

ANNUAL REPORT

2018-2019



Tree Swallow. Photo by A. Gray





OUR MISSION

Through the combined efforts of the community, **rare's** team of staff and advisors and local Indigenous Peoples we will discover the most inclusive practices and answers to environmental issues, stewarding the reserve's diverse network of natural landscapes for ecological integrity and future generations.

OUR VALUES

- Conserving biodiversity
- Strengthening science
- Embracing Indigenous Knowledge
- Building diverse communities
- Training the next generation of land stewards

OUR VISION

To offer the community, including local Indigenous Peoples, the international community and future generations, a diverse network of connected natural areas, protected intact in perpetuity. As an international leader in conservation, research, restoration and education, **rare** will serve as a model system that not only demonstrates the link between ecological integrity and economic sustainability but includes meaningful reconciliation with Indigenous Peoples, both of which are critical for the enhancement and quality of life of the planet.

Dear *rare* Supporters,

Like every year, it is with great pleasure that I share with you *rare*'s accomplishments in our efforts to build a community of concern around conservation in Waterloo Region/Guelph/Wellington. As I write this from my home office, the world has turned into a different place than it was only a few weeks ago. The arrival of the novel coronavirus which has now reached every community around the world has shown us all how quickly our daily lives can change. Now more than ever do we understand how little we can take for granted. I am thankful that we have been able to build an organization where our work can continue even in times of crisis, albeit under modified work conditions. I am also grateful for the dedicated supporters and donors like you that make our work possible. It is now everyone's job to keep each other safe and healthy, both physically and emotionally, as we weather what may be one of the most unprecedented and challenging crises most people have seen during their lifetimes.

It is with great hope that I am looking back on what *rare* has accomplished in the past year with your help. Not only did we make significant strides in fulfilling our role as an environmental institute and land trust, but we did so with a focus on community needs and with the support of so many invaluable volunteers, advisors and donors. Last year, many milestones were reached that only a few years ago seemed like far away hopes and dreams: We purchased our first property in Wellington county, adding an additional 87 acres to *rare*. We started an endowment fund for both land stewardship and the *Every Child Outdoors* education program. We started a fulsome land securement strategy for Waterloo Region/Wellington in collaboration with many community members and other environmental organizations. But most importantly over almost two decades, **you have built the framework that now enables us to continue our work** even in the face of great uncertainty and adversity.

True to our organizational culture of support, as our offices and facilities are currently closed for business, all our staff have been enabled to continue to work from home or complete critical work on the land in isolation under modified conditions. This includes ecological monitoring, research and growing food for the community gardens at Springbank Farm. We continue to raise funds to increase the endowment and complete our next property purchase, which would see an additional 58 acres of prime conservation land added to the Eramosa River Conservation Corridor. All this comes at a great cost, financially and socially, but we believe this investment is critical for *rare*'s mission to continue. We firmly believe that this work remains key to keeping our community healthy and thriving into the future and for making sure that our commitment is a promise kept: **That we must protect the land intact, in perpetuity — for future generations to enjoy. We can do this, together, and we will get through this.** Please help us to navigate this difficult time by continuing your support, which remains as critical as ever.

It is now up to all of us to keep our elders and our most vulnerable community members safe. While we stay home, we can ponder the teachings that Indigenous Knowledge Keepers and researchers have shared with us for many years: **keeping the land safe and intact is how we heal and stay healthy.** By preventing the destruction and loss of habitat we keep animals and plants in their homes — and unwanted disease and misery out of ours. I hope that in a few months, we can look back at this crisis in relief but retain the humility and gratitude gained. With it comes the insight for many of us that we need to act now to fight the next horsemen of the apocalypse that are at our door: Climate collapse and habitat loss are already global disasters we need to tackle. COVID-19 has made the world stand still, but it has also made it stand together for a common cause: the health of our communities. **Let's keep on fighting for healthy soils, clean water and fresh air to breathe!**

With gratitude,

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.

You can read the full version of Conservation & Connectivity; Strategy and Plans: 2015-2019 online at raresites.org under About Us. Please read on to learn about our progress toward these goals in the 2018-2019 fiscal year (September 1, 2018 to August 31, 2019).

CONSERVATION

At *rare*, “conservation” is defined by our intention to be caretakers of the land and all the relationships within, including the biodiversity native to it. Conservation in this context is very different from “fortress conservation,” which is based on the belief that biodiversity protection is best achieved by creating protected areas where ecosystems can function in isolation from human interference. However, humans have the potential and ability to enhance the environment when it is cared for and treated in reciprocity — which is the goal of conservation at *rare* — and something we encourage everyone to see as an inherent responsibility.



Community turtle hatchling release in Guelph. Photo courtesy of Musagetes

CLOSE TO 2,000 TURTLES SAVED IN 2019

Many local residents are now familiar with *rare*'s Turtle Rescue Project, which launched in 2017 to help mitigate turtle decline in Waterloo Region/Wellington. All eight species in Ontario are at risk. Turtles require a long, warm season to successfully reproduce. Southwestern Ontario has the largest diversity and highest concentrations of reptiles and amphibians in all of Canada — but also contains the highest concentration of people, largest network of roads and the most extensive land manipulation. Road mortality takes a large toll on the adult population, resulting in significant declines to species since turtles are long-lived animals that can take decades to replace itself in the wild. To help offset the losses, our dedicated staff technicians spend most of the month of June collecting vulnerable turtle nests from roadsides, parks, driveways, trails,

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and even ball diamonds. The eggs are incubated until August and then the hatchlings are released into a suitable habitat close to where they were laid. Thanks to a generous donation from the Ontario Eastern Bluebird Society, *rare* was able to purchase a second incubator this season, allowing us to double our capacity!

In the summer of 2019, our conservation team successfully released 1,839 turtle hatchlings, which garnered a lot of media attention including a short segment on CTV. To watch the video, visit [kitchener.ctvnews.ca](https://www.kitchener.ctvnews.ca). The season culminated with a community hatchling release event at York Road Park in Guelph. Over a hundred Guelph residents participated, keen to see the baby turtles their concerned calls had helped



save return to their neighbourhood habitat. If you are interested in volunteering with the turtle project, contact Sarah Marshall, *rare*'s Conservation Technician at Sarah.Marshall@raresites.org.



Eramosa Corridor Property One. Photo by T. Woodcock

HOW LOCAL NATURE CLUBS HELPED TO PROTECT CONSERVATION LAND, FOREVER

The acquisition of the first *raresites* property in Wellington County was a milestone for the local conservation movement, and also a great example on how the community worked together to accomplish the protection of 87 acres of highly ecological significant land along the Eramosa River. It would not have been possible without the contributions of donors both large and small, including the local Nature Clubs who rallied for support among their memberships. Nature Guelph supported the *raresites* vision by contributing from the club's Land Acquisition and Conservation Fund, and through club members' grassroots fundraising efforts. The club also encouraged donations from other environmentally-minded groups, such as Pollination Guelph and Nature Guelph's Wildflower Society. In total, Nature Guelph raised over \$31,000 toward the purchase and stewardship of Eramosa Corridor Property One near Rockwood

— *rare's* first step toward creating a network of connected and protected lands in Canada's most biodiverse region. The Wildflower Society raised funds through a plant sale, and the Club matched individual donations from members. Waterloo Region Nature also made a gift of \$5,000. Both Clubs also contribute expertise, with designated members sitting on the *raresites* Land Securement Team which is tasked to identify and manage land securement projects.

We salute the conservation ethic of Nature Guelph and Waterloo Region Nature, and thank them for their enthusiasm and generosity! We look forward to partnering with both clubs on stewardship of the properties that will come under the *rare* umbrella as *rare's* land securement strategy is implemented across Waterloo Region/Wellington.

The Eramosa River Valley has many areas of intact habitat from the headwaters to Guelph, where it meets the Speed River — a priority for conservation. Protecting the river and its adjacent uplands and forests forever unleashes potential for youth programs and partnerships in conservation, ensuring the health of the lands that are so vital to the health of thousands of species, including our own, and that of future generations.



WHAT'S AHEAD?

In 2019 the Eramosa River Conservation Corridor opened with a Bioblitz and community event, celebrating the Eramosa Corridor Property One, the first *raresites* property outside of Blair. There are more properties to come! We are planning to close on our second purchase near Eden Mills in 2020 and are also working on donations of land or conservation easements on several additional properties totalling more than 400 acres.

The *raresites* initiative continues to protect remaining high quality lands in Waterloo Region/Wellington and benefits biodiversity, ecosystem services and green infrastructure.

We look forward to protecting many more properties that contribute to a network of protected lands, including woodlands, wetlands, and floodplains. As always, community input, assistance, and volunteerism is welcome in helping *rare* meet our conservation goals in 2019-2020 and into the future. Be sure to follow *rare* on social media to get updates on the growing reserve!

A MESSAGE FROM SPRINGBANK FARM

Being involved with the Food Bank Garden at rare has been an incredible experience. I was able to see the direct impact of our work in the garden — getting the freshest and healthiest food on the planet to people who may not otherwise have access to it. I was also part of two educational workshops at the Food Bank as part of this program where we provided people with hands-on examples of how to use and store the items grown in the garden. So not only were people provided with food, but they were provided with the tools and information to maximize its use. I love that rare is providing food security in such a meaningful way. Side note: I brought my six year old son out with me to plant and weed the garden, and I'm so thankful for the opportunity to show him the value of service and helping others.

- Sarah, *rare* Food Bank Garden Volunteer

RESEARCH

While *rare*'s goal is to steward its sites and ecosystems intact in perpetuity, for the community to enjoy, forever, in a natural state, it also promotes the lands as a living laboratory for research — including in-house monitoring programs and partnerships with Indigenous Peoples, artists, academic institutions and community-based scientists. The research conducted informs restoration practices and education programs through a *Chain of Learning* that reaches even the youngest learners in a program called *Every Child Outdoors* (ECO), a model of active, hands-on, problem-based environmental learning, driven by inquiry in the out-of-doors.

We are a truly collaborative, multidisciplinary site where resources can be used most sustainably to tackle big questions as comprehensively as possible, and where ideas can soar in an environment that fosters cross-pollination involving different knowledge systems that come from diverse backgrounds including (but not limited to) the social sciences, humanities, archaeology, psychology and the arts, to name a few. We bring together internationally-renowned experts, aspiring early-career researchers, artists and the larger community.



VEGETATION SAMPLING PROTOCOL

The original *rare* property in Cambridge has been well researched for many decades, with formal studies dating to the early 1970s. Despite this impressive collection of knowledge, there is always more to discover. The newly introduced Vegetation Sampling Protocol (VSP), developed at the University of Toronto in collaboration with the Science and Research Branch at the Ontario Ministry of Natural Resources and Forestry (OMNRF), will continue to prove just that. VSP is a quantitative, integrative and adaptable method for sampling different vegetation types. In 2019, after two years of field surveys, sampling was completed in *rare*'s forested areas — marking a significant moment in the evolution of *rare*'s monitoring program. The information gained has been used to better understand the presence and extent of invasive plant species on the property and to identify new plant species previously unknown on the reserve. Learning more about the land informs our efforts of conservation, education and appreciation for nature. One new species observed was Lesser Celandine, which emerges in early spring and threatens to out-compete some native spring ephemeral wildflowers. In the future, we plan to resample these plots periodically to monitor changes to the vegetation communities as our forests develop and grow over time. Thank you to the many volunteers who together contributed over 200 hours to the VSP project!

FEATURED DONOR

TD Friends of the Environment has been an important partner in bringing *rare* bioblitz events to the community. Thanks to their generous funding, *rare* hosted our first ever bioblitz in the new Eramosa River Conservation Corridor in July 2019. This essential funding allowed us to provide shelter tents, drinking water, washroom facilities, free WIFI, sampling equipment and more to community members, knowledge holders and scientists alike as they searched the newly acquired property for all creatures big and small. In 2019, TD also supported *rare*'s *Every Child Outdoors* program to enhance the *rare Chain of Learning*, which builds knowledge and a sense of wonder and excitement from everyone involved — from the most senior teachers to the youngest students. TD has also supported upgrades to Lamb's Inn to provide appropriate space for the Elder-in-Residence initiative that will begin within the next few months. Thank you, TD, for encouraging academic excellence, artistic inquiry and Indigenous ways of knowing and being to come together in community.



**TD Friends of the
Environment Foundation**



Community members participating in the Eramosa Community Bioblitz. Photo by A. Zeberek

A MESSAGE FROM A RESEARCHER

“The rare Charitable Research Reserve goes beyond providing an ideal field site by facilitating research in other ways, like supporting students through scholarships and engaging in research projects and outreach activities at the University of Waterloo. I am grateful to rare for providing a truly cooperative and supportive environment for research.”

- Linden Fairbairn, University of Waterloo Ecohydrology Group

WHAT'S AHEAD?

Save the date and join us on October 3, 2020 for **rare's** Arts and Science Community Showcase. Hear from the Indigenous Knowledge Keepers, students, scientists and artists, who work with and on the lands at **rare**. This showcase will demonstrate the diverse forms of inquiry that take place at **rare**. If a tent-like trap or roof structure has ever piqued your interest while walking the trails, this event is for you to get answers and ask even more questions – because these structures are important research tools in use to help us better understand the plant and animal communities and their relationships at **rare**. Looking ahead to the upcoming field season, we will continue our long-term monitoring efforts. In addition to expanding vegetation monitoring to meadows and open areas, we will engage volunteers in our bird migration monitoring program at the new Eramosa River Conservation Corridor. If you are interested in volunteering or signing up for **rare** e-news to learn more about our programs and/or receive an invitation to the Showcase, contact Laura Klein, **rare** Gosling Engagement Coordinator at Laura.Klein@raresites.org.

Little Creatures Could Make a Big Difference: Parasitoids in conservation planning

By Justin Gaudon, Mitacs Elevate - Westfall Postdoctoral Fellow, *rare* & University of Waterloo

As part of my postdoctoral fellowship at *rare*, my research is focused on exploring the link between parasitoids and plant communities across the reserve. Parasitoids, also known as parasitic wasps (Hymenoptera), are a biodiverse group of beneficial insects. Not to be confused with larger non-parasitic wasps such as yellow jackets, parasitoids are often tiny and typically do not have a stinger. Instead, the females have a special organ that allows them to lay their eggs in or on other insects, which serve as hosts. Once the larvae emerge, they feed on or within their host, ultimately killing the other insect. Because of their specialized host-specific relationships, parasitoids are often used in biological pest control programmes as they can successfully reduce the number of other, often harmful, insects that could for example damage crops. Despite saving billions of dollars worldwide through pest control and other ecosystem services parasitoids provide, these wasps are rarely considered in conservation planning, which may be in part due to the time-consuming nature of conducting surveys and the difficulty of identifying the often tiny insects!

Understanding the relationship between parasitoids and vegetation may help us to learn what plants to use in site restoration for the purpose of maintaining or increasing parasitoid populations at *rare*. Specific plants might attract specific kinds of helpful wasps. In turn, this may slow or reduce the impact of insect pests targeted by those wasps. Instead of looking for the wasps themselves, which is labour-intensive and requires expert knowledge and equipment, it might be much faster and easier to identify certain plants that are associated with the presence and certain numbers of parasitoid wasps. Incorporating strategies that integrate these beneficial insects into planning efforts by identifying and planting the associated vegetation could be a very practical solution for restoration ecologists and other landowners.



Justin with a Malaise trap. Photo by J. Gaudon

In 2019, the research team set up Malaise traps across the *rare* reserve. Malaise traps are large, tent-like structures intended to passively capture flying insects, which get trapped in the tent and move up to the light at the top of the structure where they enter a collection jar. We installed traps in different habitat types and then used the Vegetation Sampling Protocol, also known as VSP, to identify plants to get a complete picture of the plants that grow near each trap.

In the last few weeks at *rare*, we have sorted and identified the first group of insects captured in the Malaise traps. Once the insects are identified, we will compare the parasitic wasp communities and look at how they change across different plant communities to determine if plants can be used to predict parasitoid abundance and diversity.

From our research, we hope to establish a strong basis for considering beneficial insects such as parasitoids when creating and improving ecological restoration and conservation planning programs at *rare* and beyond. This could be very helpful in responding to and potentially combating invasive forest pests, such as the emerald ash borer.



Parasitoid. Photo by J. Gaudon

EDUCATION

More than 18,700 students have gone through our school-based and youth environmental education program, called *Every Child Outdoors* or ECO, which delivers curriculum-based education programs for K-12 including specialized Mirrored Research programs — programs that allow students to “mirror” the research and monitoring activities conducted on the reserve.

SPACES OF INCLUSIVITY

The education department at *rare* continues to work to provide equal space for scientific research, multi-disciplinary inquiry and Indigenous knowledge in experiencing and interpreting the landscapes at *rare*. This year, *rare* staff were involved in creating an alternative outdoor teaching space to support *rare*'s *Every Child Outdoors* (ECO) program. The resulting TD Teaching Circle allows People of all Nations to share within the circle teaching method and was made possible through the generous support of the TD Friends of the Environment Foundation. This is a communal space for learning, sharing, and working together through inclusivity. Here, we build support, respect and community resilience through relationship building, storytelling, ceremonies and co-operation. Building spaces of inclusivity at *rare* is integral to one of *rare*'s core values — building diverse communities. These spaces also create a link between ecological integrity and meaningful reconciliation — a vision critical for the enhancement and quality of life of the planet. Through this project, we hope to allow the community to create connections with the land around them, and to be reminded that humans and the environment are not two separate entities but exist as one. Next time you walk the *rare* trails, visit the TD Teaching Circle and enjoy the view!



TD Teaching Circle. Photo by I. Sufi



ECO Camper with Insect. Photo by I. Sufi

FEATURED DONORS

As we train the next generation of responsible land stewards, we aim to instill children and youth with a new sense of appreciation for the environment, which they can take back to and share with their community. Funders like the Gill Ratcliffe Foundation for their continued support of the ECO program help make this a reality. The Foundation has funded the Gill Ratcliffe Educator position for a fourth year. Our outdoor educators have Masters and/or Bachelor degrees in education and other relevant disciplines. Being able to provide competitive salaries to recruit and retain educators of this calibre is vital to the success of our program.

We would also like to thank Cambridge & North Dumfries Community Foundation, Knights of Columbus, Enbridge, Janet and Ken Dance, Rotary Club of Kitchener and the North Dumfries Community Grant for their support of the ECO program this past year. Thank you for making a difference for the next generation!



2019 Summer ECO Campers. Photo by L. Klein

QUOTES FROM ECO CAMP: STATEMENTS FROM PARENTS AND KIDS ABOUT THE 2019 SUMMER EXPERIENCE

"The camp was everything we expected and more! My daughter actively seeks out insects and is curious, not afraid. She overcame so many fears while at your camp. My children actively seek out the vegetation that they learned about at camp. I never knew how much plantain we owned! We have also hunted down jewel weed and who can forget the cowboy toilet paper! Walks take longer, but that is just fine. Thank you for an amazing summer. I'm so jealous, I want to go to rare camp!"

- Mary Jo Robson, ECO Parent

"My favourite thing about ECO Camp is going to the salamander boards to find salamanders. They're really cute. The most important thing I learned is to respect nature and not to take over the habitat of all the plants and animals. If we take over their habitat, they'll die."

- ECO Camper Ben, age eight

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WHAT'S AHEAD?

As the Education department continues to grow and develop, we will begin piloting new in-school modules that can be offered during winter months and to schools that are unable to find funding for transportation to the **rare** reserve. Our newest program focuses on Vermicomposting, an indoor composting method that uses worms to turn organic food scraps into compost. The **rare** education team will teach students about composting and waste management, and help to install a working Worm Bin in the classroom. This adaptable program empowers students from Kindergarten to Grade 12 to be more environmentally responsible with their waste!

Welcome Karonhyakatste!

By Mackenzie Ramsay / Smiling Water, *rare* Indigenous Research Fellow & Karonhyakatste / Christine Lefebvre, *rare* Indigenous Education Consultant

Karonhyakatste / Christine Lefebvre is the newest member of *rare*'s education team. As Indigenous Education Consultant, she will be supporting the education department's mission of expanding inclusive and anti-colonial education initiatives at *rare* for current and future generations.

Currently residing in Kitchener-Waterloo, Karonhyakatste is a mixed-blooded Mohawk woman with family in Kahnawake and Akwesasne First Nations. Over the past 25 years, Karonhyakatste has gained extensive experience working with people from diverse backgrounds and communities through transformative and reciprocal learning. We hope to continue to improve our education programs through the inclusion of Indigenous knowledge systems, utilizing Karonhyakatste's unique experience with Indigenous pedagogies, land-based learning and holistic curriculum theory and development.

Karonhyakatste has held many roles within family, community and institutions. Her extensive experience encompasses ceremonial facilitation, healing and talking circles, restorative justice practices, K-12 and post-secondary teaching, mediation, life-coaching, and family/individual counselling. She is currently employed

as an Elder at the Grand Valley Institution for Women, a prison located in Kitchener. She is also a member of the Indigenous Advisory Committee for Truth North Aid, an organization based in Kitchener that serves Northern Indigenous communities in need. Through her work, Karonhyakatste applies Indigenous knowledges and experiential practices to assist, enable and empower people. Her approaches include mentoring, fostering relationships, spiritual guidance, creative inquiry and healthy role modeling.

Karonhyakatste would like to welcome those on their journey of 'coming home,' a first step in reconciliation, achieved through decolonizing self, empowerment and healing. As an experiential knowledge teacher, auntie and helper, she considers it an honour and a privilege to be involved in community members' lives and in those of their children. Through this involvement, she invites all people to take responsibility for themselves, including their relationship to our mother the Earth.

Transforming our Organizations:

Recognizing that Indigenous Peoples are the first care takers of the land, rare is building its international environmental institute with space for Indigenous



Photo courtesy of Karonhyakatste

Knowledge Keepers, students and community members. Working with partners and across disciplines are hallmarks of all we do at rare. As a result, a new model will emerge for creating equitable, respectful, responsible, reciprocal and relevant cross-cultural research and intervention. At rare, we recognize we work towards systemic equity by institutionalizing new rules and activities that go beyond looking for diversity and equality. Equity is about breaking down barriers that marginalized people face in their daily lives. We will work with diverse communities to learn about barriers they face and what inclusion looks like to them in our organizational context.



To send in a donation, fill in form and cut here.



Yes! I support conservation, research & education at rare!

Enclosed is my gift of:

- ☐ \$100
- ☐ \$50
- ☐ \$25
- ☐ Other \$ _____
- ☐ I'll help *rare* plan ahead by joining the **Bedrock Club** with a monthly donation of \$ _____ to be automatically withdrawn on the 15th of every month (void cheque attached).



Charitable number 87761 5914 RR0001

Name _____ Telephone _____

Mailing Address with City and Postal Code _____

Email ☐ Yes, I would like to receive email updates from *rare*

Payment Information

Please send cheques payable to: **rare Charitable Research Reserve**
1679 Blair Road
Cambridge, ON N3H 4R8

OR

Please charge my credit card: ☐ VISA ☐ M/C ☐ A/E

Card No. _____

Expiry _____

Signature _____

ARSU2020

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rare Corporations for Conservation

By Chris Ainsworth, *rare* Sponsorship & Events Manager

We are extremely proud to have welcomed Livescape, Momentum Developments, Natural Resource Solutions Inc. and Cachet Homes to the *Corporations for Conservation* family in the last fiscal year. The *Corporations for Conservation* (C4C) initiative recognizes corporate partners for their environmental leadership and support of *rare*. With annual contributions of \$5,000 or more for a minimum of five years, this designation clearly demonstrates these companies' commitment to conservation, education and research, while setting an example and encouraging others to take steps toward environmental sustainability. The C4C initiative indicates that economic excellence and environmental sustainability can go together to create unprecedented opportunities for our children and our grandchildren — a strong value of *rare* since inception.

Meet the new corporate supporters who joined the *Corporations for Conservation* program in 2019:

Livescape is a Waterloo-based start-up that designs and installs living walls — from installations the size of a picture frame to large-scale creations for building interiors and exteriors. These beautiful living walls feature a variety of plants and designs that provide healthier and sustainable spaces.



Momentum Developments is a Waterloo-based real estate developer and builder. They believe in smart growth and are contributing to the revitalization of Uptown Waterloo and Downtown Kitchener with purpose-built mixed-use properties. Beyond providing a place for communities to grow, they're committed to making sure future communities will be able to enjoy Kitchener-Waterloo long after we're gone. Momentum offers many sustainability features in their buildings, including car sharing, environmentally friendly toilets, energy efficient lighting and appliances.



Natural Resource Solutions Inc. officially joined the program in July, but has been supporting *rare* for many years. They are a Waterloo-based environmental consulting firm comprised of terrestrial, aquatic and wetland biologists. Their feasibility studies, characterization and management plans, Species at Risk screenings, environmental assessments and post-construction monitoring, among other offerings, provide leading-edge input on development projects and support to all types and phases of projects through recommendations on how to best protect natural features that could potentially be impacted.



Cachet Homes builds homes that infuse neighbourhoods with vitality, which includes the provision of and access to natural areas. They are currently working on a new development in Cambridge near *rare* called Myers Manors.



The *rare* Charitable Research Reserve acknowledges and appreciates all its *Corporations for Conservation*:

| | | |
|-------------------------------|---------------------|----------------------------------|
| Battlefield Equipment Rentals | KPMG | Momentum Developments |
| BNY Mellon | Langdon Hall | Neighbourhood Group of Companies |
| Cachet Homes | Linamar Corporation | Natural Resource Solutions Inc. |
| Christie Digital | Livescape | Pearle Hospitality |
| Enbridge | Logical Landscaping | WalterFedy |
| Fiix Software | MacPherson Homes | |

To learn more about *Corporations for Conservation*, contact:
Chris Ainsworth
rare Sponsorship & Events Manager
Chris.Ainsworth@raresites.org
(226) 989-8838

Volunteer Appreciation



Land management volunteers. Photo by S. Marshall

THANK YOU to all the *rare* volunteers who make it possible to accomplish so much in a year! To the land management volunteers who help remove invasive species in all weather conditions. To those who take the time to weed and water the gardens so that healthy vegetables can reach the foodbanks. To the fundraising volunteers who stuff envelopes and make calls to donors. To the volunteers who assist the research team by conducting road impact surveys and supporting species monitoring projects. To everyone — in each department — who contributes their time and skills to make conservation, research and education thrive — we appreciate you!

Community involvement is at the core of everything *rare* does. Every time a volunteer lends a hand, they are making an impact. Each individual action is far-reaching and benefits future generations. To each and every one of you reading this and supporting *rare*, thank you!

If you are interested in being a *rare* volunteer, or organizing a corporate volunteer day, contact Laura Klein: Laura.Klein@raresites.org or (519) 650-9336 x126.



Walk & Run fun. Photo by Light & Love Photography

THANK YOU to all of our 2018 participants, donors, sponsors and volunteers who made the 2018 Walk & Run for *rare* one of the best events yet!

The rain held off on event day and 210 people participated together, once again supporting *rare's* Turn the Map Green campaign. This grassroots effort ensures the protection of environmentally significant land in Waterloo Region and Wellington County. Every \$2 raised protects one square metre of land, to preserve natural habitats and all the species that call them home.

The ninth annual event raised over \$34,700, resulting in over 17,350 square metres of land being protected for future generations. Thank you to everyone who made this possible!

The 2020 date is set for September 27 and we hope to see you there for our 11th annual Walk & Run for *rare*!

Mercedes-Benz
Kitchener-Waterloo



YEAR AT A GLANCE

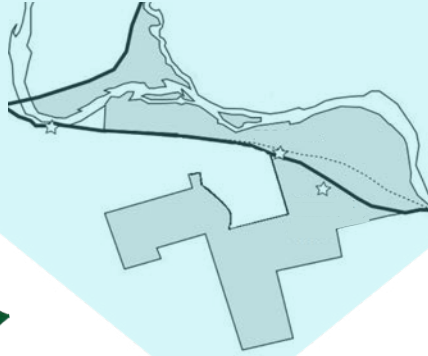
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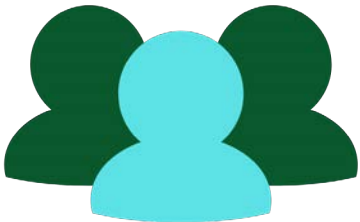
AQUIRED FIRST PROPERTY IN
THE ERAMOSA RIVER CORRIDOR:
PROPERTY ONE

496,173m²

turned green as part of *rare*'s
Turn the Map Green campaign



for the
4,000+
species that call
rare home



1,300+
dedicated donors

3,000+
HOURS OF
VOLUNTEER SUPPORT

Consisting of: **2,150+** volunteer hours at the
Springbank Farm gardens and with the land management
team, **500+** hours by community-based scientists



Corporations for Conservation
supporting *rare*

RESEARCH



480+
SPECIES
DOCUMENTED
AT ERAMOSA
PROPERTY ONE

14

NEW OR ONGOING
RESEARCH PROJECTS



5
PEER-REVIEWED
PAPERS
PUBLISHED

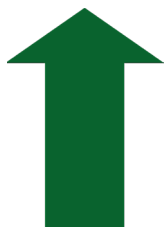


CONSERVATION

10 INVASIVE
PLANT SPECIES
MANAGED



36 NATIVE
PLANT SPECIES
PLANTED



1,800+

baby painted & snapping turtles
released within 100m of their nest
locations



4,400+

pounds of fresh, organic
produce donated to two
local food banks



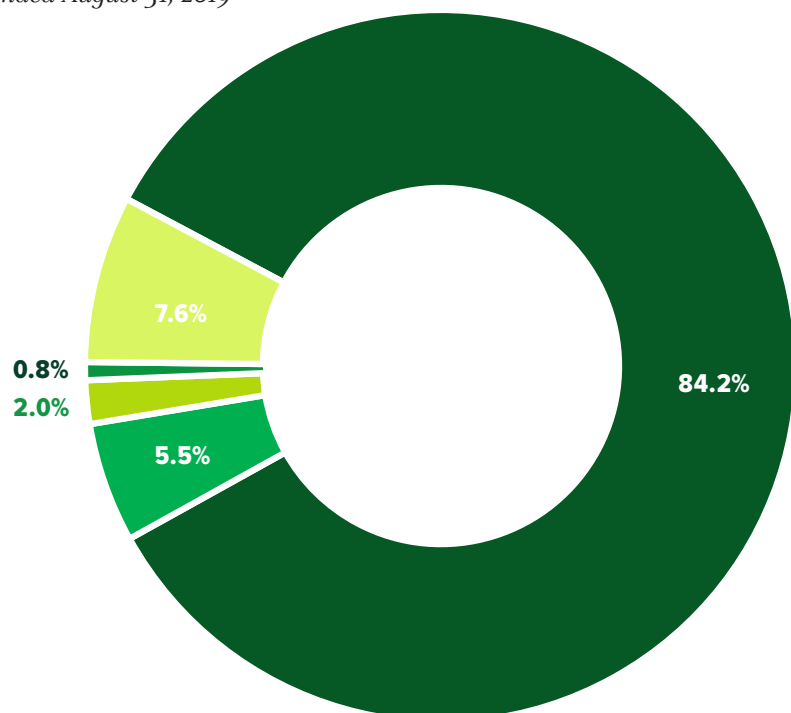
EDUCATION



1,700+
CHILDREN PARTICIPATING
IN ECO CAMP/
ECO PROGRAMS

Financial Highlights

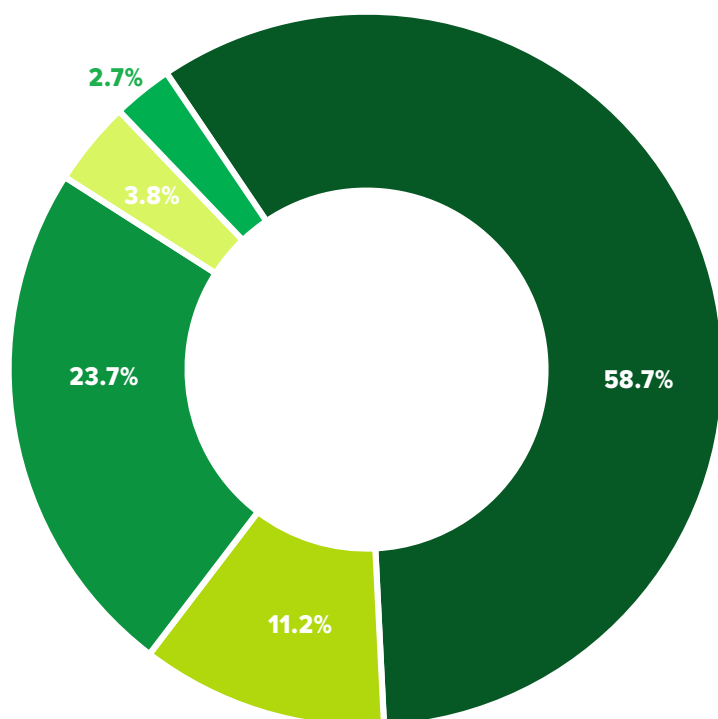
Year ended August 31, 2019



STATEMENT OF REVENUE¹

| | |
|----------------------|--------------------|
| Donations and Grants | \$2,397,250 |
| Government Programs | \$155,285 |
| Programs | \$56,198 |
| Rental Income | \$23,319 |
| Other Income | \$216,397 |
| Total | \$2,848,449 |

| | |
|------------------------|---------|
| ■ Donations and Grants | (84.2%) |
| ■ Government Programs | (5.5%) |
| ■ Programs | (2.0%) |
| ■ Rental Income | (0.8%) |
| ■ Other Income | (7.6%) |



STATEMENT OF EXPENSES

| | |
|--|--------------------|
| Conservation, Research & Education Programs ² | \$949,528 |
| Administration | \$180,538 |
| Fundraising & Community Relations | \$383,159 |
| Communications | \$61,693 |
| Professional Fees | \$43,719 |
| Total | \$1,618,637 |

Excess of revenue over expenses **\$1,229,812³**

| | |
|--|---------|
| ■ Conservation, Research & Education Programs ² | (58.7%) |
| ■ Administration | (11.2%) |
| ■ Fundraising & Community Relations | (23.7%) |
| ■ Communications | (3.8%) |
| ■ Professional Fees | (2.7%) |

FINANCIAL POSITION AS AT AUGUST 31

| | 2019 | 2018 |
|---------------------------------------|--------------------|--------------------|
| Current Assets (Cash and Receivables) | \$1,553,815 | \$1,147,685 |
| Capital Assets: Land | \$6,815,146 | \$5,957,174 |
| Capital Assets: Buildings & Equipment | \$3,351,054 | \$3,422,823 |
| Current Liabilities (Payables) | (\$389,464) | (\$426,943) |
| Mortgage Payable | (\$4,160,600) | (\$4,160,600) |
| Total Net Assets | \$7,169,951 | \$5,940,139 |

Notes

- Inclusive of Operating and Capital Revenues
- Includes cost of amortization (\$194,383)
- Majority of excess of revenue over expenses was used to purchase capital assets including land purchase. Endowment and other restricted contributions are also included herein.

Thank you, 2018-2019 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, 2018 to August 31, 2019). For a full list of all donors — considered Founders — to *A Natural Investment*, please contact us. We welcome corrections so that the permanent donor wall reflects you appropriately.

\$250,000+

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\$50,000 - \$249,999

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- Ages Fund
Cambridge & North Dumfries Community Foundation
- Kids to Camp Fund
Cambridge & North Dumfries Community Foundation

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Notes

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 see an error please let us know by contacting rare@raresites.org.

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*** Deceased**

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Madhur Anand, Professor, University of Guelph; Executive Director, Guelph Institute of Environmental Research

Karen Hacker, LL.B, ICD.D

Peter Krause, President, Krause Corporate Solutions

Brian McGee, Chartered Accountant; Partner, Zeifman & Company LLP

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Ljubodrag Andric, Photographer; latest work Visible Cities

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R. Murray Schafer, Composer; Educator; Environmentalist

Gerry Remers, Former President and COO, Christie Digital Canada & former co-chair Communitecth

Jane Urquhart, OC; Author

Frances Westley, Chair of Social Innovation Generation

Morden Yolles, Multi-award-winning Structural Engineer; Restaurateur; Photographer

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John MacDonald, Archaeologist

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Don Russell, Qalipu Mi'kmaq/Acadian French Artist

Bill Wilson, retired Teacher; Naturalist; Bird Monitoring Coordinator, *rare*

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Tony Zammit, Aquatic & Terrestrial Ecologist, Grand River Conservation Authority

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Joy Roberts, (see previous)

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Hugh Thompson, CEO, Thompson Centre for Art & Design

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Ken Dance, President, Dance Environmental Inc.

Valerie Hall (see previous)

Joy Roberts (see previous)

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Peter Krause, *rare* Board of Directors

Dr. Greg C. Michalenko, Grand River Environmental Network

Dave Montgomery, Premier Environmental Services

Bill Mungall, retired

John Prescott, Nature Guelph

Josh Shea, Waterloo Stewardship Council

Roger Suffling, Waterloo Region Nature

Tony Zammit (see previous)

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Alan Morgan, Professor Emeritus, Earth & Environmental Sciences, University of Waterloo

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Taryn Jarvis

Property, Facility & Garden Coordinator

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The **rare Charitable Research Reserve** acknowledges and offers gratitude to all the original stewards of the land in which **rare** resides, within the Haldimand Tract, land granted to Indigenous Peoples in 1784 to recognize their support for the British in the American Revolution. Understanding that this land has been rich in diverse Indigenous presence since time immemorial, we would like to honour and respect the sovereignty of both First Nations in our area: the Onkwehon:we Peoples of Six Nations of the Grand River and the Anishinaabe Peoples of the Mississaugas of the New Credit. Nia:weh and Miigwech to these Nations who share their lands with us. We'd also like to acknowledge the Neutral people, for whom we have archeological evidence dating back 10,500 years.

Lastly, we acknowledge those Indigenous Peoples who currently live, work, play and learn in the urban landscape around us, such other self-identified and status First Nations, Métis and Inuit. We believe that, as a community, we need to learn about and uphold our role within treaties and natural law to honour our ongoing commitment to meaningful reconciliation with the Onkwehon:we Peoples of Six Nations of the Grand River and the Anishinaabe Peoples of the Mississaugas of the Credit First Nation on whose treaty and ancestral territory we live.



Milkweed. Photo by A. Zeberek



Annual Report 2018-2019

