



2025

Budget



**KAWARTHA
CONSERVATION**

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Guiding Principles

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 Corporate Values

Our values shape our organization and guide our actions and our decision-making:

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

RESTORE & PROTECT

ENGAGE & INSPIRE

INNOVATE & ENHANCE

Governance

The municipalities within the boundaries of the watershed govern Kawartha Conservation through a Board of Directors comprised of nine representatives. Directors are responsible for making decisions as a collective, working for the benefit of the whole watershed. They act as liaisons between their municipalities and Kawartha Conservation.

2025 Board of Directors

CHAIR

Pat Warren
City of Kawartha Lakes

VICE CHAIR

Harold Wright
Township of Scugog

DIRECTORS

Tracy Richardson
City of Kawartha Lakes

Cria Pettingill
Township of Brock, Region of Durham

Lloyd Rang
Municipality of Clarington, Region of Durham

Robert Rock
Township of Scugog, Region of Durham

Gerry Byrne
Township of Cavan Monaghan

Peter Franzen
Municipality of Trent Lakes

Vacant
City of Kawartha Lakes

Vacant
Mississaugas of Scugog Island First Nation

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 southeastern Anishinaabeg.

It is on these ancestral and treaty lands that we live and work. To honor this legacy, we commit to being stewards of the natural environment and undertake to have a relationship of respect with our Treaty partners.

Member Municipalities

City of Kawartha Lakes

Region of Durham

Township of Scugog

Municipality of Clarington

Township of Brock

Municipality of Trent Lakes

Township of Cavan Monaghan

2025 Budget Overview

The 2025 Kawartha Conservation budget focuses on supporting critical operational and capital needs while addressing long-term sustainability and environmental stewardship. This budget aligns with strategic priorities under three main categories: Mandatory Programs and Services (Category 1), Municipal Programs and Services (Category 2), and Other Programs and Services (Category 3).

Operating Budget

The 2025 Operating Budget totals approximately \$1.8 million, reflecting a 2.5% increase in the municipal operating levy. This increase supports Category 1 programs such as flood forecasting, natural hazards, and conservation lands, as well as Category 3 initiatives that enhance community engagement and environmental outreach ensuring safety and environmental health.

Special Benefiting and General Benefitting

General Benefitting projects improve the overall organization and are funded by municipalities, projects include Asset Management Plan and Environmental Monitoring Strategy.

The Category 2 programs are funded through special levies contributed by benefiting municipalities. Key special benefiting projects include Lake Management Plan Implementation, Lake Health Monitoring as well as Forestry initiatives to improve the municipalities environmental health.

Capital Budget

The Capital Budget totals \$110,000 and prioritizes projects that ensure safe and efficient operations. Highlights include:

- Ken Reid Road Study
- UTV Vehicle Replacement
- Fencing for New Property Acquisitions
- Walkway Rehabilitation and Sidewalk Repair

Supporting Sustainability

The funds provided through municipal levies and partnerships directly support our ability to deliver high-quality services, implement strategic initiatives, and maintain critical infrastructure.

These investments strengthen our resilience in protecting watersheds, ensuring public safety, and providing enriching outdoor experiences for our communities.

The 2025 budget demonstrates our commitment to transparency, collaboration, and long-term planning to sustain the natural environment and meeting community needs.

Categories of Programs and Services

Category 1: Mandatory Programs and Services

These programs are required under Ontario Regulation 686/21 and include activities like managing natural hazards, conserving lands owned by Kawartha Conservation, and implementing source protection responsibilities under the Clean Water Act. They also cover duties related to provincial groundwater and stream monitoring programs. These essential services are funded using municipal levies or agreements and ensure compliance with provincial mandates.

Category 2: Municipal Programs and Services

Programs in this category are designed to address specific priorities or challenges identified by municipal partners. These services, funded through municipal agreements, often focus on unique local needs like lake management, Risk Management Official services, stormwater management, or other tailored initiatives. Municipal programs leverage funding partnerships and deliver measurable benefits to participating municipalities.

Category 3: Other Programs and Services

These programs support broader conservation goals beyond provincial and municipal requirements. They include initiatives like community engagement, education programs, and local environmental monitoring. Funded through municipal levies or external agreements, these programs help enhance the overall health and sustainability of the watershed.

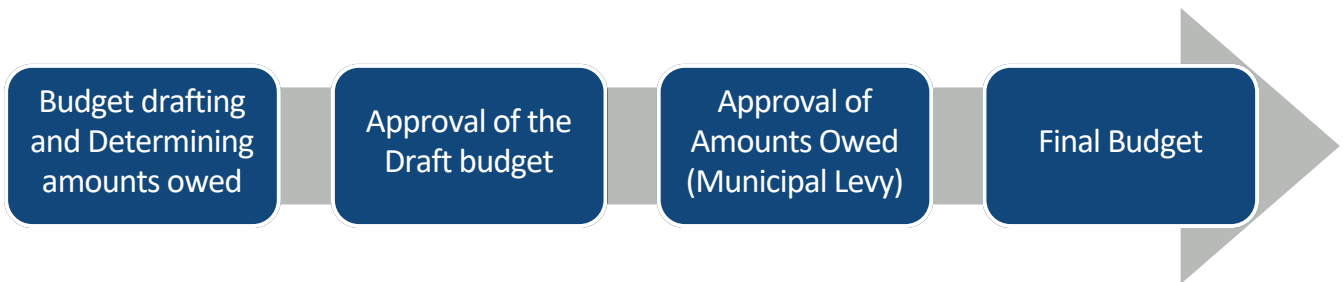
General Operating Expense or Capital Cost

General operating expense or capital cost refers to any operating or capital expense that is not directly associated with delivering a specific program or service provided by an authority.



2025 Budget Process Overview

The budget process is divided into four key phases, ensuring transparency, collaboration, and compliance with provincial regulations:



Budget Drafting and Determining Amounts Owed

Revenues and expenditures are forecasted, with costs categorized as Category 1, 2, 3, or general. Expenses are apportioned either across all participating municipalities or among benefiting municipalities.

Approval of the Draft Budget

The drafted budget is reviewed and voted on by the Board using a "one-member-one-vote" method. Once approved, the draft is shared with municipalities and published online for consultation.

Approval of Amounts Owed

Municipalities are given a minimum 30-day notice to review and consult on the draft budget. The Board then votes on the budget and levy using a weighted voting system based on the Current Value Assessment apportionment.



Weighted Vote

The 2025 weighted vote is distributed amongst Directors for amounts owed by municipalities:

Region of Durham		City of Kawartha Lakes	
1st of 4 representatives	11.0985	1st of 3 representatives	16.6667
2nd of 4 representatives	11.0985	2nd of 3 representatives	16.6667
3rd of 4 representatives	11.0985	3rd of 3 representatives	16.6667
4th of 4 representatives	11.0984		
Municipality of Trent Lakes		Township of Cavan Monaghan	
1 representative	5.1365	1 representative	0.4696

Final Budget Approval

Following the consultation and voting process, the final budget is approved, ensuring all legislative requirements are met.



Municipal Levy Apportionment

Municipal Levy - Summary

The overall municipal levy apportionment for the 2025 budget is provided below. Levy requests for all categories of programs and services are summarized which include the general operating budget, projects performed in agreement with municipalities and generally benefiting projects.

	Proposed 2025 Levy					Approved 2024	Year over Year	
	Category 1: Mandatory Programs and Services (MCVA)	Category 1: Mandatory Programs and Services (Agreement)	Category 2: Municipal Programs and Services	Category 3: Other Programs and Services	2025 Total Municipal Levy	Total Municipal Levy	Levy Dollar Increase (Decrease)	Levy Percentage Increase (Decrease)
City of Kawartha Lakes	\$1,050,181	-	474,519	\$53,693	\$1,578,393	\$1,512,513	\$65,880	4.4%
Region of Durham	645,282	108,300	215,375	32,991	\$1,001,948	935,227	66,721	7.1%
Municipality of Trent Lakes	74,660	-	-	3,817	\$78,478	75,359	3,118	4.1%
Township of Cavan Monaghan	6,825	-	-	349	\$7,174	6,943	231	3.3%
Total	\$1,776,949	\$108,300	\$689,894	\$90,850	\$2,665,993	\$2,530,042	\$135,951	5.4%

Municipal Operating Levy

The municipal operating levy for the 2025 budget is provided below. This portion of the 2025 budget is for general expenses, mandatory programs and services identified by the Province, and programs and services beneficial to carry out for local watershed purposes.

MUNICIPAL OPERATING LEVY	2024 MCVA Apportionment	2025 MCVA Apportionment	Increase (decrease)	Proposed 2025 Levy			Approved 2024	Year over Year	
				Category 1: Mandatory Programs and Services (MCVA)	Category 3: Other Programs and Services	Total Operating Municipal Levy	Total Operating Municipal Levy	Levy Dollar Increase (Decrease)	Levy Percentage Increase (Decrease)
City of Kawartha Lakes	59.1160	59.1002	(0.0158)	\$1,026,187	\$38,917	\$1,065,104	\$1,039,382	\$25,722	2.5%
Region of Durham	36.3071	36.3140	0.0069	630,538	23,913	\$654,451	638,354	\$16,097	2.5%
Municipality of Trent Lakes	4.1908	4.2016	0.0108	72,955	2,767	\$75,721	73,683	\$2,038	2.8%
Township of Cavan Monaghan	0.3861	0.3841	(0.0020)	6,669	253	\$6,922	6,788	\$134	2.0%
Total	100.00	100.00	(0.00)	\$1,736,349	\$65,850	\$1,802,199	\$1,758,208	\$43,991	2.5%



STATEMENT OF REVENUE AND EXPENDITURES

	Budget 2024	Budget 2025	Variance to 2024 Budget
REVENUE			
Municipal levy			
Category 1: Mandatory Programs and Services (MCVA)	\$ 1,669,218	\$ 1,776,949	\$ 107,731
Category 1: Mandatory Programs and Services (Agreement)	132,660	134,700	2,040
Category 2: Municipal Programs and Services	1,041,875	846,050	(195,825)
Category 3: Other Programs and Services	128,990	90,850	(38,140)
	<u>2,972,743</u>	<u>2,848,549</u>	<u>(124,194)</u>
Municipal Agreements			
CKL, Risk Management Official, Clean Water Act	60,000	60,000	-
County of Haliburton, Floodplain Mapping	25,000	-	(25,000)
Region of Durham, Climate Change Funding	9,000	18,000	9,000
Township of Scugog	47,000	46,450	(550)
	<u>141,000</u>	<u>124,450</u>	<u>(16,550)</u>
Self-Generated Revenue			
Category 1: Mandatory Programs and Services (MCVA)	588,500	587,000	(1,500)
Category 1: Mandatory Programs and Services (Agreement)	-	300	300
Category 2: Municipal Programs and Services	83,500	82,000	(1,500)
Category 3: Other Programs and Services	131,550	136,250	4,700
	<u>803,550</u>	<u>805,550</u>	<u>2,000</u>
Donations, Grants and Transfers			
Category 1: Mandatory Programs and Services (MCVA)	113,700	126,300	12,600
Category 1: Mandatory Programs and Services (Agreement)	51,150	78,300	27,150
Category 2: Municipal Programs and Services	153,325	239,000	85,675
	<u>318,175</u>	<u>443,600</u>	<u>125,425</u>
Reserve Funds			
Transfer from (to) Capital Asset Replacement	(3,900)	-	3,900
Transfer from (to) Windy Ridge	11,250	12,850	1,600
	<u>7,350</u>	<u>12,850</u>	<u>5,500</u>
Total Revenue	\$ 4,242,818	\$ 4,234,999	\$ (7,819)

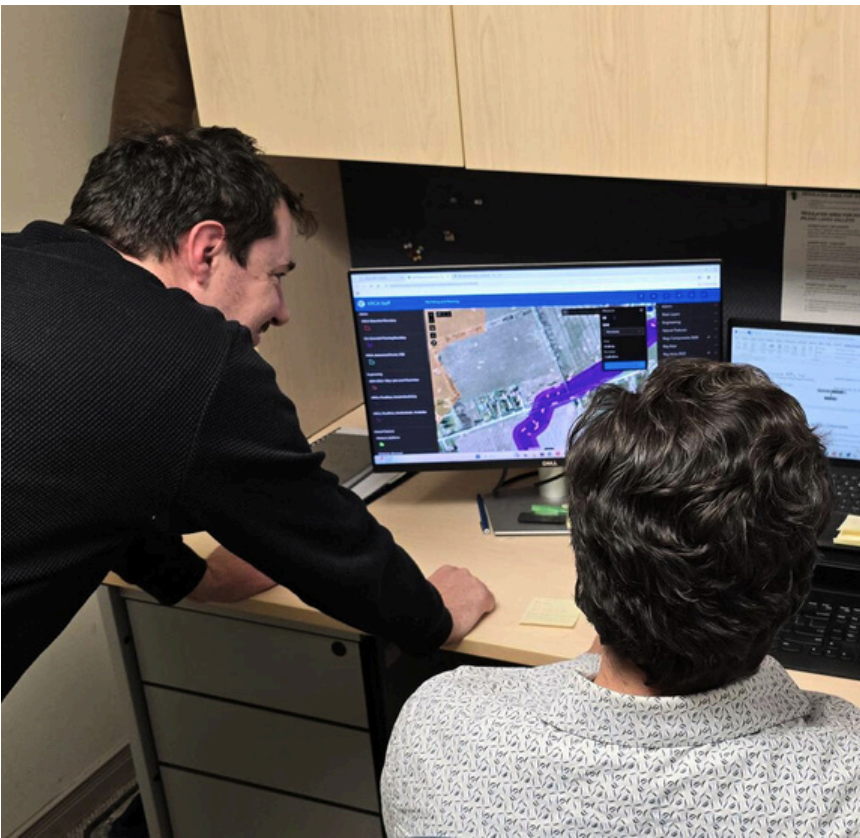
	Budget 2024	Budget 2025	Variance to 2024 Budget
EXPENDITURES			
General Operating Programs and Services			
Corporate Services	\$ 908,718	\$ 971,600	62,882
Integrated Watershed Management	219,250	226,549	7,299
Amortization of tangible capital assets	70,000	70,000	-
Vehicle and equipment pool	(25,000)	(25,000)	-
	<u>1,172,968</u>	<u>1,243,149</u>	<u>70,181</u>
Category 1: Mandatory Programs and Services			
Planning and Development Services	\$ 662,150	\$ 673,150	11,000
Integrated Watershed Management	171,800	172,950	1,150
Stewardship and Conservation Lands	540,460	590,450	49,990
Drinking Water Source Protection	64,100	81,700	17,600
	<u>1,438,510</u>	<u>1,518,250</u>	<u>79,740</u>
Category 2: Municipal Programs and Services			
City of Kawartha Lakes	695,250	686,700	(8,550)
Region of Durham	290,150	253,950	(36,200)
Municipality of Trent Lakes	114,300	-	(114,300)
City of Kawartha Lakes & Region of Durham	235,000	290,850	55,850
	<u>1,334,700</u>	<u>1,231,500</u>	<u>(103,200)</u>
Category 2: Municipal Agreements			
CKL, Risk Management Official	60,000	60,000	-
County of Haliburton, Floodplain Mapping	24,250	-	(24,250)
	<u>84,250</u>	<u>60,000</u>	<u>(24,250)</u>
Category 3: Other Programs and Services			
Integrated Watershed Management	85,540	77,300	(8,240)
Stewardship and Conservation Lands	171,850	149,800	(22,050)
	<u>257,390</u>	<u>227,100</u>	<u>(30,290)</u>
Total Expenditures	\$ 4,287,818	\$ 4,279,999	\$ (7,819)
Annual Surplus (Deficit)	\$ (45,000)	\$ (45,000)	\$ -

KAWARTHA CONSERVATION
2025 Preliminary Budget

OVERVIEW STATEMENT OF REVENUE AND EXPENDITURES

SOURCES OF REVENUES	Budget 2025			Total
	Category 1	Category 2	Category 3	
Municipal Levy	\$ 1,911,649.00	\$ 846,050.00	\$ 90,850.00	\$ 2,848,549.00
Municipal Agreement	-	124,450	-	124,450
Provincial Transfers	101,300	-	-	101,300
Employment Grants	25,000	10,000	-	35,000
Federal Grants	78,300	15,000	-	93,300
Other Grants	-	214,000	-	214,000
Reserve Funds	12,850	-	-	12,850
Self Generated Revenues	49,800	82,000	136,250	268,050
Permits and Fees	232,500	-	-	232,500
Large Scale Fill	10,000	-	-	10,000
Planning Fees	225,000	-	-	225,000
Interest income	70,000	-	-	70,000
Total Revenue	2,716,399	1,291,500	227,100	4,234,999

SOURCES OF EXPENDITURES	Category 1	Category 2	Category 3	Total
Salaries, wages & benefits	\$ 2,218,749.00	\$ 633,250.00	\$ 116,400.00	\$ 2,968,399.00
Administration and Overhead (Schedule A)	254,350	-	-	254,350
Advertising and Communications	8,600	6,650	1,950	17,200
Board of Directors & Governance	7,050	-	-	7,050
Contracted services	31,000	152,000	-	183,000
Cost of sales	-	43,000	-	43,000
Equipment	20,350	33,650	3,150	57,150
Infrastructure maintenance and repairs	25,850	-	-	25,850
Laboratory Fees	-	108,720	-	108,720
Landowner Grants	-	90,000	-	90,000
Legal	12,500	-	-	12,500
Membership	3,750	-	-	3,750
Professional Development & Training	20,600	500	2,000	23,100
Professional services	15,000	2,000	31,700	48,700
Property Taxes	8,600	-	-	8,600
Road and parking lot maintenance	31,500	-	-	31,500
Supplies and materials	127,450	80,800	23,280	231,530
Travel	20,750	23,730	4,820	49,300
Utilities	5,700	-	-	5,700
Program administration	26,800	117,200	18,800	162,800
Program administration, cost recovery	(162,800)	-	-	(162,800)
Amortization of tangible capital assets	45,000	-	-	45,000
General Benefitting	40,600	-	25,000	65,600
Total Expenditures	2,720,799	1,291,500	227,100	4,279,999



Planning and Development Services

The Planning and Development Services department is dedicated to ensuring that development within the watershed adheres to provincial legislation and environmental standards, protecting people and infrastructure from floodplains, steep slopes, unstable soils and other areas that pose risks to development. The team reviews permit and planning applications, providing expert guidance to support sustainable growth, the protection of natural resources and drinking water. Through collaboration with municipalities, landowners, and stakeholders, the department plays a key role in balancing development needs with the long-term health and sustainability of the watershed.

2024 Highlights

The following programs and services are part of Mandatory Programs and Services (Category 1).

- Integrated new LiDAR data into updated floodplain and natural hazard mapping, enhancing accuracy and usability for stakeholders.
- Hosted a public consultation meeting to educate residents about updated mapping regulations under Ontario Regulation 41/24.
- Commented on over 260 planning submissions
- Conducted over 120 permitting pre-consultation meetings to support landowners and applicants in understanding regulatory processes.
- Issued over 300 permits, protecting development from natural hazards
- Updated Hearing Guidelines to incorporate the legislative changes enacted through Ontario Regulation 41/24
- Updated internal systems and policies, user forms and regulation content to incorporate legislative changes enacted through Ontario Regulation 41/24.



A Look Ahead to 2025

In 2025, the Planning and Development Services department envisions a streamlined, proactive approach to supporting development within the watershed. By utilizing updated mapping, ongoing staff training, and improved processes, the team will provide accurate, efficient, and timely reviews of permit and planning applications. With a focus on compliance with provincial legislation, the department will continue to assist municipalities in their development approvals, and landowners who invest in their properties in an environmentally safe way. Through collaboration, innovation, and a commitment to environmental integrity, Planning and Development Services will ensure that development aligns with the principles of safety, sustainability, and community well-being.

Key Deliverables:

The following deliverables are part of Mandatory Programs and Services (Category 1) and Other Programs and Services (Category 3).

- Advance floodplain mapping with improved LiDAR data to enhance natural hazard management and inform community planning.
- Support municipal partners by administering and enforcing Section 28 permitting and compliance under the Conservation Authorities Act.
- Host a public consultation session to educate stakeholders on regulated area mapping, source water, planning and permitting processes.
- Progress opportunities to assist local municipalities to enhance service delivery.
- Update Plan Review and Development policy document to conform with legislative changes.
- Deliver a minimum of 90% success rate of meeting Client Service Standards for Conservation Authority Plan and Permit Review timeframes.

KAWARTHA CONSERVATION
2025 Budget

Natural Hazard Planning Services
Category 1
Apportionment Method: Modified Current Value Assessment

	Budget 2024	Budget 2025	Budget Variance
SOURCES OF REVENUE			
Municipal Levy, Category 1	\$ 99,650	\$ 101,300	\$ 1,650
Planning Fees	225,000	225,000	-
TOTAL REVENUE	\$ 324,650	\$ 326,300	\$ 1,650
EXPENDITURES			
Salaries, wages & benefits	\$ 276,400	\$ 294,300	\$ 17,900
Contracted services	5,000	5,000	-
Legal	2,500	10,000	7,500
Membership	750	1,000	250
Professional Development & Training	3,000	3,500	500
Professional services	30,000	5,000	(25,000)
Supplies and materials	5,500	6,000	500
Travel	1,500	1,500	-
TOTAL EXPENDITURES	\$ 324,650	\$ 326,300	\$ 1,650

KAWARTHA CONSERVATION
2025 Budget

Section 28 Permit Administration and Compliance
Category 1
Apportionment Method: Modified Current Value Assessment

	Budget 2024	Budget 2025	Budget Variance
SOURCES OF REVENUE			
Municipal Levy, Category 1	\$ 102,500	\$ 104,350	\$ 1,850
Permits and Fees	225,000	232,500	7,500
Large Scale Fill	10,000	10,000	-
TOTAL REVENUE	\$ 337,500	\$ 346,850	\$ 9,350
EXPENDITURES			
Salaries, wages & benefits	\$ 322,000	\$ 329,100	\$ 7,100
Contracted services	5,000	5,000	-
Legal	2,500	2,500	-
Membership	250	250	-
Professional Development & Training	500	2,000	1,500
Supplies and materials	5,500	6,000	500
Travel	1,750	2,000	250
TOTAL EXPENDITURES	\$ 337,500	\$ 346,850	\$ 9,350

KAWARTHA CONSERVATION
2025 Budget

Drinking Water Source Protection
Category 1
Apportionment Method: N/A

	Budget 2024	Budget 2025	Budget Variance
SOURCES OF REVENUE			
Provincial Transfers	64,100	76,700	12,600
Employment Grants	-	5,000	5,000
TOTAL REVENUE	\$ 64,100	\$ 81,700	\$ 17,600
EXPENDITURES			
Salaries, wages & benefits	\$ 53,400	\$ 69,400	\$ 16,000
Supplies and materials	4,400	4,400	-
Travel	500	500	-
Program administration	5,800	7,400	1,600
TOTAL EXPENDITURES	\$ 64,100	\$ 81,700	\$ 17,600

**KAWARTHA CONSERVATION
2025 Budget**

*City of Kawartha Lakes - Risk Management Official, Clean Water Act Part IV, Enforcement
Category 2
Apportionment Method: Agreement*

	Budget 2024	Budget 2025	Budget Variance
SOURCES OF REVENUE			
Municipal Agreement	\$ 60,000	\$ 60,000	\$ -
TOTAL REVENUE	\$ 60,000	\$ 60,000	\$ -
EXPENDITURES			
Salaries, wages & benefits	\$ 52,300	\$ 52,300	\$ -
Supplies and materials	2,000	1,500	(500)
Travel	500	1,000	500
Program administration	5,200	5,200	-
TOTAL EXPENDITURES	\$ 60,000	\$ 60,000	\$ -

Note: This budget is funded through a municipal agreement and is not considered part of the municipal levy for the City of Kawartha Lakes.



Integrated Watershed Management

The Integrated Watershed Management department plays a vital role in protecting and improving the health of our watershed. Through science, technology, and collaboration, the team monitors environmental conditions, analyzes data, and develops strategies with our community to address challenges like flooding, water quality, and climate change. From tracking water levels to planning for a changing climate, Integrated Watershed Management's work helps ensure that our natural resources remain healthy and sustainable for future generations. Their efforts support not just the environment, but also the people and communities who depend on the watershed every day.

2024 Highlights

The following programs and services are part of Mandatory Programs and Services (Category 1) and Other Programs and Services (Category 3) and provide successes achieved in the past year.

General Programs and Services

- Completed the Watershed-Based Resource Strategy to guide future decision making.
- Implemented Feature Manipulation Engine (FME) Software to automate data processing and integrate it with geographic information systems, improving workflow efficiency.
- Updated the Ecological Land Classification (ELC) to 2023 for the Kawartha watershed.
- Strengthened climate resiliency by completing a comprehensive Climate Vulnerability Assessment, laying the foundation for proactive solutions.

Local Monitoring

- Sampled 15 urban stream sites for aquatic invertebrates, highlighting areas for improvement through stormwater management.
- Deployed 32 water temperature data loggers on sensitive coldwater streams, identifying vulnerabilities to climate change.



Water Quality and Quantity Monitoring

- Monitored water quality across 11 sites for the Provincial (Stream) Water Quality Monitoring Network program and conducted groundwater sampling on 13 wells under Provincial Ground Water Monitoring Network.
- Collaborated with Health Canada and Trent University on groundwater studies for pesticides and microplastics.

Flood and Water Level Monitoring

- Issued 17 flood messaging statements, supporting proactive watershed safety.
- Installed a real-time all-weather station at Ken Reid Conservation Area and upgraded the Durham East Cross Forest well site with precipitation monitoring.
- Enhanced forecasting capabilities with a new internal real-time precipitation and water levels dashboard.
- Released two educational videos to raise flood awareness: “Is Your Area at Risk?” and “Flood Forecasting with Kawartha Conservation.”
- Partnered with the Mississaugas of Scugog Island First Nation for rainfall data collection and engaged 13 volunteers in the Climate Change Action Program.

Special Projects:

The following programs and services are a part of Municipal Programs and Services (Category 2).

CKL Lake Management Implementation, Science

- Erosion and Sediment Control
 - Developed a drone policy to enhance monitoring of construction sites for erosion control, reducing dirty runoff into lakes and streams.
 - Conducted construction site inspections and partnered with contractors to improve compliance measures.
- Community Science Monitoring
 - Advanced community science with 14 volunteers collecting nearshore water samples from local lakes, supported by a \$3,000 grant from the Mississauga’s of Scugog Island First Nation.
- Stormwater Monitoring
 - Expanded the monitoring network along Sinister Creek, sampling multiple sites for nutrients, fecal matter, salts, and heavy metals.
 - Deployed an auto sampler at Sinister Creek’s outlet, supported by the new climate station at Ken Reid CA, to track water quality during rain events.
 - Collected continuous hydrology and water quality data at Jennings, Distillery, Albert St., and Sinister Creek, identifying contamination sources and assessing the Scugog River’s sensitivity to stormwater inputs.

CKL Lake Dalrymple Management Plan

- Finalized the Lake Dalrymple Management Plan with 42 actions for long-term health and hosted public open houses with strong community participation.

Region of Durham – Lake Management Implementation, Science

- Completed the 20th year of Lake Scugog monitoring, while engaging with over 500 stakeholders through consultation surveys and community events.

Region of Durham – Watershed Planning

- Assessed Lake Scugog’s shoreline, identifying key areas of ecological importance and invasive species.



A Look Ahead to 2025

With a focus on innovation, collaboration, and environmental stewardship, our 2025 initiatives aim to strengthen watershed health, engage the community, and build a sustainable future for the Kawartha Lakes region.

Key Deliverables:

The following deliverables are part of Mandatory Programs and Services (Category 1) and Other Programs and Services (Category 3).

General Programs and Services

- Launch an interactive ArcGIS online web app to make Integrated Watershed Management content more accessible and educational.
- Begin development of an Open Data Strategy to enhance transparency and data sharing.
- Finalize and publish the Climate Change Vulnerability Assessment and report.

Flood Forecasting and Water Level Monitoring

- Continue daily monitoring of precipitation, water levels, and watershed conditions to provide accurate flood forecasting.
- Strengthen expertise through participation in Provincial and GTA Flood Forecasting workshops.
- Expand the Climate Change Action Program by recruiting new volunteers to help fill data gaps brought about by changing climates.

Water Quality and Quantity Monitoring

- Monitor water quality and quantity at 24 sites, establish a new logger site, and ensure high-frequency data collection with monthly groundwater monitoring and bi-monthly conductivity logging.

Key Deliverables Special Projects:

The following deliverables are part of Municipal Programs and Services (Category 2).

CKL Lake Health Monitoring

- To administer routine collection of lake health data to provide critical information about the ongoing state of the lakes and to monitor progress on the planning targets set out in every Lake Management Plan.
- Track key indicators of lake health through water quality, nutrient loading, aquatic plant and shoreline development characterization across priority tributaries and lakes, including Sturgeon, Balsam, Cameron and Pigeon Lakes
- Development of an online dashboard to highlight key findings
- Dissemination of key findings through social media posts, media releases and annual report.

CKL Lake Management Implementation, Science

Erosion and Sediment Control

- Pilot sediment tracking technologies with local developers to improve construction site runoff management.
- Conduct 20 construction site inspections to assess and enhance erosion control measures while expanding expertise by certifying additional staff as Inspectors of Sediment and Erosion Control. Inspections will be performed by CIESC certified staff.

Stormwater Monitoring

- Expand stormwater monitoring to five urban streams, leveraging loggers and autosamplers to track high-loading rain events.

Community Science

- Engage 70 community volunteers in nearshore water sampling across priority lakes, sharing results through dashboards, reports, and social media.

Bobcaygeon Dam Project

- Collaborate with Parks Canada and partners to assess fish spawning habitat, water flow, and wetland conditions downstream of the Bobcaygeon Dam.
- Conduct spring Walleye Watch surveys and habitat assessments to identify opportunities for ecological improvement.

Region of Durham – Lake Management Implementation, Science

Water Quality Monitoring

- Conduct upstream investigative water quality sampling on 11 historical sites and reestablish 3 water level sites across Nonquon River Watershed.
- Evaluate the need, future proposals and study design, as applicable, to update the Lake Scugog Environmental Management Plan following 15 years since the approval of the plan in 2010.

Lake Scugog Enhancement Project

- Provide ongoing project management and technical support, including tendering, permits coordination, and regulatory collaboration with First Nations and other agencies.
- Begin implementing the fisheries offsetting plan, pending final regulatory approvals.
- Support the Healthy Lake Scugog Steering Committee with updates and engagement.

Watershed Planning

- Update and verify 59 km² of wetland mapping and assess 82 km of Lake Scugog shoreline for land use sensitivity and aquatic plant distribution.



KAWARTHA CONSERVATION
2025 Budget

Integrated Watershed Management Support
General Operating
Apportionment Method: Modified Current Value Assessment

	Budget 2024	Budget 2025	Budget Variance
SOURCES OF REVENUE			
Municipal Levy, Category 1	\$ 213,750	\$ 226,049	\$ 12,299
Employment Grants	5,000	-	(5,000)
Self Generated Revenues	500	500	-
TOTAL REVENUE	\$ 219,250	\$ 226,549	\$ 7,299
EXPENDITURES			
Salaries, wages & benefits	\$ 186,250	\$ 202,449	\$ 16,199
Membership	2,500	2,500	-
Professional Development & Training	3,250	2,000	(1,250)
Supplies and materials	26,500	18,900	(7,600)
Travel	750	700	(50)
TOTAL EXPENDITURES	\$ 219,250	\$ 226,549	\$ 7,299

KAWARTHA CONSERVATION
2025 Budget

Provincial Water Quality and Quantity Monitoring
Category 1
Apportionment Method: Modified Current Value Assessment

	Budget 2024	Budget 2025	Budget Variance
SOURCES OF REVENUE			
Municipal Levy, Category 1	\$ 51,300	\$ 55,150	\$ 3,850
TOTAL REVENUE	\$ 51,300	\$ 55,150	\$ 3,850
EXPENDITURES			
Salaries, wages & benefits	\$ 39,500	\$ 46,200	\$ 6,700
Equipment	4,200	3,750	(450)
Professional Development & Training	600	600	-
Supplies and materials	4,300	1,250	(3,050)
Travel	2,700	3,350	650
TOTAL EXPENDITURES	\$ 51,300	\$ 55,150	\$ 3,850

KAWARTHA CONSERVATION
2025 Budget

Flood Forecasting and Warning and Low Water Response
Category 1
Apportionment Method: Modified Current Value Assessment

	Budget 2024	Budget 2025	Budget Variance
SOURCES OF REVENUE			
Municipal Levy, Category 1	\$ 61,400	\$ 78,200	\$ 16,800
Provincial Transfers	24,600	24,600	-
TOTAL REVENUE	\$ 86,000	\$ 102,800	\$ 16,800
EXPENDITURES			
Salaries, wages & benefits	\$ 76,300	\$ 93,100	\$ 16,800
Equipment	2,800	2,800	-
Professional Development & Training	1,500	1,500	-
Supplies and materials	2,200	2,200	-
Travel	3,200	3,200	-
TOTAL EXPENDITURES	\$ 86,000	\$ 102,800	\$ 16,800

KAWARTHA CONSERVATION
2025 Budget

Local Environmental Monitoring
Category 3
Apportionment Method: Modified Current Value Assessment

	Budget 2024	Budget 2025	Budget Variance
SOURCES OF REVENUE			
Municipal Levy, Category 3	\$ 47,440	\$ 52,000	\$ 4,560
Self Generated Revenues	300	300	-
TOTAL REVENUE	\$ 47,740	\$ 52,300	\$ 4,560
EXPENDITURES			
Salaries, wages & benefits	\$ 33,700	\$ 35,900	\$ 2,200
Equipment	1,000	1,000	-
Professional Development & Training	2,000	2,000	-
Supplies and materials	5,000	5,000	-
Travel	1,700	3,600	1,900
Program administration	4,340	4,800	460
TOTAL EXPENDITURES	\$ 47,740	\$ 52,300	\$ 4,560

**Lake Management Implementation, Science
Category 2
Apportionment Method: Benefits Based**

<i>Science</i>	Budget 2024	Budget 2025	Budget Variance
SOURCES OF REVENUE			
Municipal Levy, Category 2	121,784	121,784	-
Municipal Levy, Category 2, Deferred	111,116	57,966	(53,150)
Employment Grants	2,500	5,000	2,500
Federal Grants	-	15,000	15,000
Other Grants	40,000	40,000	-
TOTAL REVENUE	\$ 275,400	\$ 239,750	\$ (35,650)
EXPENDITURES			
Salaries, wages & benefits	\$ 105,600	\$ 111,350	\$ 5,750
Equipment	37,200	12,100	(25,100)
Laboratory Fees	81,900	79,420	(2,480)
Professional services	5,300	-	(5,300)
Supplies and materials	11,100	9,600	(1,500)
Travel	9,300	5,480	(3,820)
Program administration	25,000	21,800	(3,200)
TOTAL EXPENDITURES	\$ 275,400	\$ 239,750	\$ (35,650)

KAWARTHA CONSERVATION
2025 Budget

City of Kawartha Lakes - Lake Health Monitoring
Category 2
Apportionment Method: Benefits Based

	Budget 2024	Budget 2025	Budget Variance
SOURCES OF REVENUE			
Municipal Levy, Category 2	\$ -	\$ 80,000	\$ 80,000
Municipal Levy, Category 2, Deferred	-	15,700	15,700
TOTAL REVENUE	\$ -	\$ 95,700	\$ 95,700
EXPENDITURES			
Salaries, wages & benefits	\$ -	\$ 61,000	\$ 61,000
Equipment	-	5,250	5,250
Laboratory Fees	-	14,400	14,400
Supplies and materials	-	1,700	1,700
Travel	-	4,650	4,650
Program administration	-	8,700	8,700
TOTAL EXPENDITURES	\$ -	\$ 95,700	\$ 95,700

**Region of Durham - Lake Management Implementation, Science
 Category 2
 Apportionment Method: Benefits Based**

	Budget 2024	Budget 2025	Budget Variance
SOURCES OF REVENUE			
Municipal Levy, Category 2	\$ 79,000	\$ 85,900	\$ 6,900
Municipal Levy, Category 2, Deferred	62,300	23,800	(38,500)
Municipal Agreement	47,000	40,000	(7,000)
Employment Grants	5,000	5,000	-
TOTAL REVENUE	\$ 193,300	\$ 154,700	\$ (38,600)

EXPENDITURES

Salaries, wages & benefits	\$ 65,500	\$ 34,700	\$ (30,800)
Equipment	10,900	13,250	2,350
Laboratory Fees	20,000	14,900	(5,100)
Professional services	-	2,000	2,000
Supplies and materials	5,500	1,500	(4,000)
Travel	5,200	2,950	(2,250)
Lake Scugog Enhancement Project	68,600	71,300	2,700
Program administration	17,600	14,100	(3,500)
TOTAL EXPENDITURES	\$ 193,300	\$ 154,700	\$ (38,600)

KAWARTHA CONSERVATION
2025 Budget

Region of Durham - Watershed Planning
Category 2
Apportionment Method: Benefits Based

	Budget 2024	Budget 2025	Budget Variance
SOURCES OF REVENUE			
Municipal Levy, Category 2	\$ 30,500	\$ 30,400	\$ (100)
TOTAL REVENUE	\$ 30,500	\$ 30,400	\$ (100)
EXPENDITURES			
Salaries, wages & benefits	\$ 24,200	\$ 22,900	\$ (1,300)
Equipment	1,600	3,000	1,400
Supplies and materials	500	500	-
Travel	1,400	1,200	(200)
Program administration	2,800	2,800	-
TOTAL EXPENDITURES	\$ 30,500	\$ 30,400	\$ (100)



Stewardship and Conservation Lands

The Conservation Lands and Stewardship departments work together to protect and enhance Kawartha Conservation's properties and natural resources, creating vibrant, accessible, and ecologically healthy spaces for the community. By maintaining trails and facilities, promoting outdoor recreation, and fostering environmental stewardship, these teams inspire connections with nature while supporting biodiversity and habitat protection. Through initiatives like tree planting, habitat restoration, and landowner grants, they empower individuals and communities to take action, improving water quality and ecological resilience. By balancing public access with environmental care, they play a vital role in ensuring the long-term health of our natural resources and deepening the bond between people and the environment.

2024 Highlights

The following programs and services are part of Mandatory Programs and Services (Category 1) and Other Programs and Services (Category 3).

Conservation Areas

- Completed the Conservation Areas Strategy
- Secured the Tuck'd Away Conservation Area in Durham Region.
- Improved infrastructure at Ken Reid Conservation Area including a new foot bridge, boardwalk repairs, signage upgrades and fencing.
- Welcomed over 40,000 visits to our conservation areas in 2024
- Hosted the At Last Forest School at Ken Reid Conservation Area, providing valuable outdoor education opportunities to area schools.

Durham East Cross Forest

- Secured \$87,000 in funding for a 2-year restoration project at Durham East Cross Forest

Fleetwood Creek Natural Area

- Invasive species management for Dog Strangling vine across the east and west trails.

Education and Outreach

- 800 people at Fall Fest
- World Migratory Bird Day – 50 participants
- 250 children participated in educational sessions
- 6 Summer Hikes
- 5 corporate forest therapy walks
- 7 community forest therapy walks



Special Projects:

The following programs and services are a part of Municipal Programs and Services (Category 2).

Durham Region Lake Management Implementation Stewardship

- Awarded \$20,000 in landowner and community grants to support 10 water quality improvement projects on the ground. Projects leveraged \$93,900 in landowner and community investment. Projects include:
 - 4 well upgrades / decommissioning
 - 2 septic upgrades
 - 1 educational signage
 - 1 naturalization project
 - 1 rain garden
- Management and maintenance of the bioswale demonstration site in port perry
- Invasive species control measures on 712 square meters for Japanese Knotweed in Port Perry

Joint Project – Forestry and Tree Planting Stewardship

- 63,335 trees planted across the watershed
- Raised over \$197,300 in grants and self-generating revenues
- Estimated 372.4 tonnes of carbon sequestered through tree planting in 2024

CKL Lake Management Implementation Stewardship

- Awarded \$70,000 in landowner and community grants to support 26 water quality improvement projects on the ground. Projects leveraged \$263,000 in landowner and community investment. Projects include:
 - 5 tree planting projects
 - 4 urban rain gardens
 - 1 stormwater management project
 - 2 shoreline naturalization project
 - 3 agricultural projects
 - 6 well upgrades / decommissioning
 - 2 septic upgrades
 - 3 educational projects
- Major partner in the Showcase Kawartha Lakes, International Plowing Match installation attracting more than 51,000 people over 5 days

- 2,317 community members engaged through site visits and presentations
- 310 m of stream bank restored
- 3,378 native plants sold for restoration projects
- Raised \$79,000 in grants to support stewardship projects
- Implemented a large stormwater LID demonstration project including rain gardens, bioswales, and a French drain.



A Look Ahead to 2025

In 2025, our Stewardship and Conservation Lands departments envision a more connected and engaged community, united in protecting and enhancing our natural environment and conservation lands. Through expanded tree planting programs, innovative restoration projects, enhanced trails, and upgraded facilities, we will create vibrant, accessible spaces that inspire a deep connection with nature. By providing increased support to landowners, fostering partnerships, and delivering hands-on initiatives, we will empower individuals to take meaningful action while balancing public access with the preservation of vital habitats and biodiversity. Together, these efforts will ensure a legacy of thriving ecosystems, vibrant communities, and cherished natural spaces for generations to come.

Key Deliverables:

The following deliverables are part of Mandatory Programs and Services (Category 1) and Other Programs and Services (Category 3).

Education and Outreach

- Attract 900 attendees to the Kawartha Fall Fest event
- Engage 350 children in educational sessions throughout the year
- Successfully launch the Neon Nights Glow-in-the-Dark Disc Golf event
- Host 10 guided summer hikes to connect participants with nature
- Facilitate 5 corporate forest therapy walks to promote wellness and team building
- Organize 7 community forest therapy walks to enhance public engagement and mental health

2025 cont.

Conservation Areas

- Undertake a road improvement study for Ken Reid Conservation area to improve access to green space and address ongoing road maintenance issues
- Install upgraded trail signage at Windy Ridge Conservation Area
- Infrastructure improvements on trails including foot bridges and re-routing degraded trails
- Anticipate welcoming 50,000 visits to our conservation areas in 2025
- Conduct invasive species management at Ken Reid Conservation Area

Durham East Cross Forest

- Signage update on trails
- Habitat restoration in the sand dune area including invasive species control and tree planting

Fleetwood Creek Natural Area

- Invasive species management for Dog Strangling vine across the east and west trails

Key Deliverables Special Projects:

The following deliverables are part of Municipal Programs and Services (Category 2).

Durham Region Lake Management Implementation Stewardship

- Award \$20,000 in landowner and community grants
- Management and maintenance of the bioswale demonstration site in Port Perry
- Implement the second year of the Invasive species control measures on 712 square meters for Japanese Knotweed in Port Perry



2025 cont.

Joint Project – Forestry and Tree Planting Stewardship

- 67,500 trees anticipated to be planted across the watershed
- Raise over \$220,000 in grants and self-generating revenues
- Sequester an estimated 395 tonnes of carbon sequestered through tree planting in 2025

CKL Lake Management Implementation Stewardship

- Award \$70,000 in landowner and community grants
- Engage 3,000 community members through site visits and presentations
- Restore 500 m of stream bank
- 5,000 native plants sold for restoration projects
- Leverage \$55,000 to support agricultural stewardship projects through matching grant dollars
- Leverage \$39,500 to support urban LID project implementation through matching grant dollars



KAWARTHA CONSERVATION
2025 Budget

Conservation Areas and Lands
Category 1
Apportionment Method: Modified Current Value Assessment

	Budget 2024	Budget 2025	Budget Variance
SOURCES OF REVENUE			
Municipal Levy, Category 1	\$ 272,400	\$ 295,300	\$ 22,900
Employment Grants	20,000	20,000	-
Reserve Funds	11,250	12,850	1,600
Self Generated Revenues	53,000	49,000	(4,000)
TOTAL REVENUE	\$ 356,650	\$ 377,150	\$ 20,500
EXPENDITURES			
Salaries, wages & benefits	\$ 276,400	\$ 286,000	\$ 9,600
Advertising and Communications	5,500	6,000	500
Equipment	12,000	7,400	(4,600)
Infrastructure maintenance and repairs	6,350	13,850	7,500
Professional Development & Training	1,500	1,500	-
Property Taxes	2,100	2,600	500
Road and parking lot maintenance	26,500	28,500	2,000
Supplies and materials	18,300	21,100	2,800
Travel	2,900	5,100	2,200
Utilities	5,100	5,100	-
TOTAL EXPENDITURES	\$ 356,650	\$ 377,150	\$ 20,500

KAWARTHA CONSERVATION
2025 Budget

Durham East Cross Forest Conservation Area
Category 1
Apportionment Method: Agreement Method (Region of Durham)

	Budget 2024	Budget 2025	Budget Variance
SOURCES OF REVENUE			
Municipal Levy, Category 1	\$ 105,750	\$ 108,300	\$ 2,550
Municipal Levy, Category 1, Deferred	26,910	26,400	(510)
Federal Grants	51,150	78,300	27,150
Self Generated Revenues	-	300	300

TOTAL REVENUE	\$ 183,810	\$ 213,300	\$ 29,490
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EXPENDITURES

Salaries, wages & benefits	\$ 103,600	\$ 100,100	\$ (3,500)
Advertising and Communications	500	1,100	600
Contracted services	7,000	21,000	14,000
Equipment	3,600	6,400	2,800
Infrastructure maintenance and repairs	15,000	12,000	(3,000)
Professional Development & Training	1,000	3,000	2,000
Property Taxes	6,000	6,000	-
Road and parking lot maintenance	-	3,000	3,000
Supplies and materials	27,360	37,300	9,940
Travel	2,450	3,400	950
Utilities	600	600	-
Program administration	16,700	19,400	2,700

TOTAL EXPENDITURES	\$ 183,810	\$ 213,300	\$ 29,490
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KAWARTHA CONSERVATION
2025 Budget

Conservation Education and Community Outreach
Category 3
Apportionment Method: Modified Current Value Assessment

	Budget 2024	Budget 2025	Budget Variance
SOURCES OF REVENUE			
Municipal Levy, Category 3	\$ 43,750	\$ 13,850	\$ (29,900)
Self Generated Revenues	113,850	117,800	3,950
TOTAL REVENUE	\$ 157,600	\$ 131,650	\$ (25,950)
EXPENDITURES			
Salaries, wages & benefits	\$ 63,300	\$ 65,900	\$ 2,600
Advertising and Communications	1,800	1,950	150
Equipment	1,500	1,500	-
Professional services	58,100	31,700	(26,400)
Supplies and materials	18,200	18,100	(100)
Travel	400	500	100
Program administration	14,300	12,000	(2,300)
TOTAL EXPENDITURES	\$ 157,600	\$ 131,650	\$ (25,950)

**KAWARTHA CONSERVATION
2025 Budget**

Fleetwood Creek Natural Area
Category 3
Apportionment Method: N/A

	Budget 2024	Budget 2025	Budget Variance
SOURCES OF REVENUE			
Self Generated Revenues	\$ 8,850	\$ 8,850	\$ -
TOTAL REVENUE	\$ 8,850	\$ 8,850	\$ -
EXPENDITURES			
Salaries, wages & benefits	\$ 7,600	\$ 7,600	\$ -
Equipment	150	150	-
Travel	300	300	-
Program administration	800	800	-
TOTAL EXPENDITURES	\$ 8,850	\$ 8,850	\$ -

KAWARTHA CONSERVATION
2025 Budget

Habitat Compensation Program
Category 3
Apportionment Method: N/A

	Budget 2024	Budget 2025	Budget Variance
SOURCES OF REVENUE			
Self Generated Revenues	\$ 8,550	\$ 9,300	\$ 750
TOTAL REVENUE	\$ 8,550	\$ 9,300	\$ 750
EXPENDITURES			
Salaries, wages & benefits	\$ 4,400	\$ 7,000	\$ 2,600
Equipment	-	500	500
Supplies and materials	50	180	130
Travel	250	420	170
Program administration	700	1,200	500
TOTAL EXPENDITURES	\$ 5,400	\$ 9,300	\$ 3,900

KAWARTHA CONSERVATION
2025 Budget

City of Kawartha Lakes - Lake Management Implementation, Stewardship
Category 2
Apportionment Method: Benefits Based

<i>Stewardship</i>	Budget 2024	Budget 2025	Budget Variance
SOURCES OF REVENUE			
Municipal Levy, Category 2	\$ 265,000	\$ 236,060	\$ (28,940)
Municipal Levy, Category 2, Deferred	26,875	58,690	31,815
Other Grants	34,325	39,500	5,175
Self Generated Revenues	16,000	17,000	1,000
TOTAL REVENUE	\$ 342,200	\$ 351,250	\$ 9,050
EXPENDITURES			
Salaries, wages & benefits	\$ 181,000	\$ 147,900	\$ (33,100)
Advertising and Communications	7,400	2,400	(5,000)
Contracted services	25,000	70,000	45,000
Cost of sales	14,000	15,000	1,000
Equipment	50	50	-
Landowner Grants	70,000	70,000	-
Supplies and materials	9,700	9,300	(400)
Travel	3,950	4,700	750
Program administration	31,100	31,900	800
TOTAL EXPENDITURES	\$ 342,200	\$ 351,250	\$ 9,050

KAWARTHA CONSERVATION
2025 Budget

Joint Project - Forestry and Tree Planting Stewardship
Category 2
Apportionment Method: Agreement Method (CKL & Durham)

	Budget 2024	Budget 2025	Budget Variance
SOURCES OF REVENUE			
Municipal Levy, Category 2	\$ 6,000	\$ 73,350	\$ 67,350
Municipal Levy, Category 2, Deferred	81,000	-	(81,000)
Municipal Agreement	9,000	18,000	9,000
Other Grants	71,500	134,500	63,000
Self Generated Revenues	67,500	65,000	(2,500)
TOTAL REVENUE	\$ 235,000	\$ 290,850	\$ 55,850

EXPENDITURES			
Salaries, wages & benefits	\$ 90,200	\$ 93,300	\$ 3,100
Advertising and Communications	3,100	3,250	150
Contracted services	44,800	82,000	37,200
Cost of sales	28,000	28,000	-
Supplies and materials	44,500	54,900	10,400
Travel	3,000	3,000	-
Program administration	21,400	26,400	5,000
TOTAL EXPENDITURES	\$ 235,000	\$ 290,850	\$ 55,850

KAWARTHA CONSERVATION
2025 Budget

Region of Durham - Lake Management Implementation, Stewardship
Category 2
Apportionment Method: Benefits Based

<i>Stewardship</i>	Budget 2024	Budget 2025	Budget Variance
SOURCES OF REVENUE			
Municipal Levy, Category 2	\$ 61,100	\$ 62,400	\$ 1,300
Municipal Levy, Category 2, Deferred	5,250	-	(5,250)
Municipal Agreement	-	6,450	6,450
TOTAL REVENUE	\$ 66,350	\$ 68,850	\$ 2,500
EXPENDITURES			
Salaries, wages & benefits	\$ 37,100	\$ 38,500	\$ 1,400
Advertising and Communications	1,000	1,000	-
Landowner Grants	20,000	20,000	-
Professional Development & Training	-	500	500
Supplies and materials	1,500	1,800	300
Travel	750	750	-
Program administration	6,000	6,300	300
TOTAL EXPENDITURES	\$ 66,350	\$ 68,850	\$ 2,500



Corporate Services

The Corporate Services department is the foundation of Kawartha Conservation, providing essential support to ensure the organization operates effectively and efficiently. From managing infrastructure and technology to overseeing financial systems and governance, the team plays a critical role in enabling the success of programs and services across all departments. By prioritizing innovation, resilience, and sustainability, Corporate Services ensures that the organization remains adaptable to changing needs while maintaining a commitment to fiscal responsibility and operational excellence. Their work supports a thriving, future-focused organization that serves the watershed and its communities.

2024 Highlights

The following programs and services are essential general expenses required to run the organization, support its offerings, and highlight successes achieved in the past year.

- Launched a new, more customer-focused website
- Set up secure backups for Microsoft 365 to protect against cyber threats and ensure quick recovery from ransomware attacks.
- Reviewed and improved internal processes, including onboarding/offboarding procedures and accessibility guidelines for documents.
- Updated the Board's hearing guidelines for permit approvals to align with recent legislative changes.
- Refined quarterly financial statements to align with new legislative frameworks and improve monitoring of budget categories.



A Look Ahead to 2025

In 2025, the Corporate Services department envisions a streamlined, innovative, and resilient organization that supports the delivery of exceptional programs and services. By prioritizing infrastructure upgrades, enhancing cybersecurity, and improving operational efficiency, the department will ensure that Kawartha Conservation remains adaptable to evolving needs. Through strategic investments in technology, facilities, and processes, Corporate Services will empower staff, strengthen organizational capacity, and maintain a commitment to sustainability and fiscal responsibility.

Key Deliverables:

The following deliverables are part of general expenses required to run the organization, and benefit the programs and services offered by the organization.

- Refine financial reporting and governance processes to ensure accuracy, transparency, and alignment with legislative requirements.
- Implement the first phase of the 10-year Asset Management Plan to ensure long-term sustainability of critical infrastructure.
- Enhance cybersecurity measures, including expanded backup systems and ransomware recovery protocols, to safeguard organizational data and operations.
- Upgrade IT systems to improve efficiency and support seamless access to resources for staff and stakeholders.
- Deliver professional development opportunities for staff to enhance skills and maintain high standards of service delivery.
- Complete the walkway rehabilitation and sidewalk repairs at the administration building to improve safety and accessibility for staff and visitors.

KAWARTHA CONSERVATION
2025 Budget

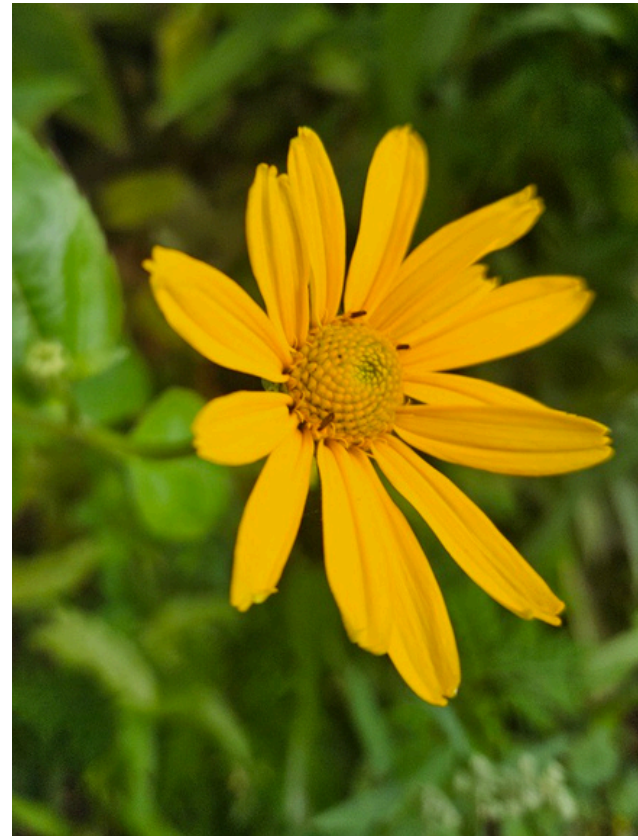
Corporate Services
General Operating
Apportionment Method: Modified Current Value Assessment

	Budget 2024	Budget 2025	Budget Variance
SOURCES OF REVENUE			
Municipal Levy, Category 1	\$ 818,718	\$ 876,000	\$ 57,282
Interest income	75,000	70,000	(5,000)
TOTAL REVENUE	\$ 893,718	\$ 946,000	\$ 52,282
EXPENDITURES			
Salaries, wages & benefits	\$ 750,600	\$ 798,100	\$ 47,500
Administration and Overhead (<i>Schedule A</i>)	254,950	254,350	(600)
Advertising and Communications	1,500	1,500	-
Board of Directors & Governance	7,050	7,050	-
Professional Development & Training	6,500	6,500	-
Professional services	20,000	10,000	(10,000)
Supplies and materials	24,800	30,300	5,500
Travel	958	1,000	42
Program administration, cost recovery	(172,640)	(162,800)	9,840
TOTAL EXPENDITURES	\$ 893,718	\$ 946,000	\$ 52,282

KAWARTHA CONSERVATION
2025 Budget

Schedule A - General Administration and Overhead
General Operating
Apportionment Method: Modified Current Value Assessment

	Budget 2024	Budget 2025	Budget Variance
EXPENDITURES			
Administration building utilities	\$ 13,000	\$ 13,000	\$ -
Administration building maintenance	32,500	33,500	1,000
Office equipment leases and maintenance	3,000	3,000	-
Telephone & internet	14,200	14,200	-
Audit & legal	33,750	35,300	1,550
Banking & administration fees	4,700	3,600	(1,100)
Insurance	58,000	60,000	2,000
Website hosting, licenses, ecommerce	11,500	9,000	(2,500)
Conservation Ontario membership	25,500	26,300	800
Information Technology & Corporate Software	45,000	45,000	-
Human Resources & Safety	13,800	11,450	(2,350)
TOTAL EXPENDITURES	\$ 254,950	\$ 254,350	\$ (600)



General Benefitting Projects

The General Benefitting Projects section of the 2025 budget outlines initiatives that provide broad value across all participating municipalities, supported through a levy apportioned by the Modified Current Value Assessment (MCVA) method. These projects align with Kawartha Conservation's strategic goals and long-term sustainability objectives.

General Benefitting Projects

2025 Project Highlights

Climate Change Strategy (Year 1 of 10)

Budget: \$15,000

This new initiative begins the implementation of a 10-year Climate Change Strategy to address environmental challenges and enhance community resilience from our contributions.

Project	Category	Budget 2024	Budget 2025	Budget Variance
Climate Change Strategy (Year 1/10)	Mandatory P&S	\$ -	\$ 15,000	\$ 15,000

Environmental Monitoring Strategy Implementation (Year 3 of 10)

Budget: \$25,000

Continuing the phased rollout of the Environmental Monitoring Strategy, this initiative supports critical data collection and analysis to guide decision-making for natural hazard management and watershed health.

Project	Category	Budget 2024	Budget 2025	Budget Variance
Environmental Monitoring Strategy Implementation (Year 3/10)	Other P&S	25,000	25,000	-

Asset Management Plan Implementation (Year 1 of 10)

Budget: \$25,600

Initiating the first phase of a long-term Asset Management Plan, this initiative establishes a foundation for sustainable funding and consistent levy contributions, ensuring Kawartha Conservation's infrastructure and resources are effectively managed for the future.

Project	Category	Budget 2024	Budget 2025	Budget Variance
Asset Management Plan Implementation (Year 1/10)	Mandatory P&S	-	25,600	25,600

Key Changes

The Digitization of Corporate Records project, funded at \$15,000 in 2024, has been completed and removed from the 2025 budget.

The total budget for General Benefitting Projects increased from \$40,000 in 2024 to \$65,600 in 2025, reflecting new priorities and ongoing strategic commitments.

Municipal Contributions (2025 Levy Apportionment)

City of Kawartha Lakes: \$38,770 (59.1%)

Region of Durham: \$23,822 (36.3%)

Municipality of Trent Lakes: \$2,756 (4.2%)

Township of Cavan Monaghan: \$252 (0.4%)

These contributions support projects that enhance shared environmental stewardship, infrastructure management, and community well-being, ensuring equitable distribution of costs among participating municipalities.



**KAWARTHA CONSERVATION
2025 Budget**

General Benefitting Projects

Apportionment Method: MCVA

Project	Category	Budget 2024	Budget 2025	Budget Variance
Digitization of Corporate Records	Mandatory P&S	\$ 15,000	\$ -	\$ (15,000)
Climate Change Strategy (Year 1/10)	Mandatory P&S	\$ -	\$ 15,000	\$ 15,000
Environmental Monitoring Strategy Implementation (Year 3/10)	Other P&S	25,000	25,000	-
Asset Management Plan Implementation (Year 1/10)	Mandatory P&S	-	25,600	25,600
TOTAL REVENUE		\$ 40,000	\$ 65,600	\$ -

Municipality	2025 MCVA Apportionment	2024 Levy	2025 Levy	Variance
City of Kawartha Lakes	59.1002	\$ 23,646	\$ 38,770	\$ 15,123
Region of Durham	36.314	14,523	23,822	9,299
Municipality of Trent Lakes	4.2016	1,676	2,756	1,080
Township of Cavan Monaghan	0.3841	154	252	98
Total	100	\$ 40,000	\$ 65,600	\$ 25,600

2025 Capital Projects

Explanatory Note: Capital Budget Funding

The Capital Budget for 2025 is fully funded through reserves. These reserves are funds that have been specifically set aside in previous years to support long-term investments and organizational needs.

2025 Project Highlights

Walkway Rehabilitation and Sidewalk Repair

Budget: \$10,000

The gravel walkway from the parking lot to the administration building has become overgrown and unsafe, requiring rehabilitation to ensure safe public access and redirect foot traffic away from the roadway. Repairs are also needed for the concrete walkway, where freeze-thaw cycles have created tripping hazards.

Ken Reid Road Study

Budget: \$15,000

The roadway into our flagship Conservation Area and Administration building is degrading rapidly, requiring frequent and increasingly unsustainable maintenance. A geotechnical evaluation is needed to determine solutions to address this issue. This project is a continuation from 2024.

UTV Vehicle

Budget: \$25,000

The current Utility Task Vehicle (UTV), used for essential off-road tasks and transportation, is aging and requires replacement. Maintenance costs to keep it operational are rising exponentially, making replacement a more cost-effective solution.

Fencing - New Property Acquisition

Budget: \$60,000

Kawartha Conservation has acquired land through a 2024 donation, as directed by the Board of Directors. To define the boundaries with neighboring properties, approximately 2,500 feet of perimeter fencing is needed.