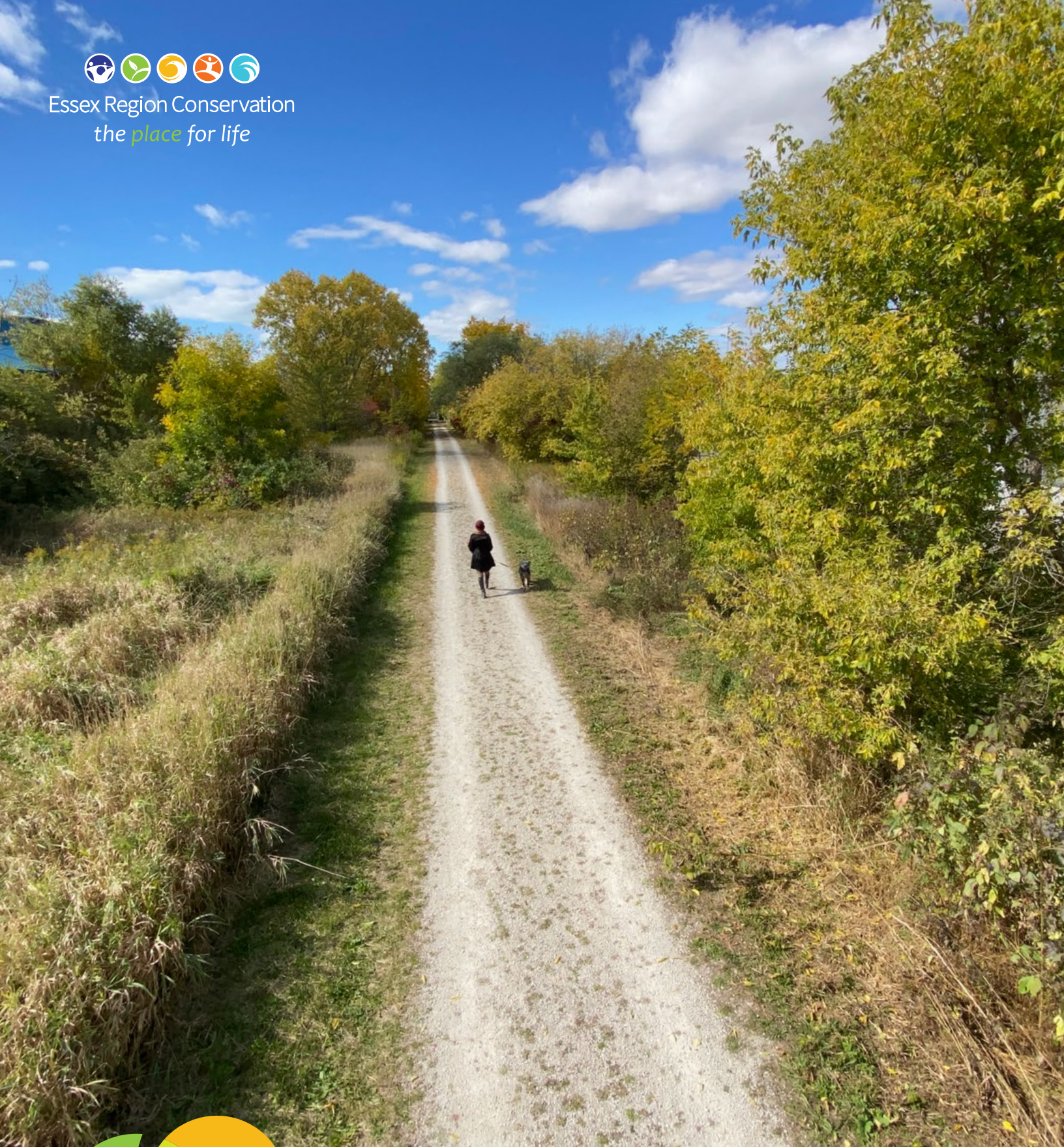




Essex Region Conservation
the *place* for life



Essex Region Conservation Authority **2022 Annual Report**



Land **Acknowledgement**

The Essex region is the traditional territory of the Caldwell First Nation, members of the Three Fires Confederacy, comprised of the Ojibway, the Odawa, and the Potawatomi Peoples. We value the significant historical and contemporary contributions of local and regional First Nations and all the Original Peoples of Turtle Island - North America who have been living and working on the land from time immemorial.



A Message From **The Chair**



“ While there were many conservation successes that took place in 2022, the Royal Assent of Bill 23 on November 28 dealt another challenging change to conservation authorities and municipalities across the Province. ”

While there were many conservation successes that took place in 2022, the Royal Assent of Bill 23 on November 28 dealt a challenging change to conservation authorities and municipalities across the Province. The legislation is aimed at building more homes faster, but prohibits conservation authorities from commenting on conservation and environmental matters, except for flooding and erosion. This means that ERCA and other conservation authorities will not be able to offer expertise on ecology, natural heritage, wetlands and biodiversity.

This change diminishes ERCA's well-established role in supporting municipalities

in protecting the natural environment. This is particularly concerning for many municipalities which may not have the capacity and expertise to independently consider all of these matters when reviewing planning applications, ultimately elevating municipal risk and liability. Alarms have been raised by municipalities, First Nations, environmentalists and the development sector itself about the consequences of these changes.

As we begin our 50th year of watershed management in the Windsor/Essex/Pelee Island region, we hope the Province responds to the concerns of municipalities and ratepayers regarding the impacts of this

speedily implemented legislation. We certainly support the province's effort to build more homes faster, but it's critically important that conservation authorities be permitted to support municipalities to facilitate sustainable development, mitigate risks, and ensure a resilient Windsor-Essex-Pelee Island community.

Sincerely,



Tania Jobin,
Chair





A Message From **The Chief Administrative Officer**

“ Across the region, municipalities rely on ERCA’s expertise to inform development and planning decisions and provide input on official plans, zoning by-laws, watershed studies, and development applications. ”

The Essex Region Conservation Authority (ERCA), like all 36 Conservation Authorities across the Province of Ontario, works proactively with the development industry, member municipalities and all levels of government to facilitate sustainable, well-planned development while ensuring that people and property are protected from the dangers of flooding and erosion, and maintaining the integrity of the watersheds within its jurisdiction.

Across the region, municipalities rely on ERCA’s expertise to inform development and planning decisions and provide input on official plans, zoning by-laws, watershed studies, and development applications. These processes ensure a watershed-based approach and enables connections to be made between flood control, wetland

preservation, green infrastructure, and safe development.

Having spent 35 years of my career striving to protect the sustainability of our region through appropriate planning guidance, it is particularly disheartening to learn of the dismantling of portions of the pivotal role that conservation authorities have in ensuring the development of safe and sustainable communities.

The watershed-based approach implemented by conservation authorities since 1946 is recognized globally as the best management tool for ensuring consideration of a wide range of competing interests and impacts on natural resources. In downloading watershed-based considerations to municipalities, the watershed approach becomes limited to specific political

boundaries, potentially impacting the opportunities for sustainable decision making.

The coming year marks ERCA’s 50th year of watershed conservation, and it is my sincere hope that the province will engage in public discussion regarding the outcomes of these legislative changes, and that our region will continue to work collaboratively to uphold the watershed principles and ensure a future of environmental sustainability in the Essex region.

Yours in conservation,

A 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. Conservation Authorities apply an integrated watershed management approach to ecosystem management.

In November, while Conservation Authorities were continuing to work toward the changes identified in Bill 229, Bill 23 to Build More Homes Faster, received Royal Assent. Significant changes were made to multiple Acts through this Bill, reducing the ability of Conservation Authorities to continue to protect people and watersheds, while transferring significant responsibilities and risk to municipalities.

While the full impact of these changes remains to be determined, ERCA continues to support member municipalities in making smart, cost-effective decisions when it comes to our region's watersheds.

Despite this rollback of environmental protections, there were still a number of significant projects and programs implemented this year to improve sustainability in the Windsor-Essex- Pelee Island region, and a snapshot of these conservation successes is included in the following pages.



Watershed Management Services

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Watershed Management

Services

Watershed Management Services ensure that development in the region progresses in a sustainable manner and 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, and 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.

Watershed management begins with forward-thinking planning. Unfortunately, Conservation Authority work in advising and supporting municipalities in planning sustainable growth was severely curtailed in Bill 23. The changes prohibit natural heritage input from conservation authorities, remove oversight by the Ministry of Natural Resources and Forestry, and transfer responsibilities to municipalities and consultants, which may threaten protections for our most vulnerable natural heritage features while adding a significant burden to municipalities.

How ERCA Facilitates Development

We protect people and their property from natural hazards. It starts by understanding our watersheds so that your development is safe from the threats of flooding and erosion.

1 STUDY watersheds to understand their natural hazards and features, and how they all function together.

3 INFORM municipal partners who **INTEGRATE** information and data into land use planning documents to support local and provincial land use planning policies.

2 ANALYZE and **MAP** information to help with decision making and provide technical support to municipalities, landowners, and developers.

4 REVIEW development applications together with municipal planning, engineering, and building departments.

5 APPROVE development applications that meet minimum applicable standards (floodproofing, erosion setback, safe access, etc.).

This year

in ensuring the sustainability of the Essex Region while facilitating safe development, ERCA:

Evaluated 901 applications and issued 846 permits.

Responded to 1600 property inquiries and information requests; and provided comments on 732 planning applications to ensure that local planning decisions were consistent with provincial mandate with respect to both natural hazards and natural heritage.

Completed the Turkey Creek Watershed Hydrologic & Hydraulic (H&H) model of this large, urbanized watershed in partnership with the City of Windsor, Town of LaSalle and the Town of Tecumseh. This will 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.

Collaborated with the Town of Tecumseh, City of Windsor, Town of Amherstburg, the Township of Pelee and other municipalities toward developing municipality-specific "safe access" policies.

Collaborated with the Municipality of Lakeshore and Lower Thames Valley Conservation Authority to complete a Shoreline Management Plan to investigate and update flooding and erosion hazard information. The results of this plan form the technical basis to address short and long-term policy needs and implementation strategies that are required to address the complex hazard-related issues across the varying shoreline reaches.

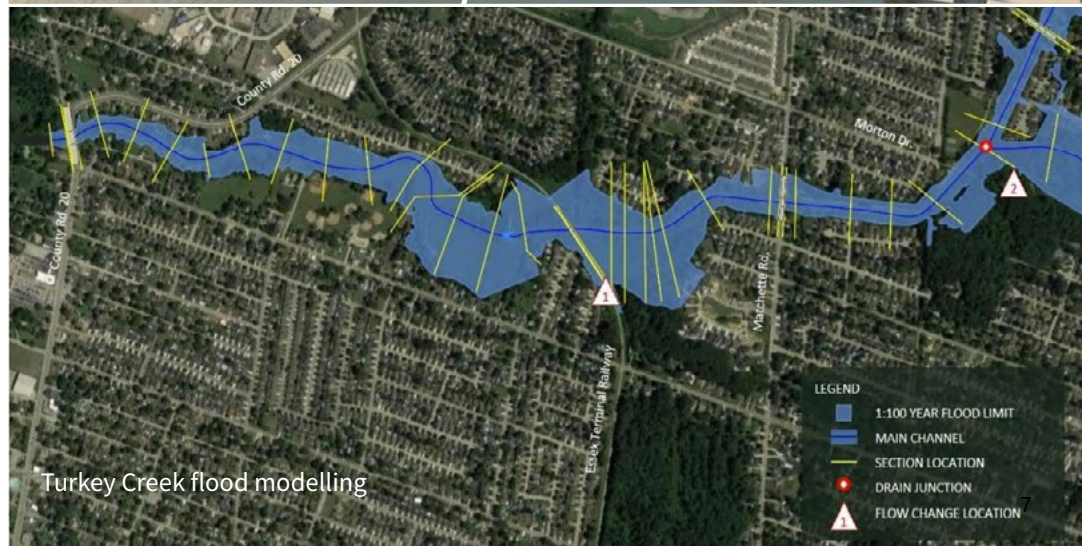
Finalized the Upper Little River Watershed Drainage and Stormwater Management Master Plan – Class Environmental Assessment (ULREA) in partnership with the City of Windsor and Town of Tecumseh to document existing conditions within the Upper Little River watershed and to recommend stormwater management measures. These stormwater management measures will define the future stormwater management corridors to support future development of the 2600 hectares of land in the former Township of Sandwich South, enabling sustainable growth for the City of Windsor and Town of Tecumseh.

Collaborated with the Municipality of Leamington to complete the Lebo Creek Master Drainage Study. The final report, prepared through a collaboration between two local consultants with advanced knowledge and expertise specific to Lebo Creek, includes a watershed-based approach to assessing the impacts of potential future development within the study area, including an evaluation of the drainage system and identification of stormwater management design criteria.

Monitored lake levels, ground and ice conditions, and a network of 30 climate stations to provide advanced warning of flooding and accelerated erosion.



Lake St. Clair flood modelling



Turkey Creek flood modelling



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 6.8 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.

Undeveloped natural spaces like wetlands and conservation areas help to mitigate flooding by acting as nature's sponges, while trails such as Greenways can provide physical access to hazard areas for flood observation that would otherwise be unreachable. This will continue to grow in importance as communities adapt to our changing climate.



This year

in providing Conservation Services across the region, ERCA:

Worked with 198 landowners to plant and distribute 89,300 trees.

Added 107 acres of natural habitat to the region.

Created 3.5 acres of new wetland habitat, including a new wetland at Holiday Beach Conservation Area.

Did You Know?

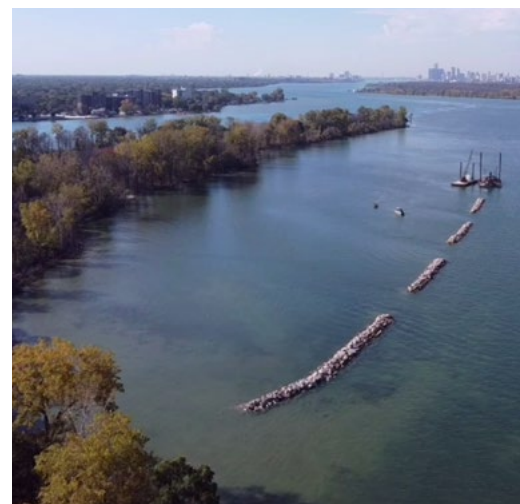
A wetland as small as two hectares can retain water runoff from an area 70 times its size, significantly reducing flood damage. In 2017, the Intact Centre on Climate Adaptation at the University of Waterloo simulated a massive storm event (similar in size to Hurricane Hazel) and found that the financial costs of flood damage at the modelled urban site would be 38% lower (\$84.5 million) if nearby wetlands were maintained in their natural state, compared to estimated flood damage of \$135.6 million if the nearby wetlands were drained for agricultural development. The difference in flood damage costs would be even greater if the nearby wetlands were replaced with impervious surfaces, such as roads and parking lots, instead of converted to farm fields.

Value-for-Money Audit:
Climate Change Adaptation:
Reducing Urban Flood Risk;
November 2022

Partnered with Caldwell First Nation to create the Caldwell Restoration Plan to restore 40 acres of former agricultural land to forest, prairie and wetland habitat. Thanks to a donation from Jamieson Wellness through the Essex Region Conservation Foundation, the first community planting event took place in November.

Completed construction on Pêche Island – the largest restoration project on the Canadian side of the Detroit River. Undertaken in partnership with the City of Windsor, the Government of Canada, and many other partners, the project consists of a soft shoreline revetment on the northeast side of Pêche Island and nine 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.

Upgraded the Hawk Tower and trails at Holiday Beach Conservation Area to significantly improve accessibility and extend the lifespan of these important amenities, thanks to a grant from the Ontario Trillium Foundation



Constructed three new Community Entrances along the Greenway system. The WFCU Credit Union Community Entrance to the Chrysler Canada Greenway, the Tilray Brands Plant Positivity Community Entrance and the WindsorEssex Community Foundation to the Cypher Systems Greenway were created to provide additional parking and access points to this popular multi-use trail system. These entrances were built with funding support through the Essex Region Conservation Foundation and a grant from the Canada Community Revitalization Fund.

Undertook significant repairs to the dykes at Hillman Marsh Conservation Area in partnership with Ducks Unlimited Canada (DUC) to increase resiliency within the containment systems, protecting the habitat against new-normal climate change impacts in the form of extreme, enduring high-water events on Lake Erie.

Built a 2 kilometre mountain bike trail loop at Holiday Beach Conservation Area, thanks to donations from the Amherstburg Community Foundation and donors to the Essex Region Conservation Foundation.

Improved accessibility at the John R. Park Homestead by adding a lift to the Conservation Centre, thanks to a grant from the Canada Community Revitalization Fund.

Completed a *Comprehensive Condition Report* of the historic home and all outbuildings at the John R. Park Homestead Conservation Area to identify and prioritize the restoration works needed for the long-term protection of these historic buildings.

Rehabilitated the Fox Creek trail at the John R. Park Homestead, to provide safe access to this Provincially Significant Wetland, created pathways between the historic buildings for enhanced accessibility, and added interpretive signage to the site, thanks to a grant from Ontario's Southwest Tourism Relief Fund.

Continued to welcome guests to conservation areas and trails in unprecedented numbers.

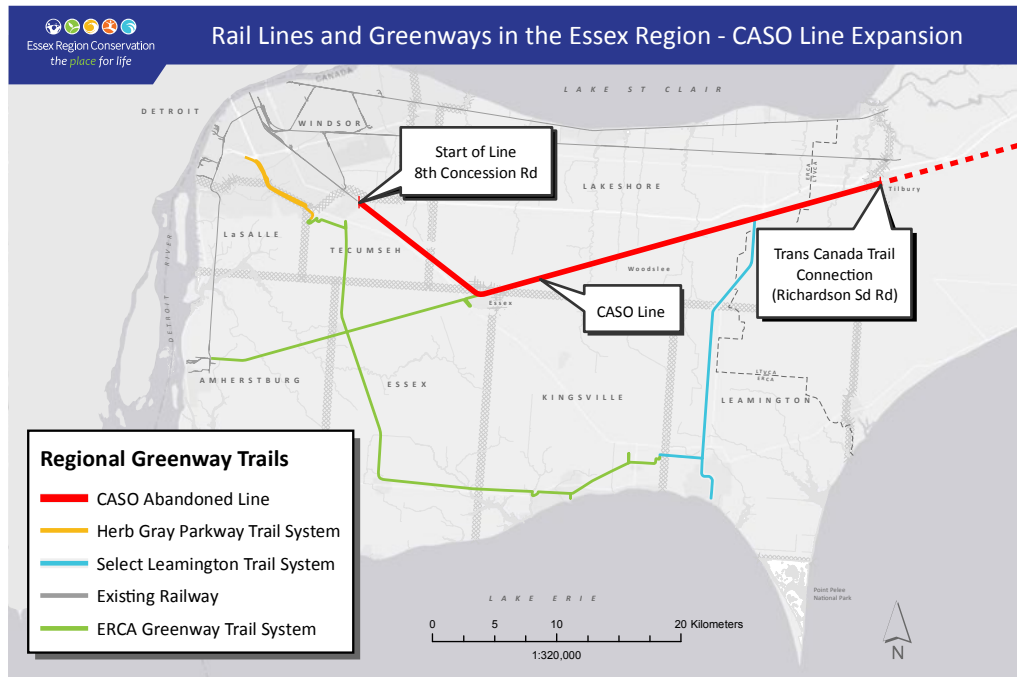


Protected For the Future

CASO Corridor

In late December, years of negotiations resulted in the successful protection of the former Canada Southern Railway (CASO) corridor, thanks to a partnership with the County of Essex, Town of Tecumseh, Town of Essex and Municipality of Lakeshore, and with funding support from Environment and Climate Change Canada.

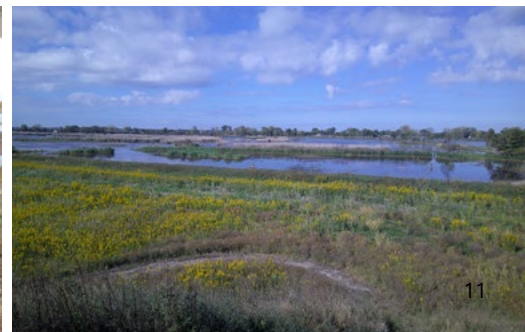
The 47km CASO corridor dissects all major watercourses which outlet to Lake St. Clair. This corridor has a significant regional watershed management value related to potential mitigation of natural hazards for flooding and drainage issues.



Once developed into a trail system, it will connect Chatham-Kent trails to Leamington's Greenway, the Chrysler Canada Greenway and the Cypher Systems Greenway – ultimately completing the long anticipated, multi-use trail loop through the region. In addition, this system would support the County Wide Active Transportation System (CWATS) initiative of the County of Essex. It provides a wildlife corridor, utility corridors, natural heritage restoration opportunities, hazard mitigation potential, and unique habitat that is preferred by certain endangered species such as the Eastern Foxsnake. In addition to protecting habitat and Species at Risk through acquisition, long-term protection of the only linkage between existing fragmented forests and wetlands along this corridor is ensured. In total, there are 21 separate natural areas that are connected through this acquisition.

Collavino Conservation Area

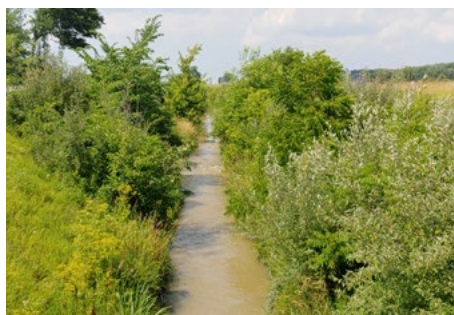
A new conservation area has been created in the Essex region, thanks to a generous donation from the Collavino family, who donated 150 acres of ecologically sensitive wetland habitat to ensure its protection in perpetuity. This new conservation area is a mix of wetland and floodplain within the Detroit River Area of Concern near the mouth of the Canard River in Amherstburg. A prescribed burn to manage invasive phragmites was undertaken in the spring, and plans to provide public access will commence in the coming year.





Watershed Research Services strive to improve the health of local watercourses and ultimately, our Great Lakes.

This is achieved through research, monitoring, and engaging the agricultural community in Best Management Practices. Source Water Protection ensures local sources of drinking water are protected through the implementation of policies in the Source Protection Plan.



This year

in delivering Watershed Research Services, ERCA:

Progressed in the update to Source Protection Plan and Assessment report to align with changes to the Director Technical Rules and the Section 36 work plan, including updated policies to address new types of Significant Drinking Water Threats and changes to applicable vulnerable areas. The Source Protection Program 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.

Monitored surface water quality at 38 sites and groundwater quality at 8 sites across the region. In total, more than 750 water quality samples were collected at 38 locations to evaluate watershed health, and calculate nutrient and phosphorous concentrations and loads in partnership with Federal and Provincial agencies.

Developed a Regional Phosphorus Management Plan in response to the Lake Erie Action Plan to identify phosphorus sources and develop phosphorus reduction management strategies and plans for select regions in the Lake Erie watershed. This work was funded by Environment and Climate Change Canada.

Completed over 63 agricultural Best Management Practices (BMPs) such as cover crops, Crop Nutrient Plans and buffer strips.

Worked with farmers to support more than 2800 acres of cover crops, doubling the total acreage from 2021.

Continued work in the Wigle Creek watershed, with the goal of improving water quality, supported by the Ontario Soil and Crop Improvement Association (OSCIA) through the ONFARM and Living Lab programs. Project activities included crop surveys, water quality samples and providing opportunities to share information with farmers.

Co-hosted the 'Making a Conservation Farming System Work' knowledge sharing event.

Surveyed the local farming community to investigate various communications techniques for sharing information about Best Management Practices.

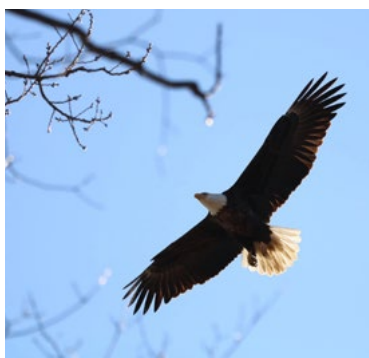
Delivered Risk Management Services on behalf of member municipalities and in accordance with Memorandums of Understanding.





Communications and Outreach Services support all business units of the Authority.

These include circulating flood messaging, disseminating natural hazard information, engaging landowners in conservation practices, educating students of all ages about environmental sustainability, engaging community members 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.



This year

to engage stakeholders in conservation efforts, ERCA:

Inspired 6,422 future conservationists and eco-stewards through conservation education programs.

Certified 338 Specialist High Skills Major secondary school students from boards across the Windsor-Essex region and beyond in Ecosystem Management, GIS, Customer Service and other specialties.

Engaged 1,553 volunteers to take action for the environment through 20 stewardship events.

Welcomed more than 800 guests to the Earth Day Tree Planting event in the City of Windsor to plant nearly 2,200 trees in East Riverside.

Completed the second 10 Year Monitoring Report for the Detroit River. This comprehensive review of the actions to conserve, interpret, enhance and appreciate the cultural heritage, natural heritage and recreational values of the Detroit River confirmed that it is most worthy of continued designation as a river of national significance within the Canadian Heritage Rivers System.

Updated the 2022 – 2024 *John R. Park Homestead Conservation Area Strategic Plan* to guide the preservation of the site's rich human and natural heritage and engage our community through exhibits, programs, events, and volunteer opportunities in accordance with the best practices identified by the Ontario Museums Association.

Welcomed Indigenous artist Tracey-Mae Chambers at the John R. Park Homestead. Her #hopeandhealingcanada art installation pieces illustrate connections between Indigenous, Inuit, and Métis peoples with Canadians, while also addressing the decolonization of public spaces and stimulating thoughtful reflection and conversation around Truth and Reconciliation.

Planted 3,391 trees, 195 pollinator species and removed 1.90 tonnes of garbage from the watersheds across the Windsor-Essex region.

Recognized the National Day for Truth and Reconciliation with a new exhibit entitled *21 Truths About Residential Schools*, guest curated by Ms. Darlene Marshall, Indigenous Education Lead for the Windsor-Essex Catholic School Board and a member of the Caldwell First Nation and the John R. Park Homestead Advisory Board.

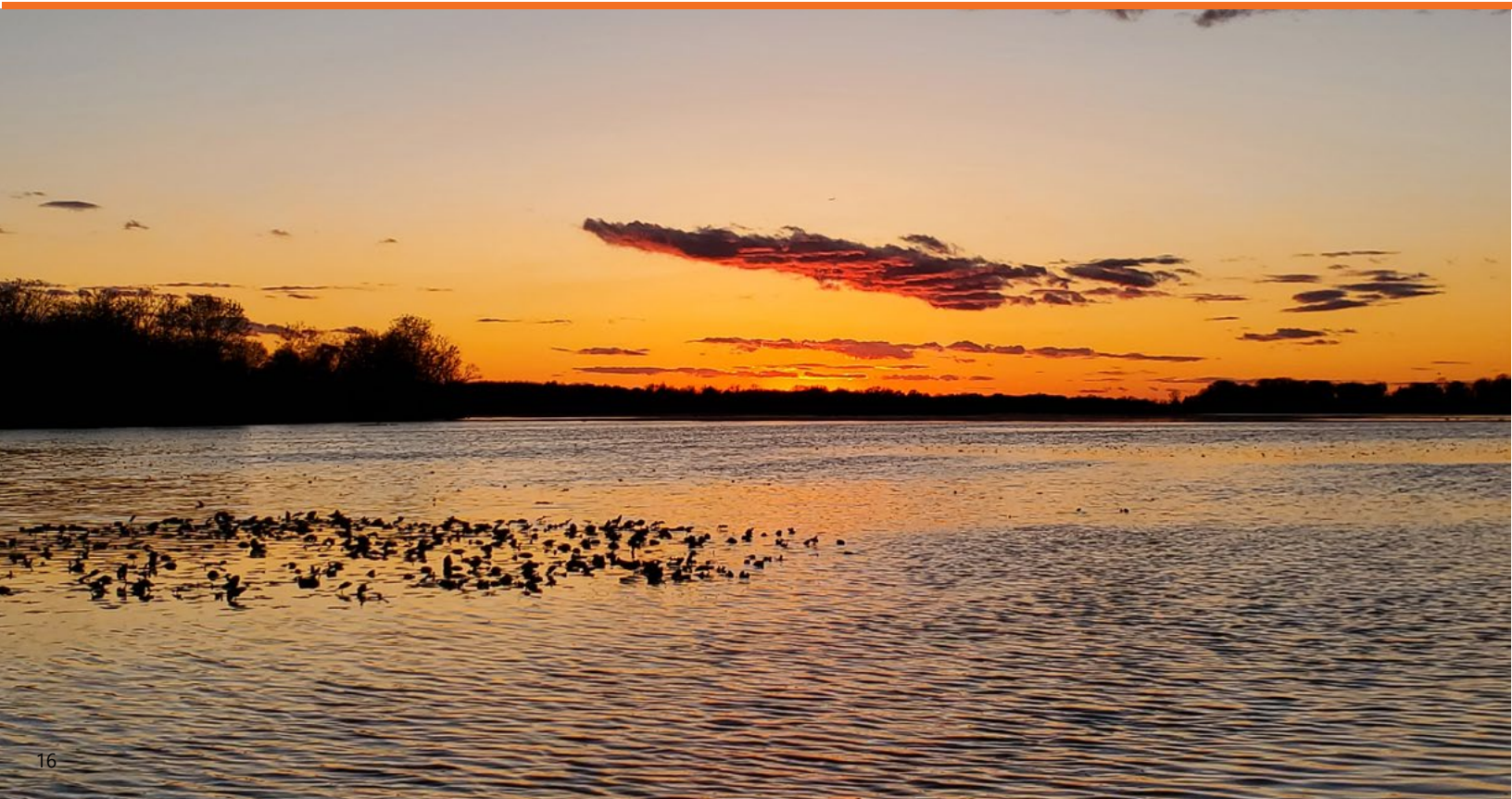
Connected kids to nature with the final phase of the Solcz Family Foundation Forest planting. In total over three years, 1300 youth and their families attended 16 planting events and restored 32 acres of former agricultural land to natural habitat.





Corporate Services ensures compliance with multiple pieces of legislation, provides support for, and a common linkage between disparate functions within the Authority, promotes and facilitates beneficial government relations, and manages the overall strategic direction and financial condition of the Authority, in conjunction with the Board of Directors.

This is accomplished primarily through four program areas: Administration & Governance; Financial Services; Human Resources; and Information Management/Technology. Corporate Services is responsible for upholding transparency, accountability and legislative compliance through the production of key documents and reports, including budgets and audited financial statements. Other essential documents such as policies, guidelines, and various operating plans also serve to support compliance, risk mitigation, credibility and sustainability of the Authority.



During 2022,

Corporate Services managed several projects and initiatives to comply with legislative requirements and/or to reduce the risk profile of the Authority, with information technology projects taking priority:

Completed the migration of most core data assets to a stable cloud platform which has simplified the digitization of ERCA information assets; enabled responsible information management practices and policies; and has facilitated the management and organization of intellectual property to a state whereby it could potentially be used to generate revenues. Further technology deficit mitigation was achieved via the migration away from our on-premises hardware and software which presented open threats due to age and obsolescence

Improved aspects of the cloud-based accounts payable system, which documents approvals of purchases through all departmental approval channels and streamlines the annual financial audit, due to easy and accurate search and retrieval of any vendor invoice.

Reduced the IT footprint, optimized and implemented available IT resources determined to be suitable and appropriate for the business needs of the Authority. New security and resiliency features were added to the IT toolbox, which have already yielded benefits by way of attack surface reductions, lowering the Authority's risk of data breaches and potential ransom-ware attacks.

Replaced outdated computer equipment in a cost-effective manner and added service warranties to improve efficiency and security and extend lifespan where appropriate.

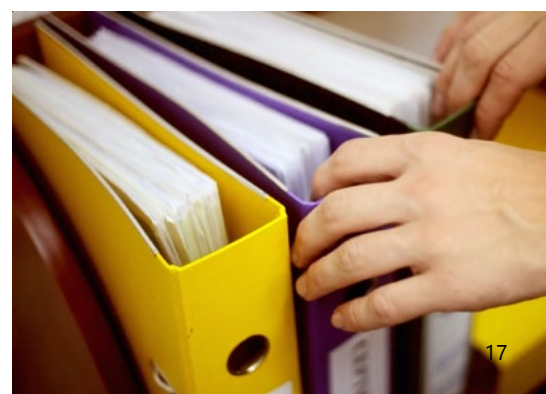
Investigated options to modernize the Permit Information Management System based on current internet facing technologies and modular, transaction focused architecture and determined preferred option for project advancement in Q1 2023.

Developed & Refined financial reports, discussion documents and inventories of programs and services to support the requirements of the Transition Plan (O.Reg 687/21) and the municipal cost-apportioning agreements for Category 3 programs and services.

Initiated updates to components of the asset management plan, as asset condition reports and remediation estimates were prepared for the John R. Park Homestead and Greenway infrastructure.

Updated and implemented key employment-related policies, including Disconnecting from Work, Electronic Monitoring, Volunteer and Placements, Social Media, and various Health and Safety-specific policies to ensure compliance with best practice and legislative requirements. Of note, the Authority has implemented an electronic distribution and sign-off for all employees to confirm review, understanding and compliance of ERCA policies.

Achieved a third consecutive year for zero lost-time injuries and an enhanced commitment to Health & Safety with additional policies, guidance documents and training for staff.



ERCA Accountability

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

Watershed Management Services

Area		2020	2021	2022
Permits Requested		1,403	1,182	901
Permits Issued		1,269	1,076	846
Clearances Issued		147	172	122
Request for Information Letters Issued		275	385	342
Permits to Take Water Applications		0	3	2
Planning Services - transactions per year		673	858	732
Appeals		8	24	17
Appeals in CA Favour		8	24	17
Violations Issued		16	7	6
Average Response Time for Permits (days)	Minor Development	16	17	15
	Major Development	17	15	14
	Alteration to Waterways	10	8	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		220m	0m	0m
\$ Value of Water/Infrastructure Contributions to Municipalities		\$141,000	\$0	\$0
Flood Messages / Days	Watershed Conditions	11/39 days	30 / 73 days	15 messages
	Flood Watches	33/198 days	10 / 22 days	2 messages
	Flood Warnings	16/21 days	2 / 6 days	0 messages

Conservation Services

Area	2020	2021	2022
Total Landholdings (Hectares)	1,747	1,747	2,210
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	\$91,385	\$92,136	\$86,065
Land Acquisition in Reporting Year (in acres)	17	0	463
Value of acquisitions (Fair Market Value)	\$112,734	0	\$3,050,000
Total Acres of Habitat Restored	6	141	107.25
Number and Acres of Trees	23,054 5 acres*	126,197 140 acres	89,377 84 acres
Number and Acres of Wetlands	0	0.5 acres	7 projects 3.5 acres
Number and Acres of Prairie	1 site 1.5 acres	1 acre	20 acres
Number of landowners involved in restoration	170	170	198
Kilometres of Trails owned, managed & developed	98	98	99
Day Use Visitors to JRPH (estimated)	N/A**	4,600†	15,000
Day Use Visitors to HBCA (estimated)	N/A**	30,395	22,000
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		2020	2021	2022
Water Quality Improvement Projects Implemented	Agriculture/Other (total)	75	26	63
	Detroit River Watersheds	4	2	14
	Lake Erie Watersheds	70	16	33
	Lake St. Clair Watersheds	1	8	16
Number of landowners participating		31	26	29
Number of surface water quality monitoring stations		54	61	38
Number of ground water quality monitoring stations		8	8	8
Number of benthos monitoring stations		0	0	0
Number of research studies with ERCA involvement		5	14	10

Communications & Outreach Services

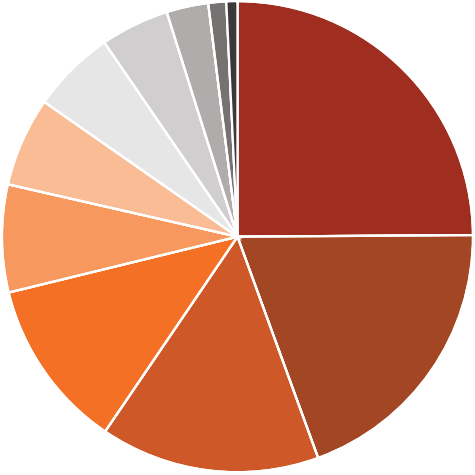
Area	2020	2021	2022
Number of volunteers	149	440	1,553
Number of outreach events	7	26	29
Number of schoolyard naturalization projects	0	0	5
Trees planted by volunteers	300	1,770	3,391
Native plants planted by volunteers	0	450	195
ERCA hosted special events	8	14	18
Number of schools	N/A	42	72
Number of unique education programs	37	129	229
Number of students	N/A	3,111	6,422
Number of public meetings/workshops	14	17	26
Number of unique visitors to our website	80,829	84,982	92,539
Number of Facebook followers	4,339	5,222	5,408
Number of Twitter followers	3,397	3,572	3,651
Number of Instagram followers	1,595	1,792	1,950
Number of YouTube video views	7,472 views 333.6 hrs	5,168 views 311.1 hrs	2,193 views 200 hours

Corporate Services

Area	2020	2021	2022
Area of CA Jurisdiction	1,681.3 km ²	1,681.3 km ²	1,681.3 km ²
Watershed Population	321,341	318,862	327,543
Staff—Permanent and Long-Term Contract	41	42	39
Staff—Special Grant and Short-Term Full-Time Equivalent Contract	2	8.91	5.22
Average Full Time Staff Length of Service	9.49	8.83	9.44
Number of Local Committees, Boards and Advisory Panels with ERCA representation	24	24	23
Number of Provincial Committees, Boards and Advisory Panels with ERCA representation	20	21	20

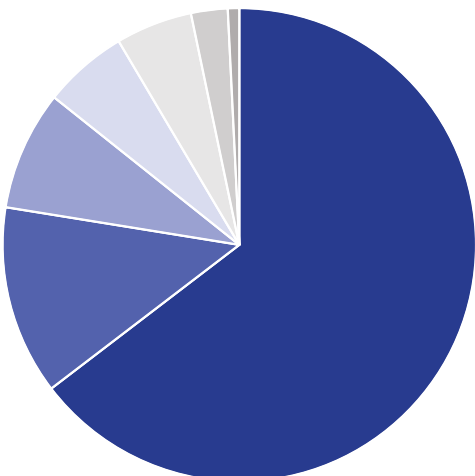
2022 Financial Review

Projected Funding by Source \$14.2M



Municipal Levies	\$3,540,303
Municipal Special Projects & Service Agreements	\$2,779,732
Federal Grants	\$2,142,054
Self-generated Revenues	\$1,662,706
Value of Donated Land	\$1,050,000
ERCF & Other Grants	\$871,078
Internal Recoveries / Dept Chargebacks	\$816,200
Provincial Special Project Grants	\$669,888
Transfer of Prior Years' Deferred Revenues	\$407,864
Provincial Transfer Payments (S.39 & DWSP)	\$175,117
Interest, In Kind & Sundry	\$107,300

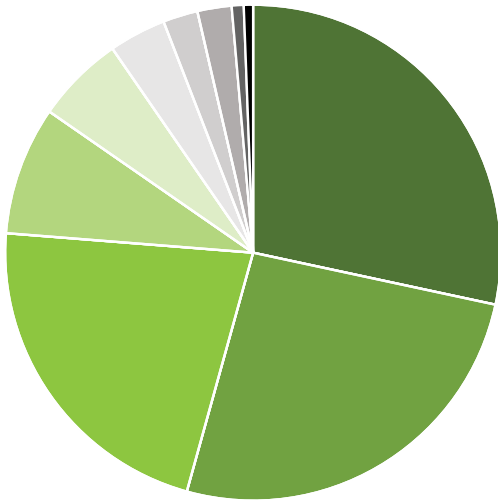
Projected Use of Funds by Function \$14.2M



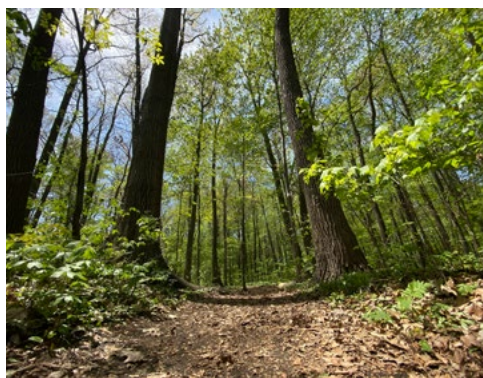
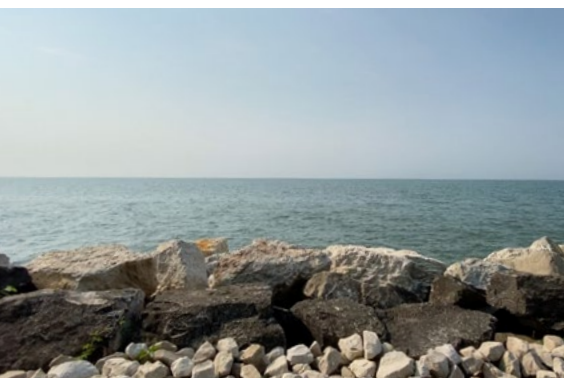
Conservation Programs & Services	\$9,189,540
Watershed Management Programs & Services	\$1,839,091
Corporate & Shared Support Services	\$1,161,050
Watershed Research Programs & Services	\$822,232
Capital Projects	\$743,553
Community Outreach Programs & Services	\$356,213
Projected Surplus for Future Years	\$110,562

Projected Use of Funds by Classification

\$14.2M



Compensation	\$4,034,138
Construction & Engineering Contracts	\$3,690,096
Land Acquisitions & Land Donations	\$3,121,000
Supplies, Materials & Contracted Services	\$1,192,719
Internal Chargebacks & Recoveries	\$818,038
Net Transfers to Reserves	\$529,700
Rent, Taxes, & Utilities	\$332,846
Insurance, Audit, Legal & Professional Services	\$317,330
Projected Unrestricted Surplus for Future Years	\$110,562
Vehicle Replacement	\$85,813



ERCA Board

Tania Jobin, Town of Tecumseh - Chair
 Kieran McKenzie, City of Windsor - Vice Chair
 Peter Courtney, Town of Amherstburg
 Michael Prue, 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
 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
Lori Jacobs	Payroll & Accounting Specialist
Nicole Kupnicki	Human Resources Manager / Executive Assistant
Lisa Limarzi	Administrative Associate: Corporate Services
Ryan Rossman	Director, Information Technology Services
Nancy Roy	Accounting Associate
Bryan Schmidt	Information Technology Support Technician

Conservation Services

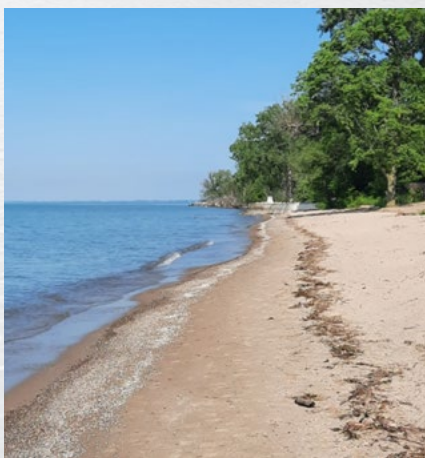
Kevin Money	Director, Conservation Services
Kathryn Arthur	Restoration Biologist
Tim Baxter	Conservation Area Technician
Michael Dick	Agricultural Technician
Russ Jones	Conservation Area Technician
Justin Landry	Water Quality Technician
Dan Lebedyk	Biologist / Ecologist
Jamie Lilly	Watershed Data Technician
Bevin Martin	Senior Conservation Area Technician
Katie Stammmler	Water Quality Scientist / Project Manager, Source Water Protection
Jackie Serran	Detroit River Remedial Action Plan Coordinator
William Tate	Superintendent, Field Operations
Amy Weinz	Watershed Research Technician

Watershed Management Services

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

Community Outreach Services

Danielle Breault Stuebing	Director, Communications & Outreach Services
Katheryn Bezaire	Interpreter
Kris Ives	Curator / Education Coordinator
Gina Pannunzio	Partnerships & Outreach Coordinator
Jessica Rose	Environmental Educator
Aaron Zimmer	Multimedia Specialist





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