



Essex Region Conservation
the *place* for life



Essex Region Conservation Authority
2023 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**

“ Through negotiations with all member municipalities, it was confirmed that ERCA’s watershed-based approach to resource management is highly regarded. ”

It was an excellent year to serve as Chair of the Conservation Authority as we celebrated 50 Years of Conservation in 2023. Indeed, it was wonderful to join dignitaries from across the region, Chairs, Board members and staff past and present, and members of the community, to celebrate this milestone.

Through negotiations with all member municipalities, it was confirmed that ERCA’s watershed-based approach to resource management is highly regarded. We were, however, disappointed to have to pause our agricultural stewardship program due to funding challenges. As over 75% of our land base is used for agriculture, it’s important to remember that we are all

connected by watersheds and what happens on the land is reflected downstream.

There were a great number of successes to celebrate, including announcing the successful acquisition of the CASO rail line, planting more nearly 80,000 trees, including many planted by volunteers, updating the Regional Stormwater Guidelines, and becoming a nurse site to introduce a biological control of invasive phragmites.

Perhaps most gratifying has been the opportunity to meet with many of the users of our conservation areas to learn how appreciated and integral they are to our way of life and the sustainability of our region.

As we move forward with a half-century of lessons learned, we will continue to serve the Windsor-Essex-Pelee Island community, striving to ensure a state of long-term sustainability with a watershed-based approach to natural resource management.

Sincerely,

A handwritten signature in blue ink, reading "Jim Morrison". The signature is fluid and cursive.

Jim Morrison,
Chair



A Message From **The Chief Administrative Officer**

“ ERCA’s true strength has been and continues to be in the service we provide, collaboratively, to the watershed in its entirety. ”

It was 50 years ago that the Essex Region Conservation Authority was formed, and while I wasn’t an employee during these earliest days, for nearly 40 years, my career has been dedicated to serving this organization.

This year, we reflected back over these past five decades of conservation. While the many projects, programs and successes can be individually itemized, ERCA’s true strength has been and continues to be in the service we provide, collaboratively, to the watershed in its entirety.

Certainly, the impacts of O.Reg 596/22 effectively stifle that collaboration by prohibiting Conservation Authorities from providing science-based information about matters pertaining to natural heritage to its member municipalities. Municipalities are now struggling to find data and external skill sets to provide guidance which has historically been provided by

conservation authorities. This places an additional financial burden on municipalities and slows the approval process, as municipalities must now seek qualified consultants to provide this technical information.

Conservation authorities have been faced with challenging circumstances before, and as always, we will continue to serve across our many program areas – both mandatory and non-mandatory – to create a future of sustainability for our watershed region.

Yours in conservation,

Tim Byrne,
Chief Administrative
Officer/Secretary-Treasurer



This year, ERCA celebrated its 50th year of conservation, and dignitaries from across the region reflected on the environmental gains made in the region because of ERCA's robust watershed management expertise.

On July 18, 1973, the Essex Region Conservation Authority was founded as the 37th Conservation Authority in Ontario by Order in Council 1900/73, which stated "the Authority has jurisdiction over the watersheds of all streams within the County of Essex flowing into Lake St. Clair, Detroit River and Lake Erie...". An office was established in what is now MacKenzie Hall in Windsor, and Robert Pulleyblank, former Reeve of Sandwich South Township, was elected as its first Chairman.

Over the past five decades, significant strides have been made in improving the sustainability of the Windsor-Essex-Pelee Island region. When ERCA was established in 1973, the natural areas coverage of the region was at about 3%. Since that time, nearly 7 million trees have been planted and thousands of acres of natural habitat have been restored, and our regional coverage is now more than 8.5%.

As well, ERCA has protected more than 10,000 homes from the dangers of flooding and erosion, established 17 publicly accessible conservation areas, developed more than 80 kilometres of Greenway Trail system, and has connected hundreds of thousands of children to nature through Conservation Education programs. The Authority led the regional charge to protect

drinking water at its source, and to have the Detroit River designated as a Canadian Heritage River. To this day, it continues to be the only river in North America with both Canadian and American Heritage River designations.

Despite being one of the last authorities to be formed, it was the first to undertake comprehensive shoreline mapping and regulations, resulting in the protection of new development from flooding and erosion.

"It is truly remarkable to reflect upon not only the many conservation successes that have taken place over all these years, but also the challenges that we have overcome," said Tim Byrne, ERCA CAO. "And while we've drastically improved the state of sustainability of our region, there is still much work to be done to ensure we are resilient to the impacts of climate change, and to balance development and the environment so that we don't leave an ecological deficit for future generations."

In July, a public celebration of ERCA's 50 years of conservation was attended by hundreds of members of the community which included current and past Board members, staff and partners from across the region and beyond.

Watershed Highlights



Watershed
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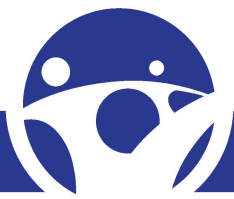
Communications
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Watershed Management

Services

Watershed Management Services ensure that development in the region progresses in a sustainable manner and is directed away from natural hazards.

For the past five decades, managing the risks associated with the natural hazards of flooding and erosion has been one of ERCA's most fundamental priorities which has been delivered through multiple natural resource management programs and services, including flood plain management and mapping, water and erosion control infrastructure planning, and stormwater management.

This year,

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

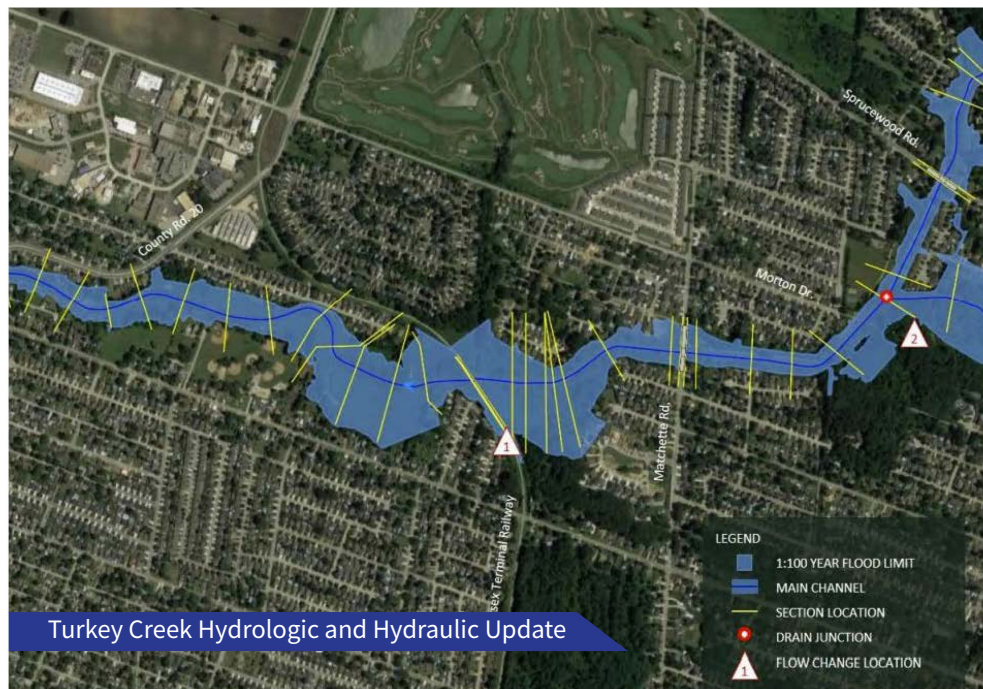
Evaluated 827 applications and issued 731 permits to ensure new development is safe from natural hazards.

Responded to over 950 Miscellaneous Development (MD) inquiries related to questions about property matters, or from prospective purchasers with questions concerning a potential property purchase.

Reviewed 24 Official Plan Amendments to ensure local planning decisions address provincial delegated authority responsibilities relative to natural hazards.

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

Finalized the Turkey Creek Hydrologic and Hydraulic Modelling, funded by the City of Windsor, the Town of LaSalle, and the Town of Tecumseh, along with \$182,000 of federal funding.

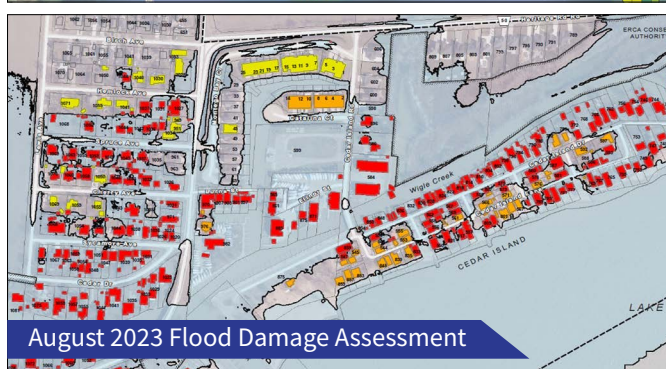
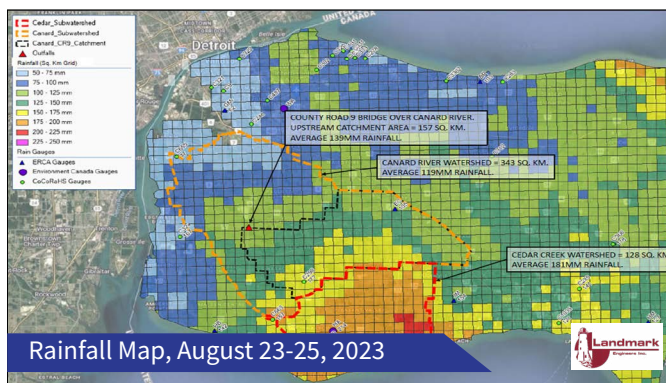


Completed the Little River Floodplain Mapping as part of the City of Windsor Sandwich South Master Servicing Study to inform regulatory requirements for future development.

Advised and Supported municipalities during the severe flood event of August 23 to 25, 2023, and provided technical expertise and data to support successful Disaster Recovery Assistance Funding.

Facilitated updates to the Windsor/Essex Region Stormwater Manual to provide consistent guidance to practitioners, while encouraging purposeful deviations with supporting rationale to avoid tailored approaches to design.

Partnered with the County of Essex to complete an update to the 47-year-old coastal flood hazard maps, which are required for ongoing regulation of development and hazard planning/protection through the Conservation Authorities Act, Planning Act, and Provincial Policy Statement. These maps required updating to reflect the current landscapes, local shoreline conditions, and updated statistical information related to both water levels and wind patterns, using modernized assessment strategies and technology. This partnership secured \$240,000 in federal funding to support the undertaking.



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.).



Conservation

Services

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

Conservation Areas and trails provide natural habitat linkages and essential places for people to connect with nature for physical and mental wellbeing. Locally, our habitats are among the most significant in Canada. Over the past 50 years, nearly 7 million trees have been planted, and 8.5% of our region's land base now 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.

This year

in providing Conservation Services across the region, ERCA:

Worked with 195 landowners to plant and distribute almost 80,000 trees.

Added 80 acres of natural habitat to the region.

Upgraded and winterized facilities at Holiday Beach to allow for winter festivals such as the Maple Syrup Festival.

Initiated the Hillman Marsh Climate Adaptation Management Plan restoration and climate adaptation planning process at Hillman Marsh to restore habitat lost in this wetland and to stabilize the eroding shoreline.

Began significant structural improvements to restore the historic home at the John R. Park Homestead.

Improved accessibility and visitor experiences at the John R. Park Homestead and Devonwood Conservation Areas by surfacing the parking lots with a tar and chip application and the installation of a new lift at the Fox Creek Conservation Centre.

Implemented a Low-Complexity Prescribed Burn to restore prairie habitat at Hillman Marsh.



Created 1 acre of new wetland habitat in the Cedar Creek watershed.

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

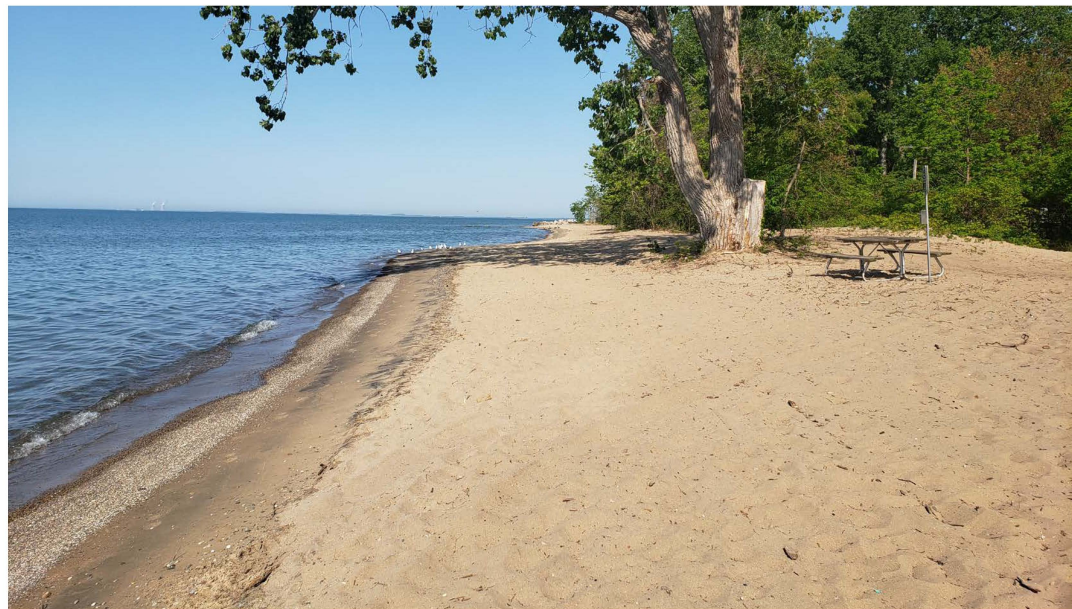
Enhanced safety, appearance, and usability of the beach at Holiday Beach Conservation by removing downed trees that created a swimming hazard, and as a result, nearly doubled the size of the usable beach.

Expanded community access to trails through the construction of The Windsor-Essex Community Foundation Community Entrance, which incorporates equine facilities along the Cypher Systems Greenway.

Undertook a comprehensive assessment of the current condition of major bridges along ERCA's rail trail corridors to forecast future maintenance work and initiate replacements of those bridges at the end of their lifespan.

Continued to monitor against Oak Wilt, a serious vascular disease of Oak tree species. Oak trees are a keystone species of our Carolinian forests, and if Oak Wilt were to become established, all of the region's limited natural areas would be at risk.

Restored conservation areas and trails from the serious ice storm of February 22. Thousands of trees across all 17 Conservation Areas and the Greenway trail system were destroyed as a result of this storm, and ERCA's small team of Conservation Area Technicians and ERCA's Forester worked round the clock to remove hazardous trees and ensure these public conservation areas were safe again for public use.





Phragmites Biological Control

Phragmites australis ssp. *australis*, or European Common Reed, is a highly invasive, aggressively spreading, non-native, perennial, wetland grass that has severely degraded many wetlands across North America, including those in the Essex Region.

Over twenty years of research has identified two stem-boring noctuid moths (*Archanara neurica* and *Lenisa geminipuncta*) as appropriate biological control agents for invasive *Phragmites* in North America. During the larval life stage of these moth species, they damage the host *Phragmites* plant by mining into and feeding on the inside of the stems. The biocontrol will also switch between multiple stems through their life cycle causing stem wilt and mortality, which will eventually reduce the competitive and reproductive growth of the invasive *Phragmites* stand and allow desired native vegetation communities to re-establish.

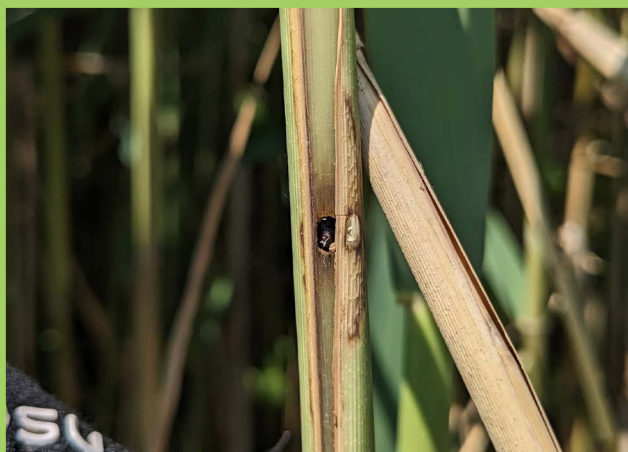
Releases of these moths in Canada were approved in 2019 by the Canadian Food Inspection Agency (CFIA). Currently, the Ontario biocontrol program for *Phragmites* has approximately 17,600 biocontrol insects of both species released across 13 'nurse sites', mostly in and around the greater Toronto area, and wished to expand the program to include additional sites within southern Ontario.

This year, ERCA advocated to establish a 'nurse site' within the newly acquired Collavino Conservation Area (CCA), situated at the mouth of the Canard River. This property was selected as the most appropriate site for the initial release of the *Phragmites* biological control based upon the growth rate of *Phragmites*, and the biocontrol was released this past spring.

It was always anticipated that implementation of a biocontrol program for the control of invasive *Phragmites* would be the most effective and efficient tool in order to significantly reduce the extent of this highly invasive plant which has decimated our region's wetlands and waterways. The transformation of our region's wetlands from a highly degraded state back to a healthy, diverse wetland ecosystem is eagerly anticipated and will be monitored and reported upon.



Archanara neurica moth.



A photo showing the exit window of a moth larvae on a *Phragmites australis* stem. Photo courtesy of Dr. Michael McTavish.





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. Over the past five decades of conservation, Watershed Research Services have grown in response to the increasingly complex challenges of our unique watershed region.

This year

in delivering Watershed Research Services, ERCA:

Released the 2017 – 2021 Watershed Report Card on March 22, 2023, as part of a province-wide initiative undertaken by all 36 Conservation Authorities. Groundwater continued to score as being excellent and received an A grade, mainly because a majority of the watershed is comprised of hard clay soils. Surface Water quality ranged from C to F, with an average score of D. Phosphorus concentrations continue to be high and are increasing in some watersheds. Phosphorus concentrations are highest in greenhouse influenced streams during baseflow conditions in the summer months when greenhouses are using highly concentrated nutrient feed water to grow their crops. Phosphorus is diluted in

these streams during rain events, which indicates that nutrients are contributed by point sources rather than overland runoff. This contrasts with streams with only row crop agriculture where the highest phosphorus concentrations occur during the non-growing season (fall and winter) during precipitation events when runoff over bare fields moves nutrients from the landscape and into nearby waterbodies. Forest conditions received mainly D and F grades.

Completed 66 agricultural Best Management Practices in partnership with over 100 landowners.

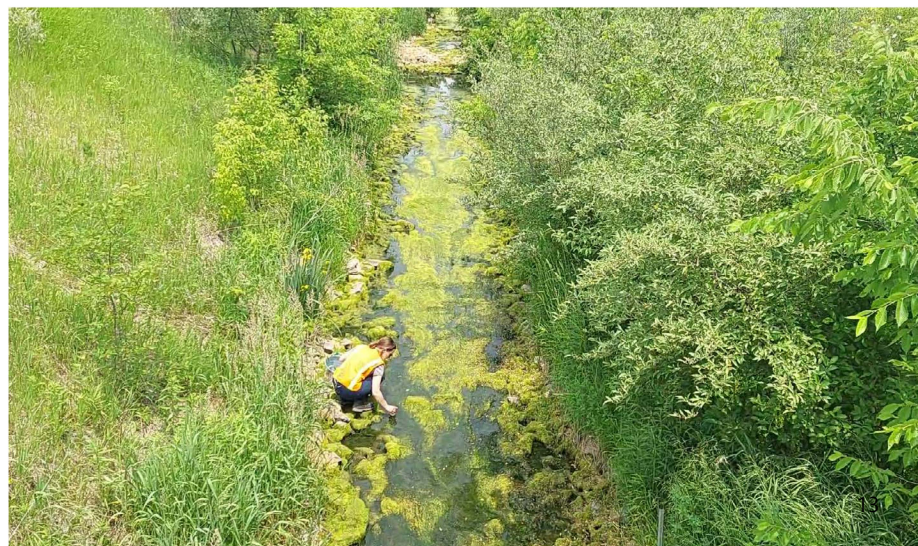
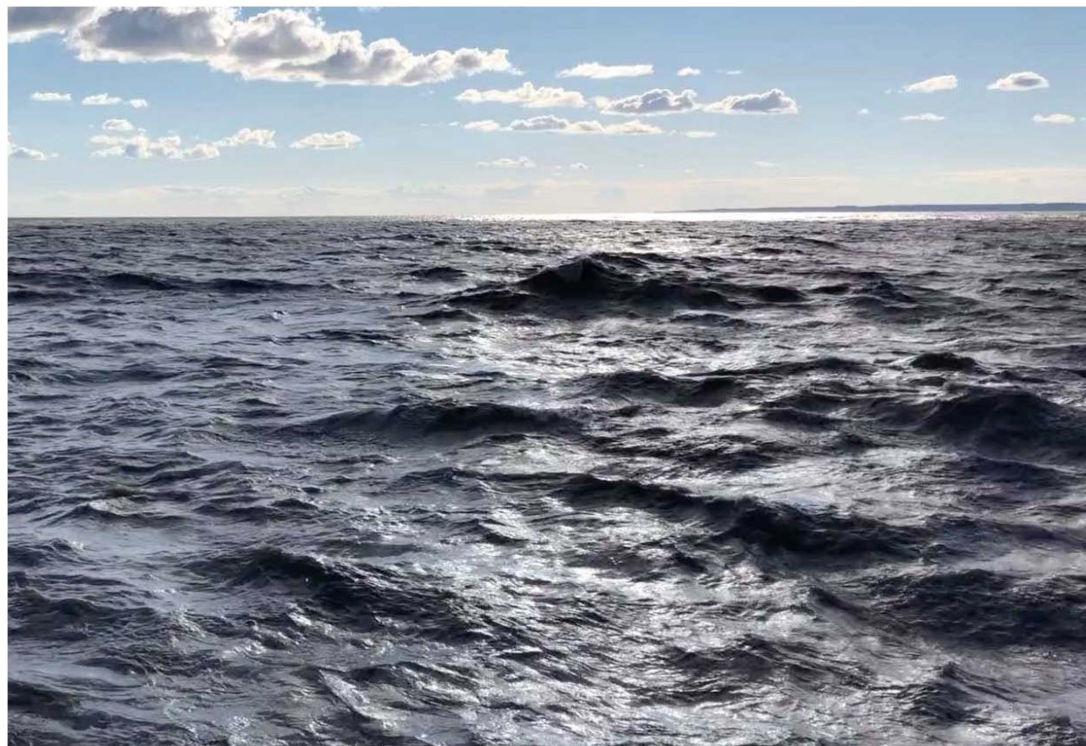
Published the 10-year results of the Kingsville/Leamington Nutrient Project. The Leamington tributaries were identified by the Great Lakes Water Agreement as a priority watershed for nutrient reduction to prevent Harmful Algal Blooms. ERCA, in partnership with the MECP, conducted a monitoring study of these watersheds from 2012-2022. Results show that nutrient concentrations are consistently and significantly higher in greenhouse influenced streams than non-greenhouse influenced streams. The areal coverage of greenhouses in Essex County increased by 148% between 2020 and 2021.



Essex Region Watershed Report Card 2023



The Essex Region Conservation Authority has prepared this report card as a summary of the state of your forests, wetlands, and water resources.





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

Since 1973, it has worked to engage watershed residents through a variety of channels, including 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 5825 future conservationists and eco-stewards through conservation education programs.

Expanded the Maple Syrup Festival to two sites over three weekends, welcoming thousands of guests to learn about the science of maple.

Planted 300 trees along the Greenway trail system, in partnership with ADM Agri-Industries.

Planted 85 large stock trees in the Ford City area of Windsor, thanks to funding from TD and the Arbor Foundation, and with support from the students at Herman Academy.

Engaged 2052 Volunteers to plant 2710 trees and 385 wetland and prairie plugs, and removed 1278 lbs of garbage from our watersheds.

Re-Designed ERCA's website with tools to enhance customer service and streamline administration.





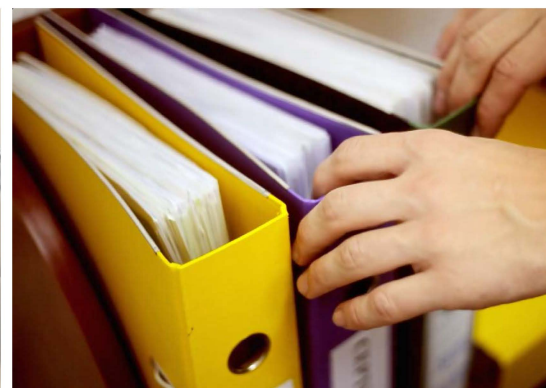
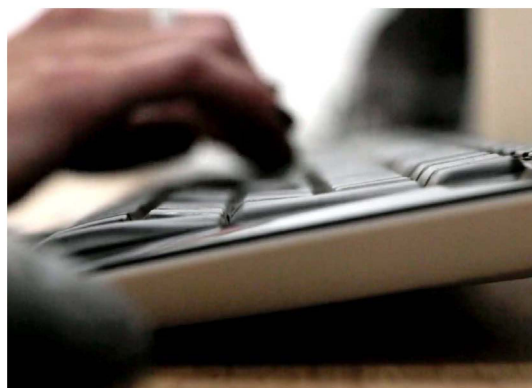
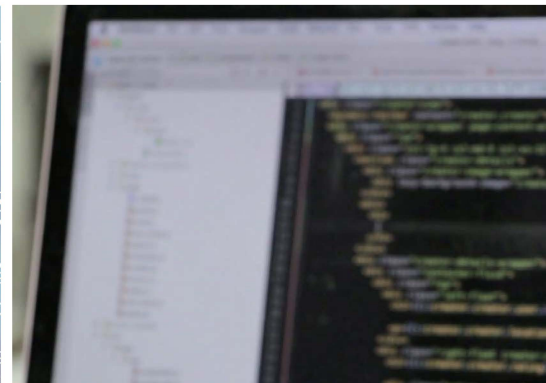


Corporate

Services

Corporate Services ensures compliance with multiple pieces of legislation, provides support for and a common linkage between functions within the Authority, 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. Over five decades of service, this role has grown increasingly complex.



This Year,

**to lead the Authority in legislative compliance, risk mitigation,
accountability and transparency, ERCA:**

Negotiated the cost-apportioning agreements for the Category 3 non-mandatory programs and services, with all member municipalities, in accordance with O.Reg 687/21, after a **two-year process**, which began with a comprehensive inventory of programs and services and progressed to: financial and program utilization analysis; extensive revision to financial reporting templates; development of municipal discussion documents; meetings with municipal administrative staff; and all culminating with appearances before municipal councils in order to obtain the required council resolutions.

Updated and implemented key employment policies, such as: ERCA's Remote Work Policy and Guidelines; Professional Development, Membership Dues & Training Expense; Tuition Reimbursement; and other mandatory policy revisions.

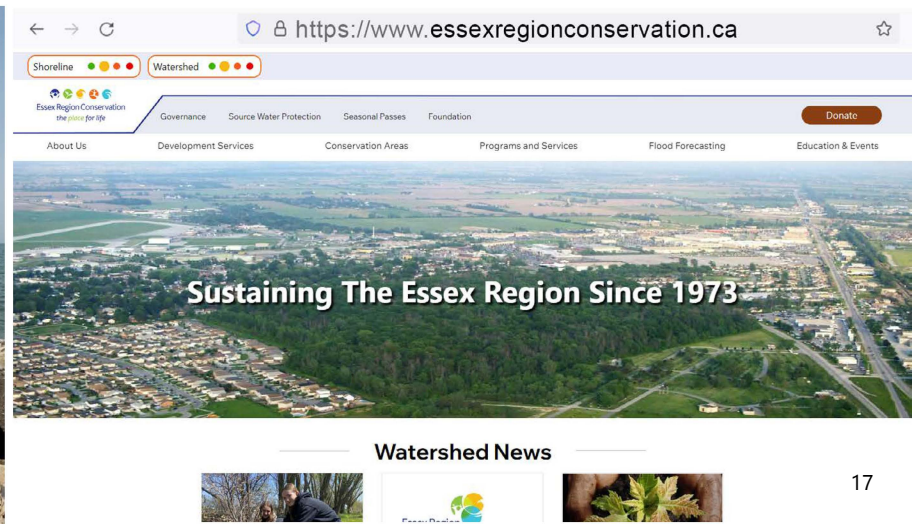
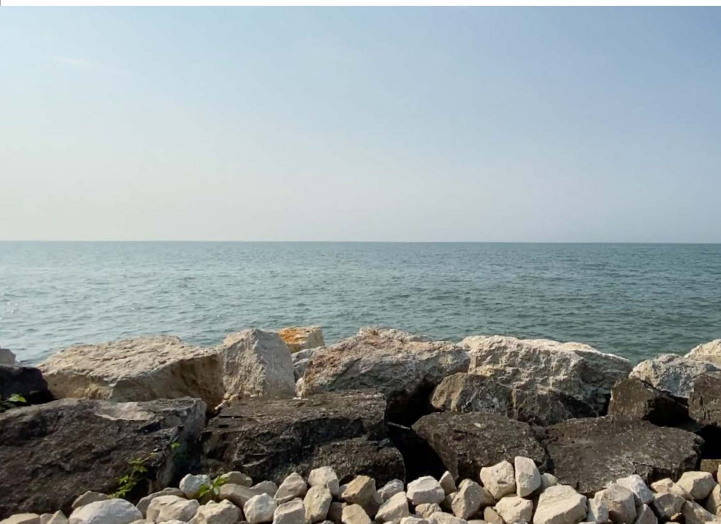
Transitioned to a new cloud-based platform for unified communications as well as IT asset management, security and deployment services.

Reduced Threat Surface through the implementation of new security measures which include policy driven security and event management tools, data management practices, the reduction of legacy platforms, and implementation of secured E-Commerce tools.

Implemented new Wi-Fi and cellular connectivity through the deployment of a new dedicated communications tower that hosts new antennae arrays, new internal fiber optic cabling network and managed, secured switching at the John R. Park Homestead to enhance the visitor experience, facilitate future growth in connectivity to other areas on the property, and unify services for staff.

Supported the Essex Region Conservation Foundation in maintaining its Imagine Canada accreditation, general governance initiatives and the mandatory transition to the new Ontario Not-For-Profit Corporations Act (ONCA).

Continued to modernize the Permit Information Management System, in coordination with Watershed Management Services, utilizing current internet facing technologies and modular, transaction focused architecture, with expected public launch in Q1 of 2024.



ERCA Accountability

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

Watershed Management Services

Area		2021	2022	2023
Permits Requested		1,182	901	827
Permits Issued		1,076	846	731
Clearances Issued		172	122	150
Request for Information Letters Issued		385	342	295
Permits to Take Water Applications		3	2	0
Planning Services - transactions per year		858	732	646
Appeals		24	17	25
Appeals in CA Favour		24	17	25
Violations Issued		7	6	16
Average Response Time for Permits (days)	Minor Development	17	15	9
	Major Development	15	14	11
	Alteration to Waterways	8	8	7
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
Grants secured on behalf of the region's municipalities for flood & erosion hazard mapping		\$182,000	\$0	\$240,000
Flood Messages / Days	Watershed Conditions	30 / 73 days	15 messages	11 messages
	Flood Watches	10 / 22 days	2 messages	3 messages
	Flood Warnings	2 / 6 days	0 messages	2 messages

Conservation Services

Area	2021	2022	2023
Total Landholdings (Hectares)	1,747	1,623.4	1,822.8
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	\$92,136	\$86,065	\$118,489
Land Acquisition in Reporting Year (in acres)	0	463	0
Value of acquisitions (Fair Market Value)	0	\$3,050,000	0
Total Acres of Habitat Restored	141	107.25	82.75
Number and Acres of Trees	126,197 140 acres	89,377 84 acres	79,477 80 acres
Number and Acres of Wetlands	0.5 acres	7 projects 3.5 acres	0.75
Hectolitres of native tree seed collected			9
Acres of Prairie Habitat created	1	20	1.5
Number of landowners involved in restoration	170	198	195
Kilometres of Trails owned, managed & developed	98	99	99
Day Use Visitors to JRP (estimated)	4,600+	15,000	14,401
Day Use Visitors to HBCA (estimated)	30,395	22,000	24,630
Number of seasonal campsites purchased	72	72	72

Watershed Research Services

Area		2021	2022	2023
Water Quality Improvement Projects Implemented	Agriculture/Other (total)	26	63	66
	Detroit River Watersheds	2	14	12
	Lake Erie Watersheds	16	33	13
	Lake St. Clair Watersheds	8	16	21
Number of landowners participating		26	29	36
Number of surface water quality monitoring stations		61	38	25
Number of ground water quality monitoring stations		8	8	8
Number of research studies with ERCA involvement		14	10	7

Communications & Outreach Services

Area	2021	2022	2023
Number of volunteer participants	440	1,553	2,135
Number of outreach events	26	29	30
Number of schoolyard naturalization projects	0	5	0
Trees planted by volunteers	1,770	3,391	2,710
Native plants planted by volunteers	450	195	385
Litter removed by volunteers			1,278lbs
ERCA hosted special events	14	18	44
Number of schools participating in education programs	42	72	72
Number of unique education programs	129	229	228
Number of student participants	3,111	6,422	5,825
Number of public meetings/workshops	17	26	14
Number of unique visitors to our website	84,982	92,539	115,835
Number of Facebook followers	5,222	5,408	5,754
Number of Twitter followers	3,572	3,651	3,641
Number of Instagram followers	1,792	1,950	2,136
Number of YouTube video views	5,168 views 311.1 hrs	2,193 views 200 hours	4,028 views 156.2 hours

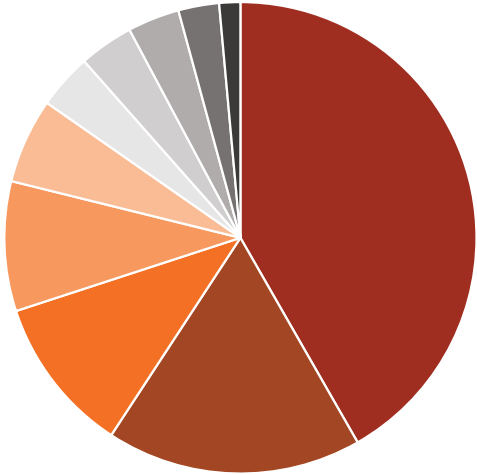
Corporate Services

Area	2021	2022	2023
Area of CA Jurisdiction	1,681.3 km ²	1,681.3 km ²	1,681.3 km ²
Watershed Population	318,862	327,543	317,761
Staff—Permanent and Long-Term Contract	42	39	36
Staff—Special Grant and Short-Term Full-Time Equivalent Contract	8.91	5.22	6.6
Average Full Time Staff Length of Service	8.83	9.44	10.3
Number of Local Committees, Boards and Advisory Panels with ERCA representation	24	23	23
Number of Provincial Committees, Boards and Advisory Panels with ERCA representation	21	20	21

2023 Financial Review

Projected Funding by Source

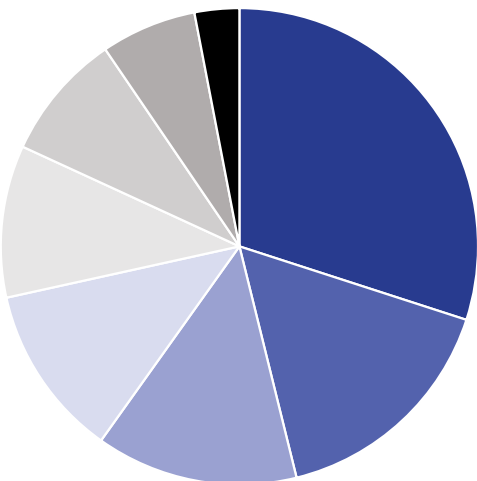
\$9M



Municipal Levies	\$3,768,236
Self-generated Revenues	\$1,579,125
Federal Grants	\$971,696
Internal Recoveries/Dept Chargebacks	\$803,325
ERCF & Other Grants	\$527,241
Transfer from reserves	\$341,390
Provincial Special Project Grants	\$336,587
Interest, Inkind & Sundry	\$320,944
Provincial Transfer Payments (S.39 & DWSP)	\$252,019
Municipal Special Projects and Service Agreements	\$130,124
Transfer of prior years' deferred revenues	\$15,985

Projected Use of Funds by Function

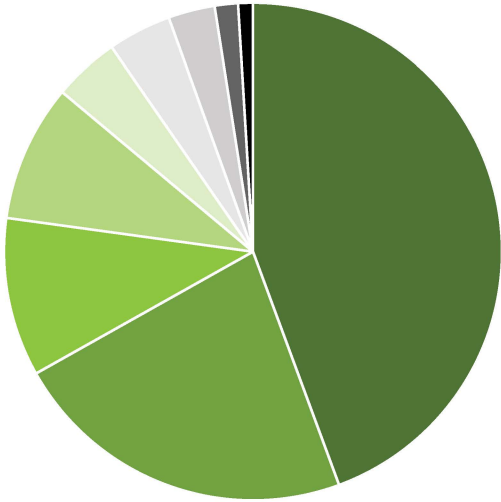
\$9M



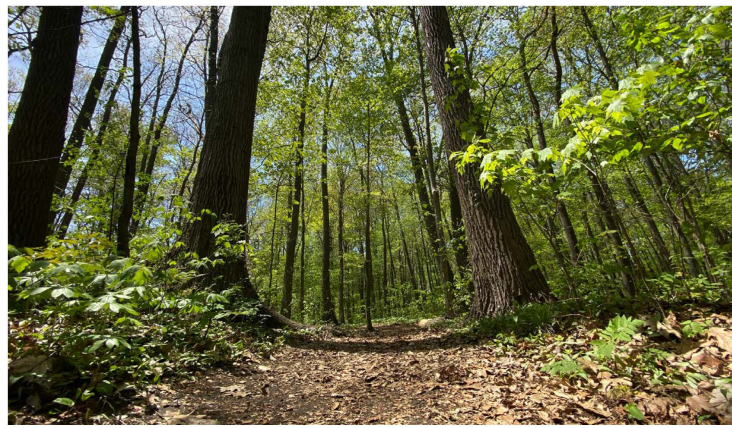
Conservation Programs & Services	\$2,713,039
Watershed Management Programs & Services	\$1,461,951
Corporate & Shared Support Services	\$1,238,904
Community Outreach Programs & Services	\$1,058,290
Transfer to Reserves	\$934,118
Watershed Research Programs & Services	\$780,856
Capital Projects	\$585,656
Projected Surplus for Future Years/Reserves	\$273,859

Projected Use of Funds by Classification

\$9M



Compensation	\$4,015,011
Supplies, Materials & Contracted Services	\$1,867,101
Net Transfers to Reserves	\$934,118
Internal chargebacks & recoveries	\$807,053
Rent, Taxes & Utilities	\$387,539
Construction & Engineering Contracts	\$372,868
Projected Unrestricted Surplus for Future Years	\$273,859
Insurance, Audit, Legal & Prof Svcs	\$252,312
Vehicle/Equip't Replacement	\$136,811



ERCA Board

Jim Morrison, City of Windsor - Chair

Sue Desjarlais, Town of LaSalle - Vice Chair

Molly Allaire, Town of Amherstburg

Peter Courtney, Town of Amherstburg

Katie McGuire-Blais, Town of Essex

Jason Matyi, Town of Essex

Kimberly DeYong, Town of Kingsville

Thomas Neufeld, Town of Kingsville

Tracey Bailey, Municipality of Lakeshore

Ryan McNamara, Municipality of Lakeshore

Michael Akpata, Town of LaSalle

Sue Desjarlais, Town of LaSalle

Anthony Abraham, Municipality of Leamington

Larry Verbeke, Municipality of Leamington

Dayne Malloch, Township of Pelee

Joe Bachetti, Town of Tecumseh

Tania jobin, Town of Tecumseh

Angelo Marignani, City of Windsor

Kieran McKenzie, City of Windsor

Mark McKenzie, City of Windsor

Jim Morrison, City of Windsor

ERCA Staff

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	Application Support Technician

Watershed Management Services

James Bryant	Director, Watershed Management Services
Lina Florian	Watershed Engineer
Ashley Gyor (LOA)	Regulations Analyst
Dan Jenner	Regulations Coordinator
Jamie Lilly	Regulations Analyst (Contract)
Summer Locknick	Regulations Technician Analyst (Contract)
Tian Martin	Water Resources Engineer
Lindsay Swackhammer	Regulations Technician (Contract)
Sydney Richmond (LOA)	Regulations Analyst
Alicia Good	Resource Planner
Vacant	Engineering Technologist

Conservation Services

Kevin Money	Director, Conservation Services
Kathryn Arthur	Restoration Biologist
Tim Baxter	Conservation Area Technician
Michael Dick	Agricultural Technician
Paul Giroux	Forester
Jenny Gharib	HMCA Restoration and Adaptation Coordinator
Russ Jones	Conservation Area Technician
Nathan McDonald	Senior Conservation Area Technician, HBCA
Dan Lebedyk	Biologist / Ecologist
Bevin Martin	Senior Conservation Area Technician
Jacqueline Serran	Detroit River Remedial Action Plan Coordinator
Katie Stammer	Water Quality Scientist / Project Manager, Source Water Protection
William Tate	Superintendent, Field Operations
Amy Weinz	Water Quality Technician

Communications & Outreach Services

Danielle Breault Stuebing	Director, Communications & Outreach Services
Kris Ives	Curator / Education Coordinator
Laura Neufeld	Community Outreach Coordinator (Contract)
Gina Pannunzio (LOA)	Community Outreach Coordinator
Jessica Rose	Environmental Educator
Kathryn Schryburt	Interpreter
Aaron Zimmer	Multimedia Specialist

