



We continue to build on our strategic plan, *Momentum*, as we look towards a green, resilient, and connected future



ANNUAL REPORT
2
2
2



2022 ANNUAL REPORT

- 1 MESSAGE FROM THE CEO & CHAIR
- 3 OUR DRIVERS
- 4 MOMENTUM
- 5 SENIOR LEADERSHIP TEAM
- 6 CH BOARD MEMBERS
- 7 OUR PRIORITIES – AT A GLANCE
- 9 OBJECTIVES IN DETAIL
- 31 FINANCIAL REPORT

MESSAGE FROM THE CEO & BOARD CHAIR

2022 was a year of tremendous growth, significant pressures, unforeseen challenges, and incredible opportunities. While the landscape around us may have shifted, what has remained a constant for Conservation Halton (CH) is our steadfast focus on customer service. It is at the heart of everything we do. This year has highlighted how our success as an organization depends not only on delivering efficient and effective programs and services but ones that are thoughtful and reflective of the communities we serve.

Over the past year, we have experienced broad external factors that have required CH to pivot—from environmental stressors like the continued impacts of climate change to increased population growth in our watershed, and provincial legislation and regulatory changes that have impacted the services we provide to our municipal partners.

This backdrop has been a complex one to navigate but we have continued to move forward and make progress through work on our core functions. We have also set ambitious targets and making strategic plans for our organization to accomplish and surpass. This year has underscored how we can operate successfully without compromising environmental integrity, fiscal responsibility, stakeholder engagement, or public accountability.

CH's strong financial performance in 2022 has been critical in ensuring organizational sustainability. By remaining within budget and ensuring our reserves and asset management plans are adequately funded, we were able to end the year with an operating surplus. While on the surface, this may not seem noteworthy, we know that reporting transparently on revenue and expenses will allow for long-term stability and increased trust.

We have focused on ensuring our operations are lean and we continue to modernize our efforts through digital transformation, innovation, and the deployment of new technology which has resulted in a record year in customer satisfaction across the organization.

We have continued to see increased visitation at our parks and our emphasis on customer service and programs has enabled us to get to a stage where we

can now proceed on making significant investments in infrastructure throughout our conservation areas. This will not only provide an even more positive experience for our visitors but will also help us safeguard these spaces for future generations to enjoy.

Our focus on continually improving and providing exceptional service in the communities we serve has enabled us to not only provide more greenspace to the public, like Area 8, but plan for further growth. This is not a luxury—it is a necessity given the development and intensification we are seeing in our watershed. We recognize the value that people place on being able to connect with nature and we will continue to champion a high level of accessibility in our parks as we move forward in 2023.

Another topic discussed at length this year was housing in Ontario. Just as CH has asserted in years prior, we know that we have a large role to play in how our communities are planned and developed. We continue to stand ready to help our municipal partners in meeting their housing targets. We know it can be done in a balanced way because we have supported this kind of planning for many years.

Our organization takes a customer-focused view in everything we do, regardless of what kind of stakeholder we are engaging with because we feel that providing exceptional customer service at our summer camps should be no different than how we approach planning and permitting files. Our technical team is made up of experienced, innovative thinkers who work hard to ensure that areas where CAs are responsible for keeping communities safe from natural hazards, are prepared and protected against flooding and the impact of climate change, while also working to find solutions that support sustainable growth in our watershed.



As CH continues to transform, we are focused on fostering a workplace that honours and embraces the differences within our organization, so that people feel connected and united in common goals. This year, we've focused further on equity, diversity, and inclusivity (EDI) training and moved forward with an internal committee to advise on the development of internal and external programs so that they continue to be reflective of communities across the watershed.

Finally, just as we experienced significant changes and pressures across the organization, so did the Conservation Halton Board. These dedicated community leaders have exemplified diligent and progressive governance. Their attention to the well-being of the organization, both from a financial and customer service standpoint, and their four years of collective and individual expertise have helped contribute to another successful year at CH. As we look to welcome new members in 2023, we thank the 2022 Board members for their thoughtful leadership.

We have found ourselves under pressure this year, not always knowing how the ground was going to shift under our feet. While this is a difficult position for any organization to navigate, we value our relationship with the Province and are proud of the work we have done to bring forward pragmatic, meaningful solutions to address the housing supply issue.

We know that in order to meet the provincial priorities set out—getting 1.5 million homes built over the next 10 years—we will need to be more focused, nimble,

We know we are only as good as the talent and passion of our employees and we prioritize continued learning and leadership training for our staff because our goal at CH is not only to be progressive in servicing our customers—it's also about breaking down silos, providing opportunities for growth and promoting connection internally.

and efficient than ever before. We believe we have added important value to the conversation on how to make that happen and we will continue to protect and advocate for the industry-leading practices that Conservation Halton has worked so hard to develop over its many years.



Hassaan Basit
President & Chief Executive Officer



Gerry Smallegange
Chair, Board of Directors

OUR DRIVERS

The challenges and opportunities of a vibrant, growing watershed underscore the importance of Conservation Halton's strategic plan

GROWING POPULATION

HALTON REGION

2019 → 2051
632,000 → 1.1 Million

GROWING DEMAND ON PARKS

2009 → 2020
853,565 → 1.53 Million



CHANGING CLIMATE



WARMER SUMMERS + WINTERS

- Average winter temperatures are up from -3.4°C to -1.3°C. Average coldest minimum temperature is up from -20°C to -13°C.
- More hot summer days (above 30°C) and nights (above 20°C). Longer-lasting heat waves.



WETTER

- Annual precipitation up 10% in 2050.



WILDER

- More intense and extreme rainfalls.
- Freezing rain up 40% in 2050.

STRATEGIC PLAN 2024 OUR VALUES

momentum

Green • Resilient • Connected

DIVERSITY & INCLUSION

LEARNING & INNOVATION

PERSON CENTERED SERVICE

COLLABORATION

SUSTAINABILITY

INTEGRITY

RESILIENCE



In 2017, Conservation Halton started a process of transformation through our strategic plan, *Metamorphosis*. The goals set out in that plan created a strong foundation for what needed to be done to bring us to where we are today. *Metamorphosis* has steered Conservation Halton forward and in reaching its end, has created a strong foundation upon which we will continue to build upon through our new strategic plan, *Momentum*.

SENIOR LEADERSHIP TEAM

Hassaan Basit

President & Chief Executive Officer

Mark Vytvytskyy

Chief Operating Officer

Kim Barrett

Associate Director of Science & Partnerships

Garner Beckett

Executive Director of the CH Foundation

Leah Bortolotti

Director of Communications and Marketing

Adriana Birza

Senior Advisor, Office of the President & CEO

Craig Machan

Director of Parks & Operations

Kellie McCormack

Director of Planning & Regulations

Marnie Piggot

Director of Finance

Plezzie Ramirez

Director of Human Resources

Barb Veale

Senior Director of Watershed Strategies & Climate Change



CH BOARD MEMBERS

CITY OF BURLINGTON

Mayor Marianne Meed Ward

Councillor Rory Nisan

Councillor Shawna Stolte

Gerry Smallegange (Chair)

TOWN OF HALTON HILLS

Councillor Chantal Garneau

Councillor Jane Fogal

CITY OF HAMILTON

Councillor Cameron Kroetsch

Councillor Alex Wilson

Councillor Maureen Wilson

TOWN OF MILTON

Mayor Gordon Krantz

Councillor Sameera Ali

Councillor Kristina Tesser Derksen

Councillor Sammy Ijaz

CITY OF MISSISSAUGA

Councillor Sue McFadden

Councillor Alvin Tedjo

TOWN OF OAKVILLE

Mayor Rob Burton

Councillor Cathy Duddeck (Vice-Chair)

Councillor Allan Elgar

Councillor Dave Gittings

TOWNSHIP OF PUSLINCH

Stephen Gilmour (Citizen Appointee)

OUR PRIORITIES – AT A GLANCE

Conservation Halton is reporting on seven priorities as identified by the Senior Leadership Team. Within each priority there are measures which have their progress tracked based on the 2021 outcome and what the target is for 2024. You will find these results on the following pages.



NATURAL HAZARDS AND WATER



SCIENCE, CONSERVATION AND RESTORATION



EDUCATION, EMPOWERMENT AND ENGAGEMENT



NATURE AND PARKS



ORGANIZATIONAL SUSTAINABILITY



DIGITAL TRANSFORMATION AND INNOVATION



PEOPLE AND TALENT



SCORECARD LEGEND

- ON TRACK
- ON TRACK WITH MINOR CHANGES
- OFF TRACK

NATURAL HAZARDS AND WATER



SCORECARD

STRATEGIC OBJECTIVE	2022 TREND
Lead the Halton-Hamilton source water protection program through a comprehensive review and update of drinking water science and source protection plan policies	↗
Foster partnerships and identify opportunities to build mutual understanding, trust, respect, and support with watershed stakeholders	↗
Lead in delivering planning and permitting customer service and experience excellence	↗
Modernize Planning and Regulations policies and mapping	↗
Optimize dam safety, operations, and flood forecasting within a sustainable funding model	↗

HAZARD & WETLAND MAPPING

Wetlands: A review and update of wetlands in the Conservation Halton watershed was initiated, and public engagement on the draft mapping was conducted from July to November.

East Burlington Creeks: Technical work to advance flood hazard mapping and modelling in this area continued in 2022. Draft mapping will be presented to the public for feedback and Board approval in 2023.

Urban Milton: Technical work to advance flood hazard mapping and modelling in this area continued in 2022. Draft mapping will be presented to the public for feedback and Board approval in 2023.

In 2022, Conservation Halton secured \$170,000 worth of federal and provincial grant funding through the Flood Hazard Identification & Mapping Program to update LiDAR mapping across the watershed, as well as to conduct surveys of 400 hydraulic structures in the Bronte Creek Watershed.



POLICY UPDATES

The planning and permit department worked to develop new regulatory policies and technical guidelines to provide more clarity on requirements and to support better submissions, faster approval times, and more consistent and efficient reviews. Key projects approved by the Conservation Halton Board in 2022 include: Spill Flood Hazard Policy Directions Report, Guidelines for Slope Stability Assessments, and Top of Bank Staking Protocol.

PROVINCIAL LEGISLATION

Bill 109 (*More Homes for Everyone Act*): In 2022, we conducted a review to identify opportunities for improvement, implemented many service delivery improvements, like a new database and file tracking system, and supported our municipal partners with their improvements.

Bill 23 (*More Homes Built Faster Act*): With the announcement of Bill 23 made at the end of 2022, Conservation Halton has begun to evaluate, mitigate, and update programs and services in response to the changes. Municipalities are still required to submit planning and development applications to Conservation Halton for review on natural hazard, wetland, and source water protection, but we can no longer provide technical review services related to natural heritage and some aspects of stormwater management. Conservation Halton will continue to support our partners through other programs like ecological restoration, environmental monitoring, and data analysis.

Planning & Permit Statistics

95%	of technical reviews for permit applications reviewed within six weeks
95%	of minor permit applications processed within 30 days
100%	of major permit applications processed within 90 days
100%	of regional infrastructure technical reviews completed within six weeks
100%	of regional infrastructure permit applications processed within timelines
89%	of planning and development files reviewed by municipal deadline (no technical review)
75%	of planning technical reviews completed by municipal deadline (complex technical review)
96%	of planning technical reviews completed by municipal deadline (municipal files, complex technical and plan review)



SOURCE WATER PROTECTION (SWP) PLAN

Under the *Clean Water Act*, Conservation Halton and the Hamilton Conservation Authority form the Halton-Hamilton Source Protection Region, and together are responsible for the Halton-Hamilton Source Protection Plan. These are watershed-based plans that protect surface and ground water sources, and supply municipal drinking water systems from contamination. In 2022, the plan was updated with new information, data, and policies so communities can rest assured that the best available science is being used to protect their drinking water sources.

Source Water Protection Statistics

- 95%** of watershed residents depend on municipal drinking water sources
- 99%** of significant threats to municipal drinking water sources addressed
- 100%** of source protection policies implemented or in progress

FLOOD FORECASTING AND OPERATIONS

In 2022, we installed two new rain gauge stations in Hamilton and Burlington as well as three new streamflow gauges on Sixteen Mile Creek, Indian Creek, and Joshua's Creek. The streamflow gauge at Joshua's Creek includes a radar sensor mounted above the creek which sends data to our flood forecasting team.



FLOOD INFRASTRUCTURE

In 2022, Conservation Halton completed a number of flood infrastructure maintenance projects.

- Replaced sluice gate actuator at Hilton Falls Dam
- Refurbished "trash rack" at Hilton Falls Dam
- Resurfaced roof at Hilton Falls Dam
- Resurfacing roof at Kelso Dam
- Replaced lift gate and hoist motor at Kelso Dam
- Repaired section of flood channel in Milton.

\$300M REPLACEMENT VALUE FOR FLOOD INFRASTRUCTURE (2022)



Flood Control Statistics

- 70%** of CH jurisdiction covered by real-time hydrometric monitoring station
- 1** additional watershed integrated into real-time flood forecasting and warning system
- 93%** of safety, maintenance, inspection and repair concerns addressed within assigned response time
- 98%** of major capital repair projects for dams and channels within scope, budget and schedule
- 4/5 score** Major flood control assets rated as "Good or Better" according to the Canadian National Infrastructure Report Card 5-point rating system



SCIENCE, RESTORATION AND CONSERVATION



SCORECARD

STRATEGIC OBJECTIVE	2022 TREND
Expand monitoring and analytical capabilities to support resource management decisions	↗
Undertake and implement watershed plans to identify and prioritize actions that enhance sustainability	↗
Implement restoration activities to help manage natural hazards and improve watershed functions	↗
Identify and promote climate change approaches for watershed resiliency and lead by example	↗

GRINDSTONE CREEK WATERSHED PROJECT

Last year, the Grindstone Creek Watershed Project was completed by the Municipal Natural Assets Initiative in partnership with Conservation Halton, Royal Botanical Gardens, City of Burlington, and the City of Hamilton. The project was carried out to determine the economic value of natural assets in the watershed. It was concluded that natural assets provide \$2 billion in storm water management services. Other services including erosion control, carbon storage, and recreation provide \$34M annually in benefits. Flooding is the most destructive and expensive natural hazard in Ontario. The project demonstrated that as the frequency, intensity and severity of storm events are expected to increase due to climate change, the protection and restoration of natural assets is critical.



SIXTEEN MILE CREEK VALLEY



In 2022, we continued efforts to restore Sixteen Mile Creek Valley in Milton in collaboration with the Town of Milton and Boyne community developers. Planting native species to create 3.9 hectares of floodplain forest and five wetlands around Sixteen Mile Creek will strengthen the ability of the creek to provide natural services, such as water purification, flood attenuation, soil formation, and climate regulation. This project included creating “pit and mound” features to restore the natural topography of the area which had been lost through historical land management practices. Large and small woody debris was also added to increase organic content and provide habitat structure for aquatic and terrestrial species.

JOE SAMS PARK



Restoration efforts at Joe Sams Park in Waterdown continued with community planting events, including Waterdown Lions Club, Hamilton Naturalists’ Club, Trout Unlimited Canada, Brown Girl Outdoor World and Niagara College. Many invasive species, including Buckthorn, Multiflora Rose, Honeysuckles, Black Alder, Russian Olive, and Autumn Olive, were removed, and native species, including Blue Lobelia, Marsh Marigold, Hackberry, Chokecherry, Red Oak, and White Pine, were planted around the wetland and along Grindstone Creek. The restoration team also installed sediment mats to help narrow two over-widened sections of the creek which will improve water quality and provide wetland habitat. This work is supported by the Government of Canada’s Nature Smart Climate Solutions Fund, because it contributes to carbon sequestration, mitigates the impacts of climate change, and builds resilience in the watershed.



COURTCLIFFE PARK

Efforts to restore Bronte Creek at Courtcliffe Park in Carlisle continued with removing invasive species, planting native species, and a number of sediment mats being constructed, installed, and repaired. These sediment mats help improve water quality by narrowing over-widened sections of the creek. There were a number of workdays spent in the creek with volunteers from Niagara College and Trout Unlimited Canada.

AREA 8

There is little soil at the base of the former Kelso Quarry so the restoration team brought more than 6,000 cubic metres of soil, compost, wood chips, and biochar to the area where they intended to plant native species. Even with the added three feet of soil, the ground was still not deep enough to support tree planting. Instead, a thicket of more than 2,000 native flowering shrubs like Dogwood, Elderberry, Gooseberry, and Bladdernut were planted to capture carbon, absorb rainwater, provide habitat for birds, and attract pollinators. This solution was inspired by the shrubs that grow from the escarpment because they can tolerate shallow soil and hot, dry, and windy conditions.



Restoration Statistics

- Restored 77 hectares of wetland, forest, and other natural area
- Improved 12 km of creek and stream habitat
- Planted more than 82,200 trees and shrubs
- Managed and removed 21 invasive plant species
- Engaged 12,700 watershed residents in conservation activities
- Engaged 22,000 watershed residents in educational programs
- Monitored 477 environmental sites across the watershed



Photo credit: G. Barrett

HAMILTON HARBOUR REMEDIAL ACTION PLAN

After years of remediation efforts, native species of waterbirds, like Black-crowned Night-heron and Double-crested Cormorants, have started to make a recovery in Hamilton Harbour. Conservation Halton and other members of the Hamilton Harbour Remedial Action Plan are ready to change the bird community status from "impaired" to "not impaired," and with continued management, these species should become sustainable into the future.

ANTHROPOCENE

In 2022, researchers from Brock University and Carleton University extracted a sediment core sample from the bottom of Crawford Lake, in hopes that it will provide evidence of the start of a new epoch, known as the Anthropocene. This would be a unit of geologic time during which human activity has been the dominant influence on climate and the environment. This research is part of a multi-institutional effort to support Crawford Lake in its candidacy for the potential site of the "Golden Spike," which is a location in a section of rock or sediment that geologists use a reference point for the start of a new episode in the geologic time scale.



EDUCATION, EMPOWERMENT AND ENGAGEMENT



SCORECARD

STRATEGIC OBJECTIVE	2022 TREND
Develop community-informed programming through greater allyship with Indigenous, Black, People of Colour, Racialized, LGBTQ+, and Disability communities	↗
Deliver community programs and events to landowners and the public to inspire local environmental action and volunteerism	↗
Leverage brand to build community awareness of climate change and support for flood preparedness	↗
Provide outdoor experiential opportunities that are curriculum-linked and accessible for school boards and students	↗



FIRST TRACKS

Last year, the Conservation Halton Foundation supported the launch of a ski and snowboard program for new Canadians at Glen Eden. With funding from Scotiabank and Canadian Tire Jumpstart, we were able to provide a fun, safe, and supportive introduction to skiing and snowboarding for 310 children, parents and other newcomers.



HALTON BLACK VOICES

In 2022, Conservation Halton was proud to host Halton Black Voices for a number of community events:

- Black Mental Health Event at Rattlesnake Point
- Black Healing Fall Hike at Crawford Lake
- Community Cookout and Campout at Kelso
- Healing Garden Planting and Monitoring Days

INDIGENOUS FOOD SOVEREIGNTY

NishDish Marketeria and Catering and Minikaan Innovation and Design celebrated the second annual Indigenous Food Sovereignty Event at Crawford Lake with singing, dancing, eating, and learning about traditional Indigenous foods in the Longhouse Village. The event included planting in the expanded medicine garden (Mashkiki Gitigan), which provides traditional medicine for Indigenous community members and educational opportunities for thousands of school children each year.





PRIDE IN NATURE

Conservation Halton hosted its second annual 2SLGBTQ+ Pride event at Area 8 with tree planting, hiking, boating, music, art, and more. This year, there were 560 community members at Pride in Nature, making it the largest Pride celebration ever held in Halton.

"This event was incredibly important as it brought out a diverse crowd of people who care about nature, but also belong to 2SLGBTQIA+ communities. It was lovely seeing so many kids and youth there, who need safe spaces to enjoy nature in the normally heteronormative world of conservation."

- Event Attendee

GARDEN IN A BOX

Selecting native species can be a challenge for residents wanting to attract pollinators to their property so Conservation Halton has created Garden-in-a-Box kits to make it easier and more affordable. Each kit contains various native species of flowers with options for different growing conditions. Now in its fifth year, Garden-in-a-Box has become more popular than ever as a valuable resource for the community.

"We love our garden boxes. We were pleasantly surprised with how fast and well everything grew, and we had so many bees and butterflies throughout the summer!"

- Anita, Community Member



Outreach Statistics

- 261 landowner stewardship initiatives (90% increase)
- 6,753 increased # of volunteer hours contributed (85% increase)
- 571 private sector employee participants



HALTON CHILDREN'S WATER FESTIVAL

After a two-year hiatus due to the COVID-19 pandemic, the Halton Children's Water Festival returned in 2022. Although caution demanded a scaled-down version of the event, we were still able to provide an interactive educational experience about water science, technology, conservation, protection, and health and safety to 690 students in the watershed. The program was also provided virtually to more than 1,600 students from April to September.

"The water festival gives our students the opportunity to be stewards of the earth by investigating and participating in real-life, hands-on activities. It is a fun-filled day where we can show what we value and celebrate in Halton and the environment."

- Clare Slaven, Grade 5 Teacher, St. Timothy's Catholic Elementary School, Burlington

NATURE AND PARKS



SCORECARD

STRATEGIC OBJECTIVE	2022 TREND
Enhance customer experience and inform product development through market research, analysis, and branding	↗
Enhance access to greenspace today and in the future through investments in infrastructure including capital assets and land to meet growth pressures	↗
Enhance operational excellence and safety	↗
Ensure parks financial performance	↗



WAYS OF THE WOODS

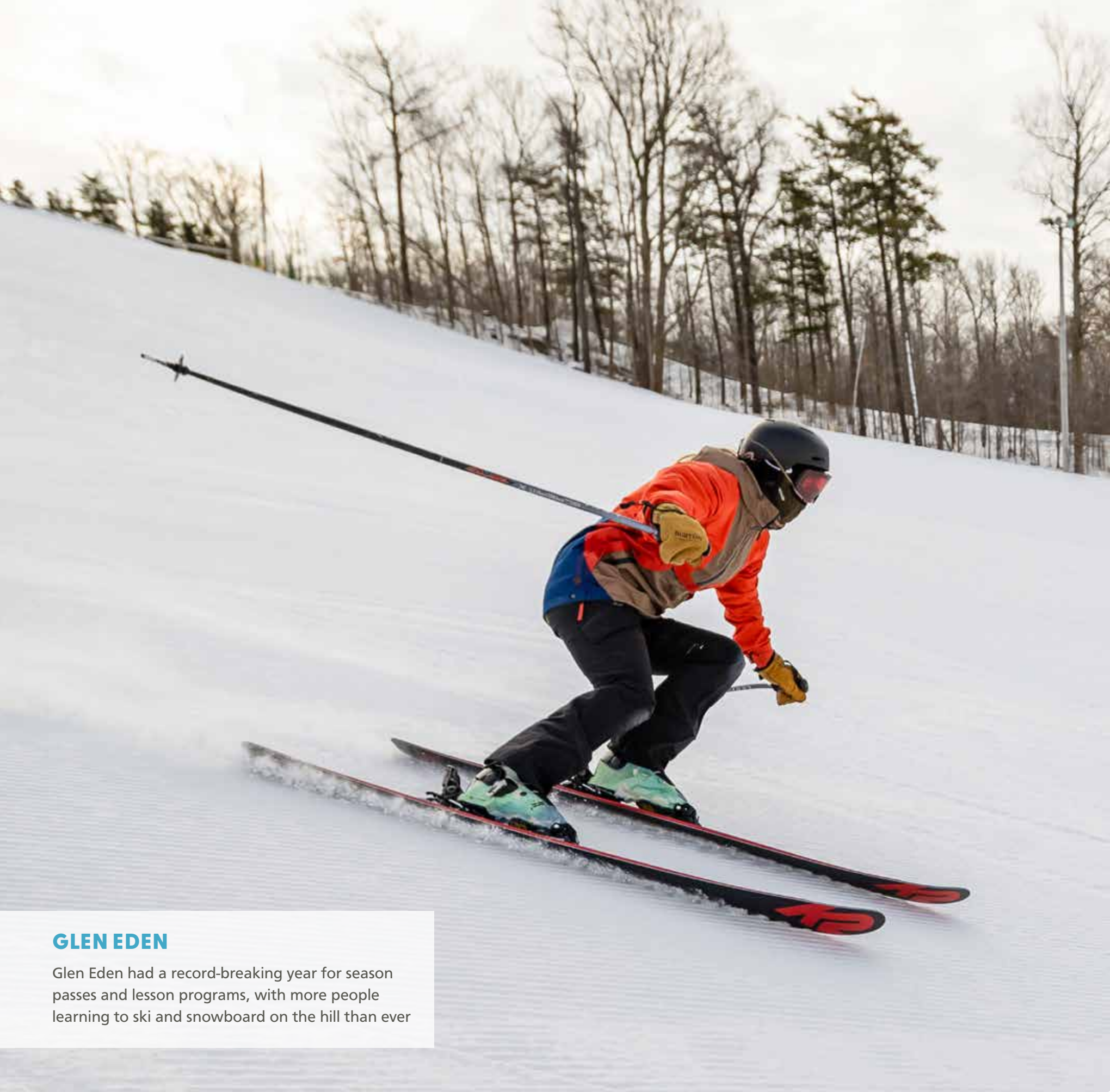
2022 was the first year since the COVID-19 pandemic that the Ways of the Woods summer camp was offered in its original format with all parks and programs, like Mountain Bike Camp, Construction Camp and Farm Camp. Girls Camp was sold out for the summer and we can't help feeling proud of the role that Ways of the Woods plays in encouraging the next generations of girls and women in the outdoors. We were very excited about the return to normal camp operations and the families in our community were incredibly supportive, with more than 2,900 campers registered for the summer and record revenues within the first 24 hours.



FALL COLOURS

It was a record-breaking year for park visitation during the fall season, thanks to an especially stunning display of colours. In October, the parks welcomed more than 112,000 visitors. Chairlift rides up the escarpment at Kelso were a popular attraction offered throughout the month, with more than 13,000 visitors adding this experience to their reservation.

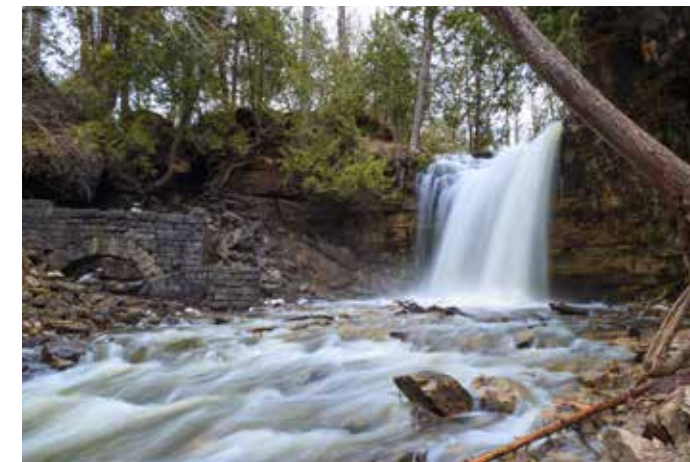




GLEN EDEN

Glen Eden had a record-breaking year for season passes and lesson programs, with more people learning to ski and snowboard on the hill than ever

Conservation Halton Parks are independently owned and operated, and not funded through tax revenue. Park operations are funded through self-generated revenue which means that the revenue generated from gate admissions, membership fees, and the sales of programs, events, and experiences is invested back into these areas. This helps us protect the natural features, maintain park infrastructure, and improve customer experience, year after year.



Park Statistics

- 10,600 acres of managed lands
- 112 km of managed trails
- 1M+ visitors to the parks
- 86% positive customer feedback

ORGANIZATIONAL SUSTAINABILITY



SCORECARD

STRATEGIC OBJECTIVE	2022 TREND
Apply an integrated approach to operational risk, governance, and compliance	↗
Ensure long-term financial sustainability	↗
Reduce CH's carbon footprint	↗

RISK MANAGEMENT

Conservation Halton uses an Enterprise Risk Management (ERM) approach to compare risks across the organization, and through this lens, we are better able to understand, measure, monitor, and communicate them effectively. In 2022, we adopted several digital risk tools, such as WorkHub, SmartWaiver, and EdgeAuditor to help us mitigate risk, support compliance, improve documentation, provide more accessible analytics, and improve customer experience.

WorkHub



SmartWaiver



EdgeAuditor:



CARBON EMISSIONS REPORT

Conservation Halton has committed to reducing our greenhouse gas emissions by 30 percent by 2025. In 2022, we worked with Hamilton-based, not-for-profit, Sustainability Leadership to identify baseline emissions, set science-based targets, develop an action plan, and establish a green team to reach our goal. This year, in an effort to reach our target, we implemented an idling reduction program, started retrofitting buildings on our properties, and purchased our first plug-in hybrid vehicle.



ASSET MANAGEMENT PLAN

In 2022, Conservation Halton completed the update to the Asset Management Plan for Dams and Channels which ensures long term financial sustainability for our most important assets. The plan identified \$1.13M in annual funding requirements. Target level annual funding requirements for the municipally funded State of Good Repair reserve is on track to be achieved by 2028. Currently, dam component conditions were assessed as "Good" and "Very Good".

IN 2022, THE CONSERVATION HALTON PARKPASS RESERVATION SYSTEM WON THE SUSTAINABILITY LEADERSHIP AWARD FOR "BEST ECONOMIC INITIATIVE".

DIGITAL TRANSFORMATION AND INNOVATION



SCORECARD

STRATEGIC OBJECTIVE	2022 TREND
Enable a digital culture across the organization and invest in technologies to improve problem solving	↗
Enhance business intelligence through insights visualizations and analytics	↗
Establish "Innovation Hub" to enable partnerships with agencies, companies, and academia to develop innovative environmental solutions	↗
Improve cyber security, IT, and data standards	↗



GPS TRAIL USE STUDY

Conservation Halton worked with researchers from the University of Toronto's Centre for Urban Environments on a project that used anonymous GPS data from smartphones to track the movement of visitors to Hilton Falls so we can understand how visitors use the network of trails and interact with nature at the parks. As the population of Halton continues to grow and demand for green space increases, this research will help us manage our parks and reduce visitor impact. We are also exploring technology that will provide a smartphone-based guided hike to help direct people away from sensitive areas and toward parts of the parks with interesting features that are less vulnerable to disturbance.



REAL-TIME WATER QUALITY SAMPLING

In 2022, the flood forecasting team installed a water quality monitoring station on the boardwalk near the Beach at the Kelso Reservoir. This station reports many different variables (Dissolved Oxygen, Salinity, pH, Conductivity, Water Temperature, Turbidity and Total Dissolved Solids) in real-time to a cloud-based service and provides a snapshot of water conditions in an area where members of the public are swimming. The station is part of a pilot study to determine if this equipment could be more widely deployed to improve our understanding of baseline water quality conditions in the watershed.

MOMENTUM HUB

The Momentum Hub is a digital dashboard that Conservation Halton uses to track progress on the objectives of the strategic plan. Towards the end of each year, planning begins to ensure the work we do in the following year contributes to the achievement of our goals. In 2022, we made improvements to the process, which help prioritize actions based on importance, ensure there are adequate resources and capacity, and categorize actions into themes.



PEOPLE AND TALENT



SCORECARD

STRATEGIC OBJECTIVE	2022 TREND
Broaden the wellness program initiatives to invest in employee well-being	↗
Position CH as an employer of choice to attract, invest in, and retain talent	↗
Create an Equity, Diversity and Inclusion (EDI) framework to cultivate a culture that embraces, honours, and embraces differences	↗



TOP EMPLOYER OF CHOICE

In 2022, Conservation Halton was named one of Hamilton-Niagara Area's Top 100 Employers. This recognition is based on physical work environment, workplace atmosphere, employee communications, performance management, professional development, community involvement, vacation policies, and financial, social, health, and family benefits. There were only 25 organizations named as top employers, and Conservation Halton is honoured to be one of them. We are proud to be a top employer because people are at the heart of everything we do, and Conservation Halton staff are some of the most passionate, creative, innovative, talented and dedicated.



EMERGING LEADERS PROGRAM

Last year, the second cohort of Conservation Halton employees completed the Emerging Leaders Innovation Program with DeGroote School of Business. Through a combination of virtual classes, course work, and a capstone project, this program encourages a culture of leadership, creates opportunities for collaboration, supports the development of innovative solutions, and inspires a growth mindset within the organization. This year, participants focused their projects on providing outdoor recreation for a growing population, identifying opportunities for digital engagement in our parks, and improving customer experience for visitors who do not speak English as their primary language.

COLLAB TALKS

Conservation Halton CoLLab Talks continued in 2022 with four new presentations about transformation in flood operations, new approaches to planning and regulations, integrating climate change into watershed management and communicating the impacts of climate change. 90 percent of staff who participated said they learned something new and that they would continue to make time for the CoLLab Talks in the future.

FINANCIAL REPORT

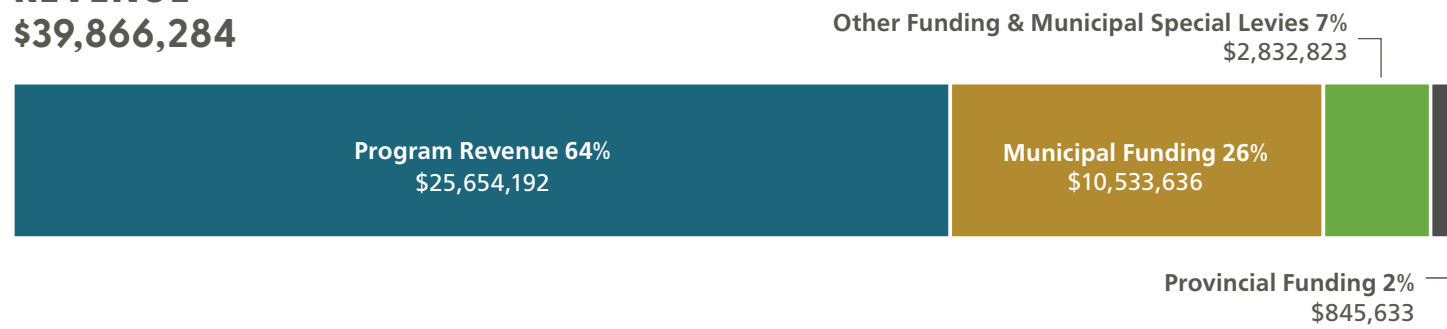
Conservation Halton's financial health helps inform our strategic direction and how our resources are allocated. Here are some highlights:

SCORECARD

STRATEGIC OBJECTIVE	2022 TREND
Ensure tax support levy increases are within municipal guidelines	↗
Recreation programs full self-sustaining	↗
Ensure asset management plans are up to date along with financing strategy	↗
Ensure adequate reserve balances	↗

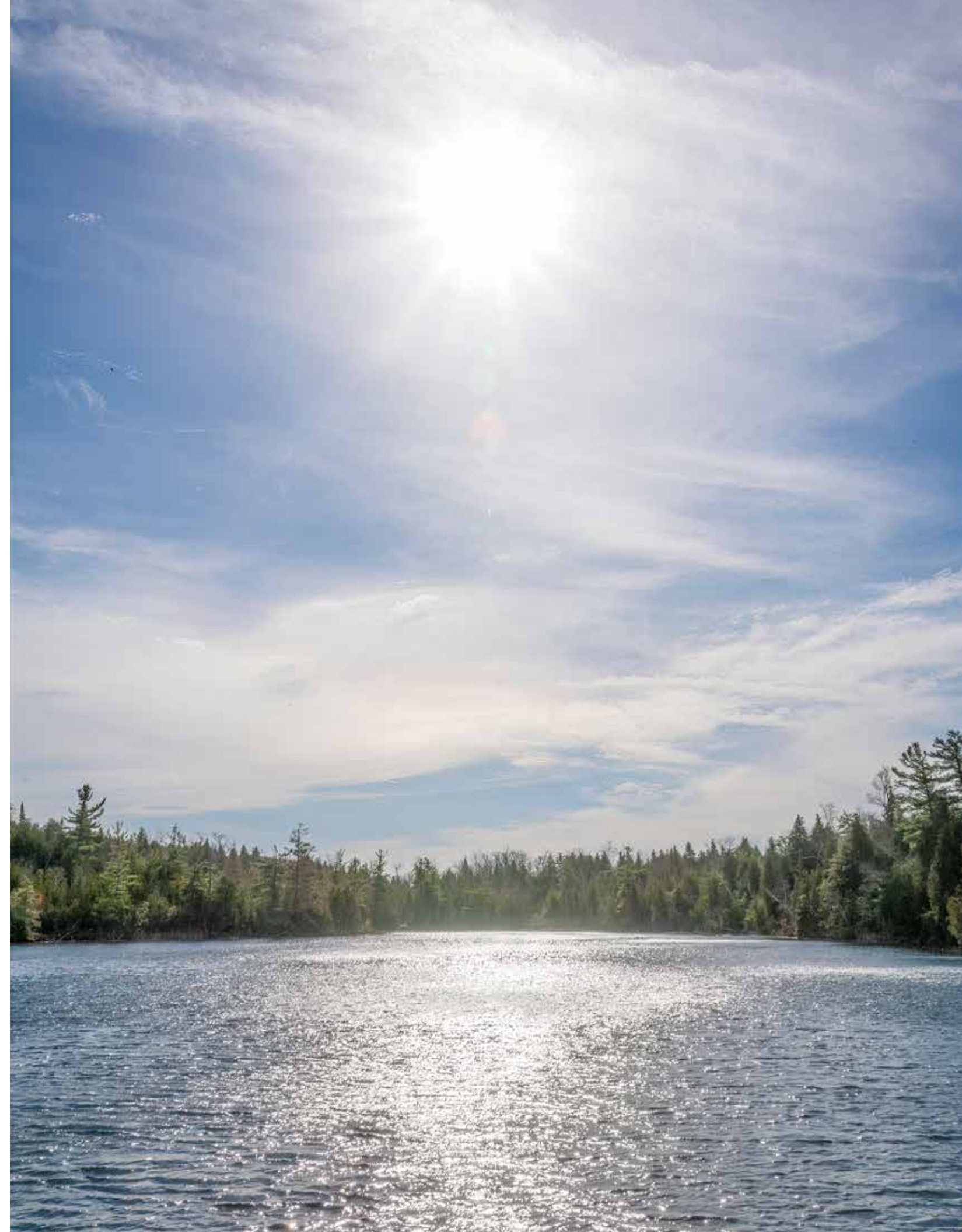
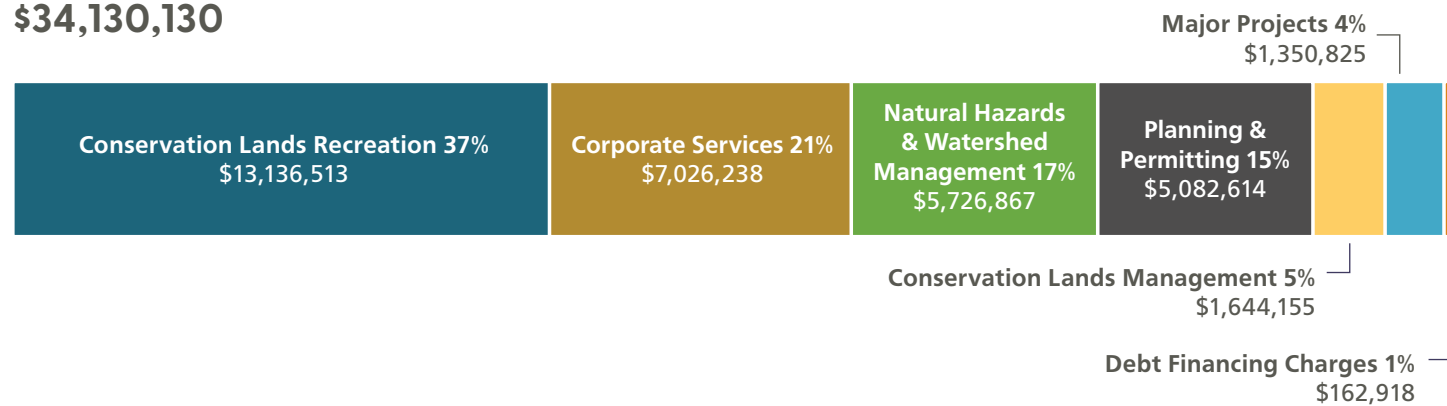
REVENUE

\$39,866,284



EXPENDITURES

\$34,130,130





Front Cover Photo: Sixteen Mile Creek Valley
Back Cover Photo: Mountsberg Sugarbush



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