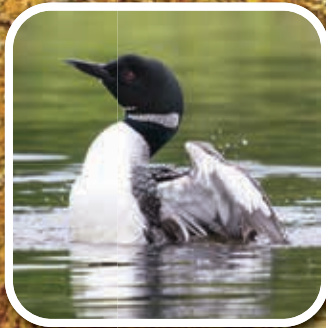


KAWARTHA CONSERVATION

STRATEGIC PLAN 2017-2021



Leaders in Integrated
Watershed Management



WHAT WE STAND FOR AS LEADERS

Our success, in terms of improved ecological health, will be measured by the position we take as leaders, in:

- Protecting our lakes and water resources
- Partnering with agricultural, shoreline and urban communities to advance stewardship
- Developing watershed science
- Educating and sharing
- Conserving our natural heritage
- Improving the health, safety and vitality of our communities

WE PROMISE TO

- Provide exemplary customer service.
- Connect people with nature in a way that is accessible, memorable and inspiring.
- Be transparent and accountable and to make difficult decisions with integrity.
- Embrace innovative technologies and creative solutions to manage our natural resources and protect our environment.
- Promote community sustainability and economic investment by supporting environmentally sound planning and development.



MESSAGE FROM THE CHAIR AND CAO

There is no better place than the Kawartha watershed

The world is changing, our environment is changing. Recently the Kawartha watershed has experienced both flood and drought. To continue to thrive, we must look ahead, understand the trends and forces that will shape our watershed and the world around us. We must make decisions today that will allow us to prepare for what is to come. We must be ready for tomorrow...today.

Our strategic plan creates both a blueprint for and a road map to a long-term destination for our organization. Kawartha Conservation is committed to managing the watershed, so that the natural environment thrives and, in turn, supports the well-being of people who live, work, and play here.

To create a relevant plan, we have engaged dozens of stakeholders, municipal leaders, agency representatives, and other community

leaders in our process. Our Board of Directors and staff have been extensively involved. We received many suggestions from watershed residents. We have also considered the changes in the world around us and how we must adapt.

The only constant is change, and keeping abreast of changes allows us to make decisions that will help shape our future. Kawartha Conservation sees the future. It includes clean water, diverse and sustainable landscapes, and strong, healthy and safe communities that are resilient to changes in our environment. It includes a strong sense of belonging, and a recognition that this special place is worthy of our protection. After all, there really is no better place than here and we want it to stay that way.

Heather Stauble
Chair

Rob Messervey
CAO



Our VISION

A sustainable watershed with clean and abundant water and natural resources assured for future generations.

Our MISSION

To be leaders in integrated watershed management and conservation.

Our FOCUS

Outstanding water quality and quantity management, supported by healthy landscapes through planning, stewardship, science and education.



OUR CORPORATE VALUES

Our values guide our actions, as they shape the kind of organization that we are part of. In all of our decision-making, we will:

- Act with Integrity
- Value Knowledge
- Promote Teamwork
- Achieve Performance Excellence
- Foster Innovation

Integrity: We strive to treat others with respect, fairness, honesty, patience, understanding, and trust. We respect diversity, are responsible and responsive, and committed to the health and safety of people and the environment. We care about the watershed, and about our staff, municipalities, clients, and partners, and making a positive difference.

Knowledge: We are a science and information-focused organization committed to achieving the best solutions. We facilitate continuous improvement and personal and professional growth. Focused on achieving results, we are committed to being leaders in integrated watershed management, ecosystem health, and community sustainability, and strive to achieve excellence through innovation.

Teamwork: We are committed to achieving common goals through teamwork; by collaborating, listening, and sharing information with our clients and partners, strengthening existing relationships, and building new partnerships. We participate in activities to benefit our clients, municipalities colleagues, community, and watershed, and are committed to finding common solutions.

Performance Excellence: We are an accountable and financially responsible organization. We consistently present a professional image and set a good example. We communicate clearly with our staff, clients and partners.

Innovation: We are forward-thinking and visionary, while striving to develop new ways of doing business. We are committed to being leaders and innovators in watershed management, ecosystem health, and community sustainability,





PROTECT

Keep people, property, and communities safe from natural hazards such as flooding and erosion

- 1** Complete floodplain mapping projects for priority flood damage centres.
- 2** Explore opportunities to reduce flood risk by partnering with member municipalities and the development and insurance sectors.
- 3** Expand the flood warning and forecasting network and emergency management system with municipalities and flood management agencies.
- 4** Continue to ensure our permitting approvals and municipal planning decisions protect people, their property and investments and public infrastructure from natural hazards.
- 5** Complete guidelines and communication tools that clarify the elements and standards for natural hazard assessments such as slope stabilization, large fill and sediment and erosion controls.
- 6** Lead the Low Water Response Program for the watershed.
- 7** Ensure our conservation areas meet a high standard of public safety.
- 8** Continue to Implement the Drinking Water Source Protection Plan.

Note: Numbering on this and the following pages is for reference purposes and not reflective of priority.





CONSERVE & RESTORE

Conserve and restore
a healthy resilient environment

- 1** Implement the Climate Change Strategy.

- 2** Implement the Kawarthas Naturally Connected natural heritage system and use it to inform the Land Securement Policy and Climate Change and Stewardship Strategies.

- 3** Implement the Stewardship Strategy, and seek new partners in conducting shoreline, urban, rural and agricultural stewardship restoration projects.

- 4** Focus land securement on priorities identified within the Land Securement Strategy.

- 5** Complete and help implement the Nogies Creek Waterway with partners.

- 6** Complete and implement lake management plans with partners and residents.

- 7** Institute a forest regeneration program with landowners.





DISCOVER

Develop greater scientific knowledge of the watershed that advances decision making.

- 1** Identify and address science and information data gaps.

- 2** Develop and Implement a Citizen Science program to increase knowledge.

- 3** Track key environmental trends impacting the watershed and report on results at least every 3 years.

- 4** Develop the means to understand and report on the ecological value of our watershed's goods and services.

- 5** Remain the go-to organization in the watershed for science and research based information and data, mapping and GIS - generated resources and make that information easily accessible and understandable to the general public.

- 6** Invest in our monitoring programs and networks to support our ability to track the impacts of climate change and changes in our environment and inform our adaptation strategies.

- 7** Lead and participate in collaborative research projects with our academic institutions, government agencies, private sector partners and environmental experts.






CONNECT & COLLABORATE

Engage our watershed partners to foster relationships

- 1** Enhance engagement, collaboration and knowledge sharing with our First Nation communities.
- 2** Expand partnerships with local school boards to deliver accessible, affordable, innovative outdoor education programs utilizing our conservation lands as a classroom.
- 3** Maintain relationships with municipal partners through regular and targeted communication and engagement with municipal councils and staff members.
- 4** Maintain and create relationships with community groups, government organizations, stakeholders and the agricultural and other industry sectors to better understand their interests, concerns and opportunities.
- 5** Connect communities and residents with nature by encouraging use of our conservation areas.
- 6** Collaborate and share services, expertise and resources with neighbouring conservation authorities and Conservation Ontario.
- 7** Support activities of the Kawartha Conservation Foundation.
- 8** Expand partnerships with our universities and colleges.
- 9** Explore opportunities and advance eco health across the watershed with public health partners.



 RBC
Date: June 4 2015
Pay to the order of Kawartha Region Conservation \$ 25,000
Twenty five thousand / 100 dollars
RBC
Signature



OPTIMIZE SERVICE

Focus on customer and business service excellence and optimize performance

- 1** Attract and retain a skilled workforce, promote information and knowledge transfer and utilize our talent management program to facilitate staff training, mentoring, succession planning, and professional and leadership skill development.
- 2** Complete a professional and Value for Service Review of all programs and services to generate sustainable revenues, create efficiencies and to enhance benefits.
- 3** Develop performance metrics standards and measures focused on corporate organizational performance and accountability; report key service targets monthly to our Board.
- 4** Implement an Asset Management Plan.
- 5** Continue to pursue new funding relationships and opportunities, particularly relating to climate change, stewardship and education, source water protection implementation, conservation areas infrastructure and special project funding.
- 6** Invest in technology to enhance business service delivery.
- 7** Taking an outside-in approach, continue to look for opportunities to streamline and simplify the plan review and permitting processes to ensure quality, timely, responsive customer service.
- 8** Utilize our compliance activities as an education and outreach opportunity.



City of Kawartha Lakes
1,815 km² within watershed

Municipality of Trent Lakes
237 km² within watershed

Township of Brock
36 km² within watershed

Township of Scugog
457 km² within watershed

Township of Cavan Monaghan
8 km² within watershed

Municipality of Clarington
10 km² within watershed

TOTAL 2,563 km² Within Watershed



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Member of



Conservation ONTARIO
Natural Champions