

2024 ANNUAL REPORT



**KAWARTHA
CONSERVATION**

Discover • Protect • Restore

LEADERS IN INTEGRATED WATERSHED MANAGEMENT

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*

Our VISION

Engaged communities that love, respect and appreciate our natural environment.

Our MISSION

To champion watershed health as the recognized leader in natural asset management.

Our FOCUS

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

2024 Board Members

CHAIR – Pat Warren (City of Kawartha Lakes)

VICE CHAIR – Harold Wright (Township of Scugog)

Tracy Richardson – City of Kawartha Lakes

Eric Smeaton – City of Kawartha Lakes (January to November)

Gerry Byrne – Township of Cavan Monaghan

Peter Franzen – Municipality of Trent Lakes

Robert Rock - Township of Scugog

Cria Pettingill – Township of Brock

Lloyd Rang – Municipality of Clarington

We would like to acknowledge that many Indigenous Nations have longstanding relationships, both historic and modern, with the territories upon which we are located. Today, this area is home to many Indigenous peoples from across Turtle Island. We acknowledge that our watershed forms a part of the treaty and traditional territory of the south-eastern Anishinaabeg. It is on these ancestral and treaty lands that we live and work. To honour this legacy, we commit to being stewards of the natural environment and undertake to have a relationship of respect with our Treaty partners.

Message from the Chair and CAO

2024 was a year of challenges, opportunities, and growth for Kawartha Conservation. We remained steadfast in our mission to support and protect the Kawartha watershed, its residents, and its businesses while adapting to legislative changes affecting program areas. Despite the hurdles, our team delivered exceptional results across all program areas, demonstrating resilience, innovation, and a deep commitment to our strategic priorities: Protect and Restore, Engage and Inspire, and Innovate and Enhance.

We witnessed incredible engagement across our programs and initiatives this year from our community and partners. From the completion of the Lake Dalrymple Management Plan to impactful tree planting and community-driven conservation projects, our work made a tangible difference. The

Illuminated Forest and Christmas at Ken Reid were standout events, continuing to draw families and visitors, reinforcing the value of our conservation areas as cherished spaces for connection and celebration.

Looking ahead, we remain dedicated to advancing our strategic priorities and exploring new ways to enhance our operations and impact. As we reflect on the accomplishments of 2024, we are inspired by the collaborative spirit of our team, partners, and communities. Together, we will continue to safeguard the natural environment and support the well-being of our watershed and its people.

Thank you for being part of our journey. We look forward to building on the successes of 2024 and embracing the opportunities that lie ahead.

Mark Majchrowski
CAO

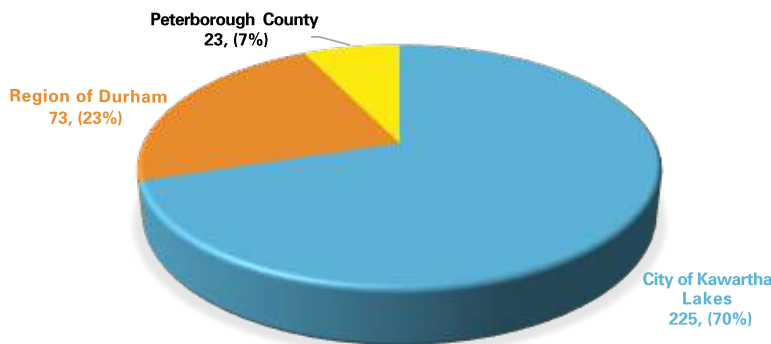
Pat Warren
Chair, Kawartha Conservation
Board of Directors



Permitting / Planning

Permitting

In 2024, Kawartha Conservation's permitting activities focused on protecting people and infrastructure from natural hazards like flooding and erosion. Updated regulations led to new resources and enhanced mapping, improving clarity and efficiency for applicants. These efforts balance responsible development with environmental stewardship, building resilient communities across the watershed.



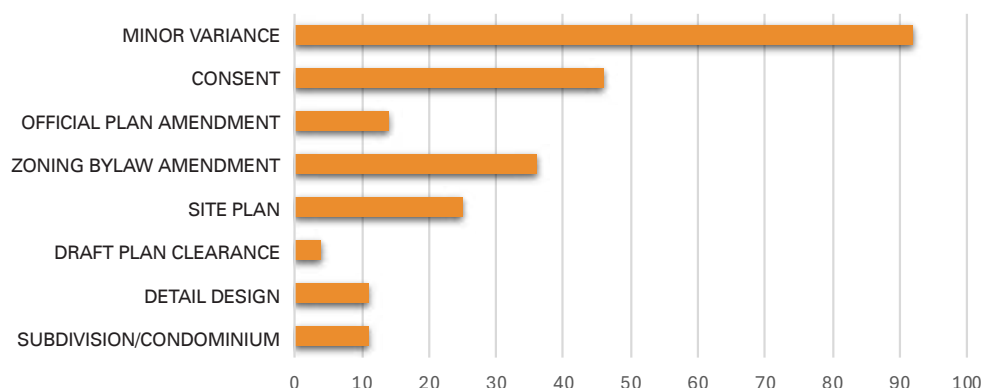
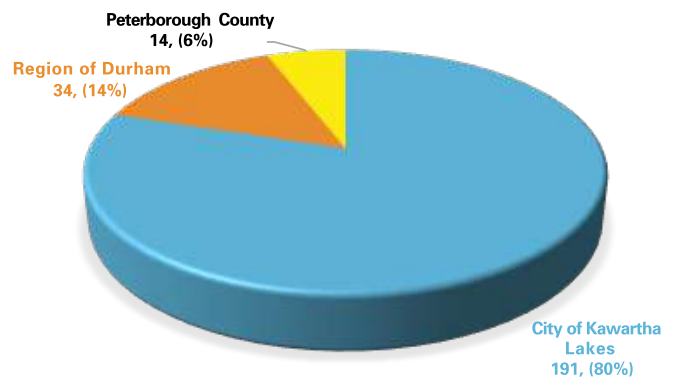
Permitting

- 351 Permits Issued
- City of Kawartha Lakes: 255
- Region of Durham: 73
- Peterborough County: 23

Planning

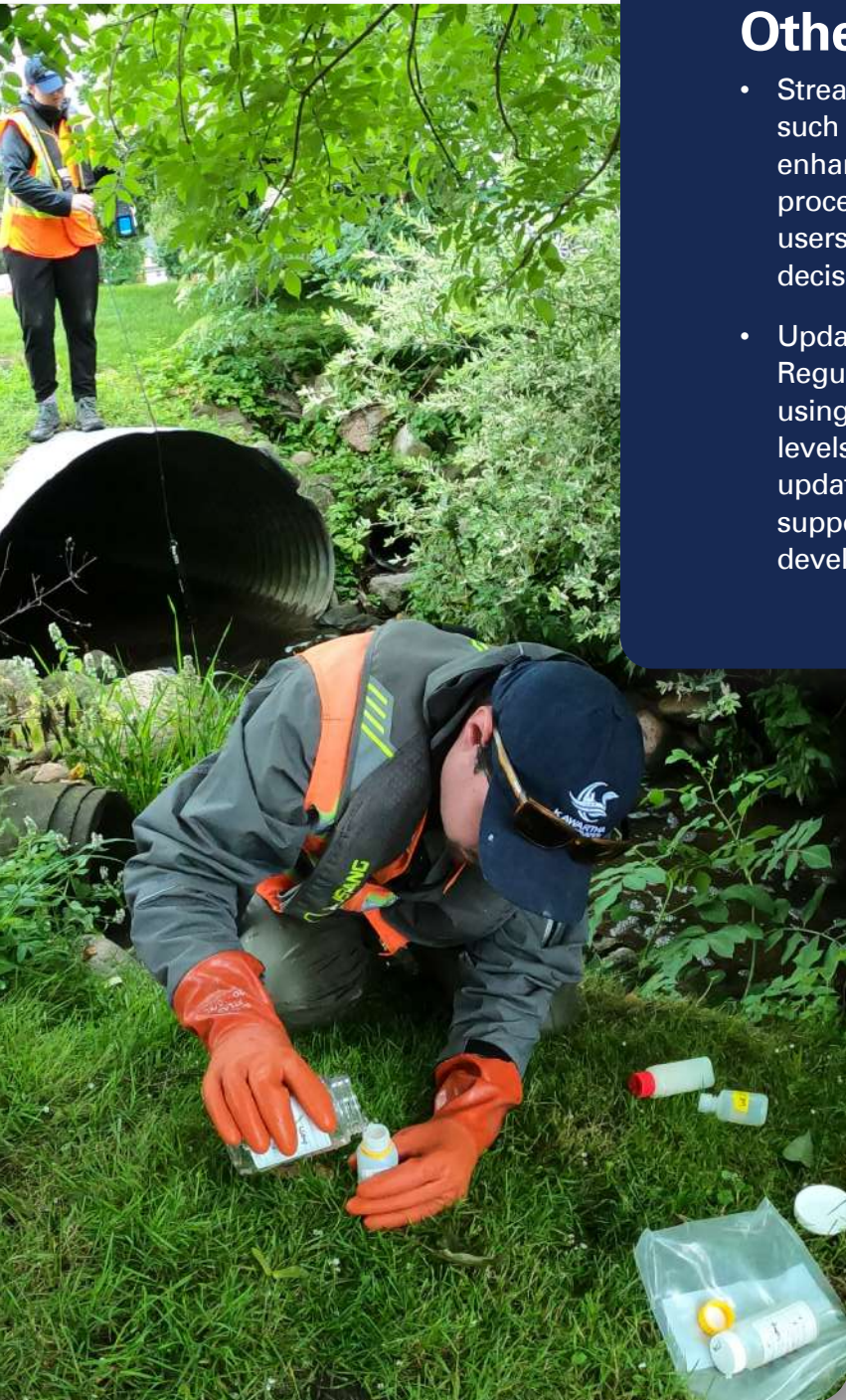
In 2024, we reviewed and provided comments on numerous planning applications across our jurisdictions, including the City of Kawartha Lakes, Durham Region, and Peterborough County. These applications covered a range of planning processes, such as subdivisions, site plans, zoning by-law amendments, and minor variances. Additionally, we participated in 72 pre-consultation applications to guide early-stage planning, with a focus on ensuring sustainable and environmentally sound development across all regions.

- 239 Planning Applications Reviewed
- City of Kawartha Lakes: 191 applications
- Durham Region: 34 applications
- County of Peterborough: 14 applications



Compliance

When development occurs without a permit, we work to ensure it is not impacted by or contributing to natural hazards and take steps to achieve compliance. Staff opened 225 complaint files in 2024 and resolved 109 files following site visits to investigate and assess potential violations with respect to Ontario Regulation 41/24: Prohibited Activities, Exemptions and Permits.



Other Key Achievements

- Streamlined and automated critical GIS workflows, such as updating regulated area boundaries. This enhancement ensures accurate and efficient data processing for mapping on ArcGIS Online, providing users with up-to-date and reliable information for decision-making and land-use planning.
- Updated the regulated area boundary under Ontario Regulation 41/24 for updated legislative context and using improved methodologies for 100-year lake levels, meander belts, and erosion hazard areas. These updates enhance the precision of hazard mapping, supporting better environmental protection, informed development planning, and public safety.

Source Water Protection

Updates to the local source protection plan, including a municipal water supply system for King's Bay and a general plan update, have been submitted to the MECP (Ministry of Environment, Conservation and Parks) for approval.

Our Risk Management Official issued 37 RMO Notices and letters (Section 59) tied to planning and building development applications.

Integrated Watershed Management

In 2024, the Integrated Watershed Management (IWM) team achieved significant progress in advancing environmental stewardship and sustainable watershed management across the region. Through collaborative initiatives and innovative strategies, the team delivered impactful results that benefit both the community and the natural environment.

Key accomplishments included completing the Watershed-Based Resource Management Strategy, which provides a roadmap for informed decision-making, and finalizing the Lake Dalrymple Management Plan, featuring 42 actionable recommendations to protect fisheries, restore critical habitats, and improve communication about watershed health. Other highlights include advancing climate resiliency through a comprehensive Climate Vulnerability Assessment and implementing advanced monitoring technologies, such as deploying 32 water temperature data loggers to track vulnerabilities in coldwater streams and upgrading precipitation monitoring at key sites. These efforts strengthen our ability to address emerging environmental challenges, support evidence-based management, and safeguard the health of our watersheds.





Lake Dalrymple Management Plan (Year 4 – final year)

- Worked closely with the local community to get advice on key lake management concerns and opportunities, and feedback on proposed management recommendations;
 - 3 Working Group Meetings (comprised of 10 local individuals and Lake Association representatives),
 - 2 open houses at Carden Recreation Centre in summer (80 people in attendance).
 - 60 feedback survey forms submitted.
- Completed the Lake Dalrymple Watershed Characterization Report, which is a 'state of the lake' technical report that summarizes 3 years of water quality and quantity research on the health of the lake and in its watershed. Our data indicate that the lake and its watershed are in 'fair' to 'good' condition when viewed under the lenses of land and lake use, water inputs and levels, water quality, sediment quality, aquatic habitats and fish, and landscape ecology.

Completed the Lake Dalrymple Management Plan, which contains 42 details management actions to achieve the following priority recommendations:

- Protect the fishery from over-harvest.
- Protect important habitat and unique features during new development.
- Rehabilitate natural vegetation and habitats along the shoreline.
- Rehabilitate natural vegetation, habitats, and connectivity along streams.
- Communicate through lake associations: lake threats and solutions.
- Communicate through signage: lake threats and solutions.
- Communicate through public information sessions: lake threats and solutions.
- Monitor lake health conditions and fill data gaps.



Local Environmental Monitoring

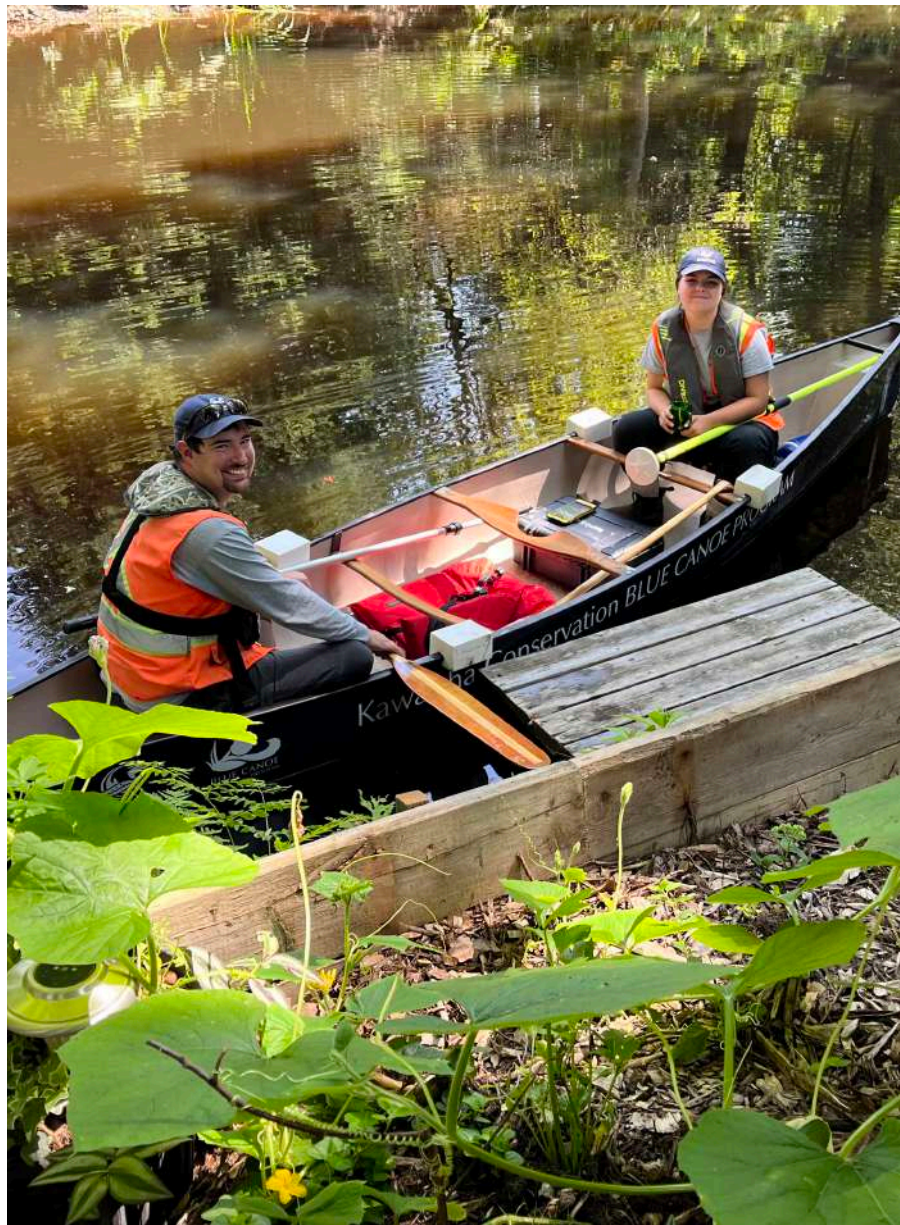
We continued to prioritize local environmental monitoring, partnering with Trent University and Fleming College to collect vital data. Monitoring efforts included tracking water temperatures at 29 coldwater stream sites and assessing water bugs at 15 urban and reference locations. These programs not only provide critical insights into watershed health but also support the education and training of future environmental professionals.

- Monitored water quality conditions at important locations, including:
 - 29 sensitive coldwater stream sites for water temperature, partnering with Trent University's School of Environment Co-op program
 - 15 urban and reference sites for water bugs; partnering with Fleming College's Environmental Technology Program.

Flood and Water Safety Communications

In 2024, 18 Watershed Condition Statements and flood messages were issued to keep the community informed and safe. Educational content on flood forecasting and warning was shared across social media platforms, increasing public engagement and awareness. Kawartha Conservation's expertise was further showcased through a Global News interview and participation in the national Emergency Preparedness Week campaign, where collaborative efforts with partner organizations promoted preparedness and safety.

Staff also participated in numerous water management events, including Parks Canada meetings, GTA Flood Forecasting and Warning Group meetings, and workshops hosted by the Ontario Hydrometric Program Coordinating Committee. These events help inform the organization's leadership in water safety and flood risk management.

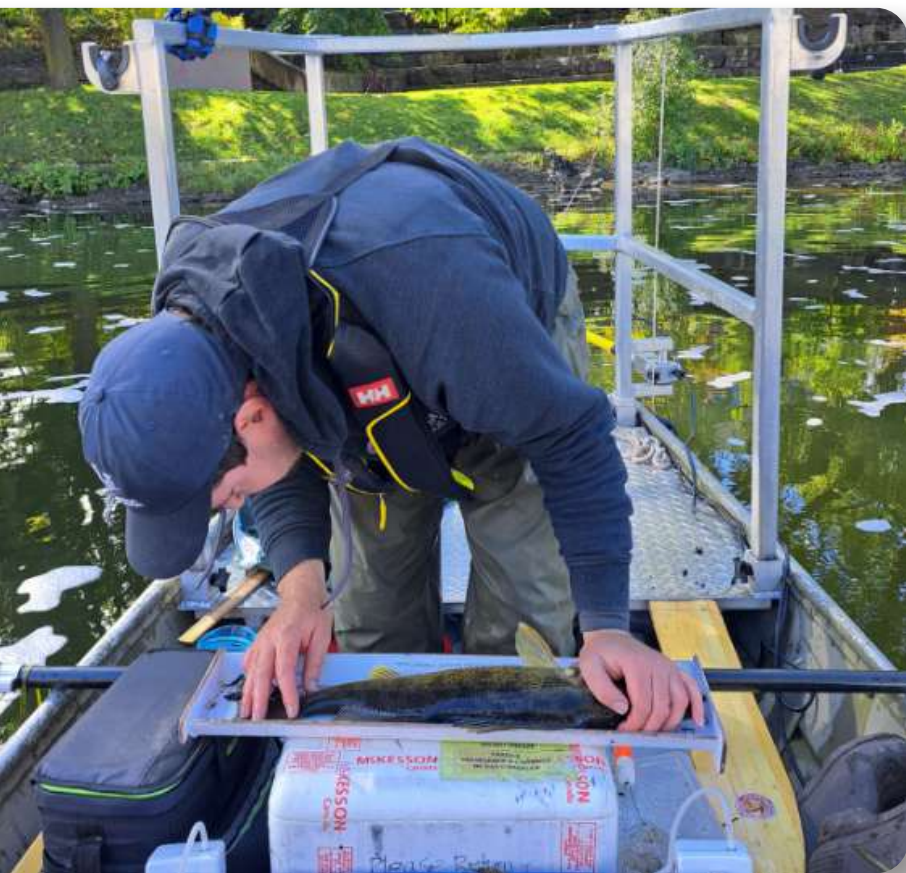


Data Collection and Reporting

We significantly enhanced our environmental monitoring and reporting capabilities by implementing advanced data collection methods, installing real-time weather and groundwater monitoring equipment, and creating user-friendly public dashboards and interactive maps to provide detailed, accessible, and up-to-date environmental data.

Several reports highlighting key environmental trends and watershed health were published on Kawartha Conservation's website, providing valuable information to the community and stakeholders.

These initiatives underscore our commitment to protecting and enhancing watershed health, fostering community resilience, and advancing sustainable environmental management practices.



- Boat electrofishing on the Scugog River provided valuable insights into fish populations, supporting stormwater management efforts and public health assessments in collaboration with the Ontario Sport Fish Contaminant Monitoring Program.
- Updated the internal flood forecasting dashboard by incorporating monitoring stations bordering our watershed from other conservation authorities, as well as from various partners, including the Water Survey of Canada and the Ministry of Transportation. Enhancements also include daily tracking of minimum, mean, and maximum water level statistics.

Collaborative Climate Change and Planning Initiatives

In 2024, collaborative efforts focused on long-term environmental planning and research to address climate change impacts. Notable accomplishments include a multi-year assessment of Brook Trout populations across the Oak Ridges Moraine, which confirmed stable populations and healthy reproduction. Monitoring initiatives spanned critical waterways, with results guiding future recommendations for agricultural best management practices.

Community engagement played a crucial role in the implementation of the Lake Scugog Environmental Management plan, complemented by academic contributions to scientific research, including co-publishing studies on land use impacts and aquatic health. These efforts underscore Kawartha Conservation's commitment to research-driven environmental stewardship and leadership in sustainable resource management.



- An assessment of coldwater fish communities at 10 sites across the Oak Ridges Moraine revealed that Brook Trout populations have remained stable over the past 15–20 years. Brook Trout were recaptured at all sites where they had been previously recorded, and evidence of successful reproduction and multiple year classes was observed. Distribution of brook trout did not increase or decrease significantly at sites previously observed.. This indicates a consistent and thriving presence of Brook Trout in these habitats.
- Completed 3 years of monitoring on Blackstock Creek, East Cross Creek, Stoney, Janetville, and Sucker Creeks with a report forthcoming in 2025.
- To evaluate the current relevance of the Lake Scugog Environmental Management Plan, we engaged extensively with stakeholders and rights holders through more than 10 focused meetings. Public involvement included two well-attended events at the Port Perry Farmers' Market and an online survey, which received input from over 500 participants.
- Co-published a paper in Environmental Science: Processes & Impacts with Dr. Vaughn Mangal (Brock University) on the impacts of land use on dissolved organic matter in agricultural watersheds. Results from this study showed that changes in landuse can affect the molecular structures of simple carbon base foods in our food web. Urban areas make simple foods uneatable for microbes, while more natural landuse allow for microbial digestions of simple foods.
- Contributed as a partner author to a journal article on shoreline and riparian development thresholds, soon to be published in the Journal of Aquatic Ecosystem Health and Management. This provides a summary of the current guidelines around the waters edge. The paper shows that additional guidelines are needed to help preserve this important area around lakes.
- Submitted a journal article examining the effects of aquatic thrusters on aquatic plants in the Kawartha Lakes. The results show that thrusters can have a significant impact on plants, and in turn nearshore habitats. As they are becoming more prolific and are a relatively new technology, it provides an important early research to better understand their impacts for lake managers.
- Published the Layton River Water Quality Report and Summary Report

Erosion and Sediment Control

- We tested drone capabilities to identify erosion and sediment high-risk areas on construction sites, offering practical support to developers in meeting sediment and erosion control guidelines, protecting water quality, and managing runoff from development sites. In partnership with the Gateway of Lindsay subdivision, we conducted drone flights over the property to assess erosion risk. This approach provides a more cost-effective method for monitoring impacts from construction activities while safeguarding environmental health.
- Maintained staff qualifications as Certified Inspectors of Sediment and Erosion Control (CISEC) and attended the From Source to Stream conference, along with field training on installing and inspecting structural erosion and sediment control measures. These efforts ensure we remain equipped with the latest knowledge and skills to effectively mitigate erosion, protect water quality, and prevent sediment-related impacts on local ecosystems.



Bobcaygeon Dam

- Partnered with Parks Canada to install 7 water level loggers on Sturgeon Lake and Pigeon Lake, to track water levels over the course of the year and compare various locations in the lakes against Parks Canada water level gauges. This data will help to confirm whether water levels on the lakes are within range of what is necessary to support aquatic life such as Walleye.



Lake Scugog Enhancement Project

The Lake Scugog Enhancement Project (LSEP) was an ambitious initiative aimed at improving the health of Lake Scugog and enhancing Port Perry Bay, bringing significant environmental and community benefits. Spearheaded by Kawartha Conservation, Township of Scugog and the Scugog Lake Stewards, the project involved years of dedicated effort, collaboration, and coordination with numerous external partners, agencies, and organizations.

Notable accomplishments through 2024 included the installation of the Baagwatting Oil-Grit Separator, a critical infrastructure piece designed to treat stormwater before it entered the lake, reducing sediment and pollutant inflow. Extensive engagement with the Williams Treaties First Nations ensured the successful completion of duty-to-consult requirements with Alderville, Rama, Hiawatha, Mississaugas of Scugog Island, Georgina Island, and Beausoleil First Nations.

Despite the considerable progress made and the potential for transformative impacts on Lake Scugog's ecological health, the Township of Scugog made the difficult decision to cancel the project at the end of 2024. Rising inflation and the financial and logistical risks associated with constructing the berm and wetland were cited as the primary reasons. This decision marked the end of a project that had seen a tremendous investment of time, energy, and commitment by all involved, and while it did not come to fruition, the groundwork laid and the partnerships-built underscore the dedication to protecting and enhancing the natural environment.

Management Strategies

In 2024, Kawartha Conservation developed two key documents required by provincial legislation:

Watershed-Based Resource Management Strategy

This strategy reviews our programs and services, identifies risks and challenges, and provides actions to improve delivery and address watershed trends and community needs.

Conservation Areas Strategy

This strategy outlines our long-term vision for managing over 880 hectares of natural spaces, focusing on protecting biodiversity, enhancing resilience, and improving public access to conservation areas, while addressing challenges like climate change and habitat loss.

Innovations in Environmental Monitoring and Data Management

In 2024, Kawartha Conservation introduced innovative approaches to improve environmental monitoring and data collection:

- Expansion of the continuous logger network to new locations at Cawkers Creek and Layton River and the use of an autosampler to collect critical high-flow period data.
- Developed user-friendly apps for environmental monitoring that automatically integrate real-time data from the KiWIS Kisters WISKI API. These apps enhance our ability to monitor environmental conditions efficiently and provide timely, accurate insights to support decision-making and public awareness.
- We successfully programmed and deployed our autosampler at Jennings and Sinister Creek to collect critical water samples during high-flow periods. This advancement enhances our ability to monitor water quality, manage runoff effectively, and support better decision-making with accurate and timely data.



Floodplain Mapping and Risk Assessment

In 2024, Kawartha Conservation made significant strides in floodplain mapping, a critical step in improving flood risk management and community preparedness. This included the completion of floodplain mapping studies for Nogies Creek (7.2 km, 156.54 ha) and Miskwaa Ziibi River (4.5 km, 50.89 ha), endorsed by Trent Lakes Council and submitted to the province. Additionally, updated floodplain maps for the Gull and Burnt Rivers were completed in partnership with Haliburton County, targeting areas historically affected by major flooding events over the past decade. These efforts reflect our ongoing commitment to providing accurate, actionable data to protect communities, enhance flood preparedness and response, and promote disaster resilience.



Enhancing Conservation Areas: Infrastructure, Programs, and Community Engagement

In 2024, the Conservation Areas team focused on improving infrastructure, expanding programs, and fostering meaningful community and cultural connections. Efforts were directed toward upgrading key facilities, enhancing the visitor experience, and building partnerships that promote environmental stewardship and education. From physical upgrades like boardwalk replacements and trail marker installations to engaging programs and collaborations with local organizations, these initiatives reinforced the role of Conservation Areas as accessible, vibrant spaces that support recreation, education, and community well-being.



Key Developments in Conservation Areas

- Replaced two sections of boardwalk and a footbridge, improving accessibility and ensuring a safe and enjoyable experience for all visitors.
- Installed new Ken Reid kiosk and trail markers
- Installed new wind phone at Windy Ridge Conservation Area
- Completed new pollinator garden and installed signage on the escarpment along disc golf course.
- Leveraged partnership with Fleming to have students complete Buckthorn identification and removal along Marsh Lookout Trail

Service and Program Expansion

- Initiated redevelopment of the Talking Forest app which will be redesigned to enhance functionality for users and administrators, provide on-going support and hosting.
- Hosted 6 public and 3 private Forest Therapy sessions.
- Engaged in mental health and wellness events, emphasizing the therapeutic value of nature.

Community and Cultural Engagement

- Guest speaker at annual general meeting for Balsam Lake Cottager's Association and Kawartha Lake Stewards.
- Collaborated with the City of Kawartha Lakes Boys and Girls Club to host an Earth Day garbage pickup and Tree Planting at Ken Reid.
- The team leveraged many avenues for outreach, including Bounce FM to promote our Garden Guides, Water Fund grants, and Plant Sale programs.
- Collaborated with Mississaugas of Scugog Island First Nation (MSIFN) to develop plant species list for Durham Eco Corridor restoration
- Collaborated with Kawartha Lakes Food Source and supported the Canadian Mental Health Association.
- Planted 85 trees, 331 shrubs, and 1000 perennials along the Disc Golf course, in partnership with TD Friends of the Environment.
- Participated in World Migratory Bird Day and Christmas at Ken Reid alongside volunteers from RBC.
- The Kawartha Conservation Foundation supported events including the Kawartha Fall Festival and Christmas at Ken Reid.
- Partnered with the Kawartha Lakes Public Library on the Ken Reid Story Walk Trail, Kawartha Fall Festival and Christmas at Ken Reid events.



Stewardship

This year, the Landowner and Community Stewardship team connected with more than 130 landowners and community organizations to assess properties and support the implementation of innovative urban, rural, agricultural, and waterfront projects across our watershed.

The team surpassed our Stewardship Strategy target of planting 21,000 native trees and shrubs per year by planting a total of 59,045 through our various landowner programs.

The team continued to grow our Native Plant Sale program. This year, we supplied 100 landowners with 3,400 diverse native plants which will rejuvenate native biodiversity, provide significant pollinator habitat, and increase the network of naturalized landscapes across our watershed.



Volunteer Participation and Tree Planting Initiatives

- With the help of 27 dedicated volunteers, 210 trees and shrubs were planted along 180m of shoreline and in a small block planting approximately 0.05 ha in size. Their efforts contributed to enhancing the natural environment and promoting shoreline naturalization. To support public awareness, an informative sign highlighting the benefits of shoreline restoration was also installed.

Landowner and Community-Based Stewardship Projects

- Supported the implementation of Lake Management plans across our watershed by awarding \$90,000 in Water Fund grants to 29 landowner projects and 6 community organization projects for diverse and innovative environmental initiatives on agricultural, rural, waterfront, and urban properties, and leveraging an additional \$300,000+ in community investment.





Agricultural Sector Involvement

- Provided funding support for 6 agricultural BMPs through the Water Fund program, including manure storage, stormwater management, the naturalization of 3+ hectares, and 646 metres of livestock exclusion fencing.
- Leveraged funding from the Ontario Ministry of Agriculture, Food and Agribusiness to expand water monitoring programs on 9 agricultural or rural properties for the Talbot River Healthy Environment Initiative. Water quality results inform the recommendations for agricultural Best Management Practices in 2025.
- Engaged with the farming community by hosting booths at multiple agricultural events
 - East Central Farm Show March 2024
 - Durham Agricultural Advisory Committee Farm Tour September 2024
 - City of Kawartha Lakes International Plowing Match October 2024, along with Conservation Ontario and Lake Simcoe Region Conservation Authority.
- Provided technical support and outreach by presenting to the farm community at:
 - The annual Carden Forum hosted by Couchiching Conservancy in November 2024
 - Net Zero Farms in February 2024
 - Environmental Monitoring and Biomonitoring Talks OMAFRA in February 2024
- Provided stewardship expertise as an active member of regional agricultural stewardship collectives including the East Central Farm Stewardship Collaborative (ECFSC) and the ALUS Peterborough Participant Advisory Committee.



Urban Community Engagement

- Implemented a multi-faceted Low Impact Development (LID) project in partnership with RBC Tech for Nature to address a runoff issue impacting our infrastructure. This innovative stormwater management initiative includes a rain garden, soakaway pit, dry swale, permeable pathway, rain barrels, and native plant beds to treat and convey stormwater runoff.
- Distributed thousands of copies of the Garden Guide series, including a new “Urban Tree Guide” to support a growing network of private land naturalization projects in our watershed.
- Engaged in a new invasive species management program with the Township of Scugog to control the spread of Japanese knotweed on lake-adjacent municipal property in Port Perry.
- Grew urban outreach and engagement initiatives by hosting booths at community events like:
 - The Kawartha Country Living Show in April 2024
 - The Bobcaygeon Environmental Fair in June 2024
 - The Lindsay Wellness Fair in September 2024
- Provided stewardship expertise as an active member of the City of Kawartha Lakes Environmental Advisory Committee to support the implementation of the Healthy Environment Plan and other environmental initiatives across the municipality.

Shoreline and Habitat Restoration

- Provided funding support for the enhancement and restoration of 490 metres of waterfront through the Water Fund and TD Tree Days programs.



Tree Planting and Forestry Initiatives

- Notable contributions from various initiatives, including OMAFRA, Kawartha Water Fund, Scugog Water Fund, the 50 Million Tree Program (Forests Canada), and Tree Canada, resulting in over \$114,000 of funding provided to 18 landowners in our region for tree planting projects.
- Restored and/or enhanced 24 hectares of forest habitat through large scale tree planting initiatives including the 50 Million Tree Program (Forests Canada) and 2 Billion Tree Program (Tree Canada).
- Sold 17,225 seedlings in 2024. 10,850 seedlings were sold in City of Kawartha Lakes, 3725 in Durham Region, 1875 in Peterborough County, and 1225 from other nearby areas. A total of 217 customers engaged with the sale.
- Planted 60 new DNA tested butternuts at Pigeon River Conservation Area as part of our butternut compensation program.
- Planted 45,900 trees through large scale tree planting initiatives.

Educational Partnerships and Initiatives

- Engaged more than 350 participants through various educational partnerships, introducing youth and families to aquatic ecology, wetland importance, and outdoor education, including water bugs and aquatic habitat sessions at Kawartha Lakes Hockey Camp, 1st Omemee Scouts, and Omemee Baptist Church Summer Camp.
- Delivered hands-on learning experiences at major events and schools, such as the International Plowing Match and Rural Expo, the Haliburton-Muskoka-Kawartha Children's Water Festival, and R.H. Cornish Public School (200+ attendees).
- Hosted over 80 students from Mariposa Elementary School at Ken Reid Conservation Area for an engaging Orienteering Program and partnered with City of Kawartha Lakes Summer Camp for additional sessions.



International Plowing Match and Rural Expo

One of the year's highlights was our participation in the International Plowing Match and Rural Expo, which welcomed over 50,000 visitors to the community. Kawartha Conservation's representation spanned all departments, showcasing our collaborative efforts with the City of Kawartha Lakes, Conservation Ontario, Lake Simcoe Region Conservation Authority, colleagues, and community organizations. This event was a unique opportunity to engage with diverse audiences, highlight our programs, and strengthen connections within the community.

Technology

One of Kawartha Conservation's long-term strategic objectives is to create a more resilient, efficient, and technologically savvy organization. Enhancements included improved data security safeguards critical environmental and operational information, while connectivity and hardware upgrades support productivity and collaboration. The integration of cutting-edge tools, such as drones and 3D mapping software, demonstrates a commitment to innovation, enabling better-informed decision-making and resource management across the watershed.



Infrastructure Enhancements in 2024: Driving Efficiency and Resilience

In 2024, Kawartha Conservation prioritized strategic infrastructure upgrades to improve operational efficiency, strengthen data security, and enhance workplace functionality. These advancements reflect a forward-thinking approach to leveraging technology for resilience, adaptability, and innovation.

Key Achievements in Infrastructure Modernization

Enhanced Data Security and Backup Systems

To bolster resilience against cybersecurity threats, Kawartha Conservation implemented robust data backup measures, implemented infrastructure upgrades and validated recovery methods for ransomware scenarios.

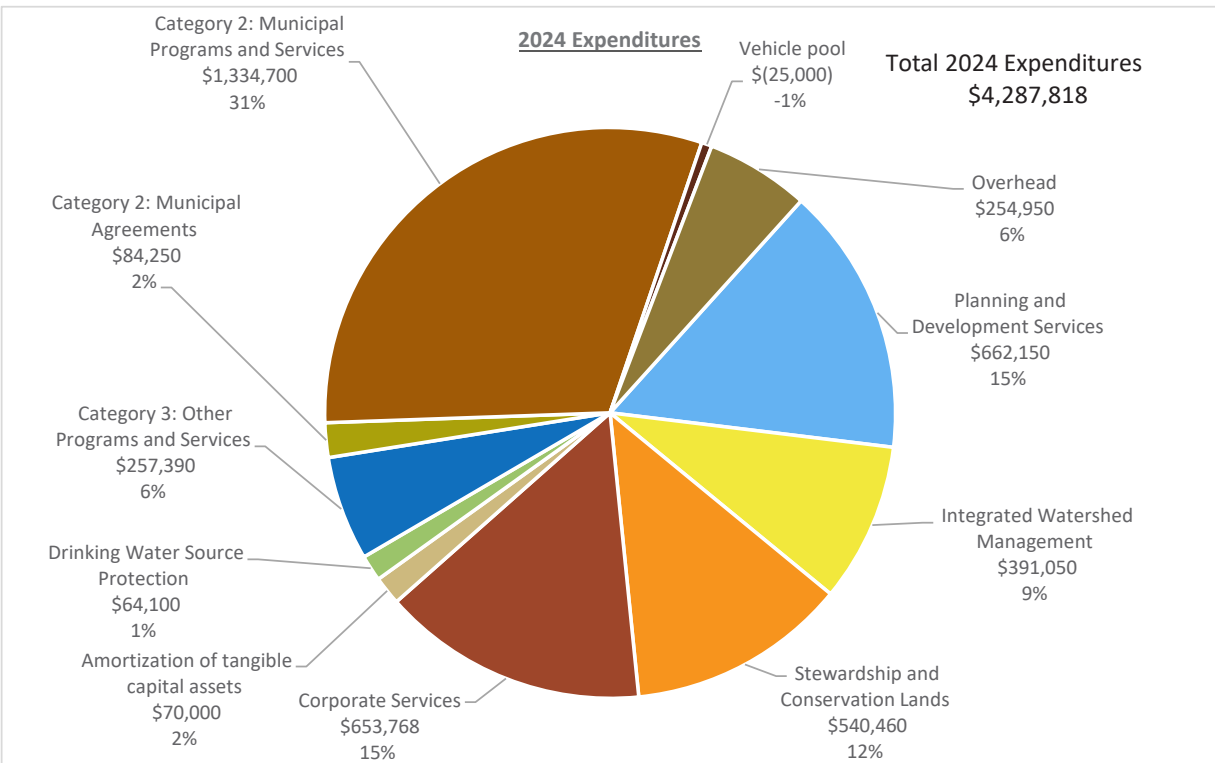
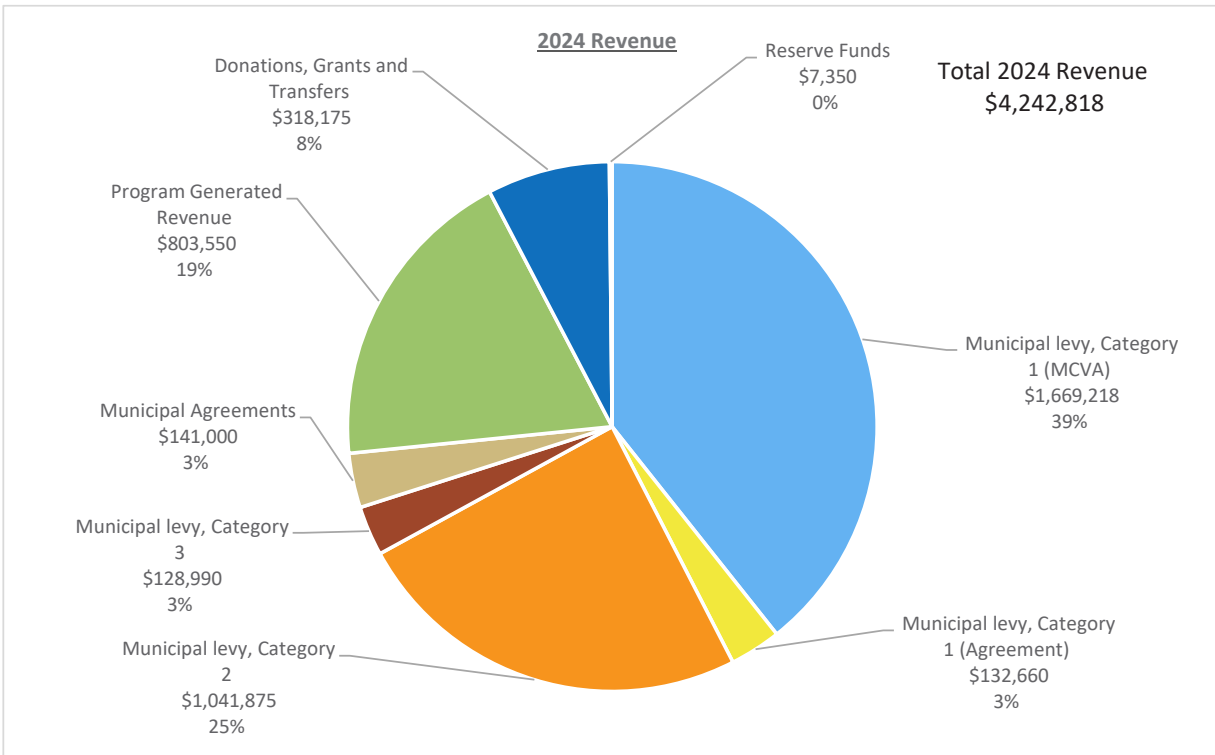
Improved Network and Connectivity

The deployment of updated network switches and a cell booster significantly improved connectivity within the main office, enhancing team collaboration and accessibility.

Workplace Technology Advancements

Operational capabilities were enhanced with updated desktops, tablets, and meeting room technology, including a wireless display and a high-definition projector for improved presentations and collaboration.

Finances



NOTE: This financial information is condensed from the Board of Directors' Approved 2024 Budget Summary. The complete auditor's report for the year ended December 31, 2024 is anticipated to be available in May 2025, copies of which will be available on our website.