





OUR MISSION

The reserve's network of natural landscapes are held in trust as a common possession, set aside for their natural and heritage value and to provide unprecedented engagement opportunities in ecological and cultural research, education, community engagement and recreation. Through the combined efforts of the community and *rare's* team of staff and advisors we will discover best practices and answers to environmental problems, stewarding these diverse lands for ecological integrity and future generations.

OUR VALUES

- Conserving biodiversity
- Strengthening science
- Building communities
- Training the next generation of conservationists

OUR VISION

To offer the community, including the international community and future generations, a diverse network of connected natural areas, protected intact and in perpetuity. As an international leader in conservation, research, restoration and education, *rare* will show leadership and serve as a model system to demonstrate the link between ecological integrity and economic sustainability that is critical to enhanced quality of life for the planet.

Communities of concern — for significant lands, conservation values and reconciliation



Stephanie Sobek-Swant. Photo by J. Quinn

The year 2016 brought many memorable and exciting moments to *rare*, and the limited space in our report can barely do justice to the commitment we have seen over the past year from the communities we serve. In this report are highlights, selected by our advisors and staff as part of the responsibility they feel to provide feedback, but also to thank you for your contributions to our success and, we hope, for your enjoyment! You helped us grow, and now in our fifteenth year we have truly grown together, forming communities of concern that are invested in conservation.

Ranging from the amazing output at our Springbank Food Bank Gardens to help those most in need, to new restoration projects and ground-breaking research, both in-house and through partnerships, we continue to connect everyone, particularly children and youth, to the importance of healthy soils, clean air and water, not only for our own well-being and food systems, but for all the ecosystems around us. The environment is not just what happens “out there” — we are all integral parts of the system both as stewards and consumers. We want to leave a positive legacy for those who come after us. The next generation of conservationists finds many opportunities at *rare* to make a difference and to learn what conservation means in an urban setting.

During our strategy and planning process in late 2014 and early 2015, we conducted surveys, focus groups, expert interviews and a town hall meeting to explore community needs. It became apparent that one of the biggest issues conservation is facing in the Grand River watershed and adjacent areas is a lack of grassroots efforts to protect land; we are losing agricultural as well as natural areas at an unprecedented rate. With its emphasis on science-based stewardship, conservation, research and education, *rare* is prepared to fill this gap, stepping up to expand its role as a regional land trust. Our new *raresites* land securement team is a collaborative effort; bringing many organizations and individuals under the *rare* umbrella with the goal to protect more land in the Grand River watershed and surrounding areas in a truly engagement-based fashion.

We have also strengthened our relationships with Indigenous peoples and are exploring how we can build on our three existing pillars of conservation, research and education to include Indigenous knowledge and leadership in our programs, while giving back to Indigenous communities by working together on tackling “wicked problems” that affect them, many of which are environmental in nature — thereby contributing to reconciliation through conservation and mutual respect. Watch for our work over the coming year to turn our three pillars into four strands of a braid — and feel free to join in the effort with us.

I very much look forward to what we will report to you next year — amazing new opportunities and partnerships are on the horizon, and I am certain that if we all work together, we can continue to build ecological integrity and connectivity, in people’s minds as well as across the landscape.

We thank your being a part of *rare*,

Dr. Stephanie Sobek-Swant
Executive Director

REPORTING ON OUR GOALS

In *Conservation & Connectivity; Strategy & Plans: 2015-2019*, based on sessions held with community members, researchers, educators, practitioners and others who contribute to our work, we described our goals for the years ahead.

By explaining *rare*’s mission, vision, values and goals we are fulfilling a commitment that we take very seriously — a commitment to be transparent and accountable to the public we serve. As a land trust, *rare* protects, intact and in perpetuity, 900+ acres of environmentally significant lands for public benefit. We steward these lands, not only by furthering the science that will result in best practices, but also training the next generation of conservationists and creating an entire community of support for them and for our goals.

You can read the full version of *Conservation & Connectivity; Strategy and Plans: 2015-2019* online at raresites.org under *About Us*. Please read on for a report on our progress toward these goals in the 2015-2016 fiscal year (September 1, 2015, to August 31, 2016).

Conservation

OUR GOAL: MAINTAIN, RESTORE AND ENHANCE HABITAT WITH SCIENCE-BASED METHODS

Efforts to restore and enhance several target areas at *rare* continued in 2015-2016. Removal of invasive plant species and restoration of habitat with native plantings has helped to increase buffers around significant features such as old-growth forest, streams and wetlands. Establishment of desirable plant communities will help protect these features, enhance habitat quality and biodiversity, and create resilience to future invasions. Planning is also underway to evaluate our open space and habitats — including meadows and agricultural lands — allowing us to develop a landscape approach to ecological restoration and enhancement, geared towards maximizing biodiversity.

As an organization, *rare* avoids the use of chemical pesticides wherever possible, which inevitably leads to challenges in controlling invasive species. We are working to establish effective non-chemical control methods for challenging species such as giant hogweed, reed canary grass and buckthorn, with plans to study other species in the future and to share best practices with other land owners.



OUR GOAL: MITIGATE DAMAGE TO OUR PROPERTIES IN THE FACE OF GROWING URBANIZATION AND OTHER THREATS TO BIODIVERSITY

New housing and aggregate developments are one indication of our economy's vibrancy. At the same time, those activities around the reserve require continued management and cooperation with the community to minimize effects on the most sensitive landscapes that are also sources of big opportunity for our communities. We expect to welcome several thousand new neighbours in coming years on lands adjacent to the *rare* property. Such a large increase represents a significant challenge, and requires education about the purpose and vision of *rare*, together with an understanding of acceptable activities on the property. We have been working with developers and regulators to find the most appropriate solutions to such issues as runoff, pollution and increased vehicular and foot traffic. Since many who are new to the community don't yet understand the important role that *rare* plays in the health and quality of life for everyone, we ask for your help in spreading the word wherever you can.





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GROWING FOR WELLNESS AND COMMUNITY AT *rare*

The gardens at *rare* experienced numerous successes during the 2015-2016 season. With a generous donation of funds and corporate volunteer time from Toyota Motor Manufacturing Canada we increased our Springbank Food Bank Gardens space to 15,000 square feet of user-friendly gardens. We strengthened our relationship with the Cambridge Self-Help Food Bank who sent weekly groups of volunteers from their Self-Help Co-op Program. The gardens also welcomed volunteers from businesses, schools, non-profits and local individuals who donated a portion of their time each week to plant, maintain and harvest.

And harvest, we did! In 2016, Springbank Food Bank Gardens sent 6,708 pounds of fresh organic produce to the Cambridge Self-Help Food Bank and the Food Bank of Waterloo Region, almost three times the amount of previous years.

Union Gas helped round out our successful season with a donation of funds and labour to improve the functionality of our greenhouse. We converted unused greenhouse space to in-ground garden beds that will lengthen our growing season in early spring and late fall.

WHAT'S AHEAD

There are several stewardship projects underway for the coming fiscal year. We are undertaking a restoration of Bauman Creek, a coldwater stream that crosses the floodplain of the Grand River. This stream has been negatively affected by past agricultural practices and obsolete infrastructure. We will also be expanding our conservation programs for at-risk bird species by increasing our grassland habitats, and testing a new habitat design for bank swallows. Pollinators will find a friendlier habitat as we begin development of a Savvas Chamberlain Family Foundation Pollinator Preserve at Springbank Farm. With the help of King Tree Service, the long process of restoring our forest plantations will continue in 2016-2017, and new opportunities in habitat restoration, conservation and invasive species control are on the horizon. We are also very excited about working with our *rare*sites Land Securement Team to identify other properties to protect across the entire upper Grand River watershed.

- 1 Restoration efforts increase buffers around significant features of property. Photo by C. Pope
- 2 Intercropped rows of pine (left) and black walnut (right). Efforts to restore biodiversity in forest plantations were underway this fiscal year. Photo by T. Woodcock
- 3 Volunteers from Fiix help remove invasive species, buckthorn. Photo by K. Martin
- 4 Students from Southwood Secondary School helping with restoration efforts. Photo by C. Pope
- 5 Volunteers from United Way help build a boardwalk to mitigate damage to *rare* property. Photo by C. Pope
- 6 Volunteers helping land management close an unauthorized trail on *rare* property. Photo by C. Pope
- 7 Through support of Mountain Equipment Co-op's Access and Activity Fund, two new trail map kiosks were installed on the south side of our property to help inform and engage our growing community. These beautiful kiosks were designed and built by Conestoga College students in the Renovation Technician program. Photo by K. Martin
- 8 Nature Conservancy of Canada staff help *rare*'s Land Management team plan a trail to *rare*'s Springbank Farm. Photo by C. Pope
- 9 Volunteers from Toyota Motor Manufacturing Canada helping out at Springbank Food Bank Gardens. Photo by T. Jarvis
- 10 In 2016-2017 *rare* will work to improve habitat at Springbank Farm with the Savvas Chamberlain Family Foundation Pollinator Preserve. Photo by T. Jarvis



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Research

OUR GOAL: CONDUCT *rare*-DRIVEN RESEARCH, ASKING OUR OWN QUESTIONS AND WORKING TOWARDS ANSWERS

Fragmentation and invasive species are two of the major threats to biodiversity around the globe and both are of concern here in Waterloo Region, one of the fastest-growing urban centres in Canada. Since inception, these are issues that have driven management decisions at *rare* as we restore and protect our first three properties of over 900+ acres. In fiscal 2016, we looked to understand better the effects of these issues by starting pilot studies investigating the wildlife loss occurring on Blair Road and the quantity and quality of invasive giant hogweed seed in the soil following different management techniques.

By conducting these types of studies, we are working toward management solutions for significant and large-scale conservation concerns with far-reaching applications for other land owners in the area and beyond.

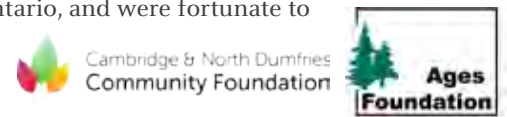


OUR GOAL: INCREASE THE AMOUNT OF APPLIED RESEARCH CONDUCTED AT *rare*sites

Each year we continue to grow our research community, increasing the number of studies occurring at *rare* and forming new research partnerships. In fiscal 2016, ten new studies began across the more than 24 habitats on the property from six institutions, as seven studies continued from previous years.

This year's Ages Foundation Fellowship recipient was Mason Stothart who stayed at the *rare* ECO Centre for a period over the summer as he studied a population of grey squirrels at *rare* and elsewhere.

We also continued our participation in a provincial collaboration to study the at-risk queensnake in various watersheds across Ontario, and were fortunate to work with students from Conestoga College on our North House project.





10 YEARS AND STILL COUNTING

On July 16, 2016, a group of fifteen people surveyed the *rare* reserve looking for butterflies, marking the 10-year anniversary of this successful citizen science component of our monitoring program. Since inception in 2006, the Annual Butterfly Count at *rare* has amassed counts of 5,500 individuals of 59 different species with the help of enthusiastic community volunteers.

Always of particular interest, the monarch butterfly has, unfortunately, continued to be present only in very small numbers. In fall of 2015, *rare* reared, tagged and released monarchs as part of an initiative to learn more about the migration patterns of this iconic butterfly, and seeded three acres with important food sources such as milkweed and nectaring plants.

WHAT'S AHEAD

We are looking forward to taking part in Canada's 150 birthday celebrations in 2017, and will be hosting a 24-hour community bioblitz on July 15-16 as part of a national effort to conduct bioblitzes across the country, collecting snapshots of Canadian biodiversity from coast to coast to coast.

We are also excited to hire a full-time Monitoring Technician to focus on optimizing monitoring at *rare* and analyzing long-term data collected over the past ten years.

Finally, we continue to make improvements to the *rare* ECO Centre and lab facilities, and look forward to increased capacity to house researchers at *rare*.

- 1 The Aphrodite butterfly was spotted for the first time by citizen scientists at *rare* during the fiscal 2015-2016 season. Photo by J. Reid
- 2 Participants at the *rare* 2016 BioBlitz helped paint a picture of the biodiversity on the property. The 2017 Community BioBlitz will be held July 15-16. Photo by D. Coulson
- 3 Efforts to inform best practices in conservation through research continued in fiscal 2015-2016 with giant hogweed management. Photo by P. Kelly
- 4 Intern Allie Abram measures trees as part of forest plot monitoring. Photo by J. Quinn
- 5 Ages Foundation Fellowship recipient, Mason Stothart, studied a population of grey squirrels at *rare*. Photo by J. Quinn

- 6 In fiscal 2015-2016, *rare* participated in a provincial collaboration to study the at-risk queensnake in various watersheds across Ontario. Photo by J. Mullen
- 7 Interns Allie Abram and Christine Head electrofishing as part of monitoring efforts. Photo by J. Quinn
- 8 Researchers from Wilfrid Laurier University used the *rare* property as they conducted studies on fruit flies. Photo by J. Quinn
- 9 The annual butterfly count at *rare* celebrated 10 years in fiscal 2015-2016. Always of particular interest, the monarch butterfly has only been counted a handful of times in the last few years. Photo by J. Grealey
- 10 In fiscal 2016-2017, *rare* will hire a full-time Monitoring Technician to focus on optimizing monitoring programs and analyzing long-term data. Photo by J. Quinn



Education

OUR GOAL: INGRAINING THE CHAIN OF LEARNING IN ALL EDUCATION PROGRAMS AT *rare*

The *Chain of Learning*, which builds knowledge and a sense of wonder from the most senior scientist to the youngest of students, continues to strengthen at *rare* through the continued connection between research and education. In the past year, we developed and delivered two new Mirrored Research modules connected to North House and birding. Both modules were created by our education department, coordinating with experts in each field using research methods practiced by *rare* staff and volunteers. In the *Birding with Citizen Science!* module, students get the opportunity to experience bird monitoring methods used by citizen scientists across *rare*'s property, using professional procedures and equipment. In the *North House: Exploring a Model of Green Living* module, students get to explore North House, witnessing sustainable energy technologies while measuring North House's ability to regulate temperature using solar energy.

The new modules have already brought 228 new students to *rare*, and have allowed us to expand and enhance our *Every Child Outdoors* (ECO) program, reaching more students in the community in new ways.



OUR GOAL: RAISING ENVIRONMENTALLY-RESPONSIBLE CITIZENS BY FOSTERING ONGOING, REPEATED ENGAGEMENT OF STUDENTS AS THEY PROGRESS THROUGH THE SCHOOL SYSTEM

Repeated engagement opportunities with children and youth is what sets *rare* apart — offering robust environmental education in the out-of-doors, encompassing a wide-range of activities, fosters a love for the environment and provides children and youth with the tools and desire to become great environmental leaders of tomorrow. The development of our Birthday Party modules for children aged 6-12 is yet another way *rare* fosters environmentally-responsible citizens. The reserve's education department developed six themed birthday parties covering topics such as archaeology, plants, birds, and more.

A grant received from the Catholic Community Foundation also enhanced *rare* programs and enabled repeated engagement opportunities. With their support, we were able to purchase viewing scopes for our lab as well as to subsidize classes to visit and participate in programs for the first time.





TRAINING THE NEXT GENERATION

Through fiscal 2016 *rare's* education department continued to strengthen its mentorship program with Southwood Secondary School. For the pilot project in 2015, grade 12 students from Southwood Secondary School were trained by *rare* staff to mentor grade 1 students from Cedar Creek Public School through various ecological monitoring activities. The program was expanded in 2016 with grade 12 students mentoring two classes of grades 2-3 students across six visits after an initial Benthic Invertebrate training module.

These mentorship modules culminated in a visit from the then-Minister of Education Hon. Liz Sandals, who observed the activities on site along with Minister of Natural Resources and Forestry Kathryn McGarry. In addition to observing hands-on learning, McGarry and Sandals also addressed students and leaders about the importance of environmental learning. The continued transfer of environmental learning from these mentorship programs is yet another example of the *rare Chain of Learning* at work!

WHAT'S AHEAD

We are continuing to focus on strengthening the *Chain of Learning* through our *Every Child Outdoors* (ECO) program. In the next fiscal year, we will be expanding our planning and development efforts in our Mirrored Research modules to include elementary grades, in consultation with elementary teachers who will ensure we maximize our efforts to meet the requirements of the curriculum.

The education department will also be exploring train-the-trainer opportunities for local educators as well as in-class modules for local schools, and we will explore how we can incorporate Indigenous traditional knowledge into our programs.

We look forward to the exciting future opportunities to bring *Every Child Outdoors!*

- 1 Students from St. Jacobs Public School participating in the *Birding with Citizen Science!* Mirrored Research module. Photo by G. Kamminga
- 2 Young *Every Child Outdoors* students participating in the *North House: Exploring a Model of Green Living* Mirrored Research module. Photo by L. Kessel
- 3 Students from Southwood Secondary School and Cedar Creek Public School participating in *rare's* mentorship program. Photo by J. Quinn
- 4 Honourable Liz Sandals visited *rare* to witness the *Chain of Learning* in action. Photo by C. Richardson
- 5 2016 Summer ECO Camp participants learning about salamanders. Photo by L. Kessel
- 6 Students from École élémentaire catholique Saint-Noël-Chabanel participating in a winter *Every Child Outdoors* program. Photo by L. Lahaie
- 7 Young *Every Child Outdoors* students participating in the *North House: Exploring a Model of Green Living* Mirrored Research module. Photo by L. Kessel
- 8 A 2016 Summer ECO Camp participant learning about butterflies. Photo by L. Kessel
- 9 Training the next generation of conservationists continued in fiscal 2015-2016. Photo by N. Goodfellow
- 10 In 2016-2017 *rare* will continue to strengthen the *Chain of Learning* through the *Every Child Outdoors* program. Photo by L. Kessel



Thank you, volunteers!

Thank you to all of our incredible volunteers! We were humbled and impressed by the countless contributions of time, energy and expertise from over 250 volunteers in fiscal 2016. At *rare*, we believe that community involvement and volunteerism is the heart of our programs of conservation, research and education. You are an integral link in the *Chain of Learning*; when you lend your skills and abilities to enhance our programs you make direct contributions to *rare*, and benefit the community at large.

Volunteers are also part of the ripple effect. Just as ripples spread when a single pebble is dropped into water, the actions of volunteers can have far-reaching effects. We appreciate all our volunteers who contributed more than 4,000 hours as land stewards, garden helpers, event organizers, photographers, species monitors, community advocates and advisors, office administrators, fundraisers, *Every Child Outdoors* (ECO) Camp supporters and more. Your actions create the ripples that enhance the stewardship and protection of the habitats and species that call *rare* home. Every minute you contribute is a crucial part of making positive change for nature in Canada.

Here are some highlights of volunteer efforts over the past fiscal year at *rare*.

Corporate volunteers

Corporate volunteers greatly enhance *rare's* mission, vision and goals. Water's Edge Environmental Solutions Team has actively supported a number of *rare's* efforts during the past year, providing their expertise in aquatic matters at reduced or no cost to the charity. Companies like Water's Edge allow *rare* to expand the scope of restoration activities on the property.



The Water's Edge team Photo provided by Water's Edge



Bird monitors. Photo by H. Wilson

Bird monitors

We are extremely lucky to have a dedicated group of birders who continue to share their expertise and to monitor bird populations at the *rare* reserve each year. Projects include migration monitoring, banding, grassland bird monitoring, breeding bird surveys and Christmas Bird Counts.



Volunteer Gillian Preston. Photo by A. Abram

Citizen scientists

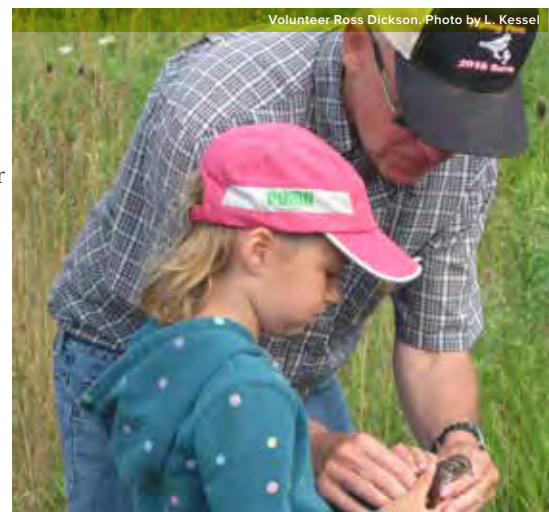
Citizen scientists like Gillian Preston, Patrick Jagielski, Nathan De Carlo, Meghan Harder, Kyle Swanson, Meaghan Quanz and Ross Dickson assisted with various monitoring projects over the fiscal 2016 season. Thank you. Whether you counted butterflies, salamanders, snakes or trees we appreciate your time and commitment to conservation at the *rare* reserve.



Toyota Motor Manufacturing Canada volunteers. Photo by T. Jarvis

In the gardens...

Without the help of enthusiastic volunteers we certainly wouldn't be able to accomplish all that we do — and Springbank Community Gardens is no exception. Thanks to everyone who helped out this season, and a special thank you to Toyota Motor Manufacturing Canada. The tasks of extensive garden bed creation in early spring and end-of-season garden closure were accomplished with their enthusiastic help.



Volunteer Ross Dickson. Photo by L. Kessel

Educators

In ECO Camp and School Modules, volunteer educators provide invaluable experiences for young learners. Volunteers like Ross Dickson, an experienced bird bander, give children a first-hand view of citizen science in action. Ross even provided consultation to *rare* staff in the development of the new *Birding with Citizen Science!* module. Volunteer educators truly strengthen *rare's* *Chain of Learning!*



Photo by J. Quinn



Fiix presenting their support. Photo by G. Kamminga



Photo by D. Crowell

Boots & Bolo BARN DANCE

Yeewah and THANK YOU to the volunteers, sponsors and attendees of the Boots and Bolo Barn Dance!

On a warm evening last May, over 150 people pulled on their boots and kicked up their heels at the historic Slit Barn to raise awareness and funds to help get *Every Child Outdoors*. The Boots and Bolo Barn Dance at *rare*, hosted by a volunteer committee and spearheaded by Jackie Hatherly-Martin, helped educate future generations about the importance of protecting our environment. The event raised over \$30,000 in support of *rare* Charitable Research Reserve and our *Every Child Outdoors* (ECO) environmental education initiative. Thank-you to everyone who participated, including all of our sponsors, participating restaurants, (Blackshop Restaurant & Wine Bar, Borealis Grille & Bar, Cambridge Mill, The Easy Pour Wine Bar, Langdon Hall, Melville Cafe), the amazing band (Amplified Midlife Crisis) and line dancers (Joan Minnery and the Waistliners) and, of course, our Barn Dance committee (Jackie, Valerie Hall, Sheila Ainsworth, Joan Young, Tracey Gooch, Kathy Dawson, Christine Strassburger, Sarah Mohr, Sarah Ainsworth and Cheyanne Richardson).



Better organizations for nature and community support for conservation

In an effort to encourage collaborative partnerships between like-minded organizations, The Gosling Foundation and The Sustainability Network invited staff from *rare* to join others to discuss how we can challenge each other to think critically about our methods to accomplish our missions in the most effective and efficient way. Through engagement organizing — a shift away from expert-driven groups to a focus on relationship building and mobilization of grassroots supporters — The Gosling Foundation is supporting *rare*'s conservation goals with our *raresites* land trust initiative. With plans to protect more land in the Grand River watershed, *rare* will be applying engagement organizing principles to build capacity for land securement.

Through *rare*'s *Corporations for Conservation* program, we acknowledge and support the conservation efforts of a select number of leading companies. For some companies, this designation is recognition of what they have already done to act as stewards of our environment via their business practices. For others, it is aspirational, offering them *rare*'s expertise and support as they work toward deeper conservation practices. For all, it is an acknowledgement that their annual support of *rare* at the level of \$5,000/year for a minimum of five years, is a clear sign of their support for conservation.

Our first six members who signed on by August 2016 include CHRISTIE (Kitchener, inaugural member), BNY Mellon (Toronto), Pearle Hospitality/Cambridge Mill (Cambridge), Fiix (formerly Maintenance Assistant Inc.; Toronto), MacPherson Builders (Toronto/Fergus/Collingwood) and Union Gas (Waterloo).

If you would like to know more about becoming a *rare* Corporation for Conservation, please contact Christine Thompson, 519-650-9336 x118.

2015 WALK & RUN for rare

This annual, signature event for *rare* was not only a pleasant outing for almost 200 attendees on a beautiful fall day, it also provided almost \$23,000 of support for *rare*'s *Every Child Outdoors* (ECO) program, helping to give children have the tools and the desire to be great environmental citizens of tomorrow — and to have fun in nature!

Thank-you to everyone who participated, donated, volunteered and/or sponsored the event. The 2017 date is September 24 and we hope you will mark your calendar now!

Our ECO programs provide children with the opportunity to develop the knowledge, skills, values and motivation necessary to become environmentally responsible citizens — something we take very seriously at *rare*.

Thank you for your awesome support!



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The Waterloo Networking Company



Thank you to our 2015-2016 supporters

The following individuals, foundations, government agencies, organizations and businesses helped *rare* make an impact and work toward its vision in the last fiscal year (September 1, 2015 to August 31, 2016). For a full list of all donors — considered Founders — to *A Natural Investment*, please see the list in our 2014/2015 report, available on request or online. As noted below, we welcome corrections so that the permanent donor wall, to be established at the end of the campaign, reflects you appropriately.

\$250,000 - \$499,999

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The Kitchener and Waterloo
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KPMG
K-W Cornerstone Paving Ltd.
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Landscape Architecture
Mountain Equipment Co-op
Nature Conservancy of Canada
Northern Lights Canada
Sheila O'Donovan
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Madeleine & Andrew Poynter
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Julie Reid & Anne Paton
Ruth Ristau
Ian & Verlyn Rowett
Jeremy Shantz, Bridget Hinnegan &
Tamsin Shantz
Southwood Secondary School
Marisol Teijeiro
Trillium United Church
Linda Tripp
Angela Tsementzis & Aaron Letki
John & Lyn Van de Kamer
Tony Van Eerd

Buddies (\$249 & Under)

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Katie Allen
Steve Allen & Rachelle Matlow
Altanic Transportation Inc.
Cam Anderson
Carol Anderson
Dorothy & Andy Wilson
Anonymous
Rhonda Arbuckle & Dennis Milohnic
Lynette Armour
Muriel Armour
Kim Arnold & Kevin Swayze
Jan Ashton
Gillian Auld
Dorothy Bakker
Clair Balfour & Marci MacDonald
Jose Baluyot
Thelma Barnes
James Barringer
Bob Barringer
Carol Barsby
James & Kristen Baskerville
H. Battista & Pasquale Battista
John Bayliss
George & Grace Bechtel
Larry & Cheryl Bell
Martha Bellamy
Rosemary Benbow
Anne Benedetti
Genie Berger
Jane & Tim Bernier
Maryanne & Robert Bezeau
William Black
Ann & Campbell Blair
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Tripho & Michelle Bogias
Chris Bohme
Michael Bolton
Lisa Bonnici
Josh Bowman
Brad Cutler
Stephanie Braid
David Brattan
Craig Bremner
Paul Brennan
R. J. Brennan
Doug Brock
Seth Brouwers
Kathleen Brown
Michael & Tracy Brown
Wayne & Lynda Buck
Tristin Burns
Bob & Sheila Burt
Canadian Federation of University
Women K-W
Jo-Ann Carlisle
Alice Casselman
Len Chaplinsky & Julia Morrison
Veronica Chapman
Cheri Harrison & John Dunning
Iana & Maxim Chigak
Bryan & Emma Clayfield
Jennifer & Bob Clayfield
Rob Connell
Christine Cooper
Pauline Copleston
Catherine Copp
Virginia & Douglas Craig
Heather Cray
David Critch
Rae & Barbara Crossman
Mary & Al Cunningham
Ronald C. Dahmer & Dorothy Harvey
Chris Dalton
Michael & Louise Dawe
Kathy Dawson
Marco & Donna De Bruin
Andrew & Nancy de la Mothe
Gina Dennie
Anthony & Mabelle Dennison
Janet Diebel
Erin Diebold
Barbara Dixon & Graham Arbery
Jill Douglas
Jennifer Duguid
Tara Duguid & Michael Frey
Mary Duncan
Carmen Dyer
eBay Inc
Brenda Eger
Kathleen Ehrenberg
John English & Irene Sage
Carmen Evans
Grace & Mark Evans

Fred & Jeanne Faber
Linda Fabi
Gerry & Eleanor Fairhead
Robert Family
Eva Fehervari
John & Lorna Ferguson
Grace Ferreira
Renate Fischer
Joan & Bryan Fisk
Jeanie Flanagan
Bruce & Cindy Foell
Janet Foell
Olga & Bernie Foley
Judy Fountain
Joan Fox
Daniel Francis
George Francis & Sally Lerner
Judy Francis
Annette Franssen & Sonny Yuen
Robert Fraser
Kathryn Frederick
Freure Homes
Pamela Frey
Nancy Mae Froklage
Anne Fullerton
Kim & Luis Galvao
Jimi Gambacort
Sandra Garibotti
Nancy & Steve Garrett
Theresa & Ryan Geil
Linda Gilchrist
George & Mary Gloade
Glenn Goddard
Wendel Goetz & Laurie Hoffmann
Mel & Joan Goldstein
Tracey Gooch
Robert Gossage
Chris & Shirley Gosselin
Antonio & Elizabeth Gouveia
Cheryl Greenwood &
Steven McMurray
Fred & Janet Greidanus
Laura Hamilton
Michele Hamilton
Mary-Jane Harnack &
Liam Harnack Stark
Denise Harrington
Janet Hartshorn & Ron Vanderbeek
Ann Harvey & Harvey Milne
Sean Hayward
Brian Heaney
Fran Heffernan
Heather Heick
John S. Hepburn
Don Heroux
Hespeler Village
Neighbourhood Association
John & Ruth Hess
Molly Hill & Simon Fleras
Margaret Hobson
John David Hodgson
Mary Hoey
Michael & Sandra Holden
Gary Howell
Gord & Judy Howes
Samantha Hughes
Valerie Hughson
Peter & Ninta Hunton
Patricia Huynh
Renann Isaacs
John Jackson
Margaret Jackson
Bernadine Jager
Susan Johnston
Roseanne & John Jonas
Freda & Gerald Kamminga
Gerrit Kamminga
Victoria Kannapin
Erika Kastner
Lauren Katsuno
Peter Kelly & Kelly Hughes
Louis Kernoghan
Susan & Arthur Key

Douglas & Jean King
Harold & Dorothy Kinzie
Helen Kleinefeld-Pieper
Bruce & Carol Koenig
Gerri Korec
Terry Kratz
Ruth Kroft
Jamie & Shelley Kropf
Krista Lalonde
Laurier Naturalists
Michael & Louise Lawrie
Ralph LeBold & Eileen LeBold
Maria Legault
Peter & Janet Leitch
Marlis Lipperson
Taylor Maavara
James MacCallum & Carole Lindsay
Brian & Nancy MacDonald
Julie MacDonald
Chris Mace
Tamara MacKinnon
Barry & Marnie Magna
Wesley & Lynn Maidment
Linda Main
Judy Major-Girardin
Emily Mann
Marsha Mann
James & Marion Manning
Aimee Markussen
David & Sharon Marskell
Roy Martin
Kathy Mathers
Walter Mausser
Bob & Betty McBain
John McDonnell
Theresa McGillicuddy &
Greg Richardson
Kelly McMath & Ian Moore
Michael McTavish
Susan McTavish
Stew McWade
Tom Mennill
Pat & Dennis Mighton
Catharine Mitchell
Sorin & Irene Mitrana
Rachel Moloney
Joan & Steve Montague
Dawn Monti
Rhiannon Moore
Gordon & Susan Morris
Kathleen Moser
Cecile Mowat
Felix Munger & Tricia Dumais
Lorna Murdock
Ryan Murphy
Stephen Murphy
James & Jean Murray
Krista Lee Murray & Bryan Gillow
Anna Muss
Rachel Nador
Aron Naim
Daniel Naim
Mohammed Naim & Ilona Elo
Sara & Anna Naim
Jackie Nash-Snowton
Ernest & Carole Neudoerffer
Gordon & Daphne Nicholls
Karen & David Nicoll
Shirley Nolan
June & Franco Ntazinda
Susan & Keith O'Neil
Lindsay Palmer
Nicole Papke
Marg Pare
Dawn Parker
Renate Parsons
Rita Patirani
Mary Jane Patterson
Lorraine Paul
Doris Pautler
Al & Marg Pedro
Kevin & Sue Perry
Mary & Del Peters

Marlene Peterson
Arthur & Frances Phelps
Cheryl Podger
Mark Pomeroy
Bill Poole
Carleigh Pope
Michael Powell
David & Vicki Power
Precision Pools
Wil & Marilyn Prudham
Marie Pullen
Jenna Quinn & Leif Wynia
Emil & Elaine Radoslav
Amanda Ramnarine
Tanya Reading
Elizabeth Reed
Jennifer Reinhart
Allison Richardson
Cheyenne Richardson
Erin Richardson
Peter & Janet Richter
Danielle Ridge
Tom & Gloria Roberts
Annette Robertson
Jessica Robertson
Bruno Robichaud
Hubert & Claire Robichaud
Kim Robichaud & Ryan Hamersma
Dennis & Karen Robus
Jude Roedding
Clint & Sandra Rohr
Richard Rooke
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Paul & Rita Ross
Jared Rowett & Mary Harrison
Tricia Rush
Vivian & Peter Russell
Vic Satzewich & Linda Mahood
Linda & Herminio Schmidt
Bailey Schneider
Alison Scott
Wilma D.K. Scott
Malcolm & Anne Shantz
Rebecca Shay
Sabrina Shin-Evans
Marjorie Siertsema
Mary Jane Sisk
Jean Skillman
Zenin & Janet Skomorowski
Meg Slater
Katrina & Ian Smallacombe
Dave & Catherine Smith
Erin Sonser
Percy St Pierre
Gus Stahlmann
John & Janet Stemerdink
Bobbi Stewart
Lynda Stewart
Jean Stolworthy
Jane Strange & Sean Marshall
Christine Strassburger
Terry Stray
Tracy Strelau
Kimberly Sullivan
Doug & Jeanne Sutter
Allen Switzer
Gabriel Tan-Chen
Lorraine Tanner
Lydia Taylor
Wayne Taylor
Bertha & John Thompson
Chris & Linda Thompson
Christine Thompson
Deirdre & Hugh Thompson
Evan & Janette Thor
Thor Family
Danielle Tobert
Owen Tobert
Michelle & John Tomins
Heather & Bob Trim
Juliana Trip
Brock Trojahn
Sue & Norm Trotter

Sandra Turner
Shawn Van Sluys & Zvezdan Pavlovic
Laurie Vandenhoff
The Verheuls
Dan & Victoria Vrabec
Sally & Randy Walden
Bruce & Diane Walker
Merrily Walker
Keith & Lisa Wallbank
Stephen Walsh
Katie Walther III
Melissa Waurechen
Deanna & Adam Weaver
Michael & Kathy Weissmann
Hugh A. Weltz
C Brian Whitfield
Cory Wiebe
Jeffrey & Claire Wiersma
Jim Wilker & Susan Dorion
Diane Williamson & Steve Wilkie
Bill & Heather Wilson
Pamela Wolf
Cathy Wolfe
Ken & Colette Wolno
Erin Wood
Marion & Andrew Woodcock
Sandra Woolfrey
WRDSB - Glenview Park
Secondary School
Heather Wurster
Mary & Richard Wynia
Terry & Linda Yuzwak
Tanya Zboril
Walter & Brenda Zimmerman

In memory of

Heather Andrachuk
John Callander
Janke Faber
Mary Ann Fields
Monika Robinson
Bruce Roger
Walter Jucker
Tim Walker

In honour of

Michael Barnstijn &
Louise MacCallum
Thea Chamberlain
J. Roger Davis
Nancy Mae Froklage
Joyce McGovern
David Nunn
Jenna Quinn
Louise Seaton
Pat & Jaime Stevenson & Family
Joy Stewart

Notes

We ask that you please take the time to review your name on the list. Although every effort has been made to record it properly sometimes mistakes happen and we want to get it right. If you do see an error in your listing please let us know by contacting rare@raresites.org or 519-650-9336.

Please also note that we have a number of donors currently listed as anonymous — if you think your name should appear on this list please let us know.

Denotes Bedrock Club Monthly Donor

Year at a glance

OUR PROGRAMS & EVENTS
ENGAGED MORE THAN
4,600

CHILDREN, YOUTH & COMMUNITY MEMBERS

Including: **2,568** *Every Child Outdoors* (ECO) program participants from **46** schools (and that doesn't include the **175** youth who participated in March Break and Summer ECO Camps), **90+** community gardeners, **900+** community event participants including **150+** bioblitzers, **150+** barn dancers and **200** walkers and runners at the 2015 Walk & Run for *rare*.

WE DIDN'T DO IT ALONE, THOUGH...



+250
VOLUNTEERS

contributed
more than

4,000+
HOURS OF SUPPORT

Including: **900** hours by Corporate Volunteers at Springbank Farm and through restoration efforts on the property, **1,500+** hours by citizen scientists, **300+** hours of lent hands at ECO programs, and **200+** hours helping out around the office.

6 INVASIVE
PLANT SPECIES
MANAGED



14 NATIVE
PLANT SPECIES
PLANTED



6,703 pounds
of fresh, organic
produce donated to
local food banks

**BIG HARVEST AT
SPRINGBANK
FOOD BANK GARDENS**



1,390+ square
meters of dedicated
garden space for
local food banks

51 NEW SPECIES
DOCUMENTED AT
rare

18 NEW OR
ONGOING RESEARCH
PROJECTS

2 PAPERS
PUBLISHED

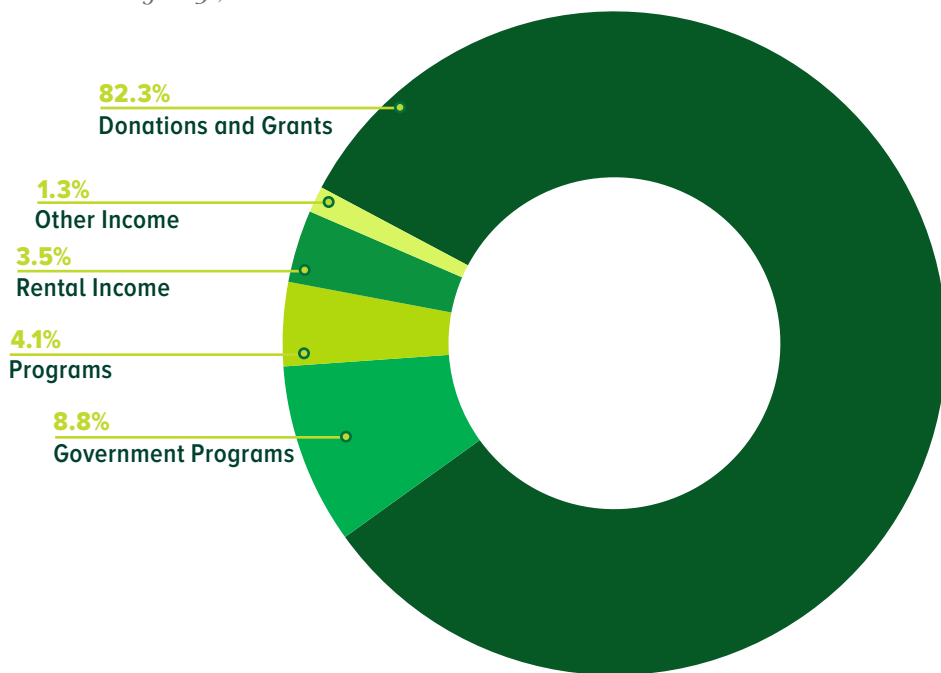
7,316
square meters turned
green for the more than
3,300
species that call *rare*
home



5,820
butterflies of
54 different
species counted during
monitoring season, in
addition to
2 new species to the
property

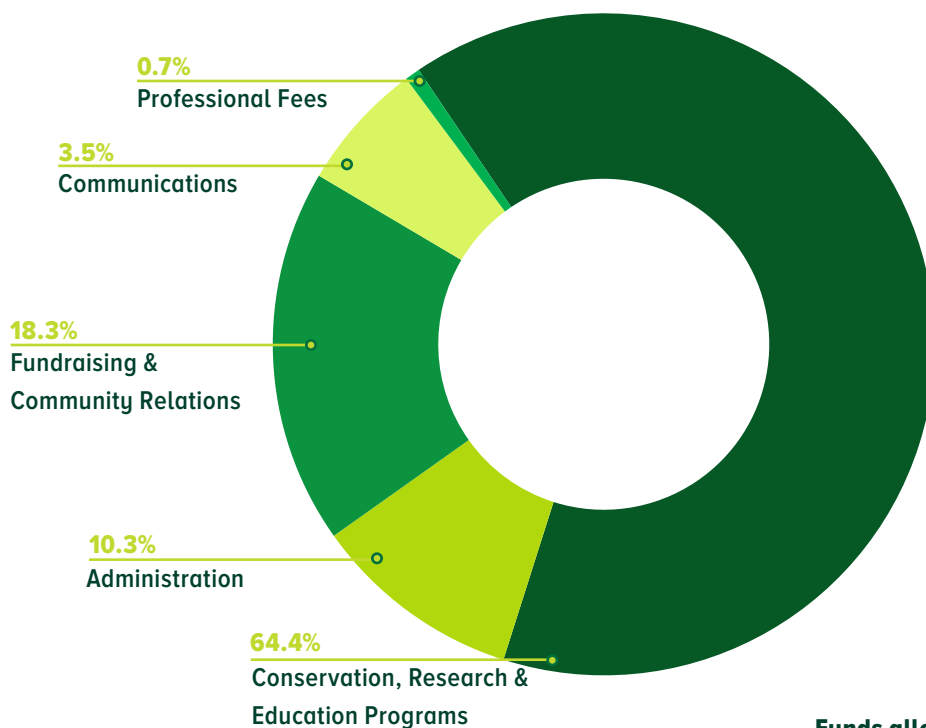
Financial highlights

Year ended August 31, 2016



STATEMENT OF REVENUE¹

Donations and Grants	\$1,056,916
Government Programs	\$113,124
Programs	\$52,441
Rental Income	\$45,371
Other Income	\$16,418
Total	\$1,284,270



STATEMENT OF EXPENSES

Conservation, Research & Education Programs ²	\$683,277
Administration	\$109,122
Fundraising & Community Relations	\$194,631
Communications	\$67,053
Professional Fees	\$7,796
Total	\$1,061,879

Funds allocated to expenses in the next fiscal year **\$222,391**

STATEMENT OF FINANCIAL POSITION

Current Assets (Cash and Receivables)	\$462,629
Capital Assets: Land	\$5,957,174
Capital Assets: Buildings, FF&E, etc.	\$3,132,199
Current Liabilities (Payables, etc.)	(\$506,131)
Mortgage Payable	(\$4,160,600)
Total Net Assets	\$4,885,271

Notes:

1. Inclusive of Operating and Capital Revenues
2. Includes cost of amortization (\$171,359)

Leadership

BOARD OF DIRECTORS

Keith Ainsworth, Chair of the Board; Electrical Engineer; retired CEO, COM DEV International
Gerald Achtymichuk, Family Physician
Peter Krause, President, Krause Corporate Solutions
Brian McGee, Chartered Accountant; Partner, Zeifman & Company LLP
Angela Tsementzis, Architect; B.E.S. B.Arch, OAA, LEED AP

INTERNATIONAL AMBASSADORS

Ljubodrag Andric, Photographer; latest work Visible Cities
Michael Barnstijn, retired Partner, RIM; Philanthropist; Musagetes Foundation
David Buckland, Founder, Cape Farewell www.capefarewell.com; Director of Art from a Changing Arctic
Ed Burtynsky, OC; Photographer; Subject of award-winning documentary, Manufactured Landscapes
Geneviève Caron, Award-winning Photographer
Severn Cullis-Suzuki, Environmental Activist; Speaker; Television host; Author
Ron Dembo, Founder, Zerofootprint www.zerofootprint.net
Louise MacCallum, retired Software Engineer; Philanthropist; Musagetes Foundation
R. Murray Schafer, Composer; Educator; Environmentalist
Sheila O'Donovan, Founder, Lisaard House
Jane Urquhart, OC; Author
Morden Yolles, Multi-award-winning Structural Engineer; Restaurateur; Photographer

ENVIRONMENTAL ADVISORY COMMITTEE (EAC)

Chris Dalton, Avocational Archaeologist, Licensed by the Province of Ontario
John MacDonald, Archaeologist
Stephen Murphy, Professor and Associate Chair, Undergraduate Studies, Environment and Resource Studies, University of Waterloo
Mark Pomeroy, Fisheries Biologist, Stantec Consulting Ltd.
Bill Wilson, retired Teacher; Naturalist; Bird Monitoring Coordinator, *rare* Charitable Research Reserve
Brett Woodman, Terrestrial and Wetland Biologist, Natural Resource Solutions Inc.
Tony Zammit, Aquatic and Terrestrial Ecologist, Grand River Conservation Authority

EDUCATION ADVISORY COMMITTEE (EDAC)

Jason Bracey, Teacher, Department Head of Geography, Southwood Secondary School
Louise Dawe, retired Teacher; Community volunteer
Christopher Giesler, Teacher, Southwood Secondary School

RESEARCH ADVISORY COMMITTEE (RAC)

Stephen Murphy (see previous)
Rick Haldenby, Professor, Architecture, University of Waterloo
David Lieberman, Associate Professor, John H. Daniels Faculty of Architecture, Landscape and Design, University of Toronto
John Straube, Associate Professor, Civil and Environmental Engineering, University of Waterloo

EASTERN COMMA COMMITTEE

Shawn Van Sluys, Executive Director, Musagetes
Karen Houle, poet & philosopher, University of Guelph
Smaro Kamboureli, Avie Bennet Chair in Canadian Literature, University of Toronto

CAMPAIGN AND COMMUNITY CABINET

Keith Ainsworth (see previous)
Sheila Ainsworth, Chair, Lisaard House
John K. Bell, FCPA, FCA; Chairman, The Onbelay Group
Greg Buzbuzian, Owner, Knar Jewellery
Rob Connell, Partner, KPMG
John English, CM; FRSC; Director, Bill Graham Centre for Contemporary International History, Trinity College/Munk School of Global Affairs, University of Toronto
Bruce Gordon, Chairman, Manulife Assurance Canada; Sr. Exec. V.P., General Manager, Canada
Valerie Hall, President, Stonefields Management Inc.
Adrian Hammoud, Owner, Salon Butterfly
Peter Hatch, composer, music curator and teacher
Jackie Hatherly-Martin, CPA CA, HM Advisors
Thiam Lim, former *rare* Board Member
Keith Martin, CPA CA, HM Advisors
Hulene Montgomery, retired; Consultant to philanthropic and community organizations; Community volunteer
Douglas McMullen, FCPA, FCA; retired, Sr. V.P. CBC
David Mitten, retired; Executive Director, Siding and Window Dealers Association of Canada
Leslie Pearson, Community Volunteer, Oakville
Dean Peroff, LLP, Partner, Peroff Professional Group
Simon Poladian, Owner, Eagle Towing Equipment
Joy Roberts, Ph.D., Board Chair, Musagetes Foundation; Founder and Director, Eramosa Institute
Paul Ross, Partner, KPMG
Irene Schmidt-Adeney, Writer, Ayr News
Hugh Thompson, President, Cambridge Towel; CEO, Thompson Centre for Art and Design

VOLUNTEER AND CONSULTING ADVISORS

John Baljkas, Graphic design consultant, MFA, RGD Affiliate Member, Professor, Conestoga College
Ken Dance, President, Dance Environmental Inc.
Valerie Hall (see previous)
Joy Roberts (see previous)

RARESITES LAND SECUREMENT TEAM

Graham Buck, Ministry of Natural Resources and Forestry
Paul General, Six Nations Lands & Resources
Chris Gosselin, Region of Waterloo
Peter Krause, *rare* Board of Directors
Dr. Greg C. Michalenko, Grand River Environmental Network
Dave Montgomery, Premier Environmental Services Inc.
Krista Long, Ontario Farmland Trust
Josh Shea, Waterloo Stewardship Council
Dr. Stephanie Sobek-Swant, *rare* Charitable Research Reserve
Roger Suffling, Waterloo Region Nature Reserve
Dr. Tom Woodcock, *rare* Charitable Research Reserve
Tony Zammit, Grand River Conservation Authority

EMERITUS

Paul Koch, Marketing & Management Consultant; Civic entrepreneur, Ottawa
Doug Larson, Professor Emeritus, College of Biological Sciences University of Guelph
Colleen Mercer Clarke, Coastal Ecologist, Landscape Architect, University of Waterloo
Alan Morgan, Professor Emeritus, Earth and Environmental Sciences, University of Waterloo

STAFF

Stephanie Sobek-Swant

Executive Director

Roger Oei

Senior Operating Officer

Allie Abram

Monitoring Technician

Sarah Doze

Administrative Coordinator

Alissa Fraser

Conservation Technician

Taryn Jarvis

Property, Facility & Garden Coordinator

Laura Klein

Gosling Engagement Coordinator

Tamanna Kohi

Engagement Organizer

Emily Leslie

Gill Ratcliffe Educator

Katie McCann

Events & Community Program Assistant

Armen Poladian

Engagement Organizer Supervisor

Jenna Quinn

Program Scientist - Research Priorities,

Partnerships & Monitoring

Christine Thompson

Major Gifts Manager

Tom Woodcock

Planning Ecologist



CONTACT US

1679 Blair Road
Cambridge, ON N3H 4R8

Phone: 519-650-9336

Toll Free: 1-866-927-3866

Fax: 519-650-5923

rare@raresites.org

raresites.org

Artefacts found on the property go back more than 10,500 years and the *rare* Charitable Research Reserve acknowledges the Chonnonton people ("people of the deer") on whose traditional territory we live and work, and we offer respect to our Haudenosaunee, Anishinaabe, and Métis neighbours as we strengthen our relationships with them.