



***Grey Sauble Conservation Authority
R.R. #4, 237897 Inglis Falls Road
Owen Sound, Ontario N4K 5N6 (519) 376-3076; ext. 234
v.coleman@greysauble.on.ca***

The next regular meeting of the Grey Sauble Conservation Authority Board of Directors is scheduled for Wednesday, December 16th, 2020, at 1:15 p.m. The regular meeting will occur via the Webex web-based application. Please notify Valerie Coleman if you are unable to attend.

Directors

Burley, Dwight
Carleton, Sue
Greig, Ryan
Greig, Scott
Little, Cathy
Koepke, Marion

Mackey, Scott
McKenzie, Paul
Matrosov, Andrea
Greenfield, Harley
Vickers, Paul

Honourary Members

Elwood Moore
Betty Adair

Ling Mark, MECP
Katona, Keley, MECP
Lara Oosting, MNRF, Peterborough
Tracy Allison, MNRF, Owen Sound
Bill Walker, M.P.P., Bruce Grey Owen Sound
Alex Ruff, M.P., Bruce Grey Owen Sound
Terry Dowdall, M.P., Simcoe-Grey
Jim Wilson, M.P.P., Simcoe-Grey



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The next regular meeting of the Grey Sauble Conservation Authority Board of Directors is scheduled for Wednesday, December 16th, 2020, at 1:15 p.m., via the Webex web-based application. Public viewing of this meeting will be available via a live stream on youOn tube at:

https://www.youtube.com/channel/UCy_ie5dXG8aFYDYG8tV9Yq/videos.

Please note that this is a Notice of Meeting only for your information.

**The Sun Times
Bayshore Broadcasting
The Meaford Independent
The Dock
The Wiarton Echo
The Advance
The Post
The Thornbury Paper
The Hub Owen Sound
Blue Mountains Review
South Grey News
Collingwood Today**

AGENDA

Grey Sauble Conservation Authority Full Authority Meeting

Wednesday, December 16th, 2020 at 1:15 p.m.

- 1. Call to Order**
- 2. Disclosure of Pecuniary Interest**
- 3. Call for Additional Agenda Items**
- 4. Adoption of Agenda**
- 5. Approval of Minutes**
 - i) Full Authority – November 25th, 2020 – **Attachment #1**
- 6. Business Out of Minutes** – Nothing at this time.
- 7. Consent Agenda – Resolution**
 - i) Environmental Planning – Section 28 Permits – November 2020 – **Attachment #2**
 - ii) Administration – Receipts and Expenses – November 2020 – **Attachment #3**
 - iii) Correspondence
 - Beaver River Watershed Initiative – November 2020 Newsletter – **Attachment #4**
 - Hibou News Winter 2020/21 – **Attachment #5**
 - iv) Other Minutes – Nothing at this time.
 - v) Media – **Attachment #6**
- 8. Business Items**
 - i) Administration
 - a) Update on CAA Amendments – Information (10 min)
 - b) Report Back on Operational Plan – 2020 – Information – **Attachment #7** (30 min)
 - c) Salary Review Update – Information (10 min)
 - ii) Water Management
 - a) Subwatershed Report Cards – Information – **Attachment #8** (15 min)
 - iii) Environmental Planning – Nothing at this time.
 - iv) Conservation Lands

AGENDA

Grey Sauble Conservation Authority

Full Authority Meeting

Wednesday, November 25th, 2020 at 1:15 p.m.

- a) Report on Hibou Finance agreement – Resolution – **Attachment #9** (15 min)
- v) Forestry – Nothing at this time.
- vi) Communications/Public Relations
 - a) Update on Branding – Information - **Attachment #10** (10 min)
- vii) Operations
 - a) Request for Quotation Recommendation: Vehicle Purchase Tender – Resolution – **Attachment #11** (10 min)
- viii) Education – Nothing at this time.
- ix) GIS/IT – Nothing at this time.
- x) DWSP/RMO Report – Nothing at this time.

9. CAO's Report (10 minutes)

10. Chair's Report (10 minutes)

11. Other Business – Nothing at this time.

12. Closed Session

- i) To hear and discuss an item related to Section 4(4)(xvii)(1)(f) of GSCA's Administrative By-law: the receiving of advice that is subject to solicitor-client privilege, including communications necessary for that purpose.
- ii) To hear and discuss an item related to Section 4(4)(xvii)(1)(d) GSCA's Administrative By-law: litigation or potential litigation including matters before administrative tribunals.
- iii) To hear and discuss an item related to Section 4(4)(xvii)(1)(d) GSCA's Administrative By-law: litigation or potential litigation including matters before administrative tribunals, AND Section 4(4)(xvii)(1)(f) GSCA's Administrative By-law: the receiving of advice that is subject to solicitor-client privilege, including communications necessary for that purpose.

13. Next Full Authority Meeting

14. Adjournment



Grey Sauble Authority Board of Directors

M O T I O N

DATE: December 16, 2020

MOTION #: FA-20-095

MOVED BY: _____

SECONDED BY: _____

THAT the Grey Sauble Conservation Authority Board of Directors approve the agenda of December 16, 2020.



**GREY SAUBLE CONSERVATION AUTHORITY
MINUTES
Full Authority Board of Directors
Wednesday, November 25, 2020, at 1:15 p.m.**

The Grey Sauble Conservation Authority Board of Directors meeting was held via the internet on the meeting application, WebEx.

1. Call to Order

Chair Cathy Little called the meeting to order at 1:15 p.m.

Directors Present – Chair Cathy Little, Dwight Burley, Sue Carleton, Harley Greenfield, Ryan Greig, Vice Chair Scott Greig, Marion Koepke, Scott Mackey, Andrea Matrosovs, Paul McKenzie, Paul Vickers

Staff Present – Chief Administrative Officer (CAO) Tim Lanthier, Administrative Assistant Valerie Coleman, Manager of Finance and Human Resources Alison Armstrong, Manager of Information Services Gloria Dangerfield, Manager of Conservation Lands Rebecca Ferguson, Drinking Water Source Protection Project Manager Carl Seider, Environmental Planning Coordinator Andy Sorensen, Acting Operations Manager, Morgan Barrie, Water Resources Coordinator, John Bittorf

Regrets – None

2. Disclosure of Pecuniary Interest

The Directors were reminded to disclose any pecuniary interest that may arise during the course of the meeting. No disclosures of pecuniary interest were expressed at this time.

3. Call for Additional Agenda Items - none

4. Adoption of Agenda

Motion No.:
FA-20-085

Moved by: Dwight Burley
Seconded by: Paul Vickers

THAT the Grey Sauble Conservation Authority Board of Directors approve the Agenda of November 25, 2020.

Carried

5. **Approval of Minutes**

Motion No.:
FA-20-086

Moved by: Harley Greenfield
Seconded by: Andrea Matrosovs

THAT the Grey Sauble Conservation Authority Board of Directors approve the minutes of October 28, 2020, as amended through a housekeeping amendment for Motion FA-20-075.

Carried

Motion No.:
FA-20-087

Moved by: Dwight Burley
Seconded by: Marion Koepke

THAT the Grey Sauble Conservation Authority Board of Directors approve the minutes of November 17, 2020.

Carried

6. **Business Out of Minutes** - none

7. **Consent Agenda**

Motion No.:
FA-20-088

Moved by: Andrea Matrosovs
Seconded by: Scott Greig

THAT in consideration of the Consent Agenda Items listed on the November 25, 2020, agenda, the Grey Sauble Conservation Authority Board of Directors receives the following items: (i) Environmental Planning - Section 28 Permits – October 2020; (ii) Administration - Receipts & Expenses – October 2020; (iii) Correspondence – Letter to Conservation Ontario; (iv) Other Minutes – GSC Foundation – September 16, 2020; (v) Recent Media Articles;

Carried

8. **Business Items**

i. **Water Management**

a) **Update on Eugenia Dam Test**

The Water Resources coordinator, John Bittorf, presented the process and results of the OPG test of the Eugenia Dam via PowerPoint. The GSCA and relevant municipalities had been notified of the test in advance. Together with OPG, a plan was put in place to address concerns of flooding and risk to downstream areas. This included closing and monitoring

the Eugenia Falls Conservation Area. In an effort to limit flooding downstream, OPG opened one bay at a time with a delay between them. GSCA staff used this test as an opportunity to gather data and follow the pulse of water through the system and gauges. Of particular interest was measuring the pulses and lag time and the effect at downstream locations.

ii. Environmental Planning

a) Report back on Planning and Permitting Activities - 2020

The Environmental Planning Coordinator, Andy Sorensen, reported with respect to the planning and permitting activities of 2020. It was noted that there continues to be a high volume of phone calls and emails and more than 800 total planning and permit applications and regulation inquiries.

iii. Conservation Lands

a) Request for Proposal: Inglis Falls Septic System

The Acting Operations Manager, Morgan Barrie, reported back with respect to the Inglis Falls Conservation Area septic system project and reviewed the results of the RFP to replace this system.

After postponing the project, staff were able to review the project and locate the original plans and tile bed. Based on this, a new plan was developed to take advantage of the existing infrastructure, saving time and resources, and creating a more environmentally responsible plan.

Staff anticipate the work to commence in March/April of 2021. The plan consists of excavating the existing septic tanks and installing two new tanks utilizing the existing plumbing and the replacement of the tile bed piping.

Staff received three quotations and recommend Mac Taylor Corporation as the successful bidder due to experience and cost.

Motion No.:
FA-20-089

Moved by: Scott Mackey
Seconded by: Dwight Burley

WHEREAS, GSCA staff were required to secure a contractor for the removal of the existing septic and replace with upgraded system;

AND WHEREAS, Plan for the work is to begin in the spring March/April 2021 weather dependent

AND WHEREAS, Staff have reviewed the plan with NEC and have received an exempt for a permit.

THAT the Board of Directors authorize staff to approve and award the contract to Mac Taylor Corporation.

Carried

b) Report back on Boat Lake Cottage

The Acting Operations Manager, Morgan Barrie, gave a status update on the Boat Lake cottage removals. Work has begun to remove the cottages and buildings. A burn permit was procured from the South Bruce Peninsula Fire Chief to burn six-foot by six-foot piles of woody debris on site. Staff will be working through the winter and expect the project to be completed in the Spring of 2021.

c) Staff Report on Parking Fees

The Manager of Conservation Lands, Rebecca Ferguson, reported back with respect to GSCA conservation lands fee schedule. After investigating neighbouring CAs and municipalities it was recommended that the day use rate increase from \$6 to \$10 per vehicle per area and that the season parking pass be increased from \$40 to \$75 for the calendar year. Additionally, staff recommended creating a membership pass of \$40 for all residents of watershed municipalities, including those who rent or are seasonal residents.

There was discussion around what constitutes a resident and how will residents prove their eligibility. Staff noted that the entirety of GSCA's eight watershed municipalities would be eligible, including permanent residents that rent or own and seasonal residents that own property. It was agreed that applicants would be required to provide proof of residency.

Motion No.:
FA-20-090

Moved by: Scott Greig
Seconded by: Dwight Burley

WHEREAS under Section 21(1)(m) of the Conservation Authorities Act, Grey Sauble Conservation Authority (GSCA) may charge fees for the use of its properties and facilities;

AND WHEREAS these fees are required to support the management and maintenance of GSCA's properties;

THAT the GSCA Board of Directors support the revised Conservation Lands Fee Schedule update as presented.

Carried

iv. Forestry

Nothing at this time.

v. Communications/Public Relations

Noting at this time.

vi. Education

a) Report on GSC K-12 Education Partnership with SVCA

The Manager of Information Services, Gloria Dangerfield, reported back on the status of the education partnership with Saugeen Valley CA. Significant work was started between the Fall of 2019 and Winter of 2020, including the hiring of part-time education programmer tasked with creating consistent programming for day-camps, programming materials, and the setup of an online reservation and attendance system.

Moving forward, staff are working to determine gaps in programming and ways to provide programs under pandemic related restrictions. Virtual programming and remote learning opportunities are being investigated for the future.

vii. GIS/IT

Noting at this time.

viii. Drinking Water Source Protection & Risk Management

Nothing at this time.

ix. Administration

a) Update on CAA Amendments

The CAO reported on the status of Bill 229, its changes to the CAA, and the advocacy work that has been done. A letter was issued to all member municipal CAOs seeking support and a motion before Council for support. GSCA has reached out to partners and stakeholders explaining concerns and seeking support. Staff issued a media release and are utilizing social media to gain support, both Chair Little and the CAO have provided interviews with several local media outlets.

Bill 229 has had a second reading and is moving into Standing Committee on November 30th, December 1st, and December 2nd. Requests for oral submission were due by November 25th at 5:00 pm. Conservation Ontario and the Toronto Region CA have both made requests to give an oral presentation. Written submission are due by December 2nd, at 7:00 pm.

Link to the Canadian Environmental Law Association webinar:

[Canadian Environmental Law Association \(CELA\) We Need Our Conservation Authorities – Webinar](#)

b) Q3 Portfolio Report Back

The Manager of Finance and Human Resource Services, Alison Armstrong, reviewed the Q3 TD Investment Report. At the end of September, the GSCA investment portfolio had a market value of \$1.159 million, this is below end of December 2019. Year to date is showing a loss. Between June and September statements there was a \$31,000 or 2.5% increase. Value continues to increase, as of November 24th the market value sat at \$1.218 million.

c) Report Back on and Updates to Reserves

The Manager of Finance and Human Resource Services, Alison Armstrong, reviewed the GSCA 2020 Reserve Continuity Schedule. Opening balance of reserves was \$1,701,831. The report illustrated the budgeted versus the proposed transfers into and out of the reserve accounts.

Where more funds are expected to be available than budgeted or additional funds became available, transfers to the reserves were increased. Some transfers were carried forward from the previous year. It was noted that some numbers will change at the end of the 4th quarter.

Motion No.:
FA-20-091

Moved by: Sue Carleton
Seconded by: Scott Mackey

THAT the Grey Sauble Conservation Authority Board of Directors recognize the 2020 Reserve Continuity Schedule includes proposed transfers, interest and market information that varies from budget and will be updated when information is available and GSCA year end audit is completed.

AND THAT the Grey Sauble Conservation Authority Board of Directors approve the 2020 Reserve Continuity Schedule as it presents at September 30, 2020 based on actual and available information;

Carried

d) Second Draft 2021 Budget and Presentation of Budget Companion Document

The CAO presented the 2nd draft of the 2021 GSCA budget. As per the GSCA Board's direction, staff have revised the budget to limit the levy increase to 2.99%. Staff reduced the levy ask from the 1st budget draft in the Water Management, Operations, Community Outreach, Administration, and GIS/IT departments.

The CAO presented the 2021 Budget Companion, noted that it helps to illustrate the budget and make it more user friendly.

Motion No.:
FA-20-092

Moved by: Harley Greenfield
Seconded by: Dwight Burley

WHEREAS the CAO brought forward a Draft Budget for discussion at the October 28, 2020 meeting of the Full Authority Board of Directors,

AND WHEREAS the Board of Directors passed a resolution that Staff revise the budget to maintain a levy increase below 3.00%,

AND WHEREAS the CAO has brought forward a 2nd Draft Budget that includes a levy increase of 2.99%,

THAT the Grey Sauble Conservation Authority Board of Directors receive the 2021 draft budget;

AND FURTHER, THAT staff be directed to distribute the 2021 Draft Budget to municipalities for the minimum 30-day review period.

Carried

e) CAO Performance Review Process Discussion

The CAO reviewed this report and outlined the process the Board has been using to evaluate the CAO's performance as per the Administration By-Laws. It was proposed that the Board utilize the same process for the end of 2020 and that moving forward the CAO prepare a more robust process that includes clear, transparent, and measurable targets for early in 2021.

**Motion No.:
FA-20-093**

**Moved by: Sue Carleton
Seconded by: Paul Vickers**

WHEREAS the general membership of the Authority relies on the CAO to manage the operations of the organization,

AND WHEREAS Section 3(6) of GSCA's Administrative By-Law describes the general process by which the CAO's performance will be evaluated,

THAT the GSCA Board of Directors direct the CAO to bring back a more robust CAO Annual Performance Review Process Policy that will better define this process.

Carried

9. CAO's Report

The CAO reported that the 2021 GSCA budget and the changes to the CAA under Bill 229 have monopolized staff time over the past month. Including several meetings with Conservation Ontario GMs regarding changes to the CAA.

The CAO attended the first meeting of the Conservation Ontario's Member Services Steering Committee as part of COs strategic planning process.

Meeting with Bob Barnett with Escarpment Biosphere Conservancy regarding GSCA Land Management practices. The concept of carbon credit sales was discussed as the EBC has been selling them for a couple of years. The CAO suggests that this is something that merits further investigation and discussion.

10. Chair's Report

The Chair has been busy reaching out for support regarding changes to the CAA.

The CELA webinar was excellent at answering questions and a recording of the webinar is available to watch.

11. Other Business

Nothing at this time.

12. Closed Session

Nothing at this time.

13. Next Full Authority Meeting – Wednesday, December 16 at 1:15 p.m.

14. Adjournment

Motion No.:
FA-20-094

Moved by:
Seconded by:

Marion Koepke
Scott Greig

THAT this meeting now adjourn.

Carried

The meeting was adjourned at 3:15 p.m.

Cathy Little, Chair

Valerie Coleman
Recording Secretary



Grey Sauble Authority Board of Directors

M O T I O N

DATE: December 16, 2020

MOTION #: FA-20-096

MOVED BY: _____

SECONDED BY: _____

THAT the Grey Sauble Conservation Authority Board of Directors approve the Full Authority minutes of November 25, 2020.

Permits Issued from November 1, 2020 to November 30, 2020

Permit #:	Date Applied:	Date Issued:	Lot:	Conc:	Municipality:	Former Municipality:
GS20-385	21-Sep-20	02-Nov-20	5	10	Municipality of Meaford	St Vincent Township
Approved works:		construction of driveway and installation of culvert for watercourse crossing			Project Location:	
					<input type="checkbox"/> construct <input checked="" type="checkbox"/> alter watercourse <input type="checkbox"/> shoreline	
					<input type="checkbox"/> alter structure <input type="checkbox"/> alter wetland <input checked="" type="checkbox"/> fill	
					Reviewed by: Jacob Kloeze	
GS20-021	05-Feb-20	03-Nov-20			Township of Chatsworth	Village of Chatsworth
Approved works:		Construction of two multi-residential units, septic system, and associated site alterations			Project Location:	
					Massie Road	
					<input checked="" type="checkbox"/> construct <input type="checkbox"/> alter watercourse <input type="checkbox"/> shoreline	
					<input type="checkbox"/> alter structure <input type="checkbox"/> alter wetland <input type="checkbox"/> fill	
					Reviewed by: Mac Plewes	
GS20-238	06-Jul-20	03-Nov-20	3	12	Township of Chatsworth	Sullivan Township
Approved works:		bottom cleanout of private drain and watercourse			Project Location:	
					<input type="checkbox"/> construct <input checked="" type="checkbox"/> alter watercourse <input type="checkbox"/> shoreline	
					<input type="checkbox"/> alter structure <input type="checkbox"/> alter wetland <input checked="" type="checkbox"/> fill	
					Reviewed by: Jacob Kloeze	
GS20-423	23-Oct-20	03-Nov-20			Town of the Blue Mountains	Collingwood Township
Approved works:		lot grading associated with the construction of a new dwelling			Project Location:	
					100 Springside Crescent	
					<input type="checkbox"/> construct <input type="checkbox"/> alter watercourse <input type="checkbox"/> shoreline	
					<input type="checkbox"/> alter structure <input type="checkbox"/> alter wetland <input checked="" type="checkbox"/> fill	
					Reviewed by: Jacob Kloeze	
GS20-424	21-Oct-20	04-Nov-20	Part 38	7	Municipality of Grey Highlands	Artemesia Township
Approved works:		Construction of a driving shed and associated site alterations			Project Location:	
					407115 Grey Road 4	
					<input checked="" type="checkbox"/> construct <input type="checkbox"/> alter watercourse <input type="checkbox"/> shoreline	
					<input type="checkbox"/> alter structure <input type="checkbox"/> alter wetland <input checked="" type="checkbox"/> fill	
					Reviewed by: Lauren McGregor	
GS20-425	21-Oct-20	04-Nov-20	Part lot 3	9	Municipality of Grey Highlands	Artemesia Township
Approved works:		Construction of a deck and associated site alterations			Project Location:	
					134 Peter's Crescent	
					<input checked="" type="checkbox"/> construct <input type="checkbox"/> alter watercourse <input type="checkbox"/> shoreline	
					<input type="checkbox"/> alter structure <input type="checkbox"/> alter wetland <input type="checkbox"/> fill	
					Reviewed by: Lauren McGregor	

Permit #:	Date Applied:	Date Issued:	Lot:	Conc:	Municipality:	Former Municipality:
GS20-426	21-Oct-20	04-Nov-20	Part Lot	10 EBR	Town of South Bruce Peninsula	Albemarle Township
Approved works:			Construction of an addition onto an existing dwelling and associated site alterations		Project Location: 261 Mallory Beach Road <input checked="" type="checkbox"/> construct <input type="checkbox"/> alter watercourse <input type="checkbox"/> shoreline Reviewed by: <input type="checkbox"/> alter structure <input type="checkbox"/> alter wetland <input checked="" type="checkbox"/> fill Lauren McGregor	
GS20-427	20-Oct-20	04-Nov-20	Part Lot	D	Town of South Bruce Peninsula	Amabel Township
Approved works:			Construction of a garage/storage structure, associated changes to the existing septic and associated site alterations		Project Location: 380 Bay Street <input checked="" type="checkbox"/> construct <input type="checkbox"/> alter watercourse <input type="checkbox"/> shoreline Reviewed by: <input type="checkbox"/> alter structure <input type="checkbox"/> alter wetland <input type="checkbox"/> fill Lauren McGregor	
GS20-359	15-Sep-20	04-Nov-20	Part Lot	10	Municipality of Grey Highlands	Artemesia Township
Approved works:			replacement of existing flagstone patio, installation of new walkway and fire pit and associated site alterations		Project Location: 234 Peters Crescent <input checked="" type="checkbox"/> construct <input type="checkbox"/> alter watercourse <input type="checkbox"/> shoreline Reviewed by: <input type="checkbox"/> alter structure <input type="checkbox"/> alter wetland <input checked="" type="checkbox"/> fill Lauren McGregor	
GS20-403	11-Oct-20	04-Nov-20	11	12	Town of Collingwood	Town of Collingwood
Approved works:			construction of a 12 x 26 ft in-ground swimming pool		Project Location: 57 Madeline Drive <input checked="" type="checkbox"/> construct <input type="checkbox"/> alter watercourse <input type="checkbox"/> shoreline Reviewed by: <input type="checkbox"/> alter structure <input type="checkbox"/> alter wetland <input type="checkbox"/> fill Jacob Kloeze	
GS20-434	28-Oct-20	04-Nov-20	26	6	Town of the Blue Mountains	Collingwood Township
Approved works:			construction of a 552 ft ² addition to residential dwelling		Project Location: 133 Gibson Way <input checked="" type="checkbox"/> construct <input type="checkbox"/> alter watercourse <input type="checkbox"/> shoreline Reviewed by: <input checked="" type="checkbox"/> alter structure <input type="checkbox"/> alter wetland <input type="checkbox"/> fill Jacob Kloeze	
GS20-408	13-Oct-20	04-Nov-20	Part Lot	9	Municipality of Grey Highlands	Artemesia Township
Approved works:			Shoreline restoration including installation of rock retaining wall, landscaping and associated site alterations		Project Location: 155 MacDonald Road <input type="checkbox"/> construct <input checked="" type="checkbox"/> alter watercourse <input type="checkbox"/> shoreline Reviewed by: <input type="checkbox"/> alter structure <input type="checkbox"/> alter wetland <input type="checkbox"/> fill Lauren McGregor	
GS20-404	13-Oct-20	06-Nov-20	31	8	Town of the Blue Mountains	Collingwood Township
Approved works:			construction of a residential dwelling, septic system, and associated site alterations		Project Location: 130 Bayview Avenue <input checked="" type="checkbox"/> construct <input type="checkbox"/> alter watercourse <input type="checkbox"/> shoreline Reviewed by: <input type="checkbox"/> alter structure <input type="checkbox"/> alter wetland <input checked="" type="checkbox"/> fill Jacob Kloeze	

Permit #:	Date Applied:	Date Issued:	Lot:	Conc:	Municipality:	Former Municipality:
GS20-016	27-Jan-20	06-Nov-20			Town of the Blue Mountains	Collingwood Township
Approved works:			the construction of addition to an existing dwelling and associated site alterations		Project Location: 227 Marsh Street <input checked="" type="checkbox"/> construct <input type="checkbox"/> alter watercourse <input type="checkbox"/> shoreline Reviewed by: <input type="checkbox"/> alter structure <input type="checkbox"/> alter wetland <input type="checkbox"/> fill Andrew Sorensen	
GS20-396	07-Oct-20	10-Nov-20	38	11	Town of the Blue Mountains	Collingwood Township
Approved works:			repair to existing shoreline protection works		Project Location: 341 Sunset Boulevard <input type="checkbox"/> construct <input type="checkbox"/> alter watercourse <input checked="" type="checkbox"/> shoreline Reviewed by: <input type="checkbox"/> alter structure <input type="checkbox"/> alter wetland <input type="checkbox"/> fill Jacob Kloeze	
GS20-420	21-Oct-20	10-Nov-20	25	6	Town of the Blue Mountains	Collingwood Township
Approved works:			construction of an in-ground swimming pool and associated landscaping		Project Location: 133 Barton Boulevard <input checked="" type="checkbox"/> construct <input type="checkbox"/> alter watercourse <input type="checkbox"/> shoreline Reviewed by: <input type="checkbox"/> alter structure <input type="checkbox"/> alter wetland <input checked="" type="checkbox"/> fill Jacob Kloeze	
GS20-422	23-Oct-20	12-Nov-20			Municipality of Meaford	Town of Meaford
Approved works:			site grading and landscaping associated with the construction of a residential dwelling		Project Location: 8 Glen Abbey Court <input type="checkbox"/> construct <input type="checkbox"/> alter watercourse <input type="checkbox"/> shoreline Reviewed by: <input type="checkbox"/> alter structure <input type="checkbox"/> alter wetland <input checked="" type="checkbox"/> fill Jacob Kloeze	
GS20-330	01-Sep-20	12-Nov-20	7	Georgian Rang	Township of Georgian Bluffs	Keppel Township
Approved works:			Demolition and reconstruction of a dwelling		Project Location: 505071 Grey Road 1 <input checked="" type="checkbox"/> construct <input type="checkbox"/> alter watercourse <input type="checkbox"/> shoreline Reviewed by: <input type="checkbox"/> alter structure <input type="checkbox"/> alter wetland <input type="checkbox"/> fill Mac Plewes	
GS20-446	10-Nov-20	12-Nov-20			Town of the Blue Mountains	Collingwood Township
Approved works:			Ditch works - removing debris and re-shouldering		Project Location: Long Point Road just north of Madeline Drive <input type="checkbox"/> construct <input checked="" type="checkbox"/> alter watercourse <input checked="" type="checkbox"/> shoreline Reviewed by: <input type="checkbox"/> alter structure <input type="checkbox"/> alter wetland <input type="checkbox"/> fill Andrew Sorensen	
GS20-405	13-Oct-20	12-Nov-20	27	6	Town of the Blue Mountains	Collingwood Township
Approved works:			reconstruction of an existing residential dwelling		Project Location: 109 Teskey Drive <input checked="" type="checkbox"/> construct <input type="checkbox"/> alter watercourse <input type="checkbox"/> shoreline Reviewed by: <input type="checkbox"/> alter structure <input type="checkbox"/> alter wetland <input type="checkbox"/> fill Jacob Kloeze	

Permit #:	Date Applied:	Date Issued:	Lot:	Conc:	Municipality:	Former Municipality:
GS20-296	12-Aug-20	13-Nov-20	13	8	Municipality of Meaford	St Vincent Township
Approved works:			placement of fill for driveway extension		Project Location: 137767 Grey Road 12 <input type="checkbox"/> construct <input type="checkbox"/> alter watercourse <input type="checkbox"/> shoreline Reviewed by: <input type="checkbox"/> alter structure <input type="checkbox"/> alter wetland <input checked="" type="checkbox"/> fill Jacob Kloeze	
GS20-445	10-Nov-20	16-Nov-20			Town of the Blue Mountains	Collingwood Township
Approved works:			ditch works, debris removal and re-shouldering		Project Location: Peel Street North just NE of Bay Street West <input type="checkbox"/> construct <input checked="" type="checkbox"/> alter watercourse <input checked="" type="checkbox"/> shoreline Reviewed by: <input type="checkbox"/> alter structure <input type="checkbox"/> alter wetland <input type="checkbox"/> fill Andrew Sorensen	
GS20-450	13-Nov-20	16-Nov-20			Town of South Bruce Peninsula	Albemarle Township
Approved works:			the construction of a garage and associated site alterations		Project Location: 315 Red Bay Road <input checked="" type="checkbox"/> construct <input type="checkbox"/> alter watercourse <input type="checkbox"/> shoreline Reviewed by: <input type="checkbox"/> alter structure <input type="checkbox"/> alter wetland <input checked="" type="checkbox"/> fill Andrew Sorensen	
GS20-449	12-Nov-20	17-Nov-20	4, 5	21	Town of South Bruce Peninsula	Amabel Township
Approved works:			installation of a tile outlet to Clavering Creek and associated site alterations		Project Location: 85 Elm Road <input type="checkbox"/> construct <input checked="" type="checkbox"/> alter watercourse <input type="checkbox"/> shoreline Reviewed by: <input type="checkbox"/> alter structure <input type="checkbox"/> alter wetland <input checked="" type="checkbox"/> fill Andrew Sorensen	
GS20-399	08-Oct-20	17-Nov-20	20	6	Municipality of Meaford	St Vincent Township
Approved works:			construction of a residential dwelling, detached accessory building, septic system, and associated site grading		Project Location: Scotia Drive <input checked="" type="checkbox"/> construct <input type="checkbox"/> alter watercourse <input type="checkbox"/> shoreline Reviewed by: <input type="checkbox"/> alter structure <input type="checkbox"/> alter wetland <input checked="" type="checkbox"/> fill Andrew Sorensen	
GS20-400	08-Oct-20	17-Nov-20			Town of the Blue Mountains	Thornbury
Approved works:			install stormwater outlets and trailhead and associated site alterations.		Project Location: 188 Peel Street <input type="checkbox"/> construct <input type="checkbox"/> alter watercourse <input type="checkbox"/> shoreline Reviewed by: <input type="checkbox"/> alter structure <input type="checkbox"/> alter wetland <input checked="" type="checkbox"/> fill Andrew Sorensen	
GS20-429	27-Oct-20	19-Nov-20	Twn Plt		Town of South Bruce Peninsula	Warton
Approved works:			Construction of a garage and associated site alterations		Project Location: 502 George Street <input checked="" type="checkbox"/> construct <input type="checkbox"/> alter watercourse <input type="checkbox"/> shoreline Reviewed by: <input type="checkbox"/> alter structure <input type="checkbox"/> alter wetland <input type="checkbox"/> fill Lauren McGregor	

Permit #:	Date Applied:	Date Issued:	Lot:	Conc:	Municipality:	Former Municipality:
GS20-439	05-Nov-20	19-Nov-20	31 and 3	3 NDR	Municipality of Grey Highlands	Osprey Township
Approved works:		Tile drainage over the subject property, drain cleanout and associated site alterations		Project Location: 493609 Sideroad 49 <input type="checkbox"/> construct <input checked="" type="checkbox"/> alter watercourse <input type="checkbox"/> shoreline Reviewed by: <input type="checkbox"/> alter structure <input type="checkbox"/> alter wetland <input checked="" type="checkbox"/> fill Lauren McGregor		
GS20-363	11-Sep-20	20-Nov-20			Town of South Bruce Peninsula	Amabel Township
Approved works:		installation of 469 metre long and 0.91 metre high retaining wall on the Lakeshore Boulevard road allowance		Project Location: Lakeshore Blvd North <input type="checkbox"/> construct <input type="checkbox"/> alter watercourse <input type="checkbox"/> shoreline Reviewed by: <input type="checkbox"/> alter structure <input type="checkbox"/> alter wetland <input type="checkbox"/> fill Andrew Sorensen		
GS20-440	06-Nov-20	25-Nov-20	33 and 3	3 NDR	Municipality of Grey Highlands	Osprey Township
Approved works:		Ditch clear out and associated site alterations		Project Location: 328271 3rd Concession <input type="checkbox"/> construct <input checked="" type="checkbox"/> alter watercourse <input type="checkbox"/> shoreline Reviewed by: <input type="checkbox"/> alter structure <input type="checkbox"/> alter wetland <input type="checkbox"/> fill Lauren McGregor		
GS20-442	06-Nov-20	25-Nov-20	TwN Plt O		Town of South Bruce Peninsula	Amabel Township
Approved works:		Construction of a detached garage and associated site alterations		Project Location: 47 Bay St <input checked="" type="checkbox"/> construct <input type="checkbox"/> alter watercourse <input type="checkbox"/> shoreline Reviewed by: <input type="checkbox"/> alter structure <input type="checkbox"/> alter wetland <input checked="" type="checkbox"/> fill Lauren McGregor		
GS20-443	30-Oct-20	26-Nov-20	Part Lot	11	Municipality of Grey Highlands	Artemesia Township
Approved works:		Dredging and excavtion of an existing pond, restoration of the existing channel, removal of vegettion, and native restoration planting		Project Location: 466286 Campbell's hill <input type="checkbox"/> construct <input checked="" type="checkbox"/> alter watercourse <input type="checkbox"/> shoreline Reviewed by: <input type="checkbox"/> alter structure <input type="checkbox"/> alter wetland <input type="checkbox"/> fill Lauren McGregor		
GS20-441	06-Nov-20	26-Nov-20	Pt Lt 43	D	Town of South Bruce Peninsula	Amabel Township
Approved works:		Construction of a dwelling, installation of a septic and associated site alterations		Project Location: 29 Firth Point Court <input checked="" type="checkbox"/> construct <input type="checkbox"/> alter watercourse <input type="checkbox"/> shoreline Reviewed by: <input type="checkbox"/> alter structure <input type="checkbox"/> alter wetland <input checked="" type="checkbox"/> fill Lauren McGregor		
GS20-452	16-Nov-20	26-Nov-20	13	2	Township of Chatsworth	Holland Township
Approved works:		Reconstruction of a cottage/home		Project Location: 148 Countryside Drive <input checked="" type="checkbox"/> construct <input type="checkbox"/> alter watercourse <input type="checkbox"/> shoreline Reviewed by: <input type="checkbox"/> alter structure <input type="checkbox"/> alter wetland <input type="checkbox"/> fill Mac Plewes		

Permit #:	Date Applied:	Date Issued:	Lot:	Conc:	Municipality:	Former Municipality:
GS20-470	26-Nov-20	26-Nov-20	25	6	Municipality of Meaford	St Vincent Township
Approved works:		construction of an accessory structure and associated site alterations		Project Location: 167 Kiowana Beach Road <input checked="" type="checkbox"/> construct <input type="checkbox"/> alter watercourse <input type="checkbox"/> shoreline Reviewed by: <input checked="" type="checkbox"/> alter structure <input type="checkbox"/> alter wetland <input checked="" type="checkbox"/> fill Jacob Kloeze		
GS20-447	11-Nov-20	26-Nov-20	23	3	Town of the Blue Mountains	Collingwood Township
Approved works:		lot grading associated with the construction of a residential dwelling		Project Location: <input type="checkbox"/> construct <input type="checkbox"/> alter watercourse <input type="checkbox"/> shoreline Reviewed by: <input type="checkbox"/> alter structure <input type="checkbox"/> alter wetland <input checked="" type="checkbox"/> fill Jacob Kloeze		
GS20-432	21-Oct-20	26-Nov-20	27	7	Town of the Blue Mountains	Collingwood Township
Approved works:		repair to existing shoreline protection works		Project Location: 127 Hoover Lane <input type="checkbox"/> construct <input type="checkbox"/> alter watercourse <input checked="" type="checkbox"/> shoreline Reviewed by: <input type="checkbox"/> alter structure <input type="checkbox"/> alter wetland <input type="checkbox"/> fill Jacob Kloeze		
GS20-253	21-Jul-20	30-Nov-20	52	12	Town of Collingwood	Town of Collingwood
Approved works:		the construction of a dwelling, site grading associated with a new septic system, shoreline protection and drainage channel improvements		Project Location: 69 Madeline Drive <input checked="" type="checkbox"/> construct <input checked="" type="checkbox"/> alter watercourse <input checked="" type="checkbox"/> shoreline Reviewed by: <input type="checkbox"/> alter structure <input type="checkbox"/> alter wetland <input checked="" type="checkbox"/> fill Andrew Sorensen		

GREY SAUBLE CONSERVATION AUTHORITY
RECEIPTS
November 1st - 30th, 2020

Regulation Permits	\$	11,760.00	
Planning	\$	9,350.00	
Property Usage	\$	1,180.85	
Self-Serve Parking Fees	\$	4,724.00	2 Season and 774 Day Passes
Forestry	\$	813.60	
Stewardship	\$	500.00	
Gounty of Grey	\$	89,476.96	2nd and 3rd Qtr. Management
Donations	\$	92.90	
Miscellaneous Receipts	\$	351.67	GIS Licensing Agreement, Map
Funds to GSCA from GSCF	\$	1,323.00	Endowment Fund Interest
Funds Owed to GSCF	\$	575.00	Donation, Memorial Tree
Optimists Hibou Playground Project	\$	2,696.00	
November Receipts		<u>\$ 122,843.98</u>	

GREY SAUBLE CONSERVATION AUTHORITY
EXPENSES
November 1st - 30th, 2020

11295	ARX Business Solutions Inc.	\$	317.81	Staff Training
11296	Town of The Blue Mountains	\$	1,626.00	Property Tax - 4th Installment
11297	The Cleaning Brigade	\$	361.60	Office Cleaning
11298	Cybertech Web Studios	\$	548.05	BRWI Projects Fund
11299	Georgian Tree Service	\$	1,356.00	Tree Removal
11300	Municipality of Grey Highlands	\$	2,140.00	Property Tax - 4th Installment
11301	Hastie Small Engines Ltd.	\$	13.30	Grey County Supplies
11302	Ideal Supply Inc.	\$	99.33	Office Lights
11303	Kilsyth Auto Service Ltd.	\$	94.25	Vehicle Repair and Maintenance
11304	MacDonnell Fuels Limited	\$	1,247.32	Vehicle and Furnace Fuel
11305	Municipality of Meaford	\$	5,317.00	Property Tax - 4th Installment
11306	Nancy Brown	\$	681.37	Arboretum Alliance Expenses
11307	Quadient Leasing Canada Ltd.	\$	569.19	Postage Machine Lease
11308	Robert Reid	\$	1,000.00	Stewardship Project
11309	Martin Soltemann	\$	280.00	Planning Refund
11310	Bradley Mulligan	\$	304.20	BRWI Stream Work
11311	Misch Farms Ltd.	\$	1,000.00	Stewardship Project
11312	Excel Business Systems	\$	79.73	DWSP Monthly Print Charges
11313	A-1 Sanitation	\$	8,003.23	Toilet Rentals
11314	Bell Canada	\$	285.46	Tara Stream Gauge and Admin Office Monthly Service
11315	Coates & Best Inc.	\$	111.60	Office Supplies
11316	Sunbelt Rentals of Canada Inc.	\$	186.23	Shop Supplies
11317	Township of Georgian Bluffs	\$	215.46	Indian Falls Water Charges
11318	Georgian Tree Service	\$	678.00	Tree Removal
11319	Grey County Agricultural Services Centre	\$	197.75	DWSP Advertisement
11320	Harold Sutherland Construction Ltd.	\$	121.12	Crushed Gravel
11321	Kilsyth Auto Service Ltd.	\$	156.57	Vehicle Repair and Maintenance
11322	MacDonnell Fuels Limited	\$	3,025.98	Vehicle Fuel
11323	Miller Waste Systems Inc.	\$	427.08	Garbage Bin Rental and Tipping Fees
11324	Rogers Wireless	\$	343.77	Cell Phone Usage (2 months)
11325	Xerox Canada Ltd.	\$	81.38	Xerox Copy Charges, October 2020
11326	Mark Ferraro	\$	31,000.00	Stewardship Project
11327	Woods, Clemens, Fletcher & Cronin	\$	210.00	Planning Refund
	3rd Qtr. HST Return			
	Mastercard Payments	\$	3,788.22	
	Amilia	\$	376.06	
	Bruce Telecom	\$	932.97	
	eSolutions Group Limited	\$	8,475.00	
	DWSP Copier Lease	\$	163.85	
	Office Moneris Fees	\$	126.35	
	Self-Serve Moneris Fees	\$	249.42	
	Hydro, Reliance	\$	1,488.69	
	Receiver General, EHT, WSIB	\$	36,922.04	
	OMERS	\$	42,968.04	
	Group Health Benefits	\$	8,637.54	
	Employee Expense Claims	\$	260.00	Paid via Payroll Transfer
	November Payroll	\$	86,797.89	
November Expenses				
			<u>\$ 253,264.85</u>	

Welcome to volume four of the Beaver River Watershed Initiative Newsletter. The BRWI executive committee sincerely hopes that our members and their families are all staying healthy and weathering these trying times of the Covid 19 Pandemic.

Our once a month in person committee meeting have been shut down due to Covid 19, but we have managed a few Zoom meetings since that shutdown on March 17. Prior to the lock down we where invited by the newly elected council of the Town of Blue Mountains to a deputation on Dec 16 2019.

Bradley Mulligan presented a informative power point presentation introducing the council to who we are, and what we do for the community and watershed. Debbie Crosskill joined Bradley Mulligan for a excellent Q/A with the councillors. We thank the Town of Blue Mountains for this opportunity!

We are happy to share with you, our membership, the latest achievements and initiatives we've been working on despite the pandemic!

Kimberly Pond

In the summer of 2019 BRWI did a site check of the old Kimberly Gristmill pond, we then contacted Ray MacDonald of the KCA in July of 2020, a short bio of the BRWI and an offer to meet with the KCA to provide advice and assistance was included in the KCA August newsletter. We very much look forward to meeting with the KCA in the near future to discuss this important cold water resource in the Beaver River Watershed

Clendenen Dam Fish Ladder Operation



We have been informed by the MNRF that updated operational procedures for the fish ladder have been implemented by MNRF as of the 2020 spawning season . There was concern by members of the public that the fish ladder was no longer being monitored or operated in the 2019 spawning season as salmon were spawning up past Slabtown. We thank MNRF Owen Sound and MNRF Midhurst for rectifying this situation and protecting the Trout population in the Beaver River.

Little Beaver Creek

Back in 2016-17 BRWI received a number of member inquiries about the Little Beaver River. In response to this, in early fall of 2018 BRWI initiated a one day restoration of a section of the river just north of Alice Street, additionally in 2019 we received funding from the Town of Blue mountains to start water quality testing, and with the assistance and expertise of the Grey Sauble Conservation Authority, Water samples and rudimentary water temperatures were taken in 6 strategic locations of the watershed from April to October 2019. I have included at the end of this newsletter both reports as compiled and authorized by the study head Rebecca Ferguson of the Grey Sauble Conservation Authority. The quick answer to the question of water quality is that the system as tested was “Fair” or C grade, no major concerns in terms of the chemical composition and pollutant levels, as well water temperatures were within reasonable readings. It must be noted that both Water Quality and Temperature readings are based on a one season sample set, and do not necessarily represent a complete data set, to properly do this would require a 5 year study with temperature data loggers and continued water sampling, that said this gave us a base line to work from for further rehabilitation work. In our previous Newsletter the watershed had received from GSCA a fair grade for water quality, poor for forest health and very poor in wetland cover. We hope moving forward to increase these grades to better levels!!

Electrofishing the Little Beaver



Electrofishing below Bridge abutment Georgian trail

Photo Credit : Bradley Mulligan



Electrofishing 2020 Identifying and counting

Photo Credit : Bradley Mulligan

With encouraging water testing and temperatures results. Our next step as completed(!) this September of 2020 was that the MNRF asked us to electrofish the system and do a presence/absence community survey of fish species in the Little Beaver River (MNRF due to provincial budget cuts has no longer the ability to supply the equipment or personnel), we choose eight sites from the mouth of the river at the treatment plant up to the 10th line. Back in late 2018 we had applied for and where given funds from the Lake Huron Georgian Bay Community Action Initiative and have allocated these funds for various projects including the Little Beaver River, in March of 2020 we applied for the MNRF permit to electrofish, then hired Trout Unlimited Canada's, licenced electrofishing Biologist Kelly Mason and her equipment, contacted and was granted permission from private land owners and the ToBM's to access their properties and then finally put together a Covid safety protocols for the electrofishing crew!

Needless to say all of this was not easy to do with the Covid pandemic and delays caused by ever changing provincial guidelines for safety and travel.

Electrofishing the Little Beaver continued

On a beautiful September fall day we set out to Electro fish both the Little Beaver (8 sites) and Boyne (4 sites). As suspected on the Little Beaver we discovered a near complete lack of trout species (one lone yearling Rainbow) above the abutment on the old rail bridge on Georgian trail (see supplied picture) but we did note White Suckers , Creek Chub, Emerald Shiner, Brook Stickleback, Bluntnose Minnow, Blacknose Dace, Common Shiner, and Fathead Minnow in the system, with many Rainbow trout north of the abutment. Clearly the abutment is an impediment to trout movement and spawning. BRWI would like to thank both Andy McKee and Bradley Mulligan (BRWI Executive Committee projects co-chairs for both organizing this and being on the crew, also a special thanks to Biologist and Environmental Engineer Marc Faiella for volunteering his time, his expertise and taking time off of work to be on our crew! Given the results of our studies and the electrofishing, the next steps on rehabilitation of the Little Beaver River is that we (BRWI) recommend that either the abutment be removed (very expensive proposition requiring engineering reports, MNRF permits, ToBM, contractors etc) or we install a Fish Culvert System similar to the recently installed fish culvert on Armstrong Creek that feeds the newly naturalized Rotary Club park in Markdale. We contacted David Penny of fish culvert to do a feasibility report and costing, and have a plan and partial funding in place to install the fish culvert pending approvals from all parties. Once we restore the movement of fish and allow spawning on the Little Beaver, we can then look at further sections of the river that need restoration work and habitat rehabilitation. The Little Beaver River will be a perfect project for all the landowners and stakeholders to get involved with over the next few years !!



Electrofishing Georgian trail abutment

Photo Credit : Bradley Mulligan



Covid spaced Crew shot Bradley Mulligan (Katie the fly fishing dog) Andy McKee Marc Faiella Kelly Mason (TUC). Photo Credit : Thomas Pick

Beaver River/Boyne River



Jack Imhof (TUC) Spawning Survey Nov 2019, Large multiple Brown trout Redd, maybe 2-3 different females have spawned here.

Photo Credit : Bradley Mulligan



New Brown Trout spawning Redd , Beaver River Nov 2019

Photo Credit : Bradley Mulligan



Hoggs Falls, Boyne River, site three of electro fishing. Sept 2020 Electro fishing

Photo Credit : Bradley Mulligan

We have taken a break this 2020 year on any major projects on both the Beaver and Boyne to allow past years work to settle in, as well as the difficulties of crewing during this Covid Pandemic. That said, since our last newsletter we did in late 2019 “tweak” sections of both the Beaver River and Boyne River. This included widening sections we have worked on in the past and tweaking the river course based on 2019 spring high water events, a big thank you to Bradley Mulligan, Frank Muschalla and Andy McKee for their hard work! In November of 2019 Bradley Mulligan and Jack Imhof (TUC) conducted a spawning survey of the rehabilitated sections of the Beaver River and were thrilled to note multiple new Brown Trout spawning Redds in the newly restored sections!! Overall the rehabilitated sections of the river get a good to excellent rating on Brown trout spawning! Additionally, in Sept 2020 we also Electro fished three sites (including Hoggs Falls) of the Boyne River and found a very healthy Rainbow and Brown trout population as well as a surprising population of rare River Burbot!

FEVERSHAM BEAVER RIVER PROJECT

In February of 2019, BRWI member Jeff Graham brought to us his concerns and some excellent data on the Beaver River upstream of Feversham. After joining Jeff on a field survey in the early spring of 2019, we realized this project was extremely important to maintain and rehabilitate a pristine year round cold water Brook trout habitat! After careful analysis of Satellite imagery and boots in the water reconnoitering we approached the landowner and received permission to start a multi year project of restoration and rehabilitation. Much of the damage to the river was caused by what appeared to be early settlers damming the river, an abandoned road and bridge construction and past ice storms that have created a severely braided, shallow and heavily silted watercourse. We are using an upstream, downstream approach to this rehabilitation work in both August 2019 and August 2020, it is slow and tedious due to the dense bush, fallen cedars and the careful restoration needed of the original sections of the river bed, but the immediate results of this methodical approach have been fantastic and we hope to connect the two sections over the next upcoming two years. As a note on continued and future work being done onsite by BRWI, due to recent cuts by the Provincial government in funding of MNR, Conservation authorities and environmental agencies, we at BRWI have lost some very important volunteer work crews from both the MNR, GSCA and other NGO groups. The Student Stewardship Rangers program has been cut back, and we at BRWI are no longer able to access crews of summer students from MNR as well as similar crews from Grey Sauble Conservation authority. Both in August of 2019 and this August of 2020 we relied on much smaller crews of volunteers from entirely within the BRWI membership base, and as a result we have done fewer on stream work days than in years past. Membership in BRWI and active volunteering is key to our success of being stewards of the watershed.

We would like to thank the following volunteers for their dedication and hard work. Jeff Graham, Alexander Graham Don Harris, Robert Burcher, Keith Broughton, Bradley Mulligan, Alexander Mulligan, Nicholas Mulligan, Jack Imhof, Andy McKee, Rebecca Ferguson and Austin Caldwell



Beaver River Feversham 2019 Before

Photo Credit : Bradley Mulligan



Beaver River Feversham 2019 After

Photo Credit : Bradley Mulligan

FEVERSHAM BEAVER RIVER PROJECT



Beaver River Feversham west section after picture 2020

Photo Credit : Jeff Graham



Beaver River Feversham east section after picture 2020

Photo Credit : Jeff Graham



*Beaver River feversham 2020 Nicholas Mulligan,
Arborist Austin Caldwell*

Photo Credit : Bradley Mulligan



*Beaver River Feversham Covid Crew photo 2020 L-R
Nicholas Mulligan, Alexander Mulligan, Austin Caldwell*

Photo Credit : Bradley Mulligan



*Beaver River Feversham Covid Crew photo 2020
L-R Bradley Mulligan, Andy McKee, Jack Imhof, Robert Burcher,
Jeff Graham*

Photo Credit : Bradley Mulligan

Fencing Projects



Little Beaver River fencing project near Maxwell was 885 m of fencing and a 458 m stretch of the river was fenced out. 2.5 acres were planted with trees.

Photo Credit : Rebecca Ferguson

In 2019 BRWI's Andy McKee and GSCA's Rebecca Ferguson completed two separate fencing projects on privately owned land. Both locations are at the headwaters and tributaries for the Boyne river and Beaver river. At the Boyne headwaters location near Maxwell, 885 m of fencing was installed to protect a cold water spring and wetland from livestock and a 458 m stretch of the Beaver River was fenced to keep livestock from degrading the rivers riparian zone and access to the river, additionally 2.5 acres were planted with trees to help stabilize banks and create habitat. Both of these projects were in partnership and funded by The W. Garfield Weston Foundation and also Grey Bruce ALUS.

THE W. GARFIELD WESTON
FOUNDATION

FORESTS
ONTARIO

ALUS
Canada
A Weston Family Initiative

THE BEAVER RIVER WATERSHED INITIATIVE IS LOOKING FOR MEMBERS
TO JOIN THE BRWI MANAGEMENT TEAM.
LET US KNOW IF YOU ARE INTERESTED - CONTACT: info@whatwaterwants.org

WWW
what water wants

BEAVER
RIVER
WATERSHED
INITIATIVE

*Due to Covid our
Annual General Meeting
will be rescheduled for next year.*

Grey Sauble
Conservation

BRWI is a subcommittee of the
Grey Sauble Conservation Authority



HIBOU NEWS

News from the Friends of Hibou

Contact us: friendsofhibou@gmail.com

Website:

www.friendsofhibou.com

Facebook:

[/friendsofhibou](https://www.facebook.com/friendsofhibou)

Email:

friendsofhibou@gmail.com

Donate: [https://](https://www.canadahelps.org/en/charities/id/5364)

www.canadahelps.org/en/charities/id/5364

Events Registration:

[https://](https://www.greysauble.on.ca/waiver/covid-19-guidelines-and-waiver-for-guided-hikes-friend-of-hibou/)
www.greysauble.on.ca/waiver/covid-19-guidelines-and-waiver-for-guided-hikes-friend-of-hibou/



Bob and Marie Knapp founded the Friends of Hibou under the enthusiastic leadership of John Cottrill and Chris Hachey in 2013.

We aspire to enhance the recreational and natural appreciation of Hibou Conservation Area. Friends of Hibou is run totally by volunteers.

The committee consists of volunteers: Bob Knapp, Marie Knapp, Krista McKee, Don Sankey, Barry Lewin, Susan McGowan and Brian Tannahill

Winter Hikes at Hibou

Enjoy life with Covid restrictions even in winter! Come out on a hike with Friends of Hibou. When registering, leave name, number attending and phone number. Except for the Dec 31st event with Krista **all hikes will be 1 to 3pm** and you will meet at the south parking lot (by Pumping station.) The date may be later that week depending on weather. You will be emailed any changes.

You must register in advance. Register at <https://www.greysauble.on.ca/waiver/covid-19-guidelines-and-waiver-for-guided-hikes-friend-of-hibou/>

Reminder - social distancing will be in place, and masks should be quickly available in the case of inadvertent closer contact than planned. Thank you for your understanding and cooperation in regards to COVID-19.

Dec 15th. Annette Patrick will lead a hike or snowshoe along the Point Trail and explore the magical nature of Hibou.

December 31 Krista McKee Kids and parents celebrate New Years Eve day, December 31, @ 2:00pm. Snowshoe/hike and winter fire with bannock and hot chocolate. Bring your travel mug, Donations accepted.

January 12 Join Bob Knapp for a hike or snowshoe likely on the Interpretative Trail and see the winter changes in the wet land area.

February 1, Barry Lewin will lead a snowshoe or hike on the Point Trail.

Feb 15, Don Sankey Explore winter hiking with a camera. Learn more about winter light, snow and more.





Gift Giving Ideas

Purchase a Seasonal Parking Pass for the person who prefers experiences. That pass will give your friend or family member with those in their car free entrance to Hibou as well as any Grey Sauble Conservation Areas with parking fees.

Go to the GSCA website www.greysauble.on.ca

For anyone interested in the recent history of Hibou and how it became a Conservation Area, purchase the book by Robert Knapp. It is a compilation of all the newspaper articles when the community was raising funds for its purchase. It also includes commentary by Knapp as he was quite involved in the fundraising effort along with Mac Kirk and Fred Gebert. The book costs \$10 and the full amount will be donated to GSCA specifically for Hibou Projects.

Contact Bob at rmknapp@yahoo.com

Kinship with Forest and Flora

Article by Annette Sandberg (*Certified Hiking Guide with Hike Ontario*)

Tucked between the gentle slopes of a long-vanished glacial landscape and the Niagara Escarpment is an oasis of peace and tranquillity - the Hibou Conservation Area. Here nature and magic meet upon the forest floor of yesteryear, created at a time that my imagination can wander to with every step that I take.

In the forest, there is a sense of kinship with the flora, of an ancient soul that stretches into everything that lives. How could I not love being here? As I follow the trail to the shore of Georgian Bay, I stop to watch the glorious Monarch butterfly seeking her daily nectar, dancing in a splash of colour like a delicate flower of the sky, born to fly into the warm summer air.

The forest hums with life all around me. I twirl about, gazing up at the canopy of the trees, searching for the birds that sing so sweetly. How absolutely incredible it is that these towering gentle giants grew from simple seeds, with mud, water and sun, providing me the oxygen I breathe and cleaning the air so fresh and wonderfully fragrant.

I hear with my heart the voices of these mighty trees, and the language of birds that are singing to my soul now so clear. This is what it means to live in the moments of life.

Just up ahead, I can see the waves of Georgian Bay. It energizes my hands as I glide them through its forever cool waters. Looking down, I notice with amazement some strange pattern on the rock. I pick it up. In my hand, I am holding a trilobite fossil that lived when this land was once the bottom of a warm water sea created 500 million years ago. I realize that I am seeing and touching this ancient sea floor in the here and now.

What an incredible day this has been; a day that I can come back to again and again each time I visit the Hibou Conservation Area.

Annette Sandberg, Certified Hiking Guide with Hike Ontario

Facebook: Niagara Escarpment Hiking

Website:
www.hikingwiththeviking.com

Pictured is a Trilobite Fossil



Leaves are changing colour at Hibou Conservation Area

Article by Susan McGowan

The function of leaves is to use sunlight and water to make food for the tree through the growing season of spring and summer. This is called photosynthesis and it utilizes green chlorophyll.

Shorter days and less sunshine in the autumn tell a tree it's time to stop photosynthesizing and to shut down for the winter.

When photosynthesis shuts down, the green chlorophyll in leaves breaks down leaving the other pigments of reds, oranges, yellows and browns to be visible.



Things to do at Hibou

Hike on the Interpretive Trail

Enjoy the beach area

Walk along the Point Trails and
enjoy the rough shoreline

Take photos of trees, plants,
water, rocks, views

Picnic

Room to maintain physical distancing.

Native Plant Garden

Have you noticed the 8ft ring in the ground near the small pavilion. It used to be a septic tank for one of the cottages formerly resting on what is now Hibou .

One of our new Committee Members, Susan McGowan has plans to make that a native plant garden. Watch as her plans unfold. We will have more in the March newsletter.

Play Area

The Young Optimist Club are currently raising money to contribute to their purchase of the new play area planned to hopefully open in June of 2021. Watch for fundraising activities we will post on our facebook page.



Photo Contest

Looking for another reason to be outdoors over the next few weeks? Have a look at the GSCA web site for the details. Photos are to be submitted between Jan 1, and 4, 2021.

Go to greysauble.on.ca and scroll down to Photo Contest. Lots of details there.

Website:

www.friendsofhibou.com

Facebook

www.facebook.com/friendsofhibou

Email:

friendsofhibou@gmail.com

Hibou's Users Code

1. Leave the area cleaner than you found it.
2. Obey all signs
3. Keep dogs on a leash and under control at all times
4. Do not damage live trees or plants.
5. Your music should only be heard by your group
6. No open fires are allowed
7. No camping anywhere on Hibou Conservation Property.
8. Do not disturb or collect wildlife
9. Leave only your thanks and take nothing but photographs



Habitat Creators

Article by Kathy Dodge

All who have walked the interpretive trail at Hibou have observed the evidence of beavers in the wetland area. Beavers are one of the few mammals that can actually manipulate their environment to suit their habitat needs and are often seen in a negative light for destroying properties. But nothing could be further from the truth. These industrious creatures help to create some of the most diverse habitats around.

Beavers are generally attracted to an area by the sound of a flowing stream. Their first step in their manipulation is to dam this stream and create an area deep enough for them to create a lodge and to swim to find food. By blocking this stream, any fish present upstream of the dam are now trapped. The shallows of the pond also provides habitat for frogs and before long, species like Great Blue Herons, mink and even otters are attracted to this new food source. The newly flooded pond also creates conditions suitable to ducks like mallards.

As the beavers fell more trees to maintain their dam and lodge, it opens up the forest canopy allowing more light to reach this forest floor. This allows for the regrowth of understory vegetation which provides cover and food for many smaller mammals and birds. Now we have rabbits, foxes and perhaps deer using the area.

As the pond increases in size, upland forests are flooded. Those trees that are not removed by the beavers are subjected to much wetter conditions. Many are unable tolerate this and die, again creating habitat for new species. Woodpeckers and chickadees are attracted to these dying trees in search of insects. Woodpeckers will soon start creating nest cavities to raise their young. Abandoned cavities are later used by saw-whet owls, and if we are lucky woodducks. Rotting logs also provide habitat for many amphibians. We all remember walking in the woods and turning over a log to see if we can find a salamander.

So, the next time you are walking the trail and see the evidence of beaver, remember that they have been instrumental in creating one of the most diverse wetland habitats around. Many of the species we enjoy would not be here without them!



MEDIA RELEASES AND ARTICLES

Owen Sound Sun Times

December 9, 2020

"Parking rates rising at popular Grey Sauble conservation sites"

[Parking rates rising at popular Grey Sauble conservation sites | Owen Sound Sun Times](#)

Conservation Ontario

"Province Misses Chance to Respond to Ontarians' Concerns About the Environment"

December 8, 2020

[CAAct_MR_Province_Passes_Bill_229Schedule_6_Dec2020rev.pdf \(conservationontario.ca\)](#)

CTV News London

December 8, 2020

"Sauble Beach, Ont.'s dune dispute reaches boiling point"

[Sauble Beach, Ont.'s dune dispute reaches boiling point | CTV News](#)

Conservation Ontario

December 5, 2020

"Changes Fall Short of Addressing Conservation Authorities' Concerns"

[https://www.greysauble.on.ca/wp-content/uploads/2020/12/OPERATIONS-MGR_FINALDRAFT-JOB-AD.pdf](#)

Collingwood Today

November 27, 2020

"Grey Sauble eyes increased parking fees for non-resident visitors"

[Grey Sauble eyes increased parking fees for non-resident visitors - CollingwoodToday.ca](#)

The Meaford Independent

November 25, 2020

"GSCA: Ontario Communities Put at Risk by Changes to Conservation Authorities Act"

[GSCA: Ontario Communities Put at Risk by Changes to Conservation Authorities Act | The Meaford Independent](#)

Collingwood Today

November 24, 2020

"Collingwood council tells province to cancel changes to Conservation Authorities"

[Collingwood council tells province to cancel changes to Conservation Authorities - CollingwoodToday.ca](https://collingwoodtoday.ca)

The Owen Sound Hub

November 21, 2020

"Council approves re-contouring of Sauble dunes for parking"

[Council approves re-contouring of Sauble dunes for parking \(owensoundhub.org\)](https://owensoundhub.org)

The Owen Sound Sun Times

November 20, 2020

"Conservation authorities raise concerns about provincial changes"

[Conservation authorities raise concerns about provincial changes | Owen Sound Sun Times](https://www.owensoundhub.org/conservation-authorities-raise-concerns-about-provincial-changes/)

Blackburn News

November 19, 2020

"Grey Sauble Conservation worries provincial changes will put communities at risk"

<https://blackburnnews.com/midwestern-ontario/midwestern-ontario-news/2020/11/19/grey-sauble-conservation-worries-provincial-changes-will-put-communities-risk/>



Grey Sauble Authority Board of Directors

M O T I O N

DATE: December 16, 2020

MOTION #: FA-20-097

MOVED BY: _____

SECONDED BY: _____

Recommended Consent Agenda Motion

THAT in consideration of the Consent Agenda Items listed on the November 25, 2020, agenda, the Grey Sauble Conservation Authority Board of Directors receives the following items: (i) Environmental Planning -Section 28 Permits – November 2020; (ii) Administration - Receipts & Expenses – November 2020; (iii)Correspondence – Beaver River Watershed Initiative November 2020 Newsletter; Hibou News Winter 2020/21; (v) Recent Media Articles;



STAFF REPORT

Report To: Board of Directors
Report From: Tim Lanthier, CAO
Meeting Date: December 16, 2020
Report Code: 037-2020
Subject: GSCA 2020 Priority Workplan – Report Back

Summary Report:

In January 2020, the Board of Directors approved the Priority Workplan for Grey Sauble Conservation Authority. GSCA staff have utilized this plan, in addition to individual departmental workplans, to guide and prioritize the staff and financial resources of the Authority for the 2020 operating year.

2020 proved to be a challenging year across all sectors due to the onset of the COVID-19 global pandemic. Starting at the end of March 2020, preventative restrictions were implemented across Ontario in an attempt to curb the spread of the virus. These restrictions, and later health and safety precautions, put substantial strain on the resources of the GSCA. Corporately, GSCA took active measures to adjust to this new challenge, including a stepped approach as the situation escalated and deescalated. This included the following actions:

1. Provision of resources and policy direction to enable staff to work remotely.
2. Development of a business continuity plan that considered critical and time-sensitive activities of the organization and ensured that appropriate staff were assigned to backfill as necessary to ensure that these key functions continued to be carried out.
3. Development of policy and procedure to ensure that staff safety and well-being was being addressed.

4. GSCA implemented a spending and hiring freeze in the early stages of the pandemic to ensure that we were adequately buffered against any unforeseen financial impacts.
5. Provision of continuous updates to the Board of Directors on the status of operations of the Authority.
6. Staged, partial re-opening of the office.

In addition to the organizational level challenges, several unforeseen operating challenges affected GSCA in the 2020 across all departments. These included:

1. Delays in opening properties due to reduced field staff and uncertainty associated with legislative restrictions.
2. Upon re-opening of the properties, field operations staff were faced with two new challenges:
 - a. Substantially increased maintenance schedule.
 - b. Unprecedented increase in property visitation.
3. Retail restrictions imposed by legislation negatively impacted Forestry resources as we were unable to provide bulk tree sales in April 2020.
4. Restrictions and requirements associated with Day Camps resulting in GSCA having to cancel our Day Camp programming in 2020.
5. A combination of high-lake levels and increased property investments attributed to COVID-19 (reduced travel and working remotely) Planning and Regulations staff experienced increased workloads due to unprecedented application numbers.
6. Closure of laboratories and legislated workplace restrictions resulted in a shorter water quality sampling season.
7. The shift to remote working scenarios also put substantial stress on GSCA's IT/IM Department.
8. GSCA's Communications Team was challenged to keep up with an dramatic increase in media releases, website updates, and social media posts as a

direct result of the changing COVID-19 situation and the changes to the Conservation Authorities Act.

The GSCA Team exhibited an incredible ability to adapt to, and face, these challenges, while still providing exception follow through on the 2020 Priority Workplan. The Workplan contains 78 priority items, in addition to the Departmental Workplan items that each manager is responsible for. Staff were able to successfully execute on 86% of these projects.

A summary of the 2020 Priority Workplan is attached as Appendix 1 to this report, including a status update and some brief comments for each item. This item is submitted to the Board of Directors for information.

GSCA 2020 PRIORITY WORKPLAN - FINAL REPORT BACK

Strategic Direction, Action or Significant Activity	2020 Operational Task	Status	Comments
BETTER MONITOR AND MANAGE FLOOD RISKS			
Enhance communication and education	Create flood-related products of who GSC is and what we do, for website posting and other communication/education	Ongoing	We have updated our website with some documents on flood protection actions that all homeowners can take to prevent localized basement flooding. As we work on revamping our website, we plan to incorporate more tools and information pieces for landowners.
	Develop web content approach to educate residents of all ages on topics such as how to stay safe and avoid harm, where development should be permitted, and how natural areas such as wetlands mitigate floods and droughts	Incomplete	Some updates provided. Several other web-related updates associated with pressing issues were considered higher priority in 2020.
Build a comprehensive real-time monitoring network	Continue to install 3-4 new water level monitoring stations	Complete	
Enhance flood-related expertise and capacity	Review program needs for Planning, Water Management and GIS to develop a business case for additional staffing skills needed for Stormwater review, Flood modeling and floodplain management	Complete	The proposed Geospatial Technician will help us achieve this goal. The hiring of this position is pending final approval of the budget.
	Continue Lora Bay NDMP Work to March 2020	Complete	
	Continue working with LiDAR QA/QC and create agreements for sale. Use in priority study areas. Get bathy LiDAR from Feds and create products	Complete	
	Climate Change Adaptation Planning for Owen Sound and investigate needs in other municipalities	Complete	Owen Sound took over management of this project. GSCA Staff continue to contribute via steering committee.
ENHANCE GSCA LAND MANAGEMENT AND NATURAL HERITAGE PRESERVATION			
Operational reviews of priority GSC properties	Meet net land use revenue budget target, including increased compliance enforcement. Review and implement options for expanded paid parking network (Ongoing)	Complete	Despite a challenging year, GSCA was successful in managing a difficult situation, increasing land-based revenues, and increasing user compliance.
	Operational Review of 30 properties	Incomplete	Due to workplace H&S requirements related COVID-19 restrictions, it was not feasible to undertake this work in 2020.
Renew GSC lands management policies	Review land management policy documents (Ongoing)	Ongoing	Policy documents continued to be reviewed for completeness and relevance. No new documents were prepared in 2020.
Implement Asset Management	Update Asset Management Plan	Incomplete	Deferred. Updates are occurring to the database.
	Deliver capital projects per Asset Management Plan and approved budget	Incomplete	Some projects have been tendered and/or completed. However, challenges associated with staffing changes and COVID-19 have limited GSCA's ability to carry out most of these projects in 2020. These projects have been carried forward into 2021.
Deliver Priority Lands Management Plans	Commence Eugenia Falls Mgmt Plan	Complete	This project has commenced. Public consultation process has started and ecological inventory of the site is 75% complete.
	Finalize Inglis Falls Mgmt Plan	Incomplete	Due to Staffing changes and challenges associated with COVID-19, this project has not moved forward. 2021 will see the finalization of this project.
Secure Core Green Areas and Linkages	Develop Natural Heritage land protection and acquisition approach (i.e. for core green areas, linkages, and properties with high conservation value)	Ongoing	Methods are being developed for assessing acquisition areas. GSCA staff are working with potential donors to see if their properties are a good fit for GSCA and/or connecting donors with other land trusts.
Enhance Communication and Education – land management and Natural Heritage	Deliver 2020 GSCA Properties Brochure	Ongoing	This product is being developed through our Corporate Branding Strategy. GSCA is running a photo contest to secure more high quality images and will be releasing the updated guide in Q1 of 2021.
	Deliver Priority Lands Management Plans Public Consultation Activities	Ongoing	Utilizing surveys, social media posts and website updates to provide initial public engagement
Support Naturalization and native plants across GSC watershed	Identify partners interested in naturalization, hold an annual sharing session, and determine if there are partners or stakeholders who can take leadership in promoting naturalization and native plants in our watershed (Ongoing)	Complete	Presented to the Board of Directors at the September Board Meeting
SUPPORT THE DEVELOPMENT OF WATERSHED PLANS WITH MUNICIPALITIES			
Increase Watershed Planning Knowledge and Expertise	Conduct policy review to determine specific requirements of the subwatershed plan (pending provincial government's confirmation of guideline).	Complete	Presented to the Board of Directors at the October Board Meeting
Pilot Watershed Plan (Location or full GSCA watershedTBC) with Partners and Stakeholders	Establish a vision, goals, and priority actions.	Incomplete	This will be specific to the watershed and the watershed municipalities choosing to participate. To date, there has not been uptake on this project.

IMPROVE WATER QUALITY			
Complete Sub-watershed Assessment Report	Complete 2 subwatershed report assessments	Complete	Indian Brook Subwatershed Assessment Report will be presented at the December 2020 Board Meeting. Little Beaver River Subwatershed Assessment Report will be finalized by the end of 2020.
Increase stewardship actions – Water Quality	Deliver and report on 2020 Stewardship activities	Complete	Presented to the Board of Directors at the October Board Meeting
Better understand water quality in sub-watersheds	Select other subwatersheds for monitoring, develop monitoring strategy, and determine potential funding sources	Complete	Presented to the Board of Directors at the September Board Meeting
Implement Drinking Water Source Protection Risk Management Plans	Deliver Drinking Water Risk Management Office services: - Per contract, and on behalf of 13 municipalities across Grey Sauble and Saugeen Valley watersheds, as delegated through municipal agreements (Arran-Elderslie, Blue Mountains, Brockton, Chatsworth, Georgian Bluffs, Grey Highlands, Kincardine, Meaford, Owen Sound, Saugeen Shores, South Bruce, South Bruce Peninsula and West Grey), deliver Risk Management Office services including: - Negotiate 5-10 Risk Management Plans with affected landowners in vulnerable source protection areas and - Conduct 10 compliance inspections on a priority basis. - Conduct ongoing restricted land use planning screenings related to Source Protection Plan policies and support communication efforts with municipalities on planning related issues (i.e. Navigating the Process Chart). - Complete annual reporting requirements to Source Protection Authorities as specified under the Clean Water Act.	Ongoing	Drinking Water Source Protection runs on a project schedule that extends from April 1 to March 31. DWSP Manager has provided reports back to the Board (Source Protection Authority) on a regular basis. This project is on track.
STRENGTHEN ENVIRONMENTAL EDUCATION AND COMMUNICATION			
Develop communications expertise and communications plan	Work with consultant on corporate image strategy & training	Complete	Project will wrap up in Q1 2021
	Update and Improve Budget Companion	Complete	2021 Version of the Budget Companion document was circulated with the 2021 Draft Budget.
Increase engagement with partners and stakeholders	Participate in community forums to communicate to the public what GSC does (ex. Thornbury community forum)	Complete	Staff have been busy on this front despite challenges associated with COVID-19. This includes climate forums, massive public engagement campaign around CAA changes, flood forecasting presentation, shoreline hazard management presentation.
	Continue Indigenous Committee of BOD, including recommending a Terms of Reference and reaching out to local Indigenous communities to learn more about them and form positive relationships	Incomplete	Due to other challenges, the Indigenous Relationships Committee did not meet in 2020. GSCA will work to reinvigorate this committee in 2021.
Align and encourage curriculum-based K-12 education across watershed	Review approach for provision of GSC K-12 education with SVCA	Complete	Presented to the Board of Directors at the November Board Meeting
Develop Educational offerings for youth and adults across the watershed	Develop plan for GIS day activities	Complete	Utilizing grant funding, GSCA was able to update the GIS "sandbox", an interactive educational tool that is used to illustrate the impacts of flooding in real time.
	Run Summer Day Camp and incorporate planned programming	Incomplete	Substantial planning went into the programming, however, due to restrictions associated with COVID-19, GSCA was unable to run this programming in 2020.
Enhance children’s programs across watershed	Offer March break and PD Day camps	Incomplete	Were only able to run one day of the March Break Day camp prior to shutting down due to COVID-19 restrictions and precautions.
	Offer one week of daycamp in Meaford	Incomplete	COVID-19
	Examine potential of day camp offerings in other locations in watershed or partner with provider(s) (Ongoing)	Ongoing	Meaford still interested in collaborating in 2021. Staff are in discussion with other municipalities.
OTHER WORK, BY DEPARTMENT WATER MANAGEMENT			
Water Management (General)	Ongoing Management of Department	Complete	
Flood Forecasting and Warning	Ongoing flood and low water plans, forecasts and communication	Complete	Successful year of providing flood forecast communications, particularly as it related to shoreline flooding concerns.
	Annual BOD Updates	Complete	
Flood and Erosion Control Structures	Ongoing inspection and maintenance of existing Erosion Control structures	Complete	
	Dams and Erosion Control - Update Asset Management Plan	Ongoing	
	Annual BOD Updates	Complete	Presented to the Board of Directors in May and June
ENVIRONMENTAL PLANNING AND REGULATIONS			
Land Use Planning (Planning/Technical Clearance)	Ongoing Plan Review of Planning Applications and Pre-consultation meetings/site visits in all municipalities	Complete	Staff have been very busy in 2020. Monthly reports to Board on permitting activities. Summary report to the Board on Planning and Permitting activities at November Board meeting
	Open house information sessions for Real Estate Agents and possibly Shoreline Owners	Complete	Shoreline presentation provided in February
	Review and Update Planning polices related to plan review from 1994 document	Ongoing	Staff are working on updates to several policy documents, but have not completed at this time. It is anticipated that new policy work will be required following the Provincial release of new regulations.
	Update Planning Services Agreement with counties and local municipalities.	Ongoing	Bruce County, Georgian Bluffs, Owen Sound and Meaford are finalized. Blue Mountains, Grey Highlands, Chatsworth and Grey County agreements are out for review.
Development, Interference & Alternation Regulation (151/06)	Administration of the Program - Review permit applicaitons, complete site visits and issue permits/comments	Complete	
	Annual Regulation Mapping Update	Complete	Presented to the Board of Directors at the June Board Meeting

CONSERVATION LANDS			
Lands - Policy and Strategy	Manage GSCA Properties, Land Use Leases, Agreements, Easements, Taxes, etc.	Complete	
	Undertake Ongoing Property Use and Payments and Compliance Analysis	Complete	Report back to Board of Directors at the October Board Meeting
Lands - Operations	Ongoing Operation and Maintenance of Conservation Lands	Complete	Extra challenges realized this year with non-compliance at Eugenia Falls Conservation Area and a dramatic increase in maintenance associated with COVID-19 requirements.
DRINKING WATER SOURCE PROTECTION AND RISK MANAGEMENT			
Implement Drinking Water Source Protection Risk Mgmt Plans	Deliver Drinking Water Risk Management Office services: - Per contract, and on behalf of 13 municipalities across Grey Sauble and Saugeen Valley watersheds, as delegated through municipal agreements (Arran-Elderslie, Blue Mountains, Brockton, Chatsworth, Georgian Bluffs, Grey Highlands, Kincardine, Meaford, Owen Sound, Saugeen Shores, South Bruce, South Bruce Peninsula and West Grey), deliver Risk Management Office services including: - Negotiate 5-10 Risk Management Plans with affected landowners in vulnerable source protection areas and - Conduct 10 compliance inspections on a priority basis. - Conduct ongoing restricted land use planning screenings related to Source Protection Plan policies and support communication efforts with municipalities on planning related issues (i.e. Navigating the Process Chart). - Complete annual reporting requirements to Source Protection Authorities as specified under the Clean Water Act.	Ongoing	Drinking Water Source Protection runs on a project schedule that extends from April 1 to March 31. DWSP Manager has provided reports back to the Board (Source Protection Authority) on a regular basis. This project is on track.
Drinking Water Source Protection Program	Deliver Drinking Water Source Protection: - Provide technical and administrative support and resources to the drinking water source protection program as the Lead Source Protection Authority (SPA) for the Source Protection Region (Saugeen, Grey Sauble, Northern Bruce Peninsula). - As Lead SPA, ensure the maintenance of Source Protection Committee (SPC) membership. Appoint SPC members after consultation with the Source Protection Region Management Committee (2 members in 2020). - Participate as a member of the Source Protection Region Management Committee to help ensure coordination of program financial management and annual work plan requirements across the Region. - Support development and submission of annual reporting requirements (specified under the Clean Water Act) to the Ministry of Environment and Climate Change.	Ongoing	Drinking Water Source Protection runs on a project schedule that extends from April 1 to March 31. DWSP Manager has provided reports back to the Board (Source Protection Authority) on a regular basis. This project is on track.
FORESTRY			
GSCA Forests Management	Carry out Forest Management for GSCA properties. This includes: - Inventories for stands identified for harvests in 2020 and commence 2021, updating parcel and stand classifications and database as necessary - For current year tenders identify Values and Areas of Concern, harvest prescriptions, and tree marking - Propose the current year and the notional year+1 and year+2 tendering programs, and externally circulate for input - Advertise, award and manage tenders, including the Forest Management Awareness Campaign - Commence annual Performance Measure reporting (including what can and can't be reported on at this time and what should be done to improve reporting)	Complete	
	Invasive species control - Buckthorn at Massie	Complete	Project moved to Skinner's Bluff instead to coincide with partnership activities that GSCA is undertaking with Nature Conservancy of Canada.
	Growth & Yield Plot Re-measurement (2 plots)	Complete	
Grey Sauble Forestry Services	Deliver Grey Sauble Forestry Services - Tree planting, MFTIPs, tree sales, etc... - with intent to increase income by 10%	Complete	
	Plant 50,000 trees throughout watershed, increasing forest cover by 30 hectares.	Complete	Planted approximately 85,000 trees in 2020. This represents a huge undertaking as we were understaffed due to not onboarding and challenged by other evolving COVID-19 restrictions.
	Support Forest Festival through donation and staff participation.	Complete	\$3000 donated to the Forest Festival. Staff also attended meetings. Actual Forest Festival cancelled in 2020 due to COVID-19

Conservation Information, Education & Community Outreach			
Conservation Information, Education & Community Outreach	Comms support for GSCA's Programs	Complete	
	Foundation Support	Complete	
	Corp Image support and training	Ongoing	Training and full roll out to occur in Q1 2021
	Explore grant options for education and comms projects	Complete	Successful in securing an Enbridge grant for \$3500
ADMINISTRATION, FINANCE, AND HUMAN RESOURCES			
Administration	Ongoing Management of GSCA Operations, Budget, and Staffing	Complete	This year proved to be challenging as we dealt with staff changes, COVID-19 and CAA changes. The staff at GSCA stepped up to ensure that the organization and the team were successful. This included the development of a Pandemic Plan, providing the Board with ongoing Business Continuity updates, and the development of new policy and procedure documents. Staff also switched GSCA to a new benefits provider at a substantial savings to the organization.
	Capital Assets Policy Update	Incomplete	Deferred pending updates to the Asset Management Plan
	Support for Conservation Ontario	Complete	Participated on CO Council, CO Advisory Committees, and throughout the CAA changes.
	Records retention policy update	Incomplete	Deferred in favour of other, higher priority items, including securing of new benefits provider, succession planning, and COVID-19 related policy and procedure products.
	Update Board Members' Per Diem payments policy and transparency	Complete	Presented to the Board of Directors at the April Board Meeting
Finance	Ongoing Investments Management and Reinvestment	Complete	Despite a dramatic fall in the market in March 2020, GSCA's investments have largely recovered
	Ongoing Finance and HR Management: - Budget, Auditors, etc.	Complete	Operated within approved budget for 2020. Successful financial audit for 2019 presented to the Board in
	Implementation of financial renewal and systems, including training	Ongoing	In 2020, staff implemented a new payroll system and have investigated a new employee time management system
Human Resources	Update Job descriptions and source potential parties for grid review	Complete	Several job descriptions were updated in 2020. RFP issued for Salary Grid review.
FLEET & EQUIPMENT MANAGEMENT			
Fleet & Equipment Management	Review fuel usage and purchasing	Complete	Fuel usage and fuel costs both dropped in 2020 due to COVID-19 restrictions. At the present time, costs associated with fuel are considered reasonable.
	Ongoing preventative maintenance, repairs, licencing, insurance, etc. for vehicles	Complete	
	Tender for two vehicles, and sale of surplus vehicles	Complete	Tender brought forward to BoD at December meeting for decision.
GIS/IM/INFORMATION TECHNOLOGY MANAGEMENT			
GIS/IM/Information Technology Management	Finalize and begin implementation of IT Policy	Complete	Final Policy presented to Board of Directors at the June Board meeting.
	Make priority updates to GSCA website that are consistent with corporate image design strategy	Ongoing	Updates made to GSCA website in 2020 to make it more modern, engaging and user friendly. Additionally, Staff provided updates associated with Changes to the CAA, COVID-19 updates, property opening and closing updates, and other business of the Authority. GSCA will continue to provide updates, including incorporation of Brand qualities.
	Ongoing system maintenance and supports (Backups, updates, monitoring, system security, hardware & software supports)	Complete	
	Documentation of security, workflows, system diagrams to support succession planning	Complete	
	Ongoing Databases Management	Complete	



Indian Brook

ATTACHMENT #8

Subwatershed Report Card 2020



Stream Health

Forest Conditions

Wetland Conditions

Groundwater



Good
B



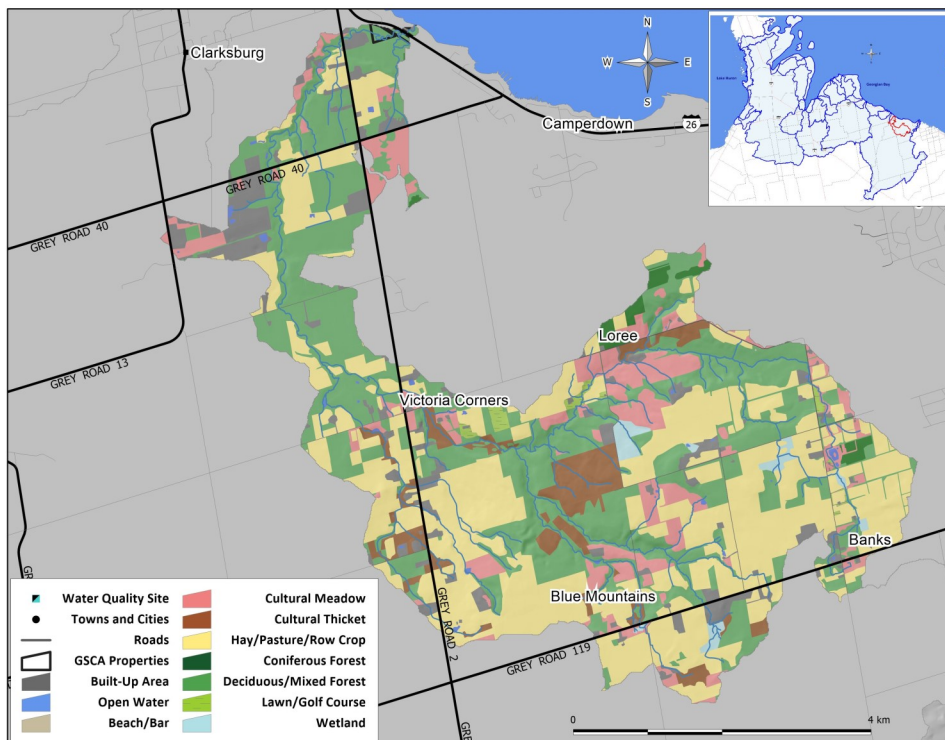
Fair
C



Poor
F



Insufficient
Data



Land cover based on 2015 SOLRIS data and further edits completed by GSCA staff



87% Agricultural
Land Use



8.15 ha of
public land



No sewage
treatment
plants



Two privately
owned dams

Watershed Area:

3445 ha

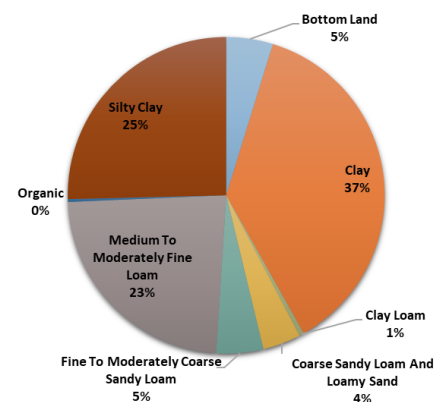


Population: 843

Watershed Municipalities:

**100% Town of the
Blue
Mountains**

SOIL TYPES



**Areas of Natural
and Scientific
Interest (ANSI):
59 ha of the
Banks Moraine**



Stream Health

Status: B—Good
Trend: No Trend

Ratings: A-Excellent B- Good C- Fair D-Poor F- Very Poor Insufficient Data

Overall, surface water quality in Indian Brook received a “B” letter grade, indicating good water quality. There is one sampling location throughout the subwatershed which is located on GSCA’s Peasemarth Nature Preserve property. This site is part of Grey Sauble Conservation Authority’s water sampling program and is generously sponsored by the Blue Mountain Watershed Trust.

Total Phosphorus levels indicate trace amounts just above detection. It is important to continue to monitor this parameter as there is growing concern throughout the Great Lakes Basin over harmful algal blooms which are caused by high phosphorus loading. Agricultural runoff, golf course and residential fertilizers, as well as failing septic systems are all potential point sources that could increase Phosphorus levels. Landowners are urged to continue implementing Best Management Practices (BMPs) in order to maintain current results.



Fecal bacteria (E.coli) monitoring began in 2011, and since that time levels remain below the 100 count level. This level is set by the Ministry of the Environment and the Public Health Unit to determine if beaches are safe for swimming. High E.coli counts are common after large rain events when manure from farm fields can enter waterways or at sites with a high population of waterfowl.

Benthic invertebrates are small aquatic animals that live on the bottom of streams. These communities are excellent indicators of stream health because they are very sensitive to changes in environmental conditions. The Family Biotic Index (FBI) was the index used to determine this stream health grade, however the BioMAP Index, which is a more sensitive index to stream health is presented on Page 7 along with more chemistry results. According to the benthic scores shown below, Indian Brook decreased from an A to a B grade, however it is important to note that the sample size was 3 in 2008-2013 and 1 from 2013-2018. Sample size is represented by “n”.

Indicators	2008-2013	2013-2018	Guideline	Indicator Description
Total Phosphorus (mg/L)*	N/A	0.01 A (n=39)	0.030 B Aquatic Life	Phosphorus is found in products such as fertilizer and detergents, and contributes to excess algal growth which creates low oxygen in streams and lakes.
Bacteria (# per 100 mL)**	N/A	38.5 B (n=39)	100 B Recreation	E.coli is a fecal coliform bacteria found in human and animal waste. It is a strong indicator of the potential to have organisms present that could harm human health.
Benthic Score FBI Index***	4.17 A (n=3)	4.97 B (n=1)	<5.00 B Target Only	Benthic macroinvertebrates are small aquatic animals that live at the bottom of streams. These organisms are good indicators of water quality and are commonly used to diagnose watershed health.

*75th percentile, GSCA data. Grades based on Conservation Ontario standards (2017). **Geometric mean, GSCA data. ***Average. Grades based on Conservation Ontario standards (2017).



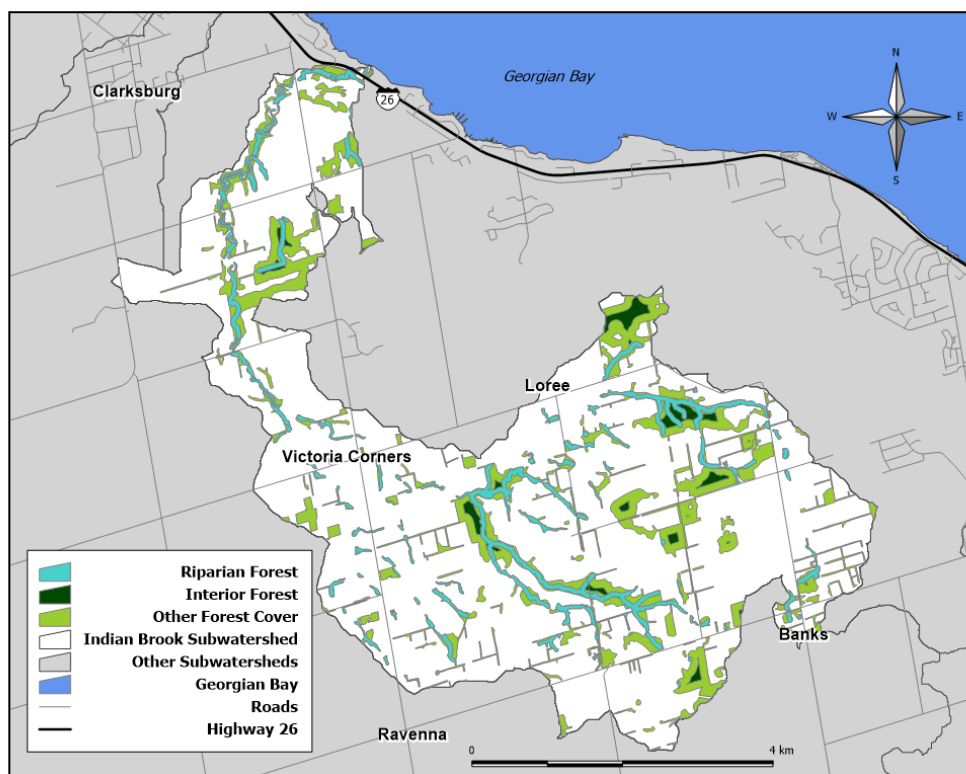
Forest Conditions

Status: C—Fair
Trend: No Trend

Ratings: A-Excellent B- Good C- Fair D-Poor F- Very Poor Insufficient Data

Forest cover is calculated by using up-to-date aerial imagery and applying GIS mapping and analysis techniques. It takes 20 years for trees to become mature enough to count towards the watershed report card. Currently, GSCA has planted 38.59 hectares in this subwatershed.

This map shows overall forest cover, interior forest, and riparian forests on public and private properties throughout the subwatershed. Riparian forest is 5.64 % away from becoming an A grade, however interior forest and overall forest cover are lacking in this subwatershed. There is one GSCA property in this subwatershed which is Peasemash Nature Preserve, totaling 8.15 hectares.



Riparian and interior forests provide important habitats and wildlife corridors, making this a significant area for conservation efforts and habitat protection. Forests Ontario, Alternative Land Use Services (ALUS) and Grey Sauble Conservation Authority (GSCA) have programs in place to provide subsidies and incentives for landowners to plant more trees. GSCA also assists landowners with the Managed Forest Tax Incentive Program, which allows landowners with 4 hectares to be eligible for a tax break.

Indicators	2003-2008*	2008-2013*	2013-2018*	ECCC Guideline**	Indicator Description
% Forest Cover	15.97 C	18.7 C	21.19 C	30 B	Forest cover is the percentage of the watershed that is forested. Watersheds should contain at least 30% forest cover to sustain native flora and fauna (ECCC, 2013).
% Forest Interior	1.52 F	1.45 F	1.67 F	10 B	Forest interior is the remaining portion of a woodlot when a 100 metre buffer is removed. Forest interior provides native species with undisturbed habitat.
% Riparian Zone Forested	34.22 C	41.18 C	45.46 B	50 B	Percent riparian zone forested is a measure of the amount of forest cover within a 30 metre riparian/buffer zone adjacent to all open watercourses. Riparian zones protect water quality and provide important ecological services, habitat and movement corridors for wildlife.

*Data based on most current air photography for that time period (currently 2015). **ECCC Guideline—Environment Canada guideline based on “How Much Habitat is Enough?” (2013). Grades based on Conservation Ontario standards (2017).



Wetland Conditions

Status: F—Very Poor

Trend: No Trend

Ratings:

A-Excellent

B- Good

C- Fair

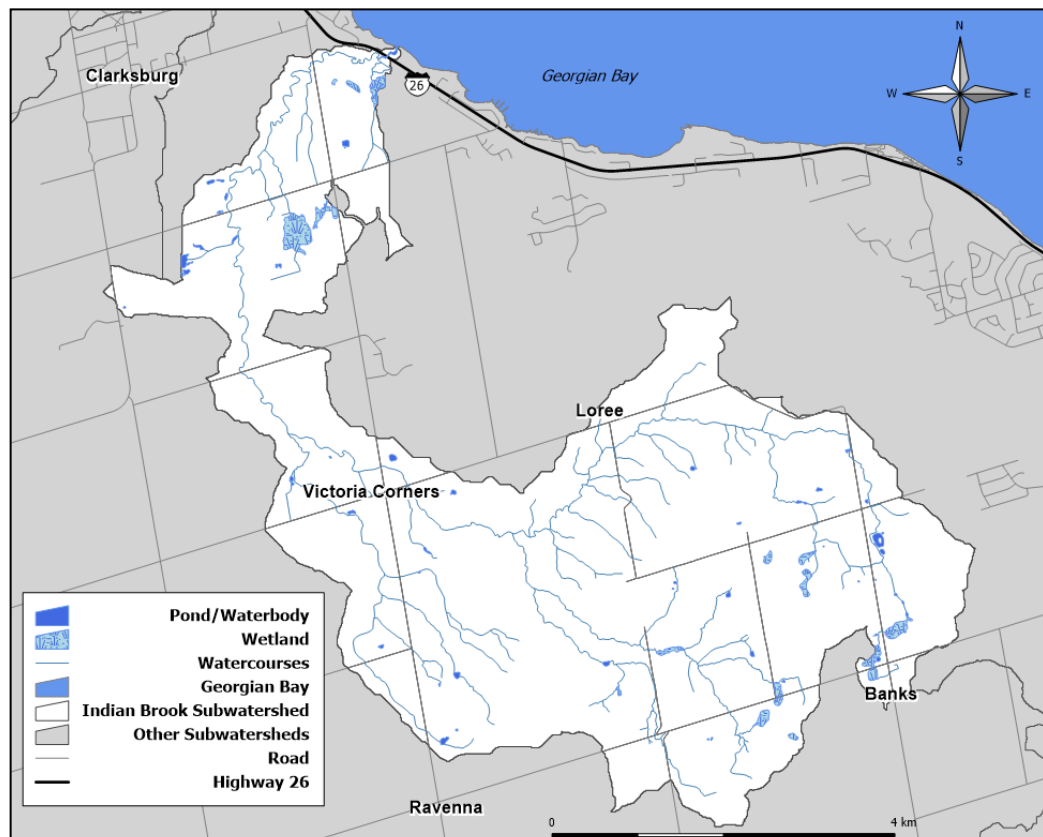
D-Poor

F- Very Poor

Insufficient Data

Wetlands are an important part of ecological function within a subwatershed. They provide many ecosystem services including: improving water quality by filtering runoff, assisting with flood control by storing water, and maintaining hydrological function during dry periods. Wetlands are also home to many rare species of flora and fauna.

Wetland cover in the Indian Brook subwatershed was calculated using up-to-date aerial imagery and applying Geographic Information Systems (GIS) and analysis techniques. Grey Sauble staff are constantly working to improve wetland information on a local scale.



There are 46.2 hectares of wetland coverage in this subwatershed which is poor when compared to Environment and Climate Change Canada's habitat recommendations. Indian Brook currently has 1.34% wetland cover, with the recommended coverage being 10% (ECCC, 2013). Many of the wet areas within this subwatershed are ponds on private property used for irrigation, recreation or aesthetics. It is important to note that a number of these ponds are "on-line" of a watercourse, meaning that Indian Brook or one of its tributaries runs through the pond rather than them being separate features. On-line ponds pose challenges for water quality as they can increase water temperatures.

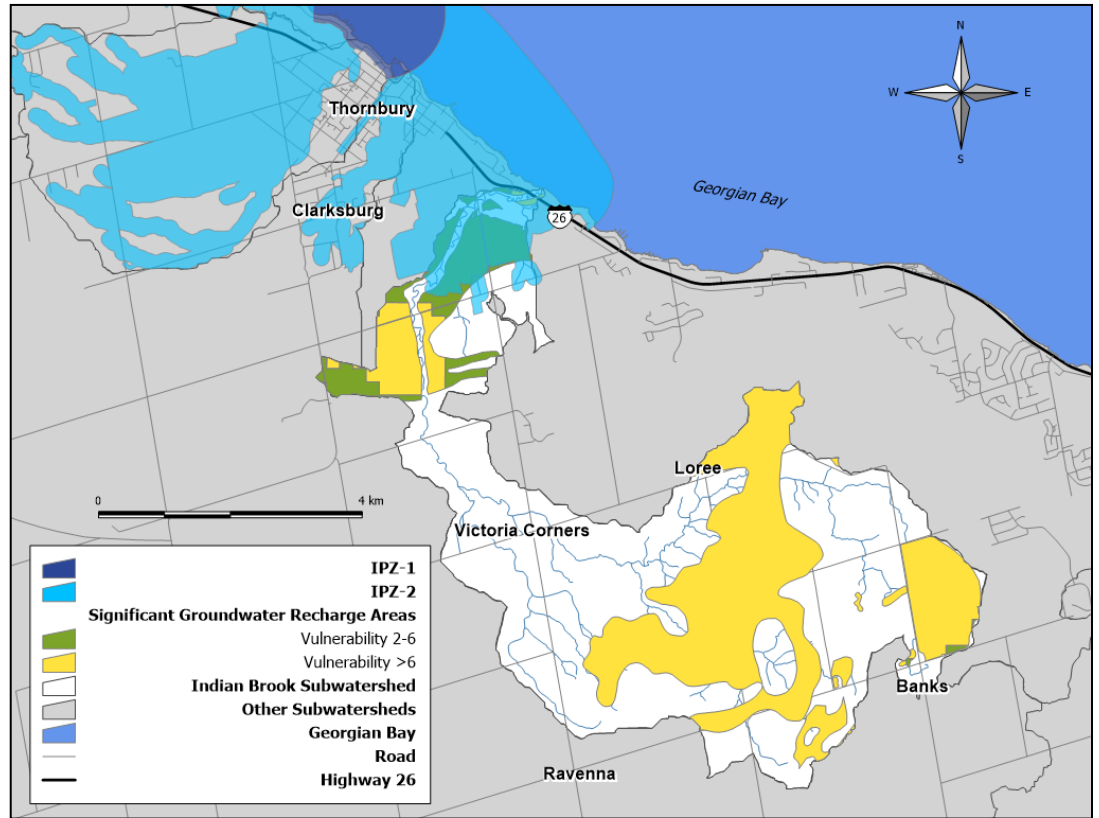
There are many threats to wetlands in Southern Ontario, including land conversion for development, drainage for agriculture and invasive species such as Phragmites. Organizations including Ducks Unlimited Canada, ALUS Grey Bruce and GSCA are interested in working with landowners to protect wetland features, deliver restoration efforts, and create new wetland habitat.

Indicator	Indian Brook 2013-2018*	ECCC Guideline**	Indicator Description
Wetland Cover (%)	1.34 F	10 B	Percent wetland cover is the percentage of the watershed that is in wetland cover. Wetlands include swamps (treed and thicket), bogs, fens and marshes.

*Data based on 2015 colour air photography. **ECCC Guideline—Environment Canada guideline based on "How Much Habitat is Enough?" (2013) Grades based on Conservation Ontario standards (2017).



Groundwater is water that is stored in bedrock fractures or between sand/gravel layers in aquifers. Through the Provincial Groundwater Monitoring Network (PGMN) partnership with the Ministry of Environment, Conservation and Parks, GSCA monitors water levels and water quality in 10 wells annually within the Grey Sauble watershed. However, there are no PGMN wells in the Indian Brook subwatershed. In order to determine letter grades for groundwater, there would need to be multiple sampling locations and a minimum of five years of data.



Surficial Geology and Soils

The headwaters of Indian Brook subwatershed consists of sandstone, shale, dolostone, siltstone, and is part of the Amabel Formation. The middle section of the watershed also consists of sandstone, shale, dolostone, siltstone and is part of the Clinton-Cataract Group Formation and Queenston Formation. The mouth of Indian Brook, closer to Georgian Bay's shoreline is made up of shale, limestone, dolostone and is part of the Georgian Bay and Blue Mountain Formations. The dominant soil textures in the Indian Brook subwatershed are clay, silty clay and medium to moderately fine loam.

Drinking Water Source Protection

The majority of residents in the Indian Brook subwatershed are on private wells. Closer to the mouth of Indian Brook, 202 hectares are within the Intake Protection Zone (IPZ-2) for the Thornbury Drinking Water System. Land that falls within this area is regulated to ensure that contaminants are not entering surface water. Land use within the IPZ-2 can have a direct impact on the drinking water intake in Georgian Bay (IPZ-1).

The areas shown in yellow and green are Significant Groundwater Recharge Areas. Green represents a vulnerability score of 2-6 (low-medium) and yellow is greater than 6 (high vulnerability). Recharge occurs when rain or snow melt seeps into the ground and replenishes aquifers. Recharge areas have loose, permeable soils such as sands and gravels. A recharge area is considered significant when it helps maintain the water level in an aquifer that supplies a community with drinking water. There are currently no significant threat policies associated with these source protection areas.



Actions for Improvement



On the Shore

- Leave a minimum of 3 feet of native vegetation in place. Having a vegetated buffer helps to filter runoff, prevent erosion, maintain water levels, and deter waterfowl.
- Minimize fertilize use to prevent excess nutrients from entering the lake.
- Learn how to identify and control invasive species.
- Regularly service your septic system.
- Decommission unused wells to prevent contaminants from entering groundwater.



On the Farm

- Improve water quality and habitat by fencing livestock out of streams.
- Maintain a vegetated buffer between crop land and waterways.
- Upgrade manure storage and barn eavestroughing to divert clean water.
- Reduce soil erosion through no-till, residue management and cover crops.
- Plant windbreaks to protect your soils.
- Reduce nutrient loss by implementing a nutrient management plan.
- Conserve water and minimize pesticide use.



In Town

- Leave a minimum of 3 feet of native vegetation along creeks and lakes. Plant native species to protect the shoreline and create habitat.
- Conserve water indoors and collect water outdoors using a rain barrel.
- Increase your land permeability by using rain gardens, mulch or permeable pavement.
- Minimize fertilizer use to prevent excess nutrients from entering streams.
- Dispose of chemicals properly and do not pour harmful substances down the drain as these enter to local waterways.



For Municipalities and other Agencies

- Work together with GSCA on consistent planning regulations and adoption of bylaws that will protect watercourses, wetlands, and vegetated riparian buffers.
- Adopt your own environmental sustainability initiatives and community grants.
- Municipalities, developers and GSCA staff work together on adoption of Low Impact Development (LID) practices and promote natural designs (bio-swales, infiltration trenches, permeable pavement) and stormwater retrofits.
- Secure environmentally significant properties, specifically wetlands, shorelands and properties that will connect natural features.
- Ensure appropriate approvals and/or permits are obtained so that the approval authority can monitor for implementation of approval conditions.



Additional Surface Water Quality

Surface Water Quality Data Continued:

Chemical parameters	2013-2018
Nitrate (mg/L):	1.05 (n=39)
Chloride (mg/L):	21 (n=39)
Total suspended solids (mg/L):	2 (n=39)

In addition to the parameters used to grade the surface water quality section, a suite of other chemical parameters are tested on water samples, including: nitrate, chloride and total suspended solids. Nitrates are present in water as a result of decay of plant or animal material, agricultural fertilizers, domestic sewage or treated wastewater contamination, and geological formations containing soluble nitrogen compounds. The allowable limit for the protection of aquatic life is 550 mg/L short term, or 13 mg/L long term (CCME, 2012).

*75th percentile, "n" represents sample size

Chloride occurs naturally in the environment in mineral deposits and therefore many surface water and groundwater sources are naturally saline. Chloride can be added to surface water through anthropogenic sources such as: salting of roads, agricultural or industrial fertilizers and sewage treatment. The allowable limit for chlorides in freshwater is 640 mg/L short term and 120 mg/L long term (CCME, 2011).

Total suspended solids (TSS) in healthy streams have levels that show less than a 25 mg/L increase over background levels for short-term events and less than a 5 mg/L increase over longer term exposures (CCME, 2002). Suspended matter consists of silt, clay, fine particles of organic and inorganic matter, soluble organic compounds, plankton, and other microscopic organisms. The amount and type of suspended solids in surface water directly relates to the turbidity, or clarity of the water (CCME, 2002).

Additional Benthic Scoring:

	2003-2008	2008-2013	2013-2018	Guideline
Benthic Score	3.10	3.00	3.00	>3.2
BioMAP*	B	B	B	B
(Qualitative)	(n=3)	(n=3)	(n=1)	Target Only

*Average; Grades based on GSCA standards "n" represents sample size

The BioMAP Index is a more sensitive index than Hilsenhoff Family Biotic Index and therefore can provide further insights into the benthic invertebrate community and surface water quality. An index is a way to convert biological data into a measure of water quality.

The BioMAP Index measures water quality based on the presence of species at the site. All species are put into a list and ranked based on how sensitive or tolerant they are to environmental stresses (Griffiths, 1999). It is important to note that the BioMAP Protocol identifies benthic invertebrates to species level, whereas Family Biotic Index is to family level.

BioMAP attempts to classify watersheds as impaired, unimpaired or in transition based on the size of the watercourse: creek <4 m, stream 4-16 m, river 16-64 m. These classifications and how they relate to the report card grading scores can be found on Page 10. The use of the BioMAP Protocol and BioMAP Index for the subwatershed report cards is unique to GSCA.

Canadian Council of Ministers of the Environment. (2012). *Nitrate Fact Sheet*. Retrieved online from, <http://ceqg-rcqe.ccme.ca/download/en/197/>

Canadian Council of Ministers of the Environment. (2011). *Chloride Fact Sheet*. Retrieved online from, <http://ceqg-rcqe.ccme.ca/download/en/337/>

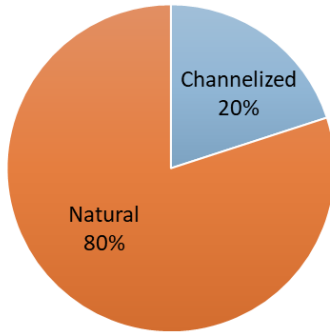
Canadian Council of Ministers of the Environment. (2002). *Total Particulate Matter*. Retrieved online from, <http://ceqg-rcqe.ccme.ca/download/en/217/>

Griffiths, R. (1999). *BioMAP: Bioassessment of Water Quality*. Niagara College: Canada: The Centre for Environmental Training.

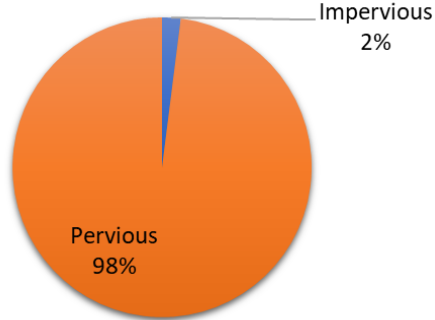


Additional Watershed Features

Watercourse Type



Land Permeability



Total length: 79 km

33% of this subwatershed is regulated under the Niagara Escarpment Commission.



Rare Species

Monarch Butterfly, Eastern Wood Pee-Wee, Butternut



Invasive Species

Phragmites, Wild Chervil, European Buckthorn, Beech Bark Disease



Fish Species

Rainbow Trout, Chinook Salmon, Longnose Dace, White Sucker, Blacknose Dace, Johnny Darter etc.



Potential Stressors

Quarry activities, agricultural run-off, failing septic systems



GSCA staff have been cutting *Phragmites australis* (European Common Reed) at Peasemash Nature Reserve since 2017. Phragmites is an invasive grass that takes over wetlands, shorelines and road ditches. Once established in a location, Phragmites is extremely difficult to control due to its extensive root systems and proximity to water. Phragmites infestations can result in loss of wildlife habitat and biodiversity, and can also threaten property values and recreational opportunities.

Thank You!

To all the landowners, community groups, schools, businesses, municipalities and other government agencies who value watershed health and support our efforts to monitor and protect it!



References for Report Card Grading

The below tables were developed by Conservation Ontario and the Watershed Report Card Working Group. The exception to the water quality table is the column representing BioMAP, which was developed by GSCA. These tables show how the grades were determined for each category. Points are awarded per category based on the grade and the final grade is based on an average of all points.



Total Phosphorus (mg/L)	E.coli (#/100 mL)	Benthic Invertebrates (FBI)	Benthic Invertebrates (BioMAP)	Point Score	Grade	Overall Surface Water Quality Grade	
						Final Points	Final Grade
<0.020	0-30	0.00-4.25	Creek (<4m) 4.0 Stream (4-16m) >3.4 River (16-64m) >3.0	5	A	>4.4	A
0.020-0.030	31-100	4.26-5.00	Creek (<4m) >3.4 Stream (4-16m) >3.0 River (16-64m) >2.4	4	B	3.5-4.4	B
0.031-0.060	101-300	5.01-5.75	Creek (<4m) 3.4-3.2 Stream (4-16m) 3.0-2.6 River (16-64m) 2.4-2.0	3	C	2.5-3.4	C
0.061-0.180	301-1000	5.76-6.50	Creek (<4m) <3.2 Stream (4-16m) <2.6 River (16-64m) <2.0	2	D	1.5-2.4	D
>0.180	>1000	6.51-10.00	Creek (<4m) <2.6 Stream (4-16m) <2.0 River (16-64m) <1.5	1	F	<1.5	F



% Forest Cover	% Interior Forest	% Riparian Forest	Point Score	Grade	Overall Forest Conditions	
					Final Points	Final Grade
>35.0	>11.5	>57.5	5	A	>4.4	A
25.1-35.0	8.6-11.5	42.6-57.5	4	B	3.5-4.4	B
15.1-25.0	5.6-8.5	27.5-42.5	3	C	2.5-3.4	C
5.0-15.0	2.5-5.5	12.5-27.5	2	D	1.5-2.4	D
<5.0	<2.5	<12.5	1	F	<1.5	F



Grade	% Wetland Cover
A	>11.5
B	8.6-11.5
C	5.6-8.5
D	2.5-5.5
F	<2.5



Grey Sauble Conservation Authority (GSCA) is one of 36 Conservation Authorities (CA) in Ontario. Guided by the Conservation Authorities Act of 1946, which was recently updated in 2017, Ontario's CAs are charged with the responsibility of "ensuring the conservation, restoration, development and management of Ontario's natural resources through programs that balance human, environmental and economic needs."



Grey Sauble Conservation Authority
237897 Inglis Falls Rd.
RR4 Owen Sound, ON
N4K 5N6

519-376-3076

STAFF REPORT

Report To: Board of Directors

Report From: Rebecca Ferguson, Manager of Conservation Lands

Meeting Date: December 16, 2020

Report Code: 038-2020

Subject: Financial Contribution Agreement with the Optimist Club of Sydenham and District for an Accessible Playground at Hibou Conservation Area



Recommendation:

WHEREAS under Section 21(1)(m) of the Conservation Authorities Act, Grey Sauble Conservation Authority (GSCA) has the authority to use lands owned or controlled by the authority for park or other recreational purposes, and to erect, or permit to be erected, buildings, booths and facilities for such purposes and to make charges for admission thereto and the use thereof;

AND WHEREAS under Section 21(1)(n) of the Conservation Authorities Act, GSCA has the authority to collaborate and enter into agreements with ministries and agencies of government, municipal councils and local boards and other organizations and individuals; and

THAT the GSCA Board of Directors support the proposed Financial Contribution Agreement with the Optimist Club of Sydenham and District for an accessible playground at Hibou Conservation Area.

Strategic Initiatives: This item is related to the “Enhance Land Management” priority that was set out in the 2018 Strategic Plan.

Background:

In 2020, the Optimist Club of Sydenham and District (OCSD) approached GSCA with a proposal to fundraise and install an accessible playground at Hibou Conservation Area. This project was brought forward at the July 22, 2020 Board of Directors meeting.

Since February 2020, the OCSD has been fundraising and submitting grant applications, with the current amount raised being \$21,000. The total cost of the playground is approximately \$55,000.

In the spring of 2021, GSCA will remove 8 trees from the site where the playground will be installed and in April 2021, excavation of the site and other preparations will be completed by Walker Aggregates as an in-kind contribution. The playground will be installed by the supplier in May 2021.

Analysis:

Hibou Conservation Area has historically been popular with families and it is a benefit to the property and the users for GSCA to encourage this use. Historically, playground equipment occurred at Hibou Conservation Area and the Board, Staff and the local community have expressed support for this project.

In order to ensure that this project can move forward this year, it is vital that the OCSD have the appropriate funds to secure the installation of the equipment. The recommended Financial Contribution Agreement sets out the terms by which GSCA would temporarily loan this money for the purposes of furthering this project.

Financial/Budget Implications:

In order to receive the playground at the current price, it must be ordered by GSCA before December 31, 2020, however payment to the playground supplier is not due until it has been installed. OCSD has requested that GSCA pay for the playground upfront and be reimbursed by the OCSD within a maximum of two years. They anticipate that they will have reached their goal of \$55,000 by the time of installation, thus making the Contribution Agreement unnecessary. This is a precautionary measure in case fundraising slows down or grant applications are unsuccessful.

Communication Strategy:

Fundraising for the playground has been shared on GSCA's social media accounts

Consultation: CAO, Manager of Finance and Human Resources

FINANCIAL CONTRIBUTION AGREEMENT

THIS FINANCIAL CONTRIBUTION AGREEMENT (this “Agreement”) is made effective this
_____ **day**

of _____, _____

BETWEEN

Grey Sauble Conservation Authority

(the “Authority”)

and

The Optimist Club of Sydenham and District

(the “Proponent”)

Background

- A. In 2020, the Optimist Club of Sydenham and District approached GSCA with a proposal to fundraise for an accessible playground at Hibou Conservation Area. This project was brought forward at the July 22, 2020 Board of Directors meeting;
- B. Section 21(1)(m) of the *Conservation Authorities Act, R.S.O. 1990, c. C.27* provides that the Authority may use lands owned or controlled by the authority for park or other recreational purposes, and to erect, or permit to be erected, buildings, booths and facilities for such purposes and to make charges for admission thereto and the use thereof;
- C. Further, Section 21(1)(n) permits the Authority to collaborate and enter into agreements with ministries and agencies of government, municipal councils and local boards and other organizations and individuals;
- D. At the Authority Board of Directors meeting held on December 16, 2020 the Board approved the provision of financial assistance and benefits to loan \$55,000 towards the installation of an accessible playground and approved the Authority entering into a financial agreement with the Proponent to be developed on the GSCA property known as Hibou Conservation Area; and
- E. The parties wish to enter into this agreement to set out the terms and conditions of the financial assistance to be provided to the Proponent for an accessible playground at Hibou Conservation Area.

NOW THEREFORE in consideration of the mutual covenants and other terms and conditions in this Agreement, the parties agree as follows:

ARTICLE 1

The Project

- 1.1 The Authority and The Proponent agree upon the location of the playground equipment as shown in Attachment 1 at the GSCA's Hibou Conservation Area (Roll: 421051000815800, Municipality of Meaford);
- 1.2 The Authority orders Jambette's "Nautical Playground" by December 31, 2020 as shown in Attachment 2;
- 1.3 The Authority agrees to remove trees to initiate site preparations before April 2021;
- 1.4 The Authority is responsible for coordinating and supervising site excavation before May 2021. Walker Aggregates will provide in-kind labour, machinery and materials for said works;
- 1.5 The playground equipment will be installed in May 2021 and will be owned by the Authority;
- 1.6 After installation, the Proponent and Authority will partner on labour associated with moving wood fibre material;
- 1.7 The Proponent is responsible for hiring a third-party inspector to review the installation and safety of the playground; and

ARTICLE 2

Authority Funding

- 2.1 **Funding Assistance.** The assistance to be provided to the Proponent shall be comprised of the following:
 - a) **Funding.** Subject to the provisions hereof, the Authority will pay in full, the amount of **\$55,000** to the playground supplier, Jambette, after installation. The playground to be purchased is found in Attachment 2;
 - b) Any provincial or federal sales tax rebates provided to the Authority will be credited back to the Proponent towards their contribution;
 - c) Any donations collected by the Authority towards the playground will be deducted from the amount required to be reimbursed by the Proponent;
 - d) The Proponent will repay the Authority for the playground equipment, interest free, within a two-year period which will be initiated on the date of the playground installation; and
 - e) Any additions to the playground will only be made with the full funding confirmed and approved by both parties to this contract

ARTICLE 3

Representations and Warranties

- 4.1 The Proponent represents and warrants that,

- a) It is duly incorporated under the laws of Ontario or Canada;
- b) The Board of Directors of the Proponent has authorized the Proponent to enter into this Agreement and such authorization has not been withdrawn; and
- c) It shall not alter, supersede or cancel its articles of incorporation, letters patent or other constating document in any way which would affect its ability to perform its obligations under this Agreement without the prior written consent of the Authority

4.2 The Proponent agrees that the Authority shall be entitled to rely at all times on the representations and warranties set out in this Article.

ARTICLE 4 **Obligations of the Proponent**

5. The Proponent shall:

- a) Proceed diligently with the development of the Project;
- b) Work with the Authority to ensure substantial completion of the Project is reached by no later than June 30, 2021;
- c) Reimburse the Authority for the playground equipment over two years, interest free, commencing on the date of equipment installation; and
- d) The Proponent remains harmless from and against all actions, claims, loss, damage and liability connected with the said works or the provisions or preservation thereof as contemplated herein, arising directly out of the adequacy, sufficiency, design, construction, installation, erection, excavation, use, maintenance, improvement, alteration, inspections, replacement, repair, destruction, removal, failure and obligation of the said works.

ARTICLE 5 **Dispute Resolution**

The Authority and Proponent agree that alternate dispute resolution processes such as mediation, appointment of a neutral third party evaluator or arbitration may be preferable to litigation as a way to resolve disputes that may arise under this Agreement and they agree to give good faith consideration to having resort to an alternate dispute resolution process before initiating legal or other proceedings to deal with any such disputes

ARTICLE 6 **Notices**

Any notice required or permitted to be given in connection with this Agreement is to be made in writing and may be delivered (including by commercial courier) or sent by email transmission. Delivered notices shall be deemed received upon delivery during business hours. Notices sent by email transmission or delivered outside of business hours shall be deemed received on the next business day following the day of transmission or delivery (and for purposes of this Agreement, a "business day" is a day other than Saturday, Sunday or statutory or civic holiday in the Province of Ontario). The addresses to be used for any deliveries or transmissions may

be changed by notice given in accordance with this Article and, until so changed, shall be as follows:

- a) If to the Authority, at:

Grey Sauble Conservation Authority
237897 Inglis Falls Road
RR4, Owen Sound, ON N4K 5N6
Telephone: 519-376-3076
Email: r.ferguson@greysauble.on.ca
Contact: Rebeca Ferguson, Manager of Conservation Lands

- b) If to the Proponent, at:
Optimist Club of Sydenham and District

359657 Bayshore Rd.
Annan, ON N0H 1B0
Telephone: 519-372-4782
Email: bullmoose@yahoo.ca
Contact: Katie Holovaci

ARTICLE 7

General Provisions

8.1 This Agreement may be changed only by written amendment duly executed by authorized representatives of both parties.

8.2 In this Agreement, words in or implying the singular include the plural and vice versa, and words having gender include all genders.

8.3 The insertion of headings and the division of this Agreement into articles and subdivisions thereof is for convenience of reference only and shall not affect the interpretation hereof.

8.4 Any reference in this Agreement to an "article" or any subdivision thereof shall, unless the context otherwise requires, be taken as a reference to the correspondingly-labelled provision of this Agreement.

8.5 Time shall in all respects be of the essence of all matters provided for in this Agreement, provided that the time for the doing or completing of any matter may be extended or abridged by an agreement, in writing, executed by the Authority and the Proponent, or by their respective solicitors, who are expressly appointed for that purpose.

8.6 No waiver of any breach of any provision of this Agreement will be effective or binding unless it is in writing and signed by an authorized representative of the party purporting to give such waiver and, unless otherwise provided, will be limited to the specific breach waived.

8.7 Should any provision of this Agreement be declared or found to be illegal, unenforceable, legally ineffective or void, then each party shall be relieved of any obligation arising from such provision, but the balance of this Agreement, if capable of performance, shall remain in full force and effect.

8.8 This Agreement shall be governed by and construed in accordance with the laws of the Province of Ontario.

IN WITNESS WHEREOF the parties hereto have affixed their respective corporate seals attested to by the hands of their proper signing officers in that behalf duly authorized.

DATED this _____ day of _____, _____

OPTIMIST CLUB OF SYDENHAM AND DISTRICT

Witness for Proponent - Printed Name

Witness for Proponent - Signature

Proponent Printed Name

Proponent Signature

GREY SAUBLE CONSERVATION AUTHORITY

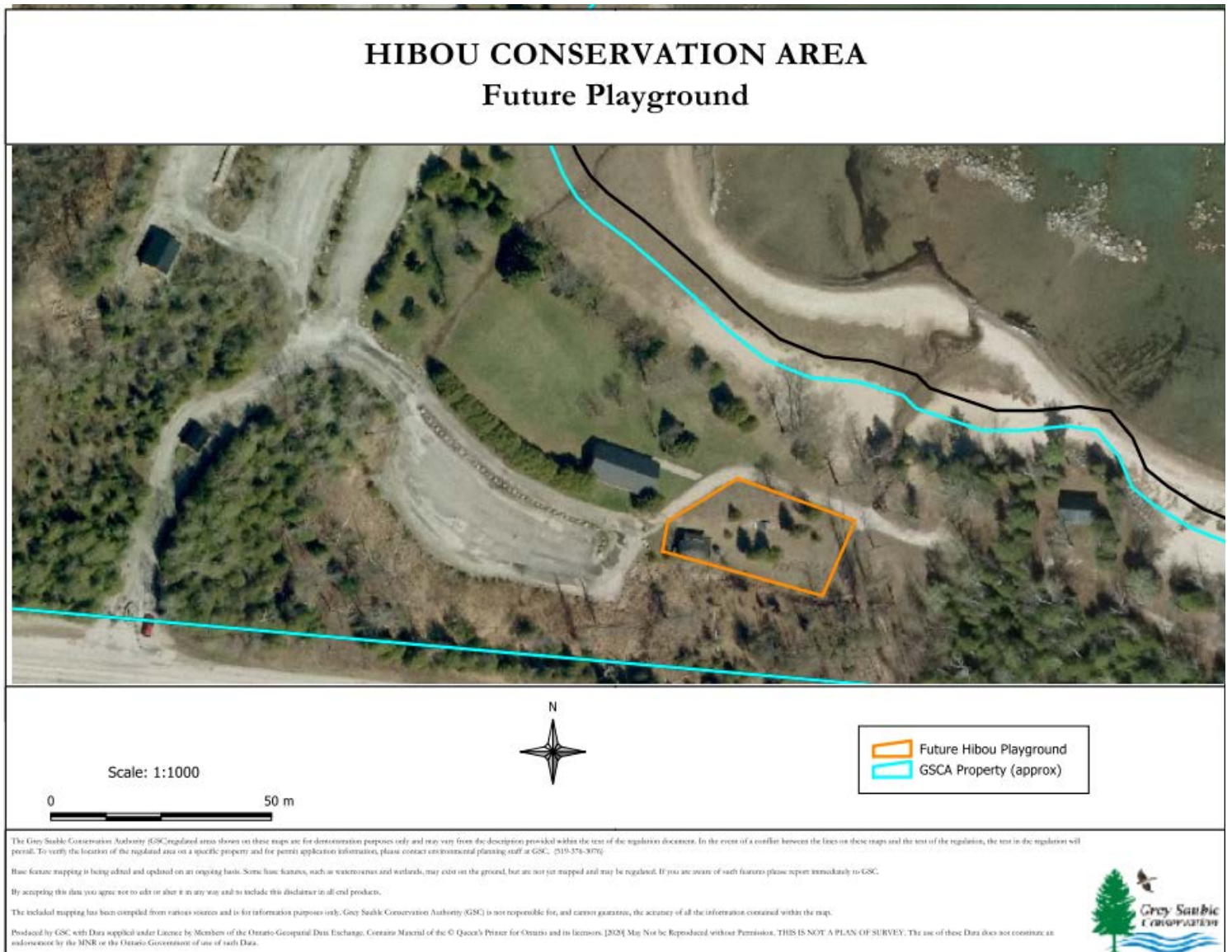
Witness for Authority – Printed Name

Witness for the Authority – Signature

Authority Representative – Printed Name

Authority Representative – Signature
Title: Manager of Conservation Lands

ATTACHMENT 1 – Hibou Conservation Area Playground Equipment Installation Location



ATTACHMENT 2 – Jambette Accessible Playground

Hibou Conservation Area
Option 1 - City of Owen Sound



 **openspace**
solutions inc.

Jambette 
INNOVATIVE QUALITY PLAYGROUNDS



Grey Sauble Authority Board of Directors

M O T I O N

DATE: December 16, 2020

MOTION #: FA-20-098

MOVED BY: _____

SECONDED BY: _____

WHEREAS under Section 21(1)(m) of the Conservation Authorities Act, Grey Sauble Conservation Authority (GSCA) has the authority to use lands owned or controlled by the authority for park or other recreational purposes, and to erect, or permit to be erected, buildings, booths and facilities for such purposes and to make charges for admission thereto and the use thereof;

AND WHEREAS under Section 21(1)(n) of the Conservation Authorities Act, GSCA has the authority to collaborate and enter into agreements with ministries and agencies of government, municipal councils and local boards and other organizations and individuals; and

THAT the GSCA Board of Directors support the proposed Financial Contribution Agreement with the Optimist Club of Sydenham and District for an accessible playground at Hibou Conservation Area.

Grey Sauble Conservation Authority Brand Strategy - Key Messages Report

What is a key message?

A key message is a concise description of your key points that gives you an easy and efficient method to get the organization's message across. A key message also serves as Grey Sauble Conservation Authority's (GSCA) unique value proposition.

Key messaging is an effective way to ensure that you are sending consistent communication about the organization's purpose, programs and services.

Ideally, you want to have 3-5 key messages that succinctly communicate the essential information you want your audience to know about your organization.

Why are key messages important?

The key messages developed as part of the Grey Sauble Conservation Authority's Brand Strategy will help staff tell the organization's story in a way that is simple, concise and inspiring.

At the beginning of the project, we identified a desire for increased understanding and buy-in about the work of the organization – both internally and externally.

Using key messages consistently throughout the marketing and communications tactics and visual materials will help people understand the breadth of services GSCA provides to the community and why these services are important to the community and the environment.

Key messages will also allow you to set a professional, approachable tone that is consistent with your brand.

Key message process

To ensure we had a clear understanding of Grey Sauble Conservation Authority's audiences and how they interact with the organization, we developed the Audience Matrix. That exercise allowed us to understand the relationships GSCA has with its various stakeholders and what information should be communicated.

The following key messages are divided into these two categories:

- Organizational key messages
- Supporting messages

Target audiences

As identified in the Request for Proposal (RFP) and subsequent discussions with staff, the following target audiences have been identified for Grey Sauble Conservation Authority:

- Municipal and provincial staff, politicians and ministries
- Private sector landowners and developers
- Farm owners and operators

- The media
- Donors
- Partners
- Residents living within the watershed communities
- Schools, teachers and students
- Tourists
- Volunteers
- The entire spectrum of outdoor recreational and wildlife users, enthusiasts and operators (ski clubs, golf clubs, boating community, anglers, hunters, hikers, birders, canoers, kayakers, etc.)

Organizational key messages

- Grey Sauble Conservation Authority employs a team of experts who are passionate about protecting, managing and conserving our natural resources and habitats and sharing their appreciation and understanding of the environment with others.
- By working together with the people and organizations in our community, we're able to help to protect people and property from natural hazards like flooding and erosion and address specific environmental challenges we face locally.
- Our many natural areas offer incredible opportunities to explore and learn more about our natural world and deliver many economic, social and environmental benefits to the watershed communities and ecosystems we serve.
- GSCA staff offer guidance and share knowledge through proactive, transparent communication to the public and stakeholders and are responsible for issuing development permits and making recommendations into planning applications.
- Our team is made up of dedicated expert staff and volunteers in conservation, forestry, environmental planning, flood forecasting, GIS/mapping, water management and drinking water source protection.
- We offer programs and services to help you to take action on your own property that will not only result in local benefits, but also help reduce the risks associated with climate change.

Supporting messages

Supporting messages – education, outreach and conservation lands

- GSCA delivers high-quality educational programming that help individuals appreciate their natural environment and embed environmental stewardship into their lives.
- Surrounding yourself in nature has numerous health and wellness benefits and there is so much to learn and explore about the natural environment in our own backyard.
- We own nearly 30,000 acres of land and 172 km of trails for you to explore that are home to thousands of species of plants and animals. We're excited to help you get to know your plant and animal neighbours.
- Did you know the GSCA watershed spans approximately 3,200 sq. km? The programs and services we offer conserve natural habitats for wildlife and species at risk and help protect people and property from natural hazards like flooding and erosion.

- GSCA lands play an important role in flood protection, air quality, climate regulation, water supply and quality, soil quality and food production. They contribute to healthy living, provide habitat for numerous plant and animal species and benefit the economy through tourism and related spending.
- Our trails and conservation areas offer visitors a peaceful escape, opportunities to learn and explore and beautiful settings for your fitness excursions.

Supporting messages – development regulations and environmental planning

- GSCA provides expertise and input into planning decisions on behalf of municipal and provincial levels of government to direct development in a sustainable manner, away from natural hazards, like flood and erosion areas, in order to prevent loss of life and property damage.
- GSCA staff supports appropriate development that balances the needs of the community with meeting legislative compliance and protecting our ecological features.
- If you are considering developing or making changes to your property, GSCA staff will work with you to help achieve that balance, provide guidance and advice to assist in protecting you, your property and our ecosystems.
- To help conserve the natural features of the communities we serve, there are additional factors that must be considered when developing or making changes to private property in regulated areas. Our natural areas provide important ecological, social, cultural and economic benefits and staff will work with you to provide guidance and advice that protects you, your property, and our ecosystems.

Supporting messages – Water Resources

- Understanding our watershed health can help us plan and undertake stewardship activities to improve water quality and enhance aquatic habitat, including working with landowners to encourage actions that can be taken on private property.
- We use watershed monitoring and reporting to identify trends watershed health. This practice allows us to identify where efforts should be targeted to improve the overall health of our watershed.
- GSCA works collaboratively with local municipalities to ensure that proper planning and maintenance activities are in place to reduce the risk and potential impacts of flooding.
- Proactive monitoring and early flood warnings help prevent loss of life and allow people to take action in mitigating flood damage to public and private property.

Supporting messages – drinking water source protection

- The *Clean Water Act* and local Source Water Protection Committee is in place to ensure communities across the region are taking appropriate measures to ensure protection of our drinking water supplies. Continued funding of these efforts will keep Ontario residents safe and protect our drinking water supply.
- Through careful monitoring, inspections and management, Source Water Protection will ensure the continued supply of safe, clean drinking water for our communities.
- GSCA has a responsibility to help protect municipal sources of drinking water under the *Clean Water Act* and is committed to helping ensure the safety of the community. Non-compliance with regulations on private property can have a serious negative impact on the safety of drinking water sources.

Supporting messages - stewardship

- GSCA has a proven track record for delivering and supporting stewardship activities that help improve water quality, manage invasive species, reduce erosion and restore natural habitats throughout the GSCA watershed.
- GSCA has the resources, expertise and processes in place to help community members undertake stewardship activities through funding opportunities and technical expertise.
- The individual changes you make on your property can reduce heating and cooling costs, increase property values and improve the health of soil and livestock; implementing Best Management Practices will have a positive impact on the community and broader ecosystem.

Supporting messages - forestry

- Forests provide important ecological, social, cultural, and economic benefits to our communities, which is why stewardship and conservation of these natural assets is essential.
- GSCA forests are managed using ethical and sustainable forest management practices to ensure the long term health and diversity of our forest ecosystems.
- The forests throughout the GSCA watershed help with the conservation and protection of watershed headwaters, natural and historical heritage features, offer habitat for wildlife and support recreational uses.
- Forests on private property improve air quality, reduce household energy bills, provide habitat for wildlife, and reduce flooding. Our staff can help you nurture and manage forests on your property with affordable services and can assist with applying for tax incentives.

Sample elevator pitches

Using key messages in an elevator pitch

The following two examples show how the strategy's key messages can be used in quick, one-to-two-minute elevator pitches.

These can be used by members of staff, the board or the foundation to quickly explain what Grey Sauble Conservation Authority offers the community.

The elevator speeches can be complemented with resources such as one-pagers, postcards, booklets, or other informational tools that create a consistent brand story.

Sample elevator pitch – media/general

At GSCA, we are a team of experts across various fields who are passionate about protecting, managing and conserving our natural resources and habitats and sharing our appreciation and understanding of the environment with others.

We provide advice, share knowledge and make recommendations about environmental planning, stewardship activities, conservation, forestry, flood forecasting, GIS/mapping, water management and drinking water source protection.

Our focus is addressing the specific environmental challenges we face locally and protecting people and property from natural hazards like flooding and erosion by working together with the people and organizations in our community.

The lands we own and manage offer many economic, social and environmental benefits to the watershed communities and ecosystems we serve. Come get inspired and connect with nature by visiting our many trails and conservation areas and learn more about our environment.

We are proud to offer programs and services that help you to take action on your own property that will not only improve water quality, reduce erosion and restore natural habitats at a local level, but also help reduce the risks associated with the impacts of climate change.

Sample elevator pitch – environmental planning

Like all conservation authorities in Ontario, GSCA has a legislated responsibility to provide expertise and input into planning decisions to direct development in a sustainable manner, away from natural hazards such as flood and erosion areas.

Our experts provide recommendations and permits to support appropriate development that balances the needs of the community with our responsibility to comply with municipal, provincial, and federal legislation in order to prevent loss of life and property.

To help conserve the natural features of the communities we serve, there are additional factors that must be considered when developing or making changes to private property. Our natural areas provide important ecological, social, cultural and economic benefits and staff will work with you to provide guidance and advice that protects you, your property, and our ecosystems.

Our staff are passionate about helping plan for safe, sustainable and environmentally conscience development. Give us a call to learn more about how we can help.



Grey Sauble Conservation Authority Brand Strategy

Updated: Dec. 4, 2020

Prepared by eSolutionsGroup

Introduction

Grey Sauble Conservation Authority (GSCA) engaged the services of eSolutions to undertake a brand strategy that will help the organization tell its story in a more consistent and compelling way. Through this project, we will develop a clear picture of GSCA, its services and relationships to create key messages, design guidelines and marketing templates that will help clearly communicate this story with the public and stakeholders. At the completion of the project, GSCA will have:

- Consistent, simple and recognizable messaging and visual materials
- Increased understanding and buy-in about the work of the organization - both internally and externally
- Continued sense of pride in the organization
- A positive workplace culture with streamlined processes and tools to help staff tell GSCA's story
- The ability to measure results

This framework funnels the research conducted in collaboration with the project team, staff and board members into a preliminary structure for telling the Grey Sauble Conservation Authority story.

Background

We began the brand strategy project with a kick-off meeting with the GSCA project team to confirm the scope and learn more about the organization through SWOT and branding exercises. We then conducted similar SWOT and branding exercises through an online survey to ensure all staff and board members had an opportunity to provide input as well.

eSolutions reviewed internal and corporate documents including the program descriptions, strategic plan, presentations, Watershed Report Cards and other reports included on the website and in the supplied "Brand Book".

eSolutions also conducted a thorough review of the existing communications and marketing tactics and channels used by GSCA. We studied the website and social media channels and looked at traditional marketing tactics including news releases, advertisements (summer camp, tree sale), reports (Budget Companion, Annual Report) and the Explore Guide.

Through our research, we concluded that:

- Staff is passionate about the work they do and invested in the organization
- Staff is motivated and energized when they are able to share their knowledge and create connections between people and their environment
- GSCA owns and manages many beautiful properties that provide opportunities for positive engagement with the public year round
- While there is plenty of opportunity for positive engagement, GSCA also has regulatory functions that sometimes result in less positive interactions with the public, property owners and other stakeholders
- Because of the many services and legislative responsibilities offered by GSCA, it is easy to lose sight of the big picture which can result in a lack of consistency in messaging and overall identity

A full summary of this research and engagement can be found in the **Grey Sauble Conservation Authority Research Report** dated May 14, 2020.



Vision

A healthy watershed environment in balance with the needs of society.

Mission

GSCA's mission is, in partnership with the stakeholders of the watershed, to promote and undertake sustainable management of renewable natural resources and to provide responsible leadership to enhance biodiversity and environmental awareness.

Strategic focus areas

The 2019-2021 strategic plan identifies several goals that will contribute to the realization of GSCA's vision.

- Better monitor and manage flood risks
- Enhance GSCA land management and natural heritage preservation
- Support the development of watershed plans with municipalities
- Improve water quality
- Strengthen environmental education and communication

Challenges the brand strategy addresses

Through conversations with the project team, our research and feedback from stakeholders, the following key brand-related challenges were identified. The table below outlines how this brand strategy addresses each challenge area.

Challenge	Approach
Lack of consistency in messaging and visuals Inconsistent use of the brand within the organization and low awareness of the brand story/key messages among staff has resulted in a lack of brand awareness among residents.	<ul style="list-style-type: none">▪ Defined brand platform: Clearly defining the brand platform and developing strategic key messages provides direction to staff that allows them to consistently tell the GSCA story.▪ Training: All internal stakeholders will be trained on the brand and strategy to encourage pride and enthusiasm.▪ Develop visual brand identity and brand guidelines: The brand guidelines will clearly outline corporate visual identity standards and clarify roles and processes surrounding the creation of branded materials.
Diverse and wide-ranging service offerings GSCA offers a variety of services to many different audiences. There is so much information to communicate which makes it difficult to present content cohesively.	<ul style="list-style-type: none">▪ Identify consistent themes: Identify the organizations values, common themes and unique attributes that are present across all services throughout the organization.▪ Defined brand platform: Clearly defining the brand platform and developing strategic key messages provides direction to staff that allows them to consistently tell the GSCA story.
Diverse current brand perceptions	<ul style="list-style-type: none">▪ Defined brand platform: Clearly defining the brand platform and developing strategic key messages provides



Challenge	Approach
Because of GSCA's diverse service offerings, there are different perceptions of the GSCA brand – some very positive while other audiences have less favourable feelings towards their experiences with the organization.	<p>direction to staff that allows them to consistently tell the GSCA story in a way that resonates with audiences</p> <ul style="list-style-type: none"> ▪ Brand stories: The strategy incorporates concrete methods for communicating GSCA's success stories to support the three brand pillars.

Brand platform

The brand platform tells the whole story of who GSCA is as a brand. This will be used as the foundation to create the visuals and messages used to market GSCA and its services.

Top reasons stakeholders engage Grey Sauble Conservation Authority

GSCA offers a huge range of services to the public – directly and on behalf of various levels of government. This means stakeholders engage with them for a number of reasons including:

- Volunteering for the many GSCA events or workshops or visiting GSCA properties
- Attending GSCA camps and educational programs
- Seeking expert advice and consultation
- Involvement in funding or service agreements
- Planning and development applications and inspections
- Developing water management or forest management plans

Brand personality traits

Like people, brands have certain characteristics or attributes - either positive or negative - that come to mind when thinking about them. Brand personality is often used to position a brand in relation to its competitors. While GSCA doesn't have competitors that property owners can go to for certain functions (like approval processes), carefully defining your brand personality can still benefit the organization. Understanding what appeals to your target audience can influence how you shape your brand to better connect with particular segments.

Personality trait	Description
Conscientious	The organization (and staff) are thoughtful, dedicated and have a high regard for doing what is right.
Integrity	GSCA exhibits integrity through their commitment to environmental stewardship and protection.
Passionate	Staff care deeply about their work. They believe in making a positive impact on the communities they serve and the environment.
Responsible	GSCA takes the responsibilities assigned to them or conducted on behalf of provincial and municipal governments and other agencies seriously as well as their responsibility to the watershed, ecosystems and communities they support.
Enthusiastic	Staff enjoy making real-world connections with people and are excited to share their knowledge with others.



Personality trait	Description
Outdoorsy	Given the focus of their work, GSCA is associated strongly with the outdoors (lakes, streams, forests, conservation areas, wildlife).
Inquisitive	A thirst for knowledge, deeply embedded in science, GSCA's work is fuelled by curiosity, data and experiences.

Brand promise

This is the unifying message of the story that expresses our unique selling point (USP) in a succinct way.

Protecting **people, properties** and the **environment** to support thriving communities in a healthy watershed.

Brand pillars

These pillars hold up the brand promise, describing the specific ways in which the brand offers unique solutions that differentiate Grey Sauble Conservation Authority from other similar agencies.

Passion

Our staff care deeply about their work and they are excited to share their knowledge and appreciation for nature.

Leadership

Our actions consistently demonstrate responsible leadership that protects people and property from natural hazards, conserves and enhances natural resources, raises awareness, and encourages participation in stewardship activities.

People focused

At the heart of what we do are the people who live in the communities we support. Placing people first allows us to deliver programs, services and solutions that inform, engage, and protect our communities while supporting a healthy watershed.

Brand positioning statement

A concise way of communicating how Grey Sauble Conservation Authority sets itself apart.

Grey Sauble Conservation Authority works in partnership with individuals, groups, agencies and governments to deliver professional services that protect the people, properties and ecosystems across the Grey Sauble Watershed.

Our dedicated and passionate staff and volunteers inspire people learn about and live in harmony with the environment. The tools, programs and access we offer allow people to engage with and take action to protect and conserve important natural features and our ecosystem.

Brand tagline (options)

This is a succinct way of summarizing our brand.

Tagline option	Rationale
Protect. Respect. Connect.	Rhyming words flow well. High level to capture the work of various business lines as well as organizational values.
Possible campaign taglines	



Tagline option	Rationale
Conserve, Naturally. Explore, Naturally. Learn, Naturally. Develop, Naturally.	These taglines could be used as part of an audience specific campaign series. The first word would be specific to the service being promoted, followed by naturally to emphasis the relationship with nature in each of the cases.
Watershed warrior.	Alliteration. Since watershed is not a common term, you could create a campaign to help people understand what a watershed is (and how you can be a watershed warrior).

Key audiences

Audience	Profile	Pain points	Messaging strategy
GSCA property and trail users	GSCA properties, conservation areas and trails see hundreds of thousands of visitors each year for passive and organized recreational activities including hiking, swimming, and the entire spectrum of outdoor recreational and wildlife users, enthusiasts and operators (ski clubs, boating community, anglers, hunters, hikers, birders, canoers, kayakers, etc.)	<ul style="list-style-type: none"> May not understand the role of conservation areas (CAs), how they operate (private, not public) May also have concerns about access (why there are fees or restrictions) May not respect permitted uses and boundaries 	<ul style="list-style-type: none"> Help users understand the full range of services offered by the CA Encourage buy-in, support and compliance with rules and restrictions
Property owners	Property owners may access services from GSCA for a variety of reasons including planning or development applications, inspections, technical advice or support, recreational activities, events and flood warnings.	<ul style="list-style-type: none"> Some property owners may feel like GSCA is restricting their ability to do what they want on their property Not all property owners are aware of the services, programs and grants available to them 	<ul style="list-style-type: none"> Help users understand the full range of services offered by the CA Help those considering changes on their property understand the requirements and that staff is there to assist them in achieving their goals
Municipalities, provincial governments and other conservation authorities	GSCA works with and provides services on behalf of eight (8) member municipalities: Municipality of Arran-Elderslie, Town of South Bruce Peninsula, Township of Georgian Bluffs, City of Owen Sound, Township of Chatsworth, Municipality of Meaford, Municipality of Grey Highlands and Town of The Blue Mountains. GSCA also supports and works with other municipalities, provincial ministries and other CAs across all departments.	<ul style="list-style-type: none"> Ensuring consistent service delivery May lack clear understanding of the value of the services provided, the need for taking a watershed approach to issues and the impact of funding changes/ other pressures that impact service delivery 	<ul style="list-style-type: none"> Regular reporting on services delivered and the value of those services Advocacy for appropriate, reliable funding



Audience	Profile	Pain points	Messaging strategy
People living in the watershed communities (may not OWN property)	Even if they don't own property, other residents may still access GSCA conservation areas, trails and services from the CA including flood warnings, stewardship and volunteer opportunities, access to data and information.	<ul style="list-style-type: none"> May not understand the role of CAs, how they operate (private, not public) 	<ul style="list-style-type: none"> Help users understand the full range of services offered by the CA and where to get information

Key messages

The following are key messages apply to the organization as a whole and will help staff tell the organization's story in a way that is simple, concise and inspiring.

- Grey Sauble Conservation Authority employs a team of experts who are passionate about protecting, managing and conserving our natural resources and habitats and sharing their appreciation and understanding of the environment with others.
- By working together with the people and organizations in our community, we're able to help to protect people and property from natural hazards like flooding and erosion and address specific environmental challenges we face locally.
- Our many natural areas offer incredible opportunities to explore and learn more about our natural world and deliver many economic, social and environmental benefits to the watershed communities and ecosystems we serve.
- GSCA staff offer guidance and share knowledge through proactive, transparent communication to the public and stakeholders and are responsible for issuing development permits and making recommendations into planning applications.
- Our team is made up of dedicated expert staff and volunteers in conservation, forestry, environmental planning, flood forecasting, GIS/mapping, water management and drinking water source protection.
- We offer programs and services to help you to take action on your own property that will not only result in local benefits, but also help reduce the risks associated with climate change.

Tone of voice

Tone of voice describes the way GSCA presents itself when communicating with the public. When we deliver our key messages, it is important to think about both **what** we say and **how** we say it. The messages above don't need to be reiterated word for word, but they should use a specific tone of voice characteristic to our brand.

We convey our voice through word choice, punctuation, sentence structure and formatting, as well as through the values and attitudes we express. By clearly defining our voice, we can establish a consistent approach to all marketing and communications. See the **Brand Guidelines** for full details on how to apply the approved tone of voice.

Our voice is...

Human -----

Enthusiastic -----

But our voice is not...

Casual or informal

Overwhelming or perky



Our voice is...

Caring -----

Professional -----

But our voice is not...

Emotional or soft

Academic or condescending

Human

As a public-sector organization, we take our commitment to accessibility and accountability seriously. We use plain language wherever possible in our communications to help our audiences understand and participate. Our voice is approachable, genuine and human, just like the people who make up the watershed communities we serve.

Enthusiastic

Our passion for the work we do comes through our messaging with energy that is infectious and inspires others to engage with GSCA and to learn more. We speak with enthusiasm but our professionalism ensures we do not come across as overbearing or perky.

Caring

Our staff care about the people and ecosystems we serve and want to create a harmonious environment for them to co-exist. We take into consideration the perspectives, goals and concerns of others but do not come across as emotional or soft. We speak with empathy and kindness but firmly communicate our decisions.

Professional

As a team of people who specialize in environmental sciences, land management and planning, we always speak as knowledgeable experts in our fields. Our messages are planned, thoughtful and backed by evidence. We speak to everyone with respect and professionalism. Our voice is confident, authoritative and knowledgeable, but not cold, authoritarian or academic.

Brand visuals

Logo

To accompany our new brand, our logo has been updated with a cleaner, more modern look and feel while not taking a complete departure from the previous version. Our new brand guidelines provide direction on proper logo usage so that it can be applied consistently and professionally in a way that strengthens our brand.



Graphics

Graphics and patterns help to create cohesion and consistency among our informational and promotional materials. These familiar elements serve as a visual language that helps to unite our messages across various platforms. Incorporating graphics creates interest, provides balance and helps communicate important elements about the GSCA brand. A series of leaf graphics has been developed to bring the environmental and natural elements of the GSCA brand to life.



Colours

Colour is an important part of our brand because it is one of the first things people will notice when looking at a logo, document or resource. Our primary brand colours are blue and green, with complementary colours of light blue and dark gray where a neutral colour is appropriate. The colour codes are provided in the brand guidelines so that staff can incorporate our colour palette in the materials they produce.



STAFF REPORT

Report To: Board of Directors
Report From: Morgan Barrie
Acting Operations Manager
Meeting Date: December 16, 2020
Report Code: 039-2020
Subject: Vehicle Tender



Recommendation:

WHEREAS, GSCA staff issued a tender for the purchase of two pickup trucks;

AND WHEREAS, Staff have received and reviewed nine proposals.

AND WHEREAS, Wilson Niblett Motors LTD provided the lowest bid that met the requirements of the tender document.

THAT the Board of Directors authorize staff to approve the purchase of two trucks from Wilson Niblett Motors LTD.

Strategic Initiatives

This item is related to supporting the Authority in achieving the outcomes of GSCA's Strategic Plan.

Background

GSCA had initially planned to purchase two new ½ ton trucks in the spring of 2020. Due to the uncertain future brought on by the global pandemic, GSCA decided to delay purchase until the situation stabilized. Staff initially sent out vehicle tenders in the summer of 2020 with a focus on local vendors. Due to low stock, only two tenders were received. GSCA decided to re-tender the vehicles to a wider catchment area in hopes of securing more bids. An RFQ was issued in late fall 2020 to local dealerships as well as dealerships within 250km of GSCA. 9 quotes were received. Tenders were opened in the presence of, Board of

Director's Vice Chair Scott Greig, Acting Operation Manger Morgan Barrie , CAO Tim Lanthier, and Manager of Financial & HR Services, Alison Armstrong.

Tender Recommendation:

GSCA staff recommend Wilson Niblett Motors LTD. as the successful quote. Wilson Niblett Motors Ltd. meets the criteria set out in the RFQ and have come in as the lowest bid. The remainder of the bids are shown on the attached spreadsheet.

Financial/Budget Implications:

The lowest bid with tax comes in at \$65,342.25. Licensing will add \$120.00 per vehicle. \$60,000.00 was initial forecasted for the purchase of the two trucks. At the November 25th meeting of the Board of Directors, Members were advised that this forecast has been revised to \$70,000. The provided quote meets the \$70,000 forecast. These costs will be funded from the Vehicles and Equipment Reserve as presented to the Board in November.

Communication Strategy:

Once the tender is awarded, Acting Operations Manager will coordinate with said vender and purchase vehicles.

Consultation: Acting Operation Manager, CAO, Manger of Financial & HR, Vice Chair

Date of Update of this Report: December 11, 2020

APPENDIX #1

Dealer	Quad Price	Reg Price	Total Price	Location	Quad Model	Colour	Trailer PKG	Reg Model	Colour2	Trailer PKG 2	Taxes & Licensing
Wilson Niblett Motors LTD.	\$ 33,629.93	\$ 31,712.32	\$ 65,342.25	Richmond Hill	2021 Chev Silverado 1500 Double Cab	White	Yes	2021 Chev Silverado 1500 Regular Cab 2WD	White	Yes	Price includes taxes, licensing extra
Jim Wilson Chevrolet Buick GMC	\$ 36,500.00	\$ 33,750.00	\$ 70,250.00	Orillia	2021 Chev 1500 Double Cab	White	Yes	2021 Chev 1500 Regular Cab 2WD	White	Yes	Does not specify
Mike Jackson GM	\$ 37,444.04	\$ 35,491.40	\$ 72,935.44	Collingwood	2021 Chev Silverado WT	Silver	Yes	2021 Chev Silverado WT 4WD	Silver	Yes	Does not specify
Hanover Chrysler	\$ 38,365.43	\$ 36,374.37	\$ 74,739.80	Hanover	2021 Ram 1500 SXT	White	Yes	2021 Ram 1500 SXT Reg Cab 2WD	White	Yes	Price includes taxes and new plates
Bayside Chrysler	\$ 43,214.02	\$ 38,359.16	\$ 81,573.18	Meaford	2021 Ram 1500 Tradesman	White	Yes	2021 Ram 1500 Tradesman Regular Cab 4x2	White	Yes	Does not specify
Mac Lang	\$ 42,383.47	\$ 39,516.15	\$ 81,899.62	Orillia	2021 Ram 1500 ST	White	No	2021 Ram 1500 Regular Cab 4WD	White	Hitch & Wiring	Price includes taxes, licencing extra
Queenston Chevrolet Buick GMC	\$ 41,223.53	\$ 43,587.49	\$ 84,811.02	Hamilton	2021 Chev Silverado 1500 WT Crew Cab	?	?	2021 Chev Silverado 1500 WT 4WD	?	?	Does not specify
Summit Ford	\$ 43,336.77	\$ 43,336.77	\$ 86,673.54	Toronto	2020 F-150 Supercab	White	No	2020 F-150 Supercab 4WD	White	No	Does not specify
Yorkdale Ford Lincoln	\$ 52,859.14	\$ 38,852.79	\$ 91,711.93	Toronto	2020 F-150 Quad Cab	Silver	Yes	2020 F-150 Regular Cab 4x2	White	Will add hitch for free	Does not specify



Grey Sauble Authority Board of Directors

M O T I O N

DATE: December 16, 2020

MOTION #: FA-20-099

MOVED BY: _____

SECONDED BY: _____

WHEREAS GSCA staff issued a tender for the purchase of two pickup trucks;

AND WHEREAS, Staff have received and reviewed nine proposals.

AND WHEREAS, Wilson Niblett Motors LTD provided the lowest bid that met the requirements of the tender document.

THAT the Board of Directors authorize staff to approve the purchase of two trucks from Wilson Niblett Motors LTD.



Grey Sauble Authority Board of Directors

MOTION

DATE: December 16, 2020

MOTION #: FA-20-100

MOVED BY: _____

SECONDED BY: _____

THAT the Grey Sauble Conservation Authority Board of Directors proceed into closed session at 3:00 pm to discuss matters related to the following:

- i) To hear and discuss an item related to Section 4(4)(xvii)(1)(f) of GSCA's Administrative By-law: the receiving of advice that is subject to solicitor-client privilege, including communications necessary for that purpose.**
- ii) To hear and discuss an item related to Section 4(4)(xvii)(1)(d) GSCA's Administrative By-law: litigation or potential litigation including matters before administrative tribunals.**
- iii) To hear and discuss an item related to Section 4(4)(xvii)(1)(d) GSCA's Administrative By-law: litigation or potential litigation including matters before administrative tribunals, AND Section 4(4)(xvii)(1)(f) GSCA's Administrative By-law: the receiving of advice that is subject to solicitor-client privilege, including communications necessary for that purpose.**

AND FURTHER THAT CAO, Tim Lanthier, Administrative Assistant, Valerie Coleman, Gloria Dangerfield, Manager of Information Services, Manager of Conservation Lands, Rebecca Ferguson, and Andrew Sorensen, Environmental Planning Coordinator, remain in attendance.



Grey Sauble Authority Board of Directors

M O T I O N

DATE: December 16, 2020

MOTION #: FA-20-101

MOVED BY: _____

SECONDED BY: _____

THAT a closed meeting was held, and only closed session items identified were discussed in closed session.

THAT the Board of Director's provided direction to Staff on Items 6(i), 6(ii), and 6(iii).

AND THAT the Grey Sauble Conservation Authority Board of Directors approve the October 28, 2020 Confidential Closed Session minutes as presented in the closed session agenda



Grey Sauble Authority Board of Directors

M O T I O N

DATE: December 16, 2020

MOTION #: FA-20-102

MOVED BY: _____

SECONDED BY: _____

THAT this meeting now adjourn.