous Development (MD) inquiries related to questions about property matters, or from prospective purchasers with questions concerning a potential property purchase.

Improved efficiencies and capacity to act by streamlining various processes and risk managing low risk development activities. ERCA eliminated the requirement for S.28 permits related to inland pools and decks, eliminating 150-200 applications and enabling staff to focus on higher risk applications. Additionally, the ERCA Board of Directors approved a new policy to streamline the application process related to certain municipal infrastructure repairs.

Reviewed over 858 planning applications under the Planning Act (Zoning By-Law amendments, minor variances, consents, etc.). The review of these applications assists landowners and municipalities in reducing risks associated with flooding and erosion and protecting natural heritage, and ensures best practices for sustainable communities are being incorporated into planning and development.

Reviewed 3 Official Plan updates to ensure local planning decisions address provincial delegated authority responsibilities relative to natural hazards. Continued to advise member municipalities on natural heritage matters.

Worked with the City of Windsor to update the Regulatory Floodplain Maps for the Little River Watershed, as part of the Sandwich South Master Servicing Study. A Public Information Centre to engage affected stakeholders and provide information was hosted virtually in November with final deliverables expected early 2022.

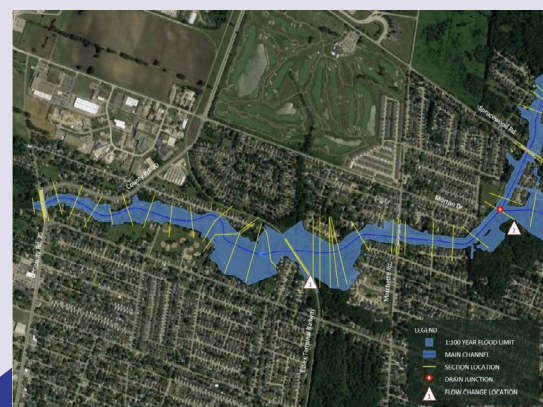
Completed the initial software architecture to modernize the digital Property Information Management System (PIMS). The new system will improve digital permitting services, including readiness for self-service options and payment integration.

Continued the Turkey Creek Watershed Hydrologic & Hydraulic (H&H) modeling. This two-phase study was initiated late 2020 in partnership with the City of Windsor, Town of LaSalle and the Town of Tecumseh. Phase 1 was completed in 2021 with background investigation, field work and data collection, and initial H&H model setup finalized. Phase 2 is on track to be completed in early 2022 with the objectives of having a fully updated H&H model of the large, urbanized watershed. This is expected to enable consistent modelling assumptions across various related Master Plans, Environmental Assessments, and technical evaluations, with the possibility of watershed-based / regional solutions to potential flood-related concerns.

Completed the Essex County Floodplain Prioritization Study in partnership with the County of Essex. This relative risk ranking exercise combined land use information, natural and engineered drainage features with critical assets, life-line facilities as well as economic and socio-societal impacts to determine priority subwatersheds in need of updated and new flood mapping. Study findings were presented to ERCA Board of Directors in September and to Essex County Council in October 2021.



Plan Review
Land use planning is critically important to ensuring our region is the Place for Life. We review Planning Act applications to provide environmental and natural hazard protection advice to our watershed municipalities. Conservation Authorities have been delegated this responsibility by the Province of Ontario.
A comprehensive review of each application is undertaken to ensure that natural heritage will not be adversely affected by the proposed development. Natural heritage features considered include significant wetlands, significant woodlands, significant wildlife habitat, significant valley lands, environmentally sensitive areas, fish habitat, species at risk habitat, and areas of natural and scientific interest (ANSIs). We also ensure the completed project will not be adversely impacted by flooding and erosion.





Conservation Services

Conservation programs protect, restore, and manage natural heritage systems within ERCA's watersheds.

Conservation Areas and trails provide essential places for people to connect with nature for physical and mental well-being. Locally, our landscapes and habitats are among the most significant in Canada. But, despite planting more than 6.5 million trees since 1973, only 8.5% of our region's land base consists of natural areas. Continuing to strategically plant trees and restore habitat, while protecting existing natural areas, will be critical to securing a future of environmental sustainability.

Mandatory Conservation Services include conservation lands management, passive recreation at conservation areas, and tree planting and restoration on conservation lands. Conservation Services identified as non-mandatory in the Act include tree planting and restoration on private or municipal lands, and Holiday Beach Conservation Area operations.





This year, in delivering Conservation Services across the region, ERCA:

Worked with 170 landowners to plant and distribute 126,197 trees, and built a new wetland.

Created 141 acres of natural habitat.

Continued construction on Pêche Island – the largest restoration project on the Canadian side of the Detroit River. Undertaken in partnership with the City of Windsor and many other partners, the project consists of a soft shoreline revetment on the northeast side of Pêche Island and six sheltering islands on the north side. In addition to protecting the shoreline from erosion, this project has created 7 hectares of fish habitat behind the sheltering islands where aquatic vegetation is expected to establish.

Rehabilitated the wetland at Hillman Marsh Conservation Area, thanks to a significant investment by Ducks Unlimited Canada and the Province of Ontario. Extensive repairs and reinforcements were initiated to increase resiliency in the containment systems, protecting the habitat against new-normal climate change impacts in the form of extreme, enduring high-water events on Lake Erie.

Continued to welcome guests to conservation areas and trails in unprecedented numbers. Sales of seasonal passes alone more than doubled over those sold in 2019.

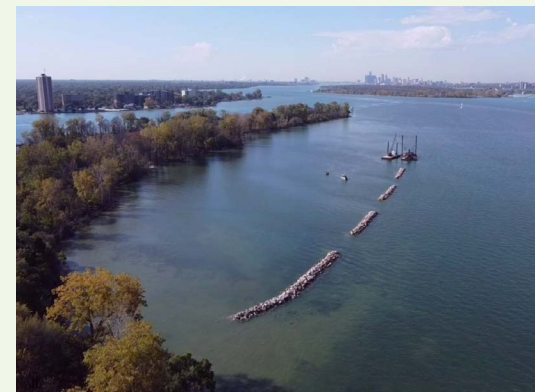
Completed a multi-year invasive species project at Spring Garden Natural Area in partnership with the City of Windsor, helping to preserve the diverse plants and wildlife found in this endangered habitat.

Collaborated with Point Pelee National Park to undertake a natural heritage study that provides recommendations on locations and types of habitat to create outside of the park's property to benefit Species-At-Risk most vulnerable to climate change.

Undertook wetland rehabilitation at the Collavino Provincially Significant Wetland located within the Detroit River Area of Concern, and developed a management plan to remove invasive *Phragmites australis* through water control and herbicides.

Celebrated the grand opening of the new Heritage & Conservation Centre at the John R. Park Homestead with expanded and accessible education and exhibition space. A new Lake Erie exhibit and augmented-reality flooding experience were among the first new exhibits created for this space. As well, regional tourism information is provided and visitor data points collected by ERCA staff through the Town of Essex Tourism Hub.

Re-opened the beach at Holiday Beach, as lake levels began to recede, and celebrated the grand opening of the Enbridge Natural Playground. Nearly 31,000 guests visited Holiday Beach in 2021.





Watershed Research Services

Watershed Research Services strive to improve the health of local watercourses.

This is achieved through agricultural Best Management Practices, enhanced monitoring at the watershed and edge-of-field scale and collection of landscape information through Geographic Information Services. Source Water Protection is identified as a mandatory service and ensures local sources of drinking water are protected through the implementation of policies in the Source Protection Plan. Water quality monitoring to support the Provincial Water Quality Monitoring Network is also identified as mandatory, while other watershed science programs such as the Essex County Demonstration Farm and agricultural Best Management Practices fall under the non-mandatory category.





This year, in delivering Watershed Research Services, ERCA:

Continued to deliver the watershed-based Source Protection Program. Administered under the Clean Water Act and defined as a mandatory service, this is the first step in a multi-barrier approach to protect drinking water. It complements municipal water treatment and supports sound land use planning decisions.

Delivered Risk Management Services on behalf of member municipalities and in accordance with Memorandums of Understanding.

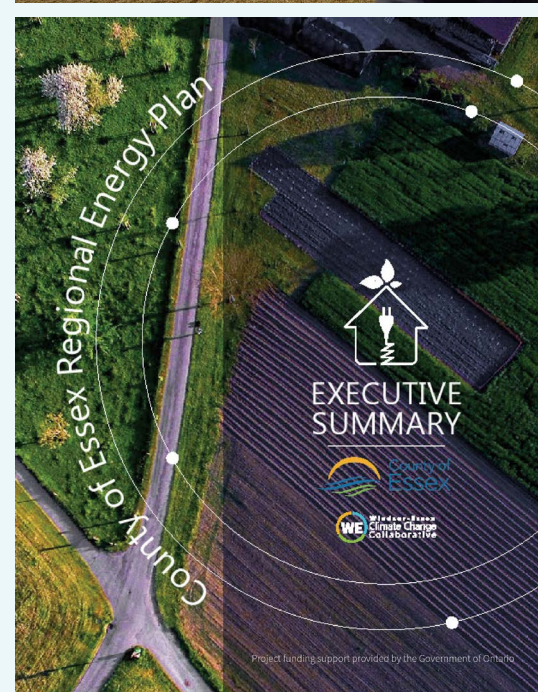
Monitored surface water quality at 50 sites and groundwater quality at 8 sites across the region. In total, more than 2,500 water quality samples were collected to evaluate watershed health, and calculate nutrient and phosphorous concentrations and loads in partnership with Federal and Provincial agencies.

Completed over 28 agricultural Best Management Practices (BMPs) such as cover crops, Crop Nutrient Plans and buffer strips on over 1182 hectares of land.

Worked with Municipality of Leamington to develop plans for a new wetland to receive excess storm water from the Lebo Creek Watershed through the drainage act, which will also help improve water quality flowing into Hillman Marsh and Lake Erie.

Finalized the Essex County Regional Energy Plan (ECREP) with the County of Essex and its seven municipalities to help the community to better understand current energy consumption, identify opportunities for energy efficiency, help to meet the community's climate priorities, and strengthen the local economy. ERCA provided significant coordination for the ECREP's development, which will allow Essex County to reap the economic benefits of the ongoing modern energy transition by ensuring reliable, cost-competitive energy services for residents and businesses, and planning considerations municipalities will need to incorporate to meet their climate priorities.

Completed an agriculturally focused climate change report to outline future challenges and potential solutions on how to mitigate climate change for the farming community.





Communications & Outreach Services

Communications and outreach services support all business units of the Authority.

These include supporting flood messaging, disseminating natural hazard information, engaging landowners in conservation practices, educating students of all ages about environmental sustainability, engagement in tree planting and restoration, connecting people to nature through a variety of programs and events, and communicating broadly with stakeholder groups and watershed residents. While the continued impacts of COVID-19 prohibited field trips and many traditional outreach events, creative approaches to engage with the community were implemented.

Corporate communications supporting mandatory activities are identified as mandatory, while curriculum-based outdoor education and non-hazard related outreach activities are non-mandatory.





This year, to engage stakeholders in conservation efforts, ERCA:

Expanded virtual Special High Skills Major certification programs for secondary students which were delivered to several school boards across the Province of Ontario, to allow these student to achieve required certifications for graduation.

Collaborated with south-western Conservation Authorities to lead Great Lakes watershed-themed education programs, including the 2021 Western Lake Erie Student Summit and the Lake Erie Virtual Field Trip.

Hosted two litter cleanups in the Sandwich community of Windsor, removing a total of 375 lbs. Funding for the Sandwich Litter Cleanups was provided by the Gordie Howe International Bridge Community Benefits Plan.

Celebrated the 20th anniversary of the Detroit River as a Canadian Heritage River. The river is truly a shared resource bringing the people of two nations together. The American side of the Detroit River was designated a Heritage River in 1998. With the Canadian side being designated a Canadian Heritage River in 2001, the Detroit River became the first river on the continent to receive both Canadian and American heritage river status.

Launched the Detroit River Coalition, a binational organization of Canadian and American organizations partnering to reduce litter pollution in the Detroit River and educate the public on the natural and cultural significance for communities throughout the Great Lakes Region.

Planted 575 native trees and shrubs and connected youth with nature at the Solcz Family Foundation Forest. Thanks to the Solcz Family Foundation, families and volunteers from across Windsor-Essex engaged with nature and learned how to plant trees.

Provided significant support to the Essex Region Conservation Foundation to reach its fundraising goals.



ERCA Accountability

The following provides a three-year ‘by-the-numbers’ comparison of achievements.

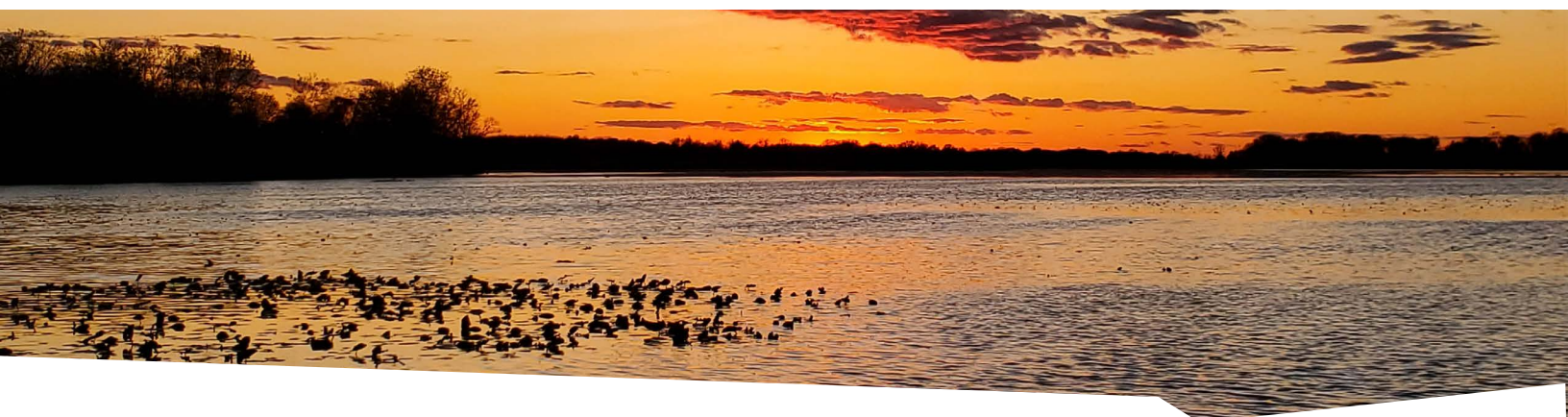
Corporate Services

Area	2019	2020	2021
Area of CA Jurisdiction	1,681.3 km2	1,681.3 km2	1,681.3 km2
Watershed Population	322,715	321,341	318,862
Staff—Permanent and Long-Term Contract	38	41	42
Staff—Special Grant and Short-Term Full-Time Equivalent Contract	10	2	8.91
Average Full Time Staff Length of Service	10	9.49	8.83
Number of Local Committees, Boards and Advisory Panels with ERCA representation	24	24	24
Number of Provincial Committees, Boards and Advisory Panels with ERCA representation	26	20	21



Watershed Management Services

Area		2019	2020	2021
Permits Requested		1,305	1,403	1,182
Permits Issued		1,158	1,269	1,076
Clearances Issued		225	147	172
Request for Information Letters Issued		281	275	385
Permits to Take Water Applications		3	0	3
Planning Services - transactions per year		811	673	858
Appeals		22	8	24
Appeals in CA Favour		22	8	24
Violations Issued		38	16	7
Average Response Time for Permits (days)	Minor Development	15	16	17
	Major Development	10	17	15
	Alteration to Waterways	6	10	8
Number of Structures Located in Floodplain		10,000	10,000	10,000
Kilometres of Watercourses with Floodplain Mapping Completed		609	609	609
Hectares (area) digitally mapped delineating the CA Regulation Limit		38,304	38,304	38,304
Hectares (area) digitally mapped delineating the flooding hazard limit (flood plains)		38,304	38,304	38,304
Metres of shoreline protected from flooding and erosion		0	220m	0
\$ Value of Water/Infrastructure Contributions to Municipalities		0	\$141,000	\$0
Flood Messages / Days	Watershed Conditions	15 / 48 days	11/39 days	30 / 73 days
	Flood Watches	24 / 147 days	33/198 days	10 / 22 days
	Flood Warnings	12 / 25 days	16/21 days	2 / 6 days



Conservation Services

Area	2019	2020	2021
Total Landholdings (Hectares)	1,740	1,747	1,747
Hectares of recreational land owned and managed	1,056.8	1,056.8	1,056.8
Total hectares under forest management plans	44.39	44.39	44.39
Total Taxes for CA Landholdings	\$92,186	\$91,385	\$92,136
Land Acquisition in Reporting Year (in acres)	0	17	0
Value of acquisitions (Fair Market Value)	N/A	\$112,734	0
Total Acres of Habitat Restored	31	6	141
Number and Acres of Trees	57,560 30 acres	23,054 5 acres*	126,197 140 acres
Number and Acres of Wetlands	1 wetland 0.6 acres	0	0.5 acres
Number and Acres of Prairie	0	1 site 1.5 acres	1 acre
Number of landowners involved in restoration	217	170	170
Kilometres of Trails owned, managed & developed	98	98	98
Day Use Visitors to JRPH (estimated)	11,625	N/A**	4,600†
Day Use Visitors to HBCA (estimated)	10,800	N/A**	30,395
Number of seasonal campsites purchased	72	72	72

*COVID-19 challenges resulted in spring projects being rescheduled until 2021.

† The John R. Park Homestead was closed until July 2, due to stay at home orders and construction.

** As fees were waived and sites unstaffed for much of the year, statistics were not collected, although parking lot census data indicated a significant surge in use.

Watershed Research Services

Area		2019	2020	2021
Water Quality Improvement Projects Implemented	Agriculture/Other (total)	80	75	26
	Detroit River Watersheds	7	4	2
	Lake Erie Watersheds	66	70	16
	Lake St. Clair Watersheds	7	1	8
Number of wells decommissioned		3	0	*
Number of landowners participating		16	31	26
Number of surface water quality monitoring stations		61	54	61
Number of ground water quality monitoring stations		8	8	8
Number of benthos monitoring stations		10	0	0
Number of research studies with ERCA involvement		7	5	14

*Program discontinued

Communications & Outreach Services

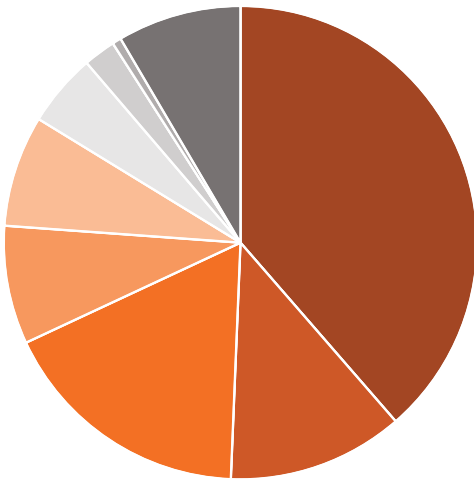
Area	2019	2020	2021
Number of volunteers	2,057	149	440
Number of outreach events	32	7	26
Number of schoolyard naturalization projects	1	0	0
Trees planted by volunteers	6,217	300	1,770
Native plants planted by volunteers	30	0	450
ERCA hosted special events	22	8*	14
Number of schools	75	N/A	42
Number of unique education programs	307	37*	129
Number of students	14,588	N/A*	3,111
Number of public meetings/workshops	28	14	17
Number of unique visitors to our website	71,918	80,829	84,982
Number of Facebook followers	4,011	4,339	5,222
Number of Twitter followers	3,159	3,397	3,572
Number of Instagram followers	1,313	1,595	1,792
Number of YouTube video views	3,500 views 130.9 hrs	7,472 views 333.6 hrs	5,168 views 311.1 hrs

*While COVID-19 impacted field trips and gatherings, a number of virtual education and engagement opportunities were launched, including Earth-E Month, which reached 114,930 people and resulted in 61,243 engagements.



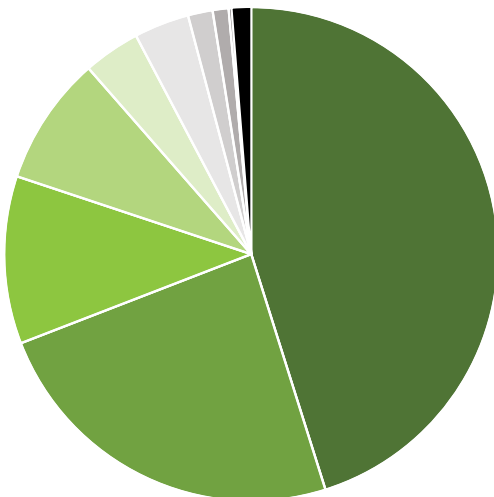
2021 Financial Review

Projected Funding by Source \$8.9M



Municipal Levies	\$3,454,619
Municipal Special Project Contributions	\$1,076,763
Self-generated Revenues and Fees	\$1,557,093
Federal Grants	\$723,733
Other / ERCF Grants	\$679,986
Provincial Special Project Grants	\$446,240
Provincial Transfer Payments (S.39 & DWSP)	\$196,917
Interest / In Kind / Sundry	\$52,249
Internal Recoveries / Dept Chargebacks	\$756,650

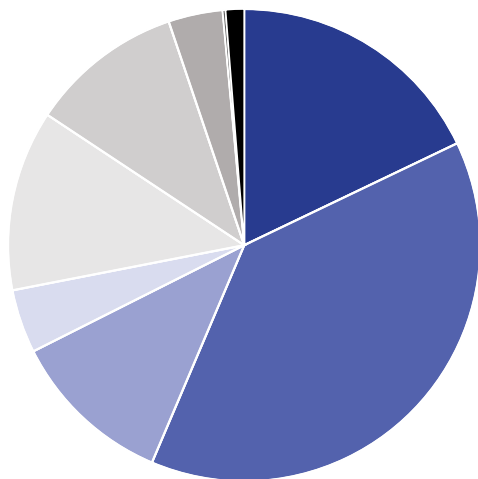
Projected Use of Funds by Classification \$8.9M



Compensation	\$4,038,345
Construction & Engineering Contracts	\$2,145,959
Supplies, Materials & Contracted Services	\$981,987
Internal Chargebacks & Recoveries	\$756,318
Transfer to 2022 Projects	\$332,708
Rent, Taxes, & Utilities	\$332,450
Insurance, Audit, Legal & Professional Services	\$144,545
Vehicle Replacement	\$93,246
Net Transfers to Reserves	\$17,750
Projected Surplus for Future Years	\$112,941

Projected Use of Funds by Function

\$8.9M



Watershed Management Programs & Services	\$1,601,405
Conservation Programs & Services	\$3,443,373
Watershed Research Programs & Services	\$1,000,972
Community Outreach Programs & Services	\$389,950
Corporate & Shared Support Services	\$1,106,850
Capital Projects	\$940,300
Transfer to 2022 Projects	\$332,708
Net Transfers to Reserves	\$17,750
Projected Surplus for Future Years	\$112,941



ERCA Board

Tania Jobin, Town of Tecumseh - Chair
 Kieran McKenzie, City of Windsor - Vice Chair
 Peter Courtney, Town of Amherstburg
 Marolyn Morrison, Town of Amherstburg
 Morley Bowman, Town of Essex
 Chris Vander Doelen, Town of Essex
 Laura Lucier, Town of Kingsville

Larry Patterson, Town of Kingsville
 Tracey Bailey, Municipality of Lakeshore
 Len Janisse, Municipality of Lakeshore
 Mark Carrick, Town of LaSalle
 Sue Desjarlais, Town of LaSalle
 Trevor Jones, Municipality of Leamington
 Larry Verbeke, Municipality of Leamington

Dayne Malloch, Township of Pelee
 Joe Bachetti, Town of Tecumseh
 Jeewen Gill, City of Windsor
 Jim Morrison, City of Windsor
 Ed Sleiman, City of Windsor

Tim Byrne Chief Administrative Officer / Secretary Treasurer

Corporate Services

Shelley McMullen	Chief Financial Officer / Director, Finance & Corporate Services
Tom Dufour	Geomatics Technician
Nicole Kupnicki	Human Resources Manager / Executive Assistant
Lisa Pavan	Administrative Associate: Corporate Services
Ryan Rossman	Director, Information Technology Services
Bryan Schmidt	Application Support Technician
Kristen Walton	Payroll & Accounting Specialist

Watershed Management Services

James Bryant	Director, Watershed Management Services
Vitra Chodha	Resource Planner
Sydney Clackett	Regulations Analyst
Kim Darroch	Team Lead, Planning Services
Lina Florian	Watershed Engineer
Tom Gutpell	Engineering Technologist
Ashley Gyori	Regulations Analyst
Dan Jenner	Regulations Coordinator
Summer Locknick	Surveyor / Technical Assistant
Tian Martin	Water Resources Engineer
Laura Neufeld	Regulations Technician
Kathleen Schnekenburger	Regulations Technician

Conservation Services

Kevin Money	Director, Conservation Services
Kathryn Arthur	Restoration Biologist
Tim Baxter	Conservation Area Technician
Michael Dick	Agricultural Technician
Rob Davies	Forester
Samantha Dundas	Water Quality Technician
Russ Jones	Conservation Area Technician
Dan Lebedyk	Biologist / Ecologist
Bevin Martin	Conservation Area Technician
Devin McCann	Assistant Superintendent, HBCA
Katie Stammler	Water Quality Scientist / Project Manager, Source Water Protection
Jacqueline Serran	Detroit River Remedial Action Plan Coordinator
William Tate	Superintendent, Field Operations
Amy Weinz	Water Quality Technician
Laren Weller	Watershed Data Technician

Community Outreach Services

Danielle Breault Stuebing	Director, Communications & Outreach Services
Kris Ives	Interpreter
Samantha Keller	Partnerships & Outreach Coordinator
Gina Pannunzio	Environmental Educator
Jessica Rose	Multimedia Specialist
Aaron Zimmer	Regulations Analyst



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