



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.



Stephanie Sobek-Swant. Photo by P. Leather

Thank you for helping protect *rare* sites

Looking back at 2015, I feel energised by progress and the sincere belief that investing in conservation, research and young people who will carry our work into the future, is the best possible choice we can make for enhanced quality of life in our community and beyond.

By focusing on conservation, including land securement, ecological restoration, research and education, *rare* has grown to become a cornerstone of the community with passive recreation opportunities that bring thousands of people to our lands each year, in a guided and sustainable manner. The original vision of our founders is intact and thriving, and has been enhanced to include our growing need for increased protection of ecosystems and biodiversity, and all the lessons we learned over the past decades.

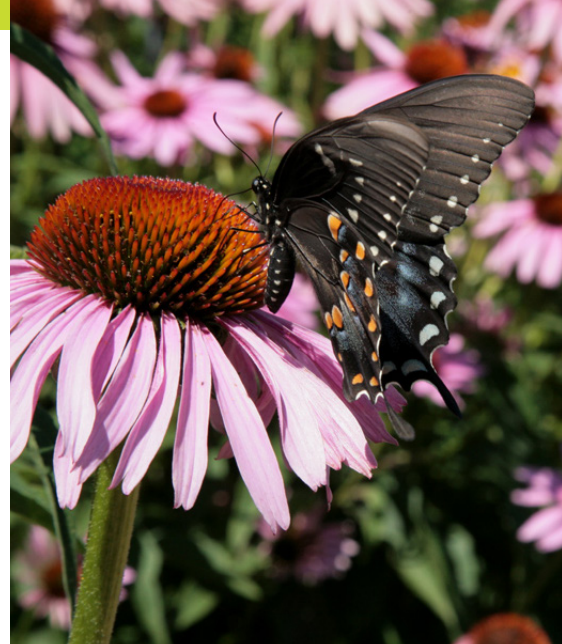
For me, personally, I can say that I couldn't wish for a better job for myself. As a trained ecologist, who has experienced both research and education, *rare*'s mission resonates with me and reflects what I'm passionate about. It's places and opportunities like *rare* that made me want to settle in this Region and raise my family here. Waterloo Region is a community that is proud of its links with, and its ability to be a model for, other parts of the world. Here at *rare*, we do research and education to create a conservation mindset, to develop new tools, best practices and the next generation of conservationists — locally, as well as internationally — through partnerships with other organisations and world leaders. Everything is connected — not only physically, but also through our *Chain of Learning*. We do research to learn the underlying science that can inform best practices and to provide conservationists around the world with the best tools for a more sustainable planet.

The *rare* Charitable Research Reserve, with its growing network of sites, will be a place where everyone is a researcher and where asking hard questions is encouraged. The seeds for creating environmentally responsible citizens who drive sustainable economic development in all fields need to be planted early, and they need solid ground and ongoing engagement to grow strong roots. The community is catching on to our new **Turn the Map Green** website where even the youngest child can help by symbolically adopting a square meter of land for as little as a toonie. Everyone can make contributions to conservation — be part of the change!

Thank you for all you do for *rare*.

Sincerely,

Dr. Stephanie Sobek-Swant



Black Swallowtail. Photo by P. Kelly

REPORTING ON OUR GOALS

In *Conservation & Connectivity; Strategy & Plans: 2015-2019*, coming out of 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 2014-2015 fiscal year.

Conservation

OUR GOAL: ENSURING THAT LAND MANAGEMENT PROJECTS ARE USED AS RESEARCH OPPORTUNITIES WHEN POSSIBLE

A major part of land stewardship at *rare* is the management of invasive species, a task made all the more challenging by our policy against using pesticides. Invasive species are plants, not native to our area, existing without the predators and diseases that might help control them. Many existing protocols for controlling plants such as Giant Hogweed (*Heracleum mantegazzianum*) and Common Reed (*Phragmites australis*) use herbicides that can potentially affect non-target plants and aquatic life. In contrast, staff at *rare* are performing experiments while they work to control these invasives. For example, we are comparing excavation to solarization (creating high temperatures under black coverings over the plants) in the control of Giant Hogweed, cutting and seed control of Common Reed, as well as testing several methods to develop effective non-chemical control of Reed Canary Grass (*Phalaris arundinacea*). Staff will also initiate a study of Hogweed seed bank dynamics in 2016.



OUR GOAL: STRENGTHENING OPERATIONS OF THE SPRINGBANK COMMUNITY GARDENS AND OTHER CONNECTIONS TO OUR LOCAL COMMUNITIES

In 2015 we saw some welcome new additions to Springbank Community Gardens. Perhaps the most significant for keeping people in the gardens for longer periods was the installation of the new composting toilets. This much-needed upgrade allows for decomposition of the materials at a rapid rate and uses solar panels to power the fans.

Our Education/Demonstration Gardens saw the introduction of a hugelkultur bed. Hugelkultur is based on permaculture techniques, allowing natural cycling of nutrients through the piling of logs and other dead vegetation that feed the garden atop the pile for years to come. The added diversity to our educational program is always welcomed, as we love watching people get excited about new ideas for their gardens!

Our Food Bank Garden continued throughout the season, and this past year alone produced over 1,300 lbs of fresh organic produce, all donated to those in our community who need it most through the Cambridge Self-Help Food Bank.





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CRUICKSTON CREEK RESTORATION AND FOREST BUFFER ENHANCEMENT

On a cold day in February the land management team at *rare* undertook a restoration project in Cruickston Creek, one of the reserve’s three cold-temperature watercourses. A perched culvert was excavated from the creek channel and replaced with a free-span footbridge to create a connection for a future trail. Perched culverts are a serious impediment for wildlife and can also cause erosion problems downstream.

Cruickston Creek has headwaters in the Hogsback Forest, a mixed deciduous swamp forest complex that houses a diverse ecological community. The Hogsback Forest is at the eastern edge of the reserve and is adjacent to a subdivision. To protect the interior habitat of this unique ecological feature, invasive species like Common Buckthorn (*Rhamnus cathartica*), Glossy Buckthorn (*R. frangula*) and Autumn Olive (*Elaeagnus umbellata*) have been removed and native species of trees, shrubs, and grasses planted. We are collaborating with subdivision builders to enhance trail infrastructures on the property to provide more opportunities for engagement with our community through passive recreational activities.

WHAT’S AHEAD

Several long-term restoration projects are set to get underway in 2016. In the spring, two agricultural fields will be converted into perennial hay, both to improve local habitat for grassland birds (the most threatened group of birds), and to replenish the soil for future projects. Several areas of forest plantation at *rare* will be turned into a more diverse forest habitat by thinning, pruning and transplanting in other species. As well, the restoration of Bauman Creek, a floodplain stream that was channelised for agricultural drainage, will begin in the summer. This restoration will improve aquatic habitat for a wide variety of plants and animals, and improve the diversity and stability of both wetlands and flowing water. Tree planting and other activities will help to shade the stream, marking the latest step in returning Blair Flats to a functional floodplain ecosystem. At Springbank Community Gardens we’re looking forward to expanding our Food Bank Gardens to include dedicated plots for several other food banks in the area, providing a fresh and healthy alternative to those in our community who rely on their services.

1 Common Reed (*Phragmites australis*) management through seed control. Photo by R. Moore

2 Volunteers helping with restoration efforts through planting native species at Cruickston Creek. Photo by E. Sonser

3 Land management removing invasive species, Flowering Rush (*Butomus umbellatus*). Photo by C. Pope

4 Volunteers from the Lancaster Smokehouse in Waterloo removing invasive species, Garlic Mustard (*Alliaria petiolata*). Photo by C. Pope

5 Volunteers lending a helping hand at Springbank Community Gardens. Photo by D. Radoslav

6 Employees from Toyota Motor Manufacturing Canada helping with restoration efforts in the Hogsback. Photo by R. Moore

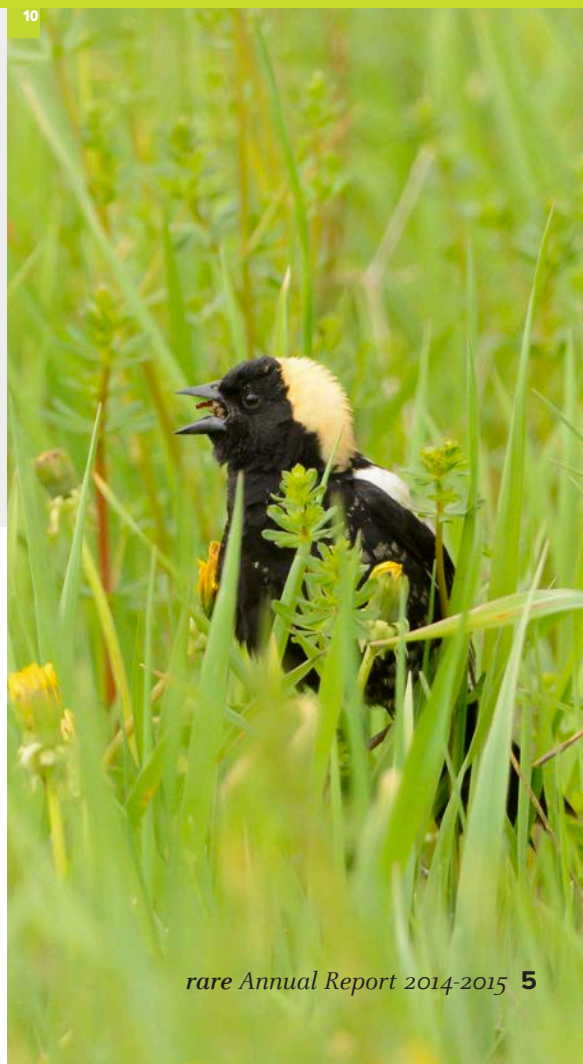
7 The new composting toilets at Springbank Community Gardens. Photo by D. Radoslav

8 Onions harvested at Springbank Community Gardens, all donated to the Cambridge Self-Help Food Bank. Photo by D. Radoslav

9 Volunteers from Zon Engineering Inc. in Kitchener helped with restoration efforts around the removed perched culvert at Cruickston Creek. Photo by E. Sonser

10 In 2015-2016 *rare* will work to improve local habitat for grassland birds, including Bobolinks. Photo by J. Dillon & J. Moser

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Research

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

Environmental research continues to flourish at *rare* as we extend our reach beyond the borders of Waterloo Region. For the first time, students from McMaster, Laurentian and Lakehead Universities used *rare* habitats and datasets for research, testing novel techniques, investigating harmful amphibian diseases and exploring species trends. Projects tackled by Bird Ecology and Conservation Ontario, Birds Studies Canada and the Centre for Biodiversity Genomics focused on understanding the breadth of species residing at *rare* and the conservation requirements of disappearing species-at-risk. We supported two graduate students pursuing research at *rare* through scholarship programs, one in partnership with the Nature Conservancy of Canada. All totaled, thirteen new research projects began at *rare* in the last fiscal year and four peer-reviewed publications were released from past projects — including the first research publication featuring *rare* staff as co-authors.



OUR GOAL: OPTIMISING A MONITORING PROGRAM TO INCLUDE A FULL SUITE OF BIOLOGICAL INDICATORS AND TO MAKE BEST USE OF *rare* RESOURCES

Long-term monitoring is an essential part of protecting the unique habitats at *rare*, since it provides us with an early warning system for environmental change. In the past year, we reviewed the monitoring program and began the process of maximizing both our resources and our efforts in data collection. For the first time, we hired two ecological monitoring interns with a focus on terrestrial and aquatic systems, respectively. We undertook a pilot study to assess the extent of Emerald Ash Borer establishment and damage on the property, and began the preparation of a management and restoration plan for our forests in the wake of this high-risk invader. Staff received crucial training to support monitoring into 2016 with electrofishing certification. We ended the summer working with the International Barcode of Life project, a \$100-million initiative launched in 2010 and supported by Canada, Germany, China and the U.S. National Science Foundation. Our first ever BioBlitz provided a snapshot of *rare*'s biodiversity and complemented long-term monitoring efforts.





OH, BURN!

In April 2015, *rare* successfully conducted a prescribed burn of the tallgrass prairie in the field between the Grand River and Blair Road, known as Blair Flats. Planted in 2010 in partnership with the University of Guelph and lead researcher, Professor Andrew MacDougall, this field is the centre of a long-term study investigating what makes prairie restorations successful.

Fire is a widely-used management technique for tallgrass prairie. After years of growth, grasses benefit from being burned to replenish the soil with moisture and nutrients. Twenty percent of the field was left unburned as a wildlife refuge and to examine the differences in field management techniques. Within a month, the field had largely regrown and now you might never know a burn had ever taken place.

Research in the field is ongoing, but the 8,000 foot high column of smoke is a memory *rare* will not soon forget.

WHAT'S AHEAD

In the upcoming year, we will focus on expanding our water quality monitoring program at *rare* to include the previously unmonitored Newman Creek and the northern reaches of Cruickston and Bauman Creeks. Monitoring will include both benthic invertebrates and fish surveys, as well as water chemistry analysis for a more complete understanding of the health of water habitats at *rare*. Benthic invertebrates are organisms that live in or on the bottom of water courses — streams, rivers, etc., and are highly affected by environmental conditions. Their presence, type and quantities are strong clues about the water quality of the aquatic environment being sampled and therefore of the surrounding landscape's ecological integrity.

Our terrestrial monitoring program will continue with expanded emerald ash borer surveys, and we will once again celebrate biodiversity with a BioBlitz in August. As always, we look forward to exciting new research initiatives and partnerships in the upcoming year, including growing our partnership with the Nature Conservancy of Canada.

- 1 Lindsay Clairmont, recipient of the *rare* RBC Graduate Scholarship in Water Research, looks at the role plant and bacteria communities play in removing contaminants from wastewater. Photo by D. Marshall
- 2 Mailaise traps like this one were set up around the property in partnership with the Centre for Biodiversity Genomics at the University of Guelph, to catch flying insects to study insect biodiversity. Photo by J. Quinn
- 3 In partnership with Bird Studies Canada and BECO, *rare* erected two nesting structures on the property to aid in species-at-risk Barn Swallow conservation. Photo by J. Quinn
- 4 Kirsten McMillan, recipient of a scholarship in partnership with *rare* and Nature Conservancy of Canada, studies pathogens in Leopard Frogs and their pattern of spread based on environmental variation. Photo by P. Kelly

- 5 Tiger Swallowtail observed during butterfly monitoring in 2014-2015. Photo by T. Skuse
- 6 Intern Erin Sonser prepares water samples to take back to the lab as part of *rare*'s aquatic system monitoring program in 2014-2015. Photo by J. Quinn
- 7 Eastern Tailed Blue butterfly observed during butterfly monitoring in 2014-2015. Photo by T. Skuse
- 8 Participants in *rare*'s first ever BioBlitz in partnership with the Centre for Biodiversity Genomics in August 2015. Photo by M. Fatahi
- 9 A prescribed burn of the tallgrass prairie field between the Grand River and Blair Road took place in April 2015. Photo by J. Quinn
- 10 Monitoring programs at *rare* will expand to include the northern reaches of Bauman Creek in 2015-2016. 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 wonderment from the most senior scientist to the youngest of student, continues to grow at *rare* through Mirrored Research program development. In Spring 2015, *rare* delivered newly-developed benthic invertebrate Mirrored Research modules for secondary students. These modules join previously established Salamander, Butterfly and Forest Health Mirrored Research Programs available for secondary students. To complete the modules, students take part in hands-on experimental research and monitoring activities as they are performed by *rare* staff. Samples are collected along the Grand River and nearby wetlands using the kick-sweep method, which involves stepping your feet up and down into the sediment under water so that small animals and sediment are elevated into the water and through the net. In groups, the students then sift and prepare their samples for identification in order to determine the health rating of each sample site. In addition, a North House Mirrored Research program, involving properties of solar radiation and heat regulation commenced through Spring/Summer 2015.



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

Through the winter and spring of 2015, *rare* hosted a series of pilot mentorship programs during which students from Southwood Secondary School in Cambridge were trained to facilitate environmental activities for elementary students from Cedar Creek Public School in Ayr. These activities took place during multiple visits on *rare* property and focused on birding and benthic invertebrate monitoring. The high school students were first trained by *rare* staff on these procedures before taking control and guiding their elementary student partners through the activities. We also developed and delivered similar mentorship modules for students from Paris District High School and Paris Central School in Spring 2015. The transfer of scientific knowledge from *rare* staff to secondary students to elementary students was another example of our long-term commitment to the *Chain of Learning* and evidence of our unique method of conservation at work.





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SNOWSHOE EXPLORERS

In winter 2015, we offered our second year of winter *Every Child Outdoors* (ECO) school programs, focusing on wildlife winter adaptations and snow studies. Students investigated the physical environment through measuring air and snow temperatures, identifying snow crystal shapes and investigating how landscape and plants affect the distribution of snow. From January to March, we experienced a significant growth in participation with student numbers increasing by almost 70 percent compared to the same months in 2014.

WHAT'S AHEAD

For the upcoming year we are focused on strengthening our modules through continued research and development of inquiry-based content. Most notably, we plan to continue development of North House and Birding modules as part of our Mirrored Research offerings. We are also working to adapt our Mirrored Research Programs for intermediate grades six to eight, to allow more students the chance to participate in research-based experiential learning. We also plan on enhancing our “Train the Trainer” initiatives by developing naturalist workshops for classroom teachers here onsite. We look forward to new education possibilities in the upcoming year to continue our mission of getting *Every Child Outdoors*!

- 1 Students from Paris District High School and Paris Central School participating in the mentorship program and the Benthic Invertebrate Mirrored Research module. Photo by G. Kamminga
- 2 Students from Southwood Secondary School and Cedar Creek Public School participating in the mentorship program. Photo by J. Bracey
- 3 Students practicing the lab component of the Benthic Invertebrate Mirrored Research module. Photo by S. Passarelli
- 4 2015 Summer ECO Camp participants learning about Benthic Invertebrate research. Photo by K. Martin
- 5 2015 Summer ECO Camp participants learning about butterflies with Butterfly Day sponsor Ahmad (Adrian) Hammoud and Ilana Hammoud of Butterfly Salon & Spa. Photo by J. Quinn
- 6 2015 March Break ECO Camp participant examining snow crystals. Photo by J. Quinn
- 7 2015 Summer ECO Camp participant learning about sustainable gardening at Springbank Community Gardens. Photo by A. Todd
- 8 Students learning about sustainable green living at North House. Photo by K. Martin
- 9 Students participating in winter ECO programs. Photo by J. Bracey
- 10 In 2015-2016 *rare* will strengthen learning modules by continuing to develop birding mirrored research programs. Photo by N. Adams



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Year at a glance

CONSERVATION

15 different species
of invasives removed



1323lbs of fresh organic produce donated to
the Cambridge Self-Help Food Bank



RESEARCH

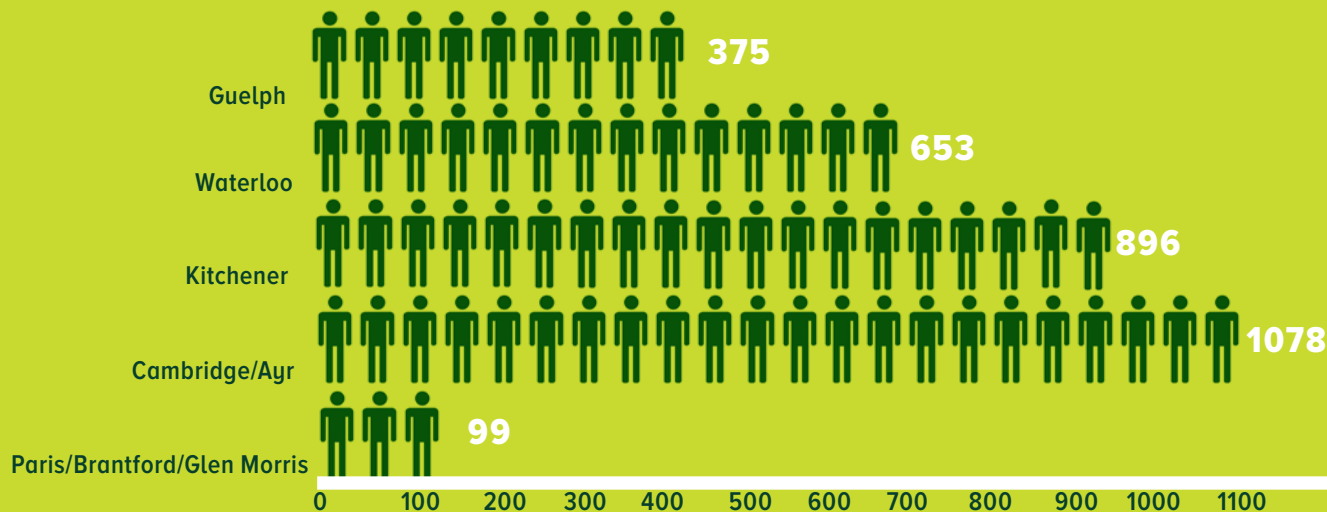
4931 butterflies
of **55** different
species counted during
monitoring season

19 new/ongoing
research projects



EDUCATION

The *Every Child Outdoors* (ECO) Program saw **3101** students from **49** different schools, and that doesn't include the **175** youth who participated in March Break and Summer ECO Camps



Thank you, Volunteers!



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VOLUNTEERS

THANK YOU to the many *rare* volunteers! We cannot extend a more heartfelt appreciation. In many ways our volunteers are the roots and wings of the organisation. You keep us rooted in community, rooted to the inherent value of the land that you help protect and steward, and we literally could not steward the property without help on the ground — removing invasives, monitoring species, helping in the office, supporting events, gardening and so much more. Furthermore, many of our volunteers raise us up to new heights — believing in the future, participating in the strategy and planning sessions, spreading the word about *rare*, and campaigning throughout southern Ontario. All of our volunteers are integral to protecting these 900+ acres intact and in perpetuity. Your contributions in time, energy and expertise are essential to our successes. Thank you for everything you do. Every minute you contribute is a crucial part of making positive change for nature in Waterloo Region and beyond.



Volunteers helping at the 2014 Walk & Run for *rare*. Photo by D. Crowell



THANK YOU to the many volunteers, participants, pledgers and sponsors who made the 2014 Walk & Run for *rare* possible. Thanks to your efforts, just over \$35,000 was raised in support of the *Every Child Outdoors* (ECO) program and training the next generation of conservationists!

At *rare* we take seriously the role we play in fostering the next generation of environmental conservationists. Throughout the years, the Walk & Run for *rare* has generated funds and awareness to help support education staff; renovations and completion of our education hub, the *rare* ECO Centre; provide education supplies; provide bus and camp subsidies for children attending ECO; and so much more. To date, we have seen over 13,000 youth participate in ECO, and now average 2,500 a year – and we're not done yet!

Thank you...to all our founding donors

As we near the end of our campaign, *A Natural Investment*, we would like to take this opportunity to thank all of the 2000+ donors who have been with us since the beginning. To date, just over \$20 million has been raised to protect this 900+ acre urban land trust in perpetuity and to support the many programs that contribute to this goal. From conservation to research and education, together we are protecting space, thinking critically, connecting our community to nature and training the next generation of conservationists. Thank you.

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. These names will end up on the permanent founding donor wall displayed on site. If you do see an error in your listing please let us know by contacting Erika at erika.kastner@raresites.org or 519-650-9336 x 122. Please also note that we also have a number of donors currently listed as anonymous – if you think your name should appear on this list please let us know.

\$5,000,000+

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Rita Patirani	Helen Reitzel	Grace Schuster	Michael Steinmann
Christine Patton	Karen Renault	Daniel Schwanen	John & Janet Stemerding
Doris Pautler	Christine Rett	Brian Schwantz	Louise Stephens
James Pawlik	Jennifer Revell	Peter & Heather Schwartz	Gladys Stephenson
Debbi Payne	Bill & Shawna Rhodes	Alison Scott	Adam Stevens
Roger & Lori Payne	Kerry Richards	Scott Family	Bobbi Stewart
Roger & Veda Payne	Allison Richardson	Mary Scott	Frances Stewart & Gail Pool
Cindy Peer	Cheyenne Richardson	Paul & Marianne Scott	Jane Stewart
Karen Penwarden	Erin Richardson	Linda Scott-Foubert	Lynda Stewart
Karen Perez	Manley Richardson	Jeremy Sepers	Jaye & Brian Stief
Performance Initiatives Inc.	Jean & Terry Rickert	Donald & Emma Shantz	Lorraine Stillaway
Alan & Wendy Perry	Danielle Ridge	Jeffrey, Kim, Henry, Abigail & Nora Shantz	Jim Stinson
Cathy Perschonke	Colin Rier	Stanley* & Eral Shantz	Brian Stoddart & Toni Lawson
Personal Care Pharmacy Solutions	A. Alexandra Rimmington	Christine Shaw	Eleni Stopp
Diana Petcoff	John Robb	Rebecca Shay	Gwen Storms
Ed Peters	Robert Family	Jessica Sheff	Jane Strange & Sean Marshall
Jennifer Peters	Bill & Denise Roberts	H. Allen Sheldon	Stratford Field Naturalists
Mary & Del Peters	Tom & Gloria Roberts	Sabrina Shin-Evans	Terry Stray
Marlene Peterson	Annette Robertson	Brandon Shippo	Tracy Strelau
Leo & Carol Petipas	Jessica Robertson	Annette Shortt	The Strength Room Corporation
Matt Petracca	M.L. Robertson	Emma Shrive	Thomas Strickland & Karen Mason
Pfenning's Organics	Paul Robertson	Howard & Katie Shuh	Broderick Strob
Ingrid Pfrimmer	Sue Robertson & Edd Lawson	Tricia Siemens	Candace Stryker
Arthur & Frances Phelps	Bruno Robichaud	Marjorie Siertsema	Jonathan Studiman
Neil & Arnolda Philippi	Hubert & Claire Robichaud	Gord Sigel	Sugg Family
Susan Phillips	Kim Robichaud & Ryan Hamersma	Lisa Silver	Kimberly Sullivan
Kelly Pihach	Gordon Robson	Lisa Silverstein	Jill Summerhayes
Michael & Adele Pley	Laura Robson	Gregory Simmons	Doug & Jeanne Sutter
Cheryl Podger	Dennis & Karen Robus	Valerie Simpson	Arvind Swarup
Jerry & Irene Polach	Helen Rodd	Marion & Hugh Sinclair	Amy Swayze
Chuck & Delma Pomeroy	Anita Rodobolski	Amandeep Singh	Roy Talbot
Carleigh Pope	Jude Roedding	Mandeep Singh	Gabriel Tan-Chen
Charles Pope	Sherry Roher	Surnuinder Singh	Zita Tavares
Kristen Porritt	Clint & Sandra Rohr	Pat Singleton	Carol Taylor
Usher Posluszny	Raisa Romanchik	Mary Jane Sisk	Donna Taylor
Dan & Laura Potje	Lorna Ronald	Marya Siva	Joan & Bill Taylor
John Powell & Pan Herbst	Rose Carson	Kathleen Skinner & Ed Trussler	Joleen Taylor
Anjali Pratinidhi	Ken Rosenstein	Zenin & Janet Skomorowski	Lydia Taylor
Ruth Pratt	Sandy Rousseau	Tannis Slimmon	Iana Tchigak
Premier Brands	Tina & Bryan Rowe	Mary Ellen Slykhuis	John Teixeira
Ted & Sheila Presant	Jared Rowett & Mary Harrison	Katrina & Ian Smallacombe	Pina & Giseppa Tenti
Ryan Price	Anne Rowett	David Smart	Terra Greenhouses
Judy Prideaux-Brune	Richard & Jaqueline Roy	Joanne Smart	Regina Tgahrt
Trevor Pringle	Larry & Glenda Rubenstein	Anita Smith	Leena Thomas
Probus Women's Club of Kitchener-Westmount	Nicholas & Cheryl Ruddock	Charles Smith	Nikona Thomas
Erin Prosser	Ian Rumbles	Kevin Smith	Nancy & Barry Thomas
Heather Prouse	Rosemary Rumsey	Marcia Smith	Richard Thomas
Michelle Provost	Richard & Linda Rush	Rob Smith	Spence & Florence Thomlison
Arthur & Janet Prudham	Tricia Rush	Valerie Smith	Alan Thompson
Marie Pullen	Vivian & Peter Russell	Richard Snook	Bertha & John Thompson
David Punzalan	Don Russell	Bruce & Helen Snyder	Carman Thompson
Sam & Gwen Purdy	Maxine Russell	Linda Snyder	Christine Thompson
Cathy Puskas	Caitlin Ryan	Adriano Sobretudo	Jason Thompson
Janice Putnam	Jerez Sabio	Social Venture Partners	Lindsay Thompson
Jenna Quinn & Leif Wynia	Guy Sabourin	Waterloo Region	Louise Thompson & Kevin Hems
Marlene Raasok	Saint John's Anglican Church	Leslie Solonik	Rick Thompson
Rachel Rabara	Jacqueline Saint-Onge	Erin Sonser	Robert Thompson
Josie Radocchia	Sanjeev Sakral	Maureen & Matthew Sonser	Evan & Janette Thor
Daniel Radoslav	Joanne Sammynaiken	Linda Soplet	Allister Thorne
Emil & Elaine Radoslav	Heidi Sander & John Opiola	Jessica Sosa Campos	Irene Thurston
Abdul Rahim	Dorothy Sanderson	Della Sousa	George & Chatherine Thurtell
Shobana Rajan	Lynn Sandford	Southwood United Church	John Tibbits & Helena Webb
Ingrid Randoja	Mary Elizabeth Santer*	Clayton Spencer	Natalie Tiberghien
Troy Rathbone & Andrea Doherty	Cecilia Santos	Joseph Speranzini	Bill Tilt
Leslie Ravitch	Gurmit Saroya	Peter & Joslyn Speyer	Danielle Tobert
Malcolm & Marjorie Rayner	Anthony Sarris	Sylvie Spraakman	Owen Tobert
Tracey Rayner	Vic Satzewich & Linda Mahood	Leah Sprague	Kyle Tobey
Colin Read	Barb Saunders	Virginia Springer	Patrick & Pauline Todkill
Tanya Reading	Sheila Savage	David Sproule	Mike Toffner
	Peter Schaefer	Robin Sproule	Bill & Doreen Toland
	Peter Scharman		Michelle & John Tomins

Tongues Wagging Productions
 Storytelling
 Nathan Tooze
 Edith Torbay
 Torsney
 Total Equipment Rentals
 Kevin Treacy
 Jacob & Jessica Tremaine
 Heather & Bob Trim
 Trinity Anglican Church Women
 Trinity Village Care Centre
 Brock Trojahn
 Janet Trude
 Allan Tse & Huxley Hogeboom
 Ben Tucci
 Sandra Turner
 Cam & Tanya Turner
 Universal Printers Inc.
 University of Guelph
 University of Waterloo Retirees
 Association
 Irma Utter
 Mark van Bakel
 Leyla Van Boven
 John Van Lieshout
 Robert Jan van Pelt &
 Miriam Greenbaum
 Yvonne Vandal
 Laurie Vandenhoff
 Lisa Vandepol
 Jason VanderMeulen
 Robert VanderWouden
 Gail Vanderzee
 Rachel Vanderzwet
 Cynthia Vavasour
 Marian & Kenneth Veasey
 Julia Velle
 The Verheuls
 Denise Verutis
 Susanne Vesely
 Michelle Vienneau
 Ann Vignault
 Virginia Viragh
 Joy Viveen
 Blanche Vokes
 Robert & Ann Vosburgh
 Julia & Alen Vrabec
 David & Krista Vrolyk
 Lyne Waddington
 Pat Wakefield
 Cynthia Walker
 Douglas & Celeste Walker
 Drew Walker
 Ellen & Jeff Walker
 Kim Walker
 Kyle Walker
 Merrily Walker
 Leslee Walker-Armstrong
 Elspeth & Allan R. Wallace
 Ryan Walter & Leah Quinn
 Katy Walters
 Katie Walther III
 Keith & Diane Warriner
 Alan Waterfield
 John Waterfield
 Norma Waterfield
 Waterloo Region Crime Prevention
 Council
 Waterloo Region District School
 Board
 Elsie Watson
 Janet Watson
 L & G Watts
 Melissa Waurechen
 Jen Webb
 Tina Weicker
 Dan & Patricia Weiler
 Martin Weiss
 Ingeborg & Leonard Weissmann
 Wellington Breweries
 Mark Wellsman
 Herb & Betty Wendling
 George & Eileen Werner

Wesley United Church
 Mark Wessel
 Jeannine West
 L. West
 Frances Westley & Fred Bird
 Westvale Public School
 Linda Whale
 Janice & Dave Whalley
 Bonnie Wheeler & Dennis Samulak
 Eugene Whelan*
 Theresa Whelan
 C Brian Whitfield
 Shelley Wickenheiser
 Bert & Nancy Wiebe
 Chris & Annette Wiegand
 Jeffrey & Claire Wiersma
 Jim Wilker & Susan Dorion
 Teresa Williams
 Diane Williamson & Steve Wilkie
 Susan Wilson
 Dorothy & Andy Wilson
 James Wilson
 William & Irma Wilson
 John Wilson
 Patrick Wiltse
 Mary Winter
 Andrew & Dana Winton
 Tracey Winton & William Smith
 Marva & Len Wisdom
 Justin Wisdom
 Mike & Martha Wlodek
 Anna Woerner
 Susan Wolch
 Pamela Wolf
 Cathy Wolfe
 Mary Ann Wolff
 Ken & Colette Wolno
 Bill Wolosinecky* & Gerrie Grainge
 Melissa & Mark Wolters
 Dave & Sandra Wood
 Erin Wood
 Violet E. Wood*
 Ian Woodley
 Sandra Woolfrey
 Lora Woolner & Mark Schmidt
 Nancy Worton & John Brooks
 Dorothy Wray
 Mike Wry
 Heather Wurster
 Rick Wyatt
 Mary & Richard Wynia
 Penny Wynia
 Simone Wynia
 Joan Young
 YMCA Immigrant Services
 Information & Outreach Team
 Christopher & Pamela Young
 Ian Young
 Jane Young
 Paul Zago
 Ursula Zboril
 Nancy Zhou
 Laurine Ziegler
 Jean & Richard Zwingli
 Sara Wilbur

In Memory of

Heather Andrachuk
 Joyce Ainsworth
 Richard Ainsworth
 Margaret Barker
 Dennis Bechtel
 Mary Grace Bell
 Michael Bird
 David & Willy Bohme
 Trevor Boston
 John Callander
 Jack W. Campbell
 Judy Davies
 Rahn, Tuletski, Lardiner, Devey,
 Harry & Marnie Denham
 Frank & Helen Doerner
 Janke Faber

Mary Ann Fields
 Carol Anne Fletcher
 Helene Forler
 Marie Gill
 Christina, John & Bill Goldfinch
 Helen Grainge
 Robert Gravill
 Gordon & Doris Grummett
 Alfred Handorf & John Demarte Sr.
 Doris Huber
 Harold James
 Walter Jucker
 Gladys Kellam
 Hank Krol
 Mary Lamb
 Joan Larson
 Peter Major
 Erwin Meissner
 Roberto Meyers
 Joseph & Elsie Nighswander
 Harold Olson
 Raeburn Orr
 Karen Pooley
 David Reain
 Monika Robinson
 Bruce Roger
 Marjorie Shantz
 Wilfred Earl Strome
 Therese Lucille Thomas
 Donna Turzanski
 Tim Walker
 Stephen Walsh
 Margaret Watson
 Irene Weech
 Archie & Elsie Weisbrod
 Ash Winter
 Robert Wood

In Honour of

Debra & Carmen Aiello
 Keith & Sheila Ainsworth
 Hazel Allen
 Cecilia Andric
 Ljubodrag Andric
 Veronica Andric
 Ross & Marilyn Armstrong
 Krista Bair
 Alexander Barnstijn
 Michael Barnstijn &
 Louise MacCallum
 Lydia Bateman
 Mel & Carol Bauman
 BNY Mellon Wealth Management,
 Advisory Services Inc
 Trevor Boston
 Michael & Erin Brennan
 Brenda Burchell
 Bob and Nora Burns
 Sandra Callander
 Don & Thea Chamberlain
 Gordon Chaplin
 Anna Marie Cipriani
 Sarah Coles
 Pat Connell
 Barbara Coulman
 Eda Piraino Crandon
 Glenn and Anna Dance
 Janet Dance
 Michael and Louise Dawe
 Edith Davies
 J. Roger and Edith Davis
 Lorne T Davis
 John, Susan, Jane & Robert Denham
 Donald Dickson
 Anne Dinisio
 Teresa Domanski
 Melissa Dunbar
 Kelly Dybowski
 Miriam Elsworth
 Janet Feller
 Adelia Ferraro
 Peter and Maggie Fioranvanti
 Jasper and Lyle Fleras

Siobhan Frank
 Julie Frey
 Nancy Froklage
 Mandy Furney
 Janice Gilbert
 Jennifer Girard
 Andrew Grant
 Jan & Linda Gray
 Heather & Jeremy Green
 Darlene Gubler
 Judy Halpern
 Richelle Hart
 Jackie Hatherly-Martin &
 Keith Martin
 Ajay Heble & Sheila O'Reilly
 Elizabeth Horst
 Jane Houlding
 Barbara Jefferson
 JW Gerth Public School teachers:
 Mr. Butson, Mrs. Richie,
 Mme. Brun and Mrs. Schaffner
 (Principal)
 Shelley Karcher
 Sarah Bennett Kneebone
 Sonia Labatt
 Maya & Will Leather
 Patti Leather
 Tim Lepage
 Linton & Grealey Families
 Moragh Lippert
 Thomas Lobsinger
 Donna & Brian Locke
 Betty Loucks
 Jane & Doug Loucks
 Zachary F.H. Loy
 James MacCallum & Carole Lindsay
 Joyce McGovern
 Craig McLeman & Jessica Fisher
 Katherine McLeod
 Ruby McMullen
 Jody Michalofsky
 Margaret Milburn
 Niagara Parks School of Horticulture
 Class of 2012
 Gerri Neilson
 Kathryn Norris
 Daid Nunn
 Amanda Ottenbrit
 Matthew Park
 Joy Roberts & Douglas McMullen
 Bruce Rush & Family
 Linda Rush
 Susan and Jim Sanderson
 Noah Saunders-Dosen
 Anne & Larry Scanlon
 Andrew Scheifelere
 Schmidt Family
 Louise Seaton
 Henry Shantz
 Holly Smith
 Joy Stewart
 Terry & Peggy Stewart
 Pat & Jaime Stevenson & Family
 Tina Sweeny
 Murray & Yoko Tambeau
 Evan Thor & Janette Smith
 Sue Trotter
 Angela Tsementzis
 Rob Unruh
 Robin Urquhart
 Mallory Vanier
 Susan Whelan
 Kathryn Williston
 Candace Wormsbecke
 Jon Yuzwak
 Dave Zimmerman

*Deceased

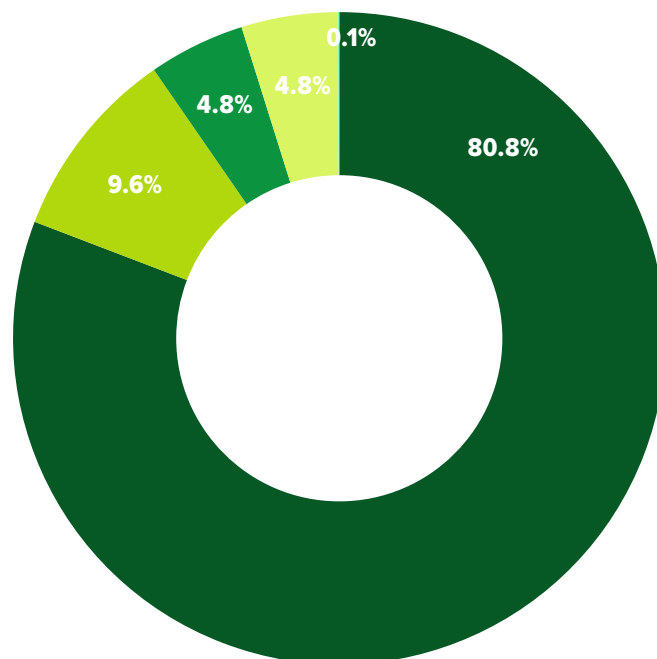
Financial highlights

Year ended August 31, 2015

STATEMENT OF REVENUE¹

Donations and Grants	\$968,258
Government Programs	\$114,663
Programs	\$57,189
Rental Income	\$57,208
Other Income	\$840
Total	\$1,198,158

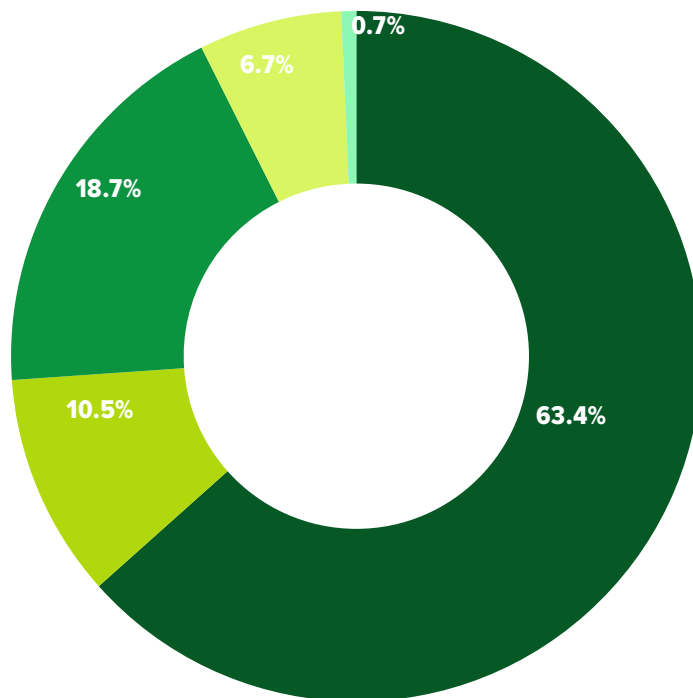
Donations and Grants	80.8%
Government Programs	9.6%
Programs	4.8%
Rental Income	4.8%
Other Income	0.1%



STATEMENT OF EXPENSES

Conservation, Research & Education Programs ²	\$713,710
Administration	\$118,110
Fundraising & Community Relations	\$210,360
Communications	\$75,556
Professional Fees	\$7,276
Total	\$1,125,013

Conservation, Research & Education Programs	63.4%
Administration	10.5%
Fundraising & Community Relations	18.7%
Communications	6.7%
Professional Fees	0.7%



Funds allocated to expenses in the next fiscal year **\$73,145**

STATEMENT OF FINANCIAL POSITION

Current Assets (Cash and Receivables)	\$258,794
Capital Assets: Land	\$5,957,174
Capital Assets: Buildings, FF&E, etc.	\$2,986,269
Current Liabilities (Payables, etc.)	(\$378,757)
Mortgage Payable	(\$4,160,600)
Total Net Assets	\$4,662,880

Notes:

1. Inclusive of Operating and Capital Revenues
2. Includes cost of amortization (\$152,274)

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
Colleen Mercer Clarke, Coastal Ecologist, Landscape Architect, University of Waterloo
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

ARCHAEOLOGY COMMITTEE

Chris Dalton (see previous)
John MacDonald (see previous)

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
Stewart Campbell, Sales Representative, Cushman & Wakefield; Partner, BlackTree Capital
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.
Ahmad Hammoud, Owner, Salon Butterfly
Jackie Hatherly-Martin, CPA CA, HM Advisors
J. Fred Kuntz, Consultant, Strategic Communications
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. CIBC
David Mitten, retired; Executive Director, Siding and Window Dealers Association of Canada
Leslie Pearson, Community Volunteer, Oakville
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)

EASTERN COMMA COMMITTEE

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

EMERITUS

Paul Koch, Marketing & Management Consultant; Civic entrepreneur, Ottawa
Doug Larson, Professor Emeritus, College of Biological Sciences University of Guelph
Alan Morgan, Professor Emeritus, Earth and Environmental Sciences, University of Waterloo

STAFF

Stephanie Sobek-Swant

Executive Director

Roger Oei

Senior Operating Officer

Gerrit Kamminga

Lead Educator & Program Facilitator

Erika Kastner

Development & Communications Officer

Emily Leslie

Gill Ratcliffe Educator

Carleigh Pope

Junior Conservation Ecologist

Jenna Quinn

Program Scientist – Research Priorities, Partnerships & Monitoring

Dan Radoslav

Property Maintenance & Gardens Coordinator

Cheyenne Richardson

Community Stewardship Coordinator

Kim Robichaud

Administrative Coordinator

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.