

Finding common ground and sustainable solutions in Canada's wetlands



2021 ANNUAL REPORT

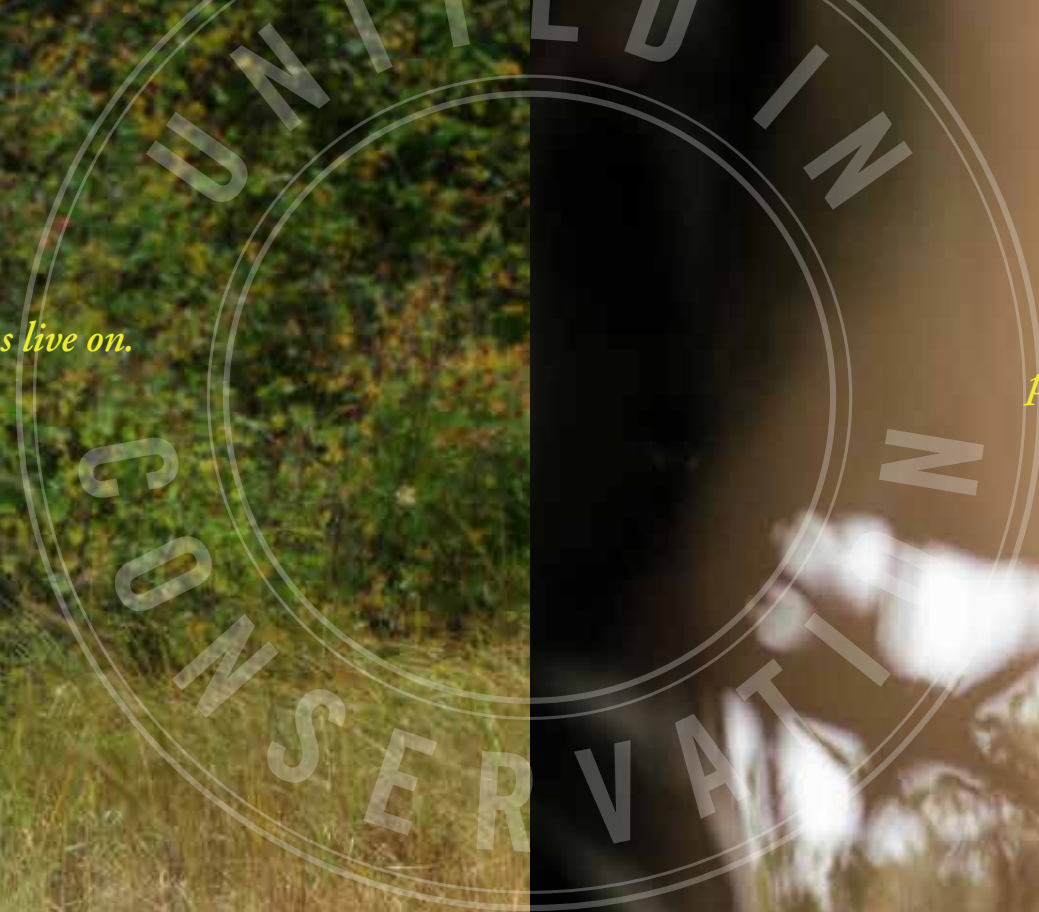


Canada's wetlands are places for everyone. They're places where scientists and communities work toward a common goal.



*Places where knowledge is shared, **and traditions live on.***

*Places where we find peace and
personal connection to the natural world.*



*Places that are being safeguarded through innovation,
collaboration and the sharing of diverse perspectives.*

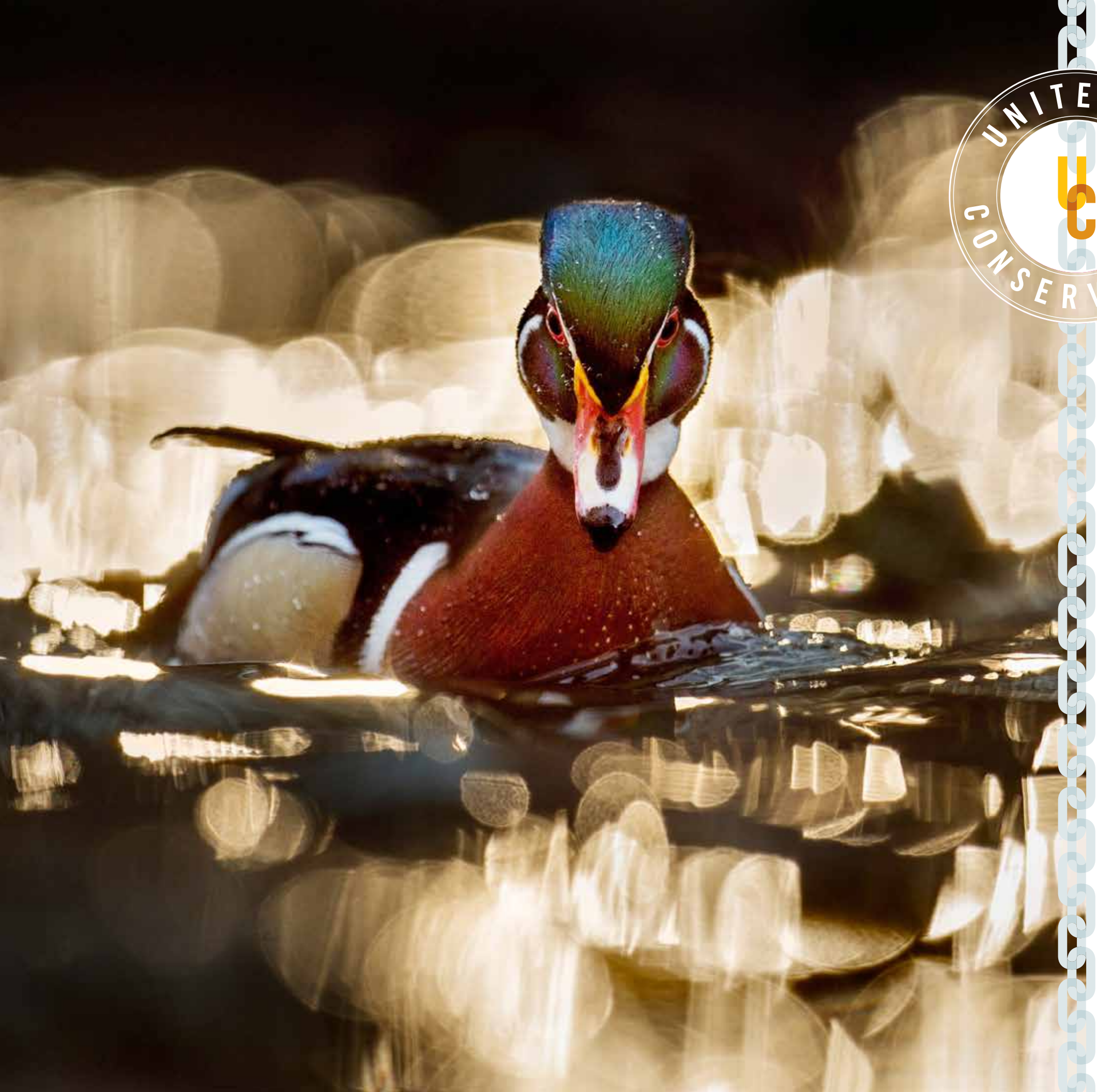


Canada’s wetlands are common ground where people from all walks of life are coming together to find solutions that will save our environment and shore up our economy. Ducks Unlimited Canada is proud to lead this growing movement that’s conserving and restoring some of the most valuable and threatened landscapes on the planet.



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MESSAGE FROM THE
PRESIDENT & CEO

STRONGER TOGETHER

CONSERVATION IS ABOUT MORE THAN NATURE. IT'S ABOUT PEOPLE, TOO. Ducks Unlimited Canada (DUC) finds effective and creative ways for people and wild places like wetlands to thrive together. And, in our humble opinion, no organization does it better. The reason? Again, it's all about people.

In addition to the 359 talented, dedicated DUC employees who make conservation happen across the country, we're proud to partner with all who depend on and appreciate the landscape. This includes governments, industry groups, Indigenous Peoples, farmers, ranchers and landowners, as well as a host of conservation-minded organizations and communities. We're proud to be the place where those who believe in the power and importance of the natural world rally together—and realize meaningful results.

We've titled this year's report "United in Conservation" to celebrate the success of this collaborative approach. As you flip through its pages, you'll see how the knowledge, resources and passion of many are making a lasting difference on the land.

Examples are vast, varied and impressive. We exceeded our habitat goals by conserving nearly 129,000 acres (52,204 hectares) of essential habitat across the country. We delivered natural climate solutions that are putting the country on a path toward sustainability. And we made significant investments in science and education that will shape the future. It was a great year for conservation.

Today, we're heading into DUC's 84th anniversary stronger than ever—and stronger together. Thank you for the critical part you continue playing in our success.

Yours in conservation,



Kevin Harris

KEVIN HARRIS
President



Karla Guyn

KARLA GUYN
Chief Executive Officer



A UNITED FRONT

THE NEED FOR NATURE CONNECTS ALL PEOPLE. NATURE IS WHAT KEEPS US HEALTHY AND HAPPY. IT'S WHAT KEEPS OUR COMMUNITIES SAFE AND ECONOMY SUCCESSFUL. BUT NATURE — INCLUDING PRECIOUS WETLAND HABITAT — IS BEING PUSHED BEYOND ITS LIMITS. FORTUNATELY, DUC KNOWS EXACTLY WHAT WE'RE UP AGAINST. DRAWING UPON OUR STRENGTHS, AND THOSE OF OUR FERVENT CONSERVATION COMMUNITY, WE'RE A FORCE THAT'S GAINING GROUND.

FACING OFF AGAINST A TRIPLE THREAT

Crises facing the natural world are on a dangerous collision course.

Widespread biodiversity loss is threatening as many as one million plant and animal species with extinction.



Canada's climate is warming twice as fast as the global average.



The cost of COVID-19 has taken a toll on the economy. Financial impacts on businesses, jobs and livelihoods may affect the resources and attention given to conservation.



LINKING ARMS, LEADING THE WAY

We've got a plan that brings together the people, places and conservation approaches needed to build a sustainable future.

- ✚ **We're getting to work on working landscapes.** Our partnerships with agriculture and industry are finding new ways of balancing economic growth and environmental sustainability.
- ✚ **Science and innovation are powering our efforts.** We're engaging the brightest minds and leveraging the latest technology to adapt to a changing world.
- ✚ **We're supporting Indigenous-led conservation** as a way to bring about bold, transformative change and demonstrate reconciliation in action.
- ✚ **Our nature-based solutions are making communities more resilient and more liveable.** By sharing our conservation expertise with cities, towns and municipalities, we're helping create lush green landscapes and lucrative green jobs.
- ✚ **We're raising a new generation of conservation leaders** through our education and advocacy efforts. Students, teachers and elected officials are gaining conservation knowledge and first-hand experiences that will help them shape the future.



BUILDING A BRIGHTER FUTURE

The rewards of our collective conservation efforts come to life right outside our doors.

- ✚ **Clean water.** Protecting wetlands is keeping the water in our lakes and rivers clean.
- ✚ **Abundant wildlife.** Safeguarding natural habitats is providing homes for hundreds of wildlife species, including many with populations that are at risk.
- ✚ **Resilient communities.** Mitigating floods, droughts and the effects of climate change starts with healthy ecosystems.
- ✚ **Recreation and relaxation.** Enjoying everything the outdoors has to offer includes hunting, hiking, biking, birdwatching and canoeing at your favourite wetland.



OUR PROGRESS

DUCKS UNLIMITED CANADA IS ONE OF THE LARGEST AND LONGEST-STANDING CONSERVATION ORGANIZATIONS IN NORTH AMERICA. FROM COAST TO COAST TO COAST, WE'RE CREATING LANDSCAPE-LEVEL CHANGE BY IMPACTING MILLIONS OF ACRES OF THE MOST IMPORTANT AND AT-RISK HABITATS. WE KNOW THE VALUE OF WHAT WE'RE CONSERVING — AND OUR RESULTS SPEAK FOR THEMSELVES.

NATIONWIDE CONSERVATION RESULTS

(As of March 31, 2021)

- + 11,826 habitat projects
- + 6.6 million acres conserved (including 3.4 million acres restored)
- + 195.2 million acres influenced

Habitat project A parcel of land that DUC is responsible for protecting and managing.	Conserved Areas DUC is directly protecting through habitat programs such as land purchases, management agreements and conservation easements.	Restored Areas previously lost or degraded, returned to their natural state and protected by DUC conservation work.	Influenced Areas DUC is impacting through partnerships and policy work.
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ANNUAL CONSERVATION PROGRESS AND PLANNING	2021 Goals*	2021 Results	2020 Results	2019 Results
Habitat acres conserved <small>(includes acres restored)</small>	87,139 <small>36,201</small>	128,728 <small>57,421</small>	108,274 <small>62,467</small>	98,766 <small>51,187</small>
Habitat acres influenced	3.9 million	4.9 million	24 million	26.2 million

* In response to the COVID-19 pandemic, DUC recast its 2021 conservation goals in April. Thanks to outstanding work by our staff and many successful collaborations among diverse partners, DUC exceeded our goals and had a record-setting year. This achievement is a testament to the effectiveness of our programs and the passion that fuels our efforts every day.

LOOKING AHEAD TO 2022

DUC is planning to conserve 116,932 acres (including the restoration of 59,899 acres) and to influence 4.1 million acres of critical habitat across the country.

OUR LONG-TERM VISION

DUC is striving to realize our conservation vision and associated habitat goals in time for our 100th anniversary. This will be achieved by conserving 10.2 million acres (including the restoration of 7.3 million acres) by 2038.

OUR IMPACT

OUR WORK FOR CANADA’S WETLANDS AND WATERFOWL IS WORKING. WE KNOW THIS BECAUSE WE’RE COMMITTED TO MEASURING WHAT MATTERS AND CALCULATING THE IMPACT OF OUR CONSERVATION EFFORTS. WHETHER IT’S PUTTING MORE DUCKS IN THE SKY OR DOLLARS IN YOUR POCKET, THE VALUE OF DUCKS UNLIMITED CANADA’S CONSERVATION WORK IS MANIFESTED IN MANY IMPORTANT WAYS THAT EVERY CANADIAN CAN COUNT ON.

ECONOMIC BENEFITS, COURTESY OF A WETLAND NEAR YOU

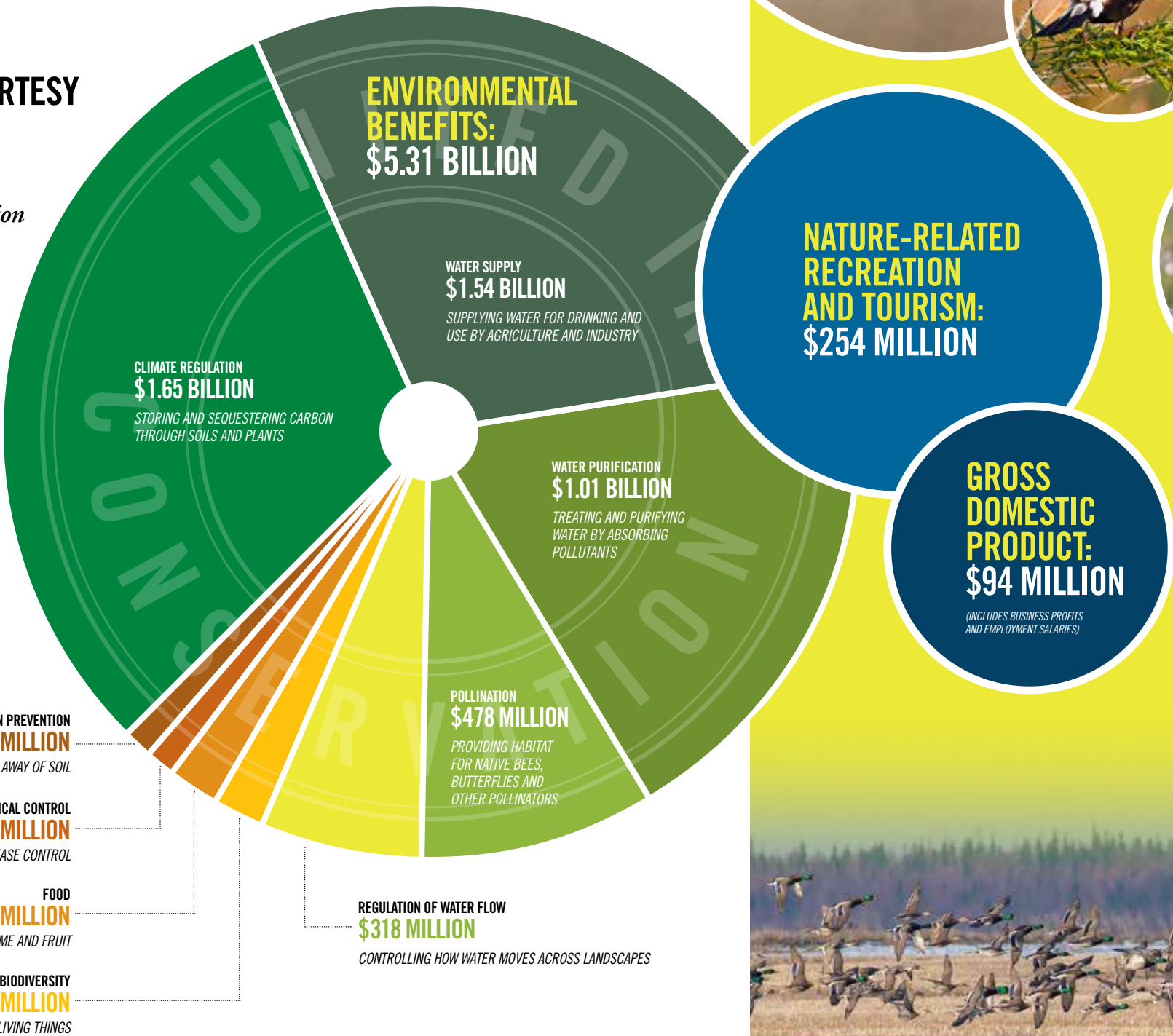
Investing in DUC habitat conservation projects makes dollars (and sense)

The habitat conservation projects that DUC has delivered this year alone—totaling 128,728 acres—contributed nearly \$110 million in economic value to Canadians. Now, consider our cumulative 83-year conservation footprint and the dollars really start racking up...

*The total economic value of the 6.6 million acres of habitat under DUC’s care is \$5.66 billion.**

Here’s a breakdown of the benefits being delivered deep within those bullrushes:

* Source: Anielski, M., J. Thompson, and S. Wilson. 2014. A genuine return on investment: The economic and societal well-being value of land conservation in Canada. Calculations based on 2012 figures, adjusted for inflation.



SAFE HAVENS FOR SPECIES AT RISK

Supporting struggling wildlife populations starts with conserving Canada’s wetlands

Wetlands are biodiversity hotspots where more than 550 species of wildlife find food, seek shelter and raise their young. Ensuring this habitat exists is even more critical for the 97 creatures that rely on wetlands and are identified as species at risk.

In the face of dire biodiversity losses, our projects are helping to pull populations back from the brink.

	Wetland species	Species at risk supported by wetlands
Mammals	101	16
Reptiles	38	14
Amphibians	43	18
Birds	338	37
Fishes	31	12
Total	551	97

FULL SKIES AND LEGENDARY FLIGHTS

Doing what we do for the ducks is the source of amazing annual migrations

The habitat we conserve in Canada ensures North America’s duck populations have the habitat they need to breed and complete their annual journeys south. Every year, more than 550,000 breeding ducks rely on DUC’s habitat projects, which span 6.6 million acres across the country. An additional 1.6 million ducks benefit from the 195.2 million acres of habitat we’ve influenced alongside our partners.

Here, on the land and waters we steward, new life begins in spring and great migrations take flight in fall.



OUR CONSERVATION COMMUNITY

AT DUCKS UNLIMITED CANADA, WE BELIEVE THE NEED FOR NATURE CONNECTS ALL PEOPLE. OUR STRENGTH COMES FROM WORKING TOGETHER, PARTNERING WITH ALL WHO CARE ABOUT THE LANDSCAPE. EVERY MEMBER OF OUR CONSERVATION COMMUNITY HAS A UNIQUE, PERSONAL CONNECTION TO OUR MISSION — AND WE'RE EXTREMELY GRATEFUL FOR THE MANY GENEROUS WAYS THEY GIVE.

STEADFAST SUPPORTERS

During the most challenging year in DUC history, our supporters stood by us. The steadfast commitment of more than 60,000 passionate people sustained us and provided both the foundation and inspiration to forge on. Armed with their trust, generosity and confidence, we rallied to achieve great things for conservation.

Feathers in our cap

These special groups of DUC supporters fill us with pride and hope for the future. Each represents different ways of taking action and making a difference:

- 4,294 volunteers continued raising funds and awareness for wetland conservation, freely sharing their time and talents
- 18,894 landowners protected vital habitat on their property, providing the space and stewardship that's critical to our mission
- 2,922 major donors stepped up with significant gifts, making generous financial commitments
- 339 Feather Society members made DUC part of their living legacies through a planned gift
- 4,011 students and teachers learned more about wetlands and engaged in their own activities to support conservation
- 359 staff members adapted to new ways of working and went above and beyond to ensure we met our goals

The pandemic halted our in-person fundraising events in 2021, which means we missed connecting with thousands of new and familiar faces in cities and towns across the country. We look forward to welcoming these folks back, when the time is right, and watching our conservation community re-build with the spirit and support generated by our event attendees.

MAKING CONNECTIONS AND CONSERVATION IMPRESSIONS

We continue building relationships with hundreds of thousands of Canadians who are learning more about DUC and our wetland conservation mission. Whether it's visiting our interpretive centres, engaging on our social media channels or accessing our news and educational resources, people are keen to explore how wetlands contribute to their lives. Over the past year, we made more than 200,000 connections with people we're proud to consider our supporters of tomorrow.

DIVERSITY AND INCLUSION AT DUC

Nature is diverse. So are we.
When nature is diverse, the Earth thrives. When our organization is diverse, people thrive. That's why Ducks Unlimited Canada is building a culture where everyone is welcome.
We believe a variety of cultures, identities and beliefs enriches our environment. We believe innovation is enhanced through diversity and inclusion, and this in turn allows all of us to grow and prosper. We commit to making Ducks Unlimited Canada a place of belonging for all people, united in conservation.

OUR FINANCIAL COMMITMENT

MAKING THE MOST OF EVERY CHARITABLE DOLLAR IS A RESPONSIBILITY WE TAKE SERIOUSLY. THAT’S WHY DUCKS UNLIMITED CANADA IS COMMITTED TO UPHOLDING THE HIGHEST STANDARDS OF ACCOUNTABILITY, TRANSPARENCY AND TRUST. BY DIRECTING FUNDS IN WAYS THAT PRODUCE THE GREATEST CONSERVATION IMPACT, EVERY DONOR CAN TAKE PRIDE IN KNOWING THAT THEY’RE MAKING A DIFFERENCE IN THEIR BACKYARD — AND BEYOND.

Our goal is to invest 80 per cent of our expenditures in habitat conservation annually. In the 2021 fiscal year, DUC invested 90 per cent in habitat conservation.

USES OF FUNDS (MILLIONS)	2021 Goals	2021 Results	2020 Results	2019 Results
Conservation <i>(Includes capitalized land purchases)</i>	\$88.8 <i>83% investment</i>	\$87.0 <i>90% investment</i>	\$74.0 <i>82% investment</i>	\$79.8 <i>81% investment</i>
Fundraising	\$5.6	\$4.9	\$10.2	\$12.2
Administration	\$6.9	\$5.4	\$6.5	\$6.3

LOOKING AHEAD TO 2022

Ducks Unlimited Canada is planning to realize \$104 million in gross revenue.

SOURCES OF REVENUE (MILLIONS)	2021	2020	2019
Government Grants	\$43.3	\$42.1	\$39.3
Fundraising Revenue*	\$8.1	\$15.7	\$17.3
Program Revenue	\$21.0	\$20.0	\$14.9
Non-Government Partnerships	\$16.0	\$10.1	\$11.1
Investment Income (Loss)	\$32.6	(\$7.1)	\$13.4

* Includes gift-in-kind donations. DUC also leveraged lines of credit for our Revolving Land Conservation Program of \$10.5 million in 2021, \$13.6 million in 2020 and \$19.3 million in 2019.



Looking ahead: Renewing our focus for a more prosperous, resilient world

THERE’S STILL MUCH WORK TO DO FOR CANADA’S WETLANDS. And rest assured, we’re committed to pulling our weight and pushing our limits to deliver cutting-edge, solutions-driven conservation that will build a more prosperous and resilient world.

Following the close of our 2021 fiscal year, DUC finalized a new strategic plan that will guide our efforts over the next three years. Developed with the support and leadership of our board of directors, our new strategic plan sets an ambitious course that will leverage our science and habitat work to create large, landscape-level impact that advances sustainability and climate resiliency. It tasks us to deliver conservation programs with the highest impact, inspires us to share our knowledge with those who have common interests in the landscape and empowers us to embrace innovation and an entrepreneurial spirit in everything we do.

Here’s a look at some important projects in progress with the potential to deliver big conservation wins in the coming year. Each supports key elements of our strategic plan.

DELIVERING ON NATURE SMART CLIMATE SOLUTIONS FUNDING

Exciting new funding from the Government of Canada is providing further proof that our conservation work is essential to building a strong and sustainable future for all Canadians. DUC is poised to receive substantial funding—nearly \$29 million—through the Nature Smart Climate Solutions Fund. This is the largest Canadian government investment in DUC history. We will receive these funds over the next three years to deliver conservation projects with specific objectives to improve the country’s resilience to climate change and to support biodiversity by conserving wetlands and grasslands in key landscapes.

SUPPORTING INDIGENOUS-LED CONSERVATION

We have a long and productive history of working with Indigenous communities, and we’re committed to building more respectful and meaningful relations with Indigenous Peoples across Canada. Through the establishment of our new Indigenous Relations Working Group,

we will strive to better integrate Indigenous leadership, world views and culture within our capacity and skill sets to advance our mutual conservation goals. We believe Indigenous-led conservation is essential to making Canada a global leader in conservation and will drive the kind of large, landscape-level change required to create a healthy and sustainable future.

GROWING FEE-FOR-SERVICE OPPORTUNITIES

Our conservation knowledge, tools and on-the-ground delivery efforts are valuable products in today’s marketplace. We’re proud to help industry leaders, urban developers, municipalities and governments achieve their sustainability goals and enhance their operations by offering a full suite of environmental services. As environmental, social and governance issues become more and more important, our fee-for-service opportunities are growing. We are striving to leverage these opportunities so that the associated revenue can be invested where it will do the most good: back on the landscape.



CONSERVATION

THE HEART OF OUR MISSION BEATS IN THE GROUND BENEATH OUR FEET. WE WORK IN CANADA’S WETLANDS, GRASSLANDS AND FORESTS TO CONSERVE CRITICAL HABITATS THAT ARE LIFE SUSTAINING. EVERYTHING WE DO AT DUCKS UNLIMITED CANADA IS AIMED AT PROVIDING LARGE, LANDSCAPE-LEVEL SOLUTIONS THAT WILL KEEP OUR ENVIRONMENT HEALTHY AND RESILIENT IN THE FACE OF ONGOING THREATS. WE MARRY HOPE AND HARD WORK WITH EFFECTIVE, HIGH-IMPACT PROGRAMS THAT ARE CARRIED OUT IN EVERY PROVINCE AND TERRITORY. CONSERVATION IS WHO WE ARE, AND WE’RE PROUD TO BE A LEADER THAT’S DELIVERING IT TO THE WORLD.

RAPID AND WIDESPREAD HABITAT LOSS OVER THE PAST SEVERAL DECADES has demanded that conservation organizations like DUC think about their work at a much broader scale. Doing the most amount of good with our limited resources is a challenge we embrace every day using the best available science. It’s about prioritizing actions that maximize impact.

Our International Conservation Plan identifies landscapes that will yield the highest biological returns, generating the greatest positive impact on waterfowl populations. In Canada,

these landscapes are found in the Prairies and around the Great Lakes and St. Lawrence River, as well as in interior B.C., the western boreal region and areas of the Atlantic coast.

Our conservation achievements are realized when Canadians from every corner of the country partner up, pool resources and collectively invest in the bigger picture. And while we may measure our return on investment in ducks, not dollars, we know that our work for waterfowl delivers big benefits for people, too.



A historic undertaking: DUC supports Canada’s largest prairie grassland conservation effort

MANY CANADIANS DON’T REALIZE THAT ONE OF THE WORLD’S MOST ENDANGERED ECOSYSTEMS EXISTS IN OUR OWN BACKYARD. Temperate grasslands, including the famous swath that stretches across southern Manitoba, Saskatchewan and Alberta, have been rapidly converted to crops and other land uses. Habitat loss is having a devastating impact on biodiversity, including populations of many grassland birds. This year, a historic undertaking was launched to protect our precious grasslands on the Canadian prairies.

The Weston Family Foundation established the Weston Family Prairie Grasslands Initiative, which awarded nearly \$25 million to five organizations to collaborate on one of the largest prairie grassland conservation efforts in Canadian history. DUC is proud to have received \$5 million in funding, which we will use over the next five years to partner with some stellar guardians of the grasslands: farmers and ranchers.

“Funding will be used to deliver our conservation easement program to landowners across the Prairies,” says Dave Howerter, DUC’s chief conservation officer. “We expect to protect nearly 25,000 acres of vital habitat by compensating these conservation-minded producers who steward the lands that support biodiversity in Canada. Additional funding through the partnership will allow us to work with farmers and ranchers to maximize biodiversity benefits on their lands.”

Conservation easements are legal agreements between a landowner and DUC to preserve natural features and resources on their land. Under these agreements, the habitats are protected in perpetuity, but the land remains in private ownership and in grassland-based agricultural production.

DUC has been working on the Canadian Prairies since our organization was established more than 80 years ago alongside the farmers

and ranchers who rely on healthy grasslands for their livelihood. Today, the Weston Family Prairie Grasslands Initiative is advancing our ability to unite the needs of conservation and agriculture on this important working landscape.

ABOUT THE WESTON FAMILY PRAIRIE GRASSLANDS INITIATIVE

The Weston Family Prairie Grasslands Initiative supports projects that will conserve nearly four million acres of priority prairie grassland habitat by actively engaging landowners and agricultural producers. The nearly \$25 million in funding is shared between DUC, the Nature Conservancy of Canada, Saskatchewan Stock Growers Foundation, Grasslands National Park (Parks Canada), and Meewasin Valley Authority. Each organization brings additional funding and in-kind donations, which will see a total of \$70 million going toward this collaboration over the next five years.

SCIENCE

WE'RE SETTING THE COURSE FOR A SUSTAINABLE FUTURE BY CONDUCTING RIGOROUS RESEARCH AND MAKING NOVEL DISCOVERIES ABOUT THE NATURAL WORLD. **DUCKS UNLIMITED CANADA SCIENCE IS HELPING GOVERNMENTS, INDUSTRY LEADERS AND SOCIETY ADDRESS THE MOST PRESSING CONSERVATION ISSUES OF OUR TIME.**

IT'S BEEN AN EXTRAORDINARY YEAR FOR SCIENCE. The COVID-19 pandemic continues to shine a spotlight on scientists and showcase the critical role research plays in real-world decision making, from vaccines to virtual meetings. It's also highlighted the fact that science is collaborative, works across borders and is performed by diverse teams. DUC's scientific approach to conservation is a shining example of this—one that's been positively impacting Canadian landscapes and lives for 83 years.

Our in-house science team at the Institute for Wetland and Waterfowl Research is made up of world-class researchers who join forces with universities, environmental non-governmental organizations (ENGOS) and other research bodies across

North America. Their range of expertise spans wetland and spatial ecology, avian demography, statistics, GIS technology, ecosystem services, carbon cycling, boreal ecology and more.

Today, the crises facing our environment need to be treated with the same sense of urgency that COVID-19 created. Even more importantly, what the science is saying about these crises needs to initiate the same commitment to action. When it comes to addressing climate change, biodiversity loss and balancing the demand for economic progress with the need to protect nature, every day counts. And, as the familiar saying goes, we're all in it together.



DUC launches the Endowed Chair in Wetland and Waterfowl Conservation

THERE'S A LOT TO NAVIGATE IN THE WORLD OF CONSERVATION SCIENCE TODAY. The colliding crises of climate change and biodiversity loss are grave. Issues that intersect agriculture, industry and development can be complex. While there's a growing desire among Canadians to find a way forward—to see opportunities amid the challenges and seek solutions to the setbacks—it can be hard to know where to start. But, if you head toward Saskatoon, you're headed in the right direction.

The Prairie city is home to the University of Saskatchewan. Here, a new research chair established by DUC is writing a new chapter in conservation science in Canada.

In March 2021, Dr. Mitch Weegman was named the DUC Endowed Chair in Wetland and Waterfowl Conservation. His position is the first of its kind in the country. Weegman will provide education and training to top students from across North America, supporting research that will help solve some of today's most pressing environmental problems. This includes finding solutions that support biodiversity, agricultural sustainability and landscape resiliency.

"Launching the chair is the honour of my lifetime and I'm looking forward to getting started," Weegman said.

Weegman was recruited from the University of Missouri, where he served as assistant professor of avian ecology in the School of Natural Resources. His hiring is a historic win not only for conservation groups like DUC, but for all Canadians. Over the last 20 years, there's been a declining trend in university-based wetland and waterfowl programs, and Weegman's role fills an important void.

Today, under the expert leadership of Dr. Mitch Weegman, generations of budding young scientists have a platform that empowers them to make the next great discoveries regarding our land, water and wildlife. They have opportunities to change the world.



UNIVERSITY OF
SASKATCHEWAN

THE UNIVERSITY OF SASKATCHEWAN: A HUB FOR GROUNDBREAKING SCIENCE

A caucus of top waterfowl and wetland professionals from across North America identified the University of Saskatchewan as the priority institution for establishing this endowed chair. Located in the heart of the Prairie Pothole Region, with easy access to the western boreal forest, it is situated in the most important landscapes for wetland and waterfowl conservation in North America. DUC and the University of Saskatchewan also enjoy a long and productive partnership. More than 20 current or former DUC employees studied here—including DUC's chief executive officer, Dr. Karla Guyn.





EDUCATION

WE KNOW YOUNG PEOPLE CAN CHANGE THE WORLD. AND WITH THE SUPPORT OF OUR AWARD-WINNING EDUCATION PROGRAMS, MANY ALREADY ARE. DUCKS UNLIMITED CANADA IS PROUD TO EMPOWER STUDENTS WITH THE TOOLS AND CONFIDENCE THEY NEED TO BECOME POSITIVE CHANGEMAKERS AND FORCES FOR NATURE.

THE WORLD IS NOW HOME TO THE LARGEST GENERATION OF YOUTH IN HISTORY, with 1.8 billion young people between the ages of 10 and 24. The consequences and costs of inaction related to environmental issues like climate change will become their burden to carry. But young people are making it clear that they will not stand idly by. In fact, they're forging a path forward.

Here in Canada, young people are quickly becoming leaders in today's sustainability discussions. They organize rallies, participate in government-led advisory councils and are changing

their personal habits to be more sustainable. Our education programs are helping foster this strong environmental ethic by encouraging students to explore and protect natural areas like wetlands. Our goal is to raise their awareness about key conservation issues and provide opportunities for them to get involved in developing and implementing solutions.

We believe young people provide invaluable perspectives about the future of the environment. They possess a passionate, spirited outlook that inspires their peers to take up the cause—and that holds decision makers accountable.

New climate change resources help students cope and take action

YOUNG PEOPLE HEAR ABOUT CLIMATE CHANGE EVERY DAY AND THEY WANT TO DO SOMETHING ABOUT IT. But for every young person who joins the groundswell of support for high-profile activists like Greta Thunberg—who are mobilizing their generation to take world leaders to task on climate change—there are thousands of others who don't know where to start.

Motivating students while helping them deal with their anxiety about climate change and an uncertain future is the impetus behind our development of a new Climate Change Resource Pack.

Launched in spring 2021, this collection of online learning activities was developed with both students and teachers in mind. The Climate Change Resource Pack consists of presentations, animated videos, class activities, factsheets and cartoons. Materials show students how wetlands can be part of the climate change solution.

"These resources help students learn how wetlands play a role in fighting climate change, how to work through emotions associated with climate change, and how we can take action together," said Mariane Bolla, head of national education for DUC.

An emphasis is placed on helping students understand the science behind wetlands' ability to store carbon and mitigate extreme weather events like floods and droughts. More importantly, the resources are designed to make climate action relatable and achievable for students. Using real life examples of how youth across the country are impacted by climate change, the Climate Change Resource Pack encourages students to find solutions that can also be used in their own lives.

"We're helping students move from anxiety and inaction to hope and action."

COMING TOGETHER FOR CANADA'S YOUTH

DUC's Climate Change Resource Pack was developed in co-operation with our in-house team of scientists and wetland experts, psychologist and education consultant Inês Lopes and with financial support from Wildlife Habitat Canada. All are proud to be giving Canada's young conservation leaders the tools and platforms they need to take action in their communities and help build a healthier future for themselves and their peers.



POLICY

WE ADVOCATE FOR CONSERVATION ACTION, SHARING OUR KNOWLEDGE AND EXPERTISE TO INFORM THE POLICIES NEEDED TO CREATE A FUTURE WHERE PEOPLE AND NATURE THRIVE. THE EVIDENCE IS CLEAR THAT GOVERNMENT INVESTMENTS IN PROTECTING WETLANDS AND TAKING ACTION ON CLIMATE CHANGE ARE VITAL TO SUPPORTING THE HEALTH AND WELLBEING OF OUR WILDLIFE AND COMMUNITIES.

GOVERNMENTS WORLDWIDE ARE FACING A TICKING CLOCK. The future of the planet, as defined by the escalating climate crisis, is at stake and efforts to change the current trajectory are being outpaced by rising temperatures and a growing number of extreme weather events.

We've reached a point where nothing less than bold action will do.

Here in Canada, the federal government has committed to ramping up the promises it has made as part of the Paris climate accord in 2015. This includes an ambitious but

important commitment to protect 25 per cent of our lands and waters by 2025, and 30 per cent by 2030.

The pressing realities of climate change and COVID-19 have created an opportunity to merge economic and environmental policymaking in profound ways. The time has come to leverage the power of the natural world to forge a healthy, sustainable and prosperous path forward. As a trusted environmental non-governmental organization, DUC plays a valuable role in advocating for investments that will deliver the greatest impact.



Federal budget plants seeds of a healthier, greener post-pandemic future

AFTER A YEAR THAT SAW FEDERAL SPENDING SOAR IN RESPONSE TO THE COVID-19 CRISIS, the Government of Canada released its long-awaited 2021 federal budget in February. Designed as a roadmap to a post-pandemic economic recovery, the budget recognized nature's role in making it happen.

The government announced \$2.3 billion over the next five years to address historic biodiversity losses, fight climate change and create jobs. Noteworthy was a \$631-million, ten-year Nature Smart Climate Solutions Fund to support projects that restore and enhance wetlands, peatlands and grasslands to store and capture carbon.

"The Nature Smart Climate Solutions Fund is groundbreaking," said Jim Brennan, DUC's director of government affairs. "It's something we advocated strongly for, and now puts the country on a ten-year journey that will see historic investments in the important, threatened landscapes where we work every day."

In the face of the growing climate crisis, we were also encouraged by the government's new investments to top up the Disaster Mitigation and Adaptation Fund. Specifically, the creation of a new \$200-million Natural Infrastructure Fund will provide important support for wetland restoration projects that mitigate the effects of flooding, sea-level rise and other costly natural events.

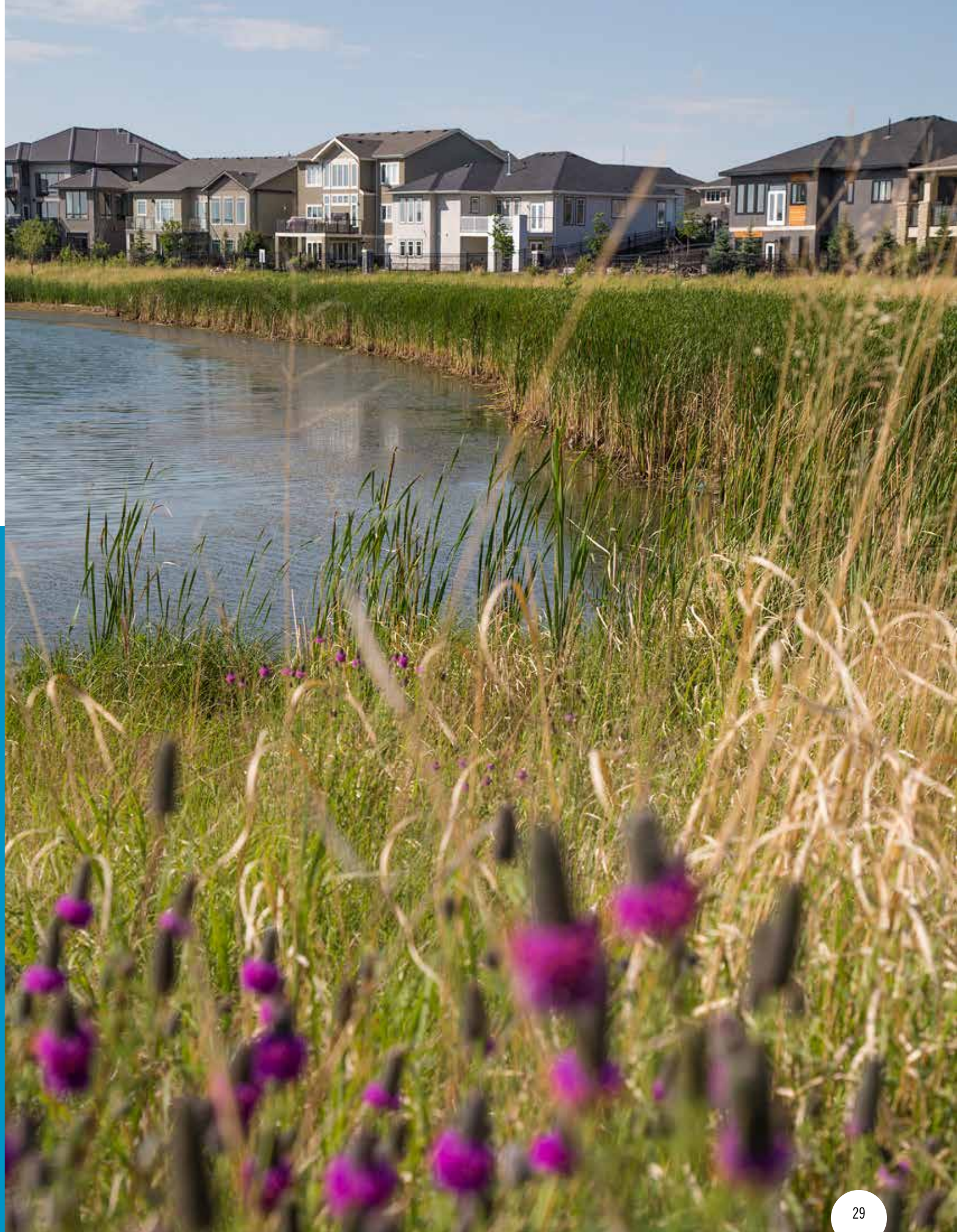
Other promising signs in the budget included funding for sustainable agricultural programs, conservation science and Canada's first-ever Census of the Environment—an undertaking that will enhance our shared knowledge of how best to live in harmony with our land, water and wildlife.

"These commitments represent important opportunities for all sectors to work together to address a global ecological crisis while creating economic growth," said Brennan. "They are planting the seeds of a healthier, greener post-

pandemic future. We look forward to helping them grow into meaningful results on the landscape."

CONSERVATION GROUPS MAKE VOICES HEARD

In advance of the federal government's 2021 budget, DUC's CEO Karla Guyn was one of a select number of conservation leaders who met with Chrystia Freeland, Canada's Deputy Prime Minister and Minister of Finance to recommend large-scale investments in natural habitats that would help drive post-pandemic economic recovery. DUC is also part of the Green Budget Coalition, a group of 23 leading environmental organizations, that presented a set of budgetary recommendations to the federal government last fall. Many of Budget 2021's investments in nature reflect the Green Budget Coalition's recommendations, which is a testament to the sound advice and convincing, collective voice of Canadian conservation groups.



INTERNATIONAL PARTNERSHIPS

OUR CONSERVATION MODEL IS ROOTED IN THE PRINCIPLE OF SHARING THE LOAD AS WELL AS SHARING THE BOUNTY. DUCKS UNLIMITED CANADA AND OUR CONTINENTAL PARTNERS ARE A FORCE FOR WETLANDS AND WATERFOWL ACROSS NORTH AMERICA.

BOUND BY GEOGRAPHY, CANADA, THE UNITED STATES AND MEXICO SHARE MANY COMMON ISSUES. Despite the obstacles that our invisible political boundaries sometimes put in the way, conservation continues to be an area of goodwill, collaboration and success among our countries. It involves vision, partnership and an unwavering commitment to doing the very best we can for the resources we share.

Ducks Unlimited organizations have been the glue that's held these international conservation partnerships together for more than eight decades. As key players in the North American Waterfowl Management Plan, we share our knowledge and expertise to determine the most effective ways of delivering wetland conservation across international borders.

Today, our collaborative, cross-border relationships are stronger than ever. This includes relationships with our Ducks Unlimited colleagues in the United States and Mexico, federal and state governments, Indigenous Peoples, as well as non-government organizations and private individuals. We're united in a common pursuit of conservation and our results connect people across an entire continent who reap the significant and wide-ranging benefits of healthy, abundant wetlands.

States invest in Canadian habitat conservation through Fall Flights program

OF ALL THE LANDSCAPES THAT SUPPORT WATERFOWL IN NORTH AMERICA, breeding habitats in Canada are the most important to keeping populations healthy. And, considering that approximately 70 per cent of the continent's waterfowl breed north of the 49th parallel, supporting wetland conservation in Canada is a sound investment.

Fish and wildlife agencies in the United States have long recognized the critical role Canada plays in the lifecycle of waterfowl and other migratory birds that wing their way south each fall. Through the Fall Flights program, states contribute to Canadian wetland conservation by supporting organizations like DUC. This past year saw U.S. states step up in a big way, with a total of \$4.6 million in Fall Flights funding sent to DUC.

"State economies depend on migratory birds to generate hunting and tourism revenue, and to support the outdoor traditions and lifestyles enjoyed by their residents," says Dave Kustersky, DUC's manager of international partnerships. "We're grateful to the 43 states who sent money north this year and who recognize the impact their investments have from one end of the flyway to the other."

More impressive is that state contributions through Fall Flights are matched with other conservation and government funding—often more than four times. This multiplying effect maximizes habitat conservation and waterfowl production in Canada and gives wings to highly effective continental conservation.

COLORADO STEPS UP ITS SUPPORT

This year, Colorado became the first state in the last 30 years to enact legislation that designates a portion of the proceeds from waterfowl hunting stamp sales to conservation in the Canadian breeding grounds. Colorado joins seven other states that have taken this bold step to legislate support for breeding-ground conservation outside of their state. These funds are directed north to DUC through the Fall Flights program.

Thanks to the strong leadership of Jeff Ver Steeg, assistant director at Colorado Parks and Wildlife, Colorado is setting a powerful example for other states to follow.



BRITISH COLUMBIA

THE WEST COAST HAS ONE OF THE MOST DIVERSE LANDSCAPES IN CANADA. MOUNTAINS TOWER OVER WETLANDS AS SALMON JOURNEY THROUGH THE MORE THAN 440 LUSH ESTUARIES ALONG THE PACIFIC COAST. THE INTERIOR WELCOMES MORE THAN 1.5 MILLION WATERFOWL TO BREED EACH YEAR, WHILE SEVERAL HUNDRED THOUSAND MORE PASS THROUGH ON ROUTE TO THE BOREAL FOREST. DUCKS UNLIMITED CANADA IS WORKING THROUGHOUT BRITISH COLUMBIA TO ENSURE FUTURE GENERATIONS CAN EXPERIENCE AND BENEFIT FROM THESE INCREDIBLE ECOLOGICAL GIFTS.

OUR CONSERVATION SUCCESS (cumulative)

- 578 habitat projects
- 451,747 acres conserved *(including 292,924 acres restored)*
- 7,042,343 acres influenced

(Additional acres influenced within the boreal region of British Columbia are reported in the boreal section of this report.)

ANNUAL CONSERVATION PROGRESS AND PLANNING

	2021 Goals	2021 Results	2020 Results	2019 Results
Habitat acres conserved	1,373	1,410	756	350
<small>(includes acres restored)</small>	895	1,350	139	172
Habitat acres influenced	10,850	13,924	15,249	20,476

In 2021, DUC exceeded its habitat goals in all areas, continuing a strong tradition of success in B.C.

LOOKING AHEAD TO 2022: DUC is planning to conserve 2,697 acres (including the restoration of 2,615 acres) and to influence 11,800 acres in B.C.

FEATURED WORK *Rewilding the Winters Property*

WETLAND LOSS ACROSS B.C. IS AFFECTING MIGRATING WATERFOWL. The Southern Interior has become the most densely populated part of B.C., with more communities growing every year. In the Okanagan Valley alone, human activity has resulted in the loss of 85 per cent of wetlands along the valley floor and has degraded water quality in local lakes and streams.

That’s why we’re working to restore what’s been lost—to rewild B.C.’s wetlands and other life-sustaining natural spaces. In spring, we excavated nine small, new wetlands in an area

south of Oliver known locally as the Winters Property. These wetlands were designed to provide habitat for more than 25 species of waterfowl and other migratory birds, as well as two species at risk: spadefoot toads and tiger salamanders.

“Old oxbow depressions were targeted to provide the most certainty that some water will remain throughout the year,” said DUC biologist Bruce Harrison, who acknowledged that the challenge was building wetlands that benefited all the wildlife in the region. “Slopes were designed to be more gradual on one side as spadefoots prefer warm, gentle southwestern slopes.”

DUC’s vision for the South Okanagan, which falls in the Intermountain Region, is a landscape

OUR CONSERVATION COMMUNITY

- 3,289 supporters who are contributing to our mission
- 594 volunteers who raise funds and awareness for conservation
- 975 landowners who protect vital habitat on their property

A BIODIVERSITY HOTSPOT

The Winters Property is located in the Osoyoos Oxbows Important Bird Area. Marshes at the north end of Osoyoos Lake represent one of the last remnants of a once significant chain of wetlands found in the valley bottom of the Okanagan. These wetlands harboured species such as American bittern, Virginia rail and yellow-headed blackbird.

ALBERTA

FROM NATIVE PRAIRIE GRASSLANDS TO THE ASPEN PARKLAND TO THE BOREAL FOREST, ALBERTA’S LANDSCAPE AND ENVIRONMENT SUPPORT OUR WAY OF LIFE, OUR WELL-BEING AND OUR ECONOMIC PROSPERITY. BY WORKING TOGETHER WITH LANDOWNERS, COMMUNITIES, GOVERNMENT AND PARTNERS, DUCKS UNLIMITED CANADA IS HELPING BUILD A BETTER AND BRIGHTER FUTURE — ONE THAT’S RICH IN NATURAL ASSETS, RESOURCES AND BIODIVERSITY.

OUR CONSERVATION SUCCESS (cumulative)

- + 2,644 habitat projects
- + 2,408,483 acres conserved *(including 1,167,116 acres restored)*
- + 174,466 acres influenced

(Additional acres influenced within the boreal region of Alberta are reported in the boreal section of this report.)

ANNUAL CONSERVATION PROGRESS AND PLANNING	2021 Goals	2021 Results	2020 Results	2019 Results
Habitat acres conserved <small>(includes acres restored)</small>	16,080 <small>7,550</small>	20,969 <small>10,507</small>	21,162 <small>14,497</small>	20,993 <small>12,174</small>
Habitat acres influenced	84,200	274,466	122,000	100,000

DUC exceeded its habitat goals in all categories in 2021, carrying on strong year-over-year progress in the province.

LOOKING AHEAD TO 2022: DUC is planning to conserve 21,089 acres (including the restoration of 9,540 acres) and to influence 90,100 acres in Alberta.

OUR CONSERVATION COMMUNITY

- + 7,012 supporters who are contributing to our mission
- + 986 volunteers who raise funds and awareness for conservation
- + 4,444 landowners who protect vital habitat on their property

FEATURED WORK | *Lochend Lake: A project worth the wait*

GOOD THINGS COME TO THOSE WHO WAIT, OR—in DUC’s CASE—to those who are persistent.

Lochend Lake is now an eco-jewel in Alberta’s South Saskatchewan River watershed, just a short drive from Calgary. But that hasn’t always been the case. The lake was originally drained in the early 1960s for agricultural production. For more than 30 years, DUC has advocated for its restoration. And it’s finally paid off.

The lake is the source of Big Hill Springs Creek and is situated on the edge of a four-mile by five-mile block of intact native habitat. Blocks of land like this are precious in this region, not only to the wildlife that depend on them, but to the greater benefit of Alberta’s environment. They support clean water and healthy soils, store carbon and mitigate the effects of climate change and contribute to biodiversity.

The restoration of Lochend Lake was a complex project with many partners, but it’s thanks to these partnerships that we now call this project a hard-earned success.

The total restoration of Lochend Lake is just shy of 276 acres (112 hectares). Today, this important landscape is protected in perpetuity with no-break, no-drain conservation easement agreements with six different landowners.

CONSERVATION IS IN THE FAMILY

Lochend Lake is a unique partnership among six private landowners, Alberta Environment and Parks and DUC. Just over 266 acres (108 hectares) of the total restored area is owned by three members of the Williamson family. A strong conservation ethic is a shared family value, as the Williamsons were directly involved in the project’s design and scope, ensuring a beneficial outcome for all involved.

SASKATCHEWAN

SASKATCHEWAN IS RENOWNED FOR HAVING SOME OF THE MOST ABUNDANT AND PRODUCTIVE WATERFOWL HABITAT IN NORTH AMERICA. THESE AREAS PROVIDE OTHER FAR-REACHING NATURAL VALUES TOO, SUPPORTING BIODIVERSITY, STORING CARBON, PRESERVING WATER QUALITY AND BUFFERING AGAINST FLOODS AND DROUGHTS. DUCKS UNLIMITED CANADA IS WORKING WITH AGRICULTURAL PRODUCERS, INDUSTRY GROUPS, GOVERNMENTS AND THE PUBLIC IN SASKATCHEWAN TO ACHIEVE A SUSTAINABLE BALANCE BETWEEN CONSERVATION AND DEVELOPMENT.

UNITED IN
CONSERVATION

OUR CONSERVATION SUCCESS

(cumulative)

+

3,600 habitat projects

+

1,823,216 acres conserved *(including 1,169,540 acres restored)*

+

5,858,188 acres influenced

(Additional acres influenced within the boreal region of Saskatchewan are reported in the boreal section of this report.)

ANNUAL CONSERVATION PROGRESS AND PLANNING	2021 Goals	2021 Results	2020 Results	2019 Results
Habitat acres conserved <small>(includes acres restored)</small>	49,361 18,675	77,692 32,057	39,457 17,398	42,265 20,216
Habitat acres influenced	80,000	584,810	300,277	294,829

In 2021, DUC exceeded its goals for conserving and influencing important habitat in Saskatchewan. In particular, the significant achievement in influenced acres can be attributed to an ongoing commitment by the Province of Saskatchewan to protect habitat through its community pastures program.

LOOKING AHEAD TO 2022: DUC is planning to conserve 73,760 acres (including the restoration of 39,270 acres) and to influence 70,000 acres in Saskatchewan.

FEATURED WORK

Managing land for seven generations: DUC programs bring life to one Saskatchewan First Nation’s conservation ethic

THE TRADITIONAL LANDS OF THE COWESSESS FIRST NATION (CFN) ARE SITUATED ALONG THE SCENIC QU’APPELLE VALLEY IN SOUTHEAST SASKATCHEWAN.

DUC began partnering with CFN in the early 2000s and has signed several forage program agreements with the First Nation over the years. Together, we have worked to establish forage crops on more than 1,000 acres (405 hectares) across eight quarter-sections of land, all of which remains in valuable perennial cover today.

More recently, DUC entered into a series of long-term lease agreements with CFN. The total impact of these agreements is substantial: an additional 2,000 acres (809 hectares) of habitat conserved, including 470 acres (190 hectares) of wetlands.

“Our lands suffer when we take a solely economic route to success. When we also consider the land’s health, we pass on sustainability to the next seven generations,” says CFN councillor Richard Aisaican. “By restoring wetlands and grasslands, we bring life back to these areas and ultimately bring habitat for wildlife back to our lands.”

To date, this partnership has protected an area of habitat over twice the size of the average Saskatchewan farming operation, all within DUC’s Pheasant Hills target landscape

and an area of prairie parkland known to support waterfowl densities of up to 50 pairs per square mile.

While providing safe and secure nesting habitat for waterfowl, these efforts also promise to deliver a suite of environmental co-benefits. In addition to reducing nutrient runoff and improving water quality, the secured perennial cover, mixed natural lands and wetlands will collectively store an enormous amount of carbon and support ongoing efforts to address climate change.

WETLAND RESTORATIONS CONTRIBUTE TO THE HEALTH OF A STRESSED PRAIRIE LAKE

The Lake Winnipeg Basin Initiative aims to restore the ecological health of Lake Winnipeg by reducing pollution from agricultural, industrial and municipal sources. Conserving and restoring wetlands and their nutrient abatement function within this drainage basin is key. As part of LWBI efforts, and delivered via the Assiniboine River Basin Initiative, CFN is working with DUC and local watershed groups to restore an additional 82 acres (33 hectares) of wetlands, incorporating both Indigenous knowledge and science in the project.



MANITOBA

WATER FLOWS THROUGH MANITOBA, GIVING LIFE, ENERGY AND CHARACTER TO THE PROVINCE. FROM THE CRASHING WAVES ON LAKE WINNIPEG TO THE GENTLE RIPPLES ON A SECLUDED PRAIRIE MARSH, MANITOBA’S WATER BODIES AND THE PRODUCTIVE NATURAL HABITATS THAT SURROUND THEM ARE DEFINING FEATURES OF OUR PAST —AND OUR FUTURE. **DUCKS UNLIMITED CANADA IS PROUD TO PLAY A LEADING ROLE IN THE CONSERVATION EFFORTS THAT ARE SAFEGUARDING OUR PRECIOUS LAND, WATER AND WILDLIFE.**



OUR CONSERVATION SUCCESS (cumulative)

- + 1,496 habitat projects
- + 736,796 acres conserved *(including 491,949 acres restored)*
- + 920,223 acres influenced

(Additional acres influenced within the boreal region of Manitoba are reported in the boreal section of this report.)

ANNUAL CONSERVATION PROGRESS AND PLANNING	2021 Goals	2021 Results	2020 Results	2019 Results
Habitat acres conserved <small>(includes acres restored)</small>	12,418 5,381	12,350 5,913	34,082 26,289	22,867 15,701
Habitat acres influenced	140,700	155,332	682,286	78,675

In 2021, DUC fell just shy of our conserved-acre goal but exceeded our influenced-acre goal due to the amount of habitat we were able to positively impact through policy. Our successes in Manitoba continue to be strong and steady year over year.

LOOKING AHEAD TO 2022: DUC is planning to conserve 12,488 acres (including the restoration of 6,344 acres) and to influence 137,650 acres in Manitoba.

OUR CONSERVATION COMMUNITY

- + 11,983 supporters who are contributing to our mission
- + 595 volunteers who raise funds and awareness for conservation
- + 3,251 landowners who protect vital habitat on their property



FEATURED WORK

A multi-generational commitment to conservation: Thompson families step up to support sustainable agriculture

WITHIN THE FOLDS OF GENTLY ROLLING FARMLAND NORTH-WEST OF BRANDON LIES AN EXAMPLE OF HOW DUC, FARM FAMILIES AND DONORS COME TOGETHER TO SAVE HABITAT.

With the help of DUC and our partners, two generations within the same family have protected areas of their property that are home to numerous wildlife species.

Russell Thompson, a young farmer who grew up in the Hamiota area, inherited a belief in sustainable agriculture from his parents who have kept wetlands and portions of grass and forest intact at their own farm northwest of town.

Having bought land nearby, only to discover several wetlands had previously been drained from it, Russell was motivated to restore and protect habitat on his property. As an agronomist, he wants to ensure he runs a sustainable farm, and signing a conservation agreement with DUC allows him to meet that goal while protecting natural areas.

Russell’s conservation agreement, in turn, inspired his parents to sign one with DUC too. Like their son, John and Susan Thompson run their farm based on sustainable practices.

In total, the family’s conservation agreements protect 144 wetland basins, 15 of which will be restored, and 123 acres (50 hectares) of grassland, bush and trees in a region that has otherwise seen wetland drainage and land clearing.

Dotted with prairie pothole wetlands, these projects are a breeding ground to numerous duck species, including the much-admired canvasback. They’re also important for a host of vegetation, birds and mammals that include species at risk such as the bobolink and barn swallow.

PARTNERSHIPS SUPPORT A GROWING NETWORK OF PROTECTED AREAS IN SOUTHWESTERN MANITOBA

The Thompson projects are part of a growing network of protected areas in the region that includes other DUC projects and those of our partner, the Manitoba Habitat Heritage Corporation. The Thompson projects were made possible with funding from partners such as the Canada Nature Fund, the Manitoba Conservation Trust, philanthropist James C. Kennedy, the Lake Winnipeg Basin Program and the North American Wetlands Conservation Act.



ONTARIO

ONTARIO’S DIVERSE TERRITORY AND NATURAL BEAUTY PROVIDE AN OASIS FOR NATURE ENTHUSIASTS OF ALL KINDS. WETLANDS PLAY A STARRING ROLE IN THIS VAST AND VARIED LANDSCAPE, SCATTERED ACROSS THE PROVINCE IN A NATURAL MOSAIC THAT SUSTAINS PLANTS, ANIMALS AND PEOPLE ALIKE. DUCKS UNLIMITED CANADA IS HARD AT WORK IN CANADA’S MOST POPULOUS PROVINCE, DELIVERING SCIENCE-DRIVEN CONSERVATION TO ENSURE THAT ONTARIO’S LANDSCAPES REMAIN HEALTHY AND PROSPEROUS FOR GENERATIONS TO COME.

UNITED IN CONSERVATION

OUR CONSERVATION SUCCESS

(cumulative)

+ 1,916 habitat projects

+ 1,000,958 acres conserved *(including 186,847 acres restored)*

+ 718,432 acres influenced

ANNUAL CONSERVATION PROGRESS AND PLANNING	2021 Goals	2021 Results	2020 Results	2019 Results
Habitat acres conserved	2,812	5,388	8,693	8,081
<small>(includes acres restored)</small>	243	235	1,302	1,352
Habitat acres influenced	1,000	1,000	3,000	—

In 2021, DUC significantly exceeded its goals for conserving important habitat in Ontario, which includes the acquisition of a large project at St. Luke’s Marsh. Year over year, we continue making strong habitat gains in key landscapes throughout the province.

LOOKING AHEAD TO 2022: DUC is planning to conserve 3,496 acres (including the restoration of 482 acres) and to influence 1,000 acres in Ontario.

OUR CONSERVATION COMMUNITY

- + 12,267 supporters who are contributing to our mission
- + 769 volunteers who raise funds and awareness for conservation
- + 3,397 landowners who protect vital habitat on their property

FEATURED WORK

Ramping up wetland restoration in Southern Ontario

IT’S BEEN AN UNPRECEDENTED YEAR FOR WETLAND RESTORATION IN SOUTHERN ONTARIO. Demand is at an all-time high as landowners recognize the role these important ecosystems play in providing clean water and flood management for their communities. Recognizing the need—and the significant environmental gains to be made—the Province of Ontario responded in a major way. A historic investment by the provincial government tapped DUC as a trusted organization to ramp up restoration efforts and return more natural habitats to the landscape.

DUC was selected as the sole recipient of year-one funding and is receiving \$6 million in 2021 for wetland projects that will improve water quality, support climate resiliency, mitigate flood risk and generate local economic activity in the Lake Ontario and Lake Erie drainage basins. These areas are among the most significant migratory stopover areas on the continent—and an area under growing population pressure.

“The farming community has embraced wetland restoration,” said Lynette Mader, DUC’s manager of provincial operations in Ontario. “We have a wait list for projects and that enthusiasm is bringing much-needed scale to wetland restoration in Southern Ontario. We’re making it happen with local working partners who help us restore the natural infrastructure of communities and support green jobs.”

DUC is fast-tracking some 60 wetland conservation projects, accelerating our wetland restoration program with nearly 2,500 acres (1,012 hectares) of restored natural infrastructure in the watersheds of Lake Ontario, Lake Erie and their connecting waterways. The projects include small, newly restored wetlands as well as restoration for large, permanent wetlands.

THE RIPPLE EFFECT OF RESTORATION

As wetlands reappear on the landscape in the lower Great Lakes region, they will create an amazing ripple effect of environmental benefits. We estimate that our 60 wetland projects will provide \$4.2 million in avoided flood damages. In addition, every hectare will sequester up to 2,900 kilograms of phosphorus and 154,000 kilograms of nitrogen every year.

LEFT: ©MARC SISON RIGHT: ©KETTLE CREEK CONSERVATION AUTHORITY



QUEBEC

MORE THAN A QUARTER OF “LA BELLE PROVINCE” IS MADE UP OF PONDS, MARSHES, SWAMPS, PEAT BOGS, LAKES, RIVERS AND RIPARIAN AREAS. IN QUEBEC, WETLANDS ARE ESSENTIAL FOR MAINTAINING BIODIVERSITY AND WATER QUALITY. THEY ALSO HELP WITH THE FIGHT AGAINST CLIMATE CHANGE. DUCKS UNLIMITED CANADA IS WORKING WITH OUR PARTNERS TO SAFEGUARD THESE BENEFITS FOR ALL QUEBECERS.

OUR CONSERVATION SUCCESS (cumulative)

- + 284 habitat projects
- + 85,776 acres conserved *(including 36,295 acres restored)*
- + 42,997,706 acres influenced

(Additional acres influenced within the boreal region of Quebec are reported in the boreal section of this report.)

ANNUAL CONSERVATION PROGRESS AND PLANNING	2021 Goals	2021 Results	2020 Results	2019 Results
Habitat acres conserved <small>(includes acres restored)</small>	1,569 952	3,107 833	2,762 2,314	1,871 449
Habitat acres influenced	100,000	76,248	203,548	340,716

DUC exceeded its conserved-acre goal in 2021, continuing an upward trend from the past two years.

LOOKING AHEAD TO 2022: DUC is planning to conserve 1,840 acres (including the restoration of 755 acres) and influence 150,000 acres in Quebec.

OUR CONSERVATION COMMUNITY

- + 943 supporters who are contributing to our mission
- + 113 volunteers who raise funds and awareness for conservation
- + 337 landowners who protect vital habitat on their property

FEATURED WORK

For the love of the land: Préfontaine family and DUC team up to build a brighter future in the Lac Saint-Pierre landscape

IT MIGHT SEEM THAT THE PRÉFONTAINE FAMILY AND DUC WERE DESTINED TO MEET. For the past 26 years, Sylvie and Charles-Émile Préfontaine have been following in their father’s footsteps by practicing sustainable farming on their land along the shores of Saint-François-du-Lac Bay. At the same time, DUC has been working with local farmers to balance the need for conservation and agricultural production in the area. Both the Préfontaines and DUC share a strong commitment to doing what’s best for the land.

The Préfontaines grow cereals, but their crop selections and practices are largely influenced by the proximity of Lac Saint-Pierre. In some years, during the spring flooding period, the lake waters submerge part of their land and make it impossible to work their fields with early-seeded crops such as corn and wheat. As a result, they were wrestling with how to make the most of the property. When they learned about DUC’s land acquisition program, they knew they’d found the solution that fit their conservation values and vision for the future of their family farm.

DUC has been acquiring land surrounding Lac Saint-Pierre for conservation and re-naturalization purposes for several years. Thanks to the Préfontaines, we were able to acquire 81 land parcels totalling 425 acres (172 hectares), chiefly located

in the municipalities of Pierreville, Saint-François-du-Lac and Yamaska.

DUC’s work in the Lac Saint-Pierre landscape includes maintaining natural areas and restoring cultivated areas with crops that benefit the yellow perch. We are establishing a floodplain meadow to diminish water turbidity during spawning, minimize harmful residues that would otherwise end up in Lac Saint-Pierre when the water recedes, and reduce erosion.

STRIKING BALANCE

Lac Saint-Pierre is situated along the Saint Lawrence River in Quebec. Its surrounding habitats form a unique ecosystem that’s critically important for migratory birds, fish and other wildlife. DUC has been working in this UNESCO-designated Biosphere Reserve since the 1980s alongside the provincial government, as well as local farmers who utilize the lake’s floodplains to plant crops. However, in recent years, declining populations of yellow perch have sent a strong signal that the health of Lac Saint-Pierre is deteriorating. A new approach to managing this important region is needed — and DUC’s land acquisition program is part of a community-wide effort to find solutions that strike a balance between production and protection.

NEW BRUNSWICK

WETLANDS IN NEW BRUNSWICK PROVIDE CRITICAL HABITAT FOR MILLIONS OF MIGRATING WATERFOWL. THEY BUFFER HIGH TIDES AND STORMS THAT CAUSE EROSION AND FLOODING. THEY GIVE PEOPLE PLACES TO FISH, HIKE, CANOE, HUNT, AND FIND SOLACE. **DUCKS UNLIMITED CANADA BELIEVES THESE ARE PLACES WORTH CONSERVING AND IS PROUD TO WORK ALONGSIDE A DIVERSE GROUP OF PARTNERS WHO ALSO SEE WETLANDS AS AN INTEGRAL PART OF THE PROVINCE’S PAST, PRESENT AND FUTURE.**



OUR CONSERVATION SUCCESS (cumulative)

- 451 habitat projects
- 55,648 acres conserved *(including 31,561 acres restored)*
- 940,650 acres influenced

ANNUAL CONSERVATION PROGRESS AND PLANNING	2021 Goals	2021 Results	2020 Results	2019 Results
Habitat acres conserved <small>(includes acres restored)</small>	604 295	409 165	375 366	1,110 718
Habitat acres influenced	—	227	168	—

We were unable to complete all the conservation and restoration acres planned in New Brunswick this year after some funding we anticipated receiving did not become available. In FY21, an unplanned distribution of nest boxes across the province allowed us to influence 227 acres of key waterfowl habitat.

LOOKING AHEAD TO 2022: DUC is planning to conserve 748 acres (including the restoration of 678 acres) in New Brunswick.

OUR CONSERVATION COMMUNITY

- 2,656 supporters who are contributing to our mission
- 177 volunteers who raise funds and awareness for conservation
- 593 landowners who protect vital habitat on their property



FEATURED WORK | *Saving the Wolastoq wetlands*

THE 55,900-SQUARE-KILOMETRE WOLASTOQ (SAINT JOHN RIVER) BASIN INCLUDES 49,400 ACRES (20,000 HECTARES) OF FLOODPLAIN WETLANDS. After spring thaw, the area fills up with nutrient-rich snowmelt from up-river, luring a diverse array of wildlife, waterfowl and songbirds to breed, nest and feed. The river and surrounding habitats support 45 federally, or provincially, listed species at risk.

Wildlife enthusiasts cherish the river’s floodplain marshes for their amazing wildlife viewing opportunities. Outdoor-lovers—locals and tourists alike—flock here year round to swim, paddle, fish, hunt, trap and hike. Wolastoqiyik, Passamaquoddy, Mi’kmaq, and other First Nations have relied on these waters, including its wetlands, for their essential role in their nations’ culture, spirituality and sustenance for millennia.

When waterfowl populations were declining in the region during the 1970s, DUC restored 19,769 acres (8,000 hectares) of freshwater marsh throughout the floodplain. We want to make sure that these important, biodiverse and beautiful wetlands—and the species, people and traditions they support—remain for generations to come. That’s why we’ve embarked on a 10-year, \$3-million conservation project to renew and restore 4,700 acres (1,900 hectares) of these freshwater wetland habitats, and acquire and protect an additional 1,000 acres (405 hectares) of natural wetland and associated upland habitat.

DUC will be replacing water control structures and restoring 25 kilometres of earthen dikes on more than 60 wetland pro-

jects. Raising awareness about the importance of this habitat is also a major outcome of this project.

“DUC’s work to restore Wolastoq’s wetlands will help control spring flooding, increase biodiversity, support traditional uses by local First Nations and enhance recreation opportunities, like birdwatching,” says Tom Duffy, DUC manager of Atlantic operations. “This new 10-year conservation investment will allow residents and visitors to continue to enjoy this special, irreplaceable place.”

HARVESTING A TRADITION

Wild rice harvesting by local First Nations communities is a practice that was limited by land restriction for decades. In a partnership between Cecelia Brooks of Wabanaki Tree Spirit Tours & Events and Samantha Brewster, a DUC education specialist, the communities are re-establishing the tradition.

“It felt almost like nostalgia,” says Brooks when describing her experience while re-establishing her Wolastoqiyik ancestors’ wild rice harvesting methods. “Here we were doing something of the past. It’s something old and almost forgotten about. And here we were bringing it back to life.”

October 2020 marked the first annual wild rice harvest at a DUC-restored wetland on the Wolastoq; based on the success of this event, another is planned for fall 2021.

NOVA SCOTIA

RUGGED SHORELINE, LUSH SALT MARSHES AND FERTILE VALLEYS—THIS IS NOVA SCOTIA. COASTAL REGIONS SUPPORT COLONIES OF SEA DUCKS AND SHOREBIRDS WHILE SPRAWLING FRESHWATER WETLANDS PROVIDE HABITAT FOR A HOST OF WILDLIFE SPECIES, FROM MALLARDS TO MOOSE. DUCKS UNLIMITED CANADA IS PROUD TO SAFEGUARD THE STORIED LANDSCAPES OF NOVA SCOTIA, WHICH ARE TIGHTLY WOVEN WITHIN THE UNIQUE CULTURE OF THE MARITIMES.



OUR CONSERVATION SUCCESS (cumulative)

- 423 habitat projects
- 48,743 acres conserved *(including 27,088 acres restored)*
- 969,874 acres influenced

ANNUAL CONSERVATION PROGRESS AND PLANNING	2021 Goals	2021 Results	2020 Results	2019 Results
Habitat acres conserved <small>(includes acres restored)</small>	791 29	7,158 6,284	807 18	399 96
Habitat acres influenced	812	1,113	6,300	2,042

We vastly exceed our goal for conserved acres in FY21 as a result of our work at the Missaquash Marsh *(see story that follows)*.

LOOKING AHEAD TO 2022: DUC plans to conserve 641 acres (including the restoration of 142 acres) and to influence 2,085 acres in Nova Scotia.

OUR CONSERVATION COMMUNITY

- 3,483 supporters who are contributing to our mission
- 149 volunteers who raise funds and awareness for conservation
- 707 landowners who protect vital habitat on their property



FEATURED WORK | *Managing biodiversity at Missaquash Marsh*

THERE’S NO BETTER PLACE TO CELEBRATE BIODIVERSITY THAN ON THE 6,245-ACRE (2,527-HECTARE) MISSAQUASH MARSH. Located along the Nova Scotia and New Brunswick border, this expansive wetland is teeming with wildlife. The area provides important habitat for many species of migratory birds and fish, including species at risk, and is known as a wildlife highway. To ensure it remains healthy and productive, the Province of Nova Scotia and DUC have re-committed to conserving this wetland—the largest managed marsh in Atlantic Canada—for another 15 years.

“Missaquash Marsh is one of the most storied and ecologically important wetlands that Ducks Unlimited Canada manages in the Atlantic region,” says Tom Duffy, DUC manager of provincial operations for Atlantic Canada. “You only have to stand there among the wild rice, the black ducks, and the tree swallows—and so much more—to know that it’s a special place worth protecting.”

This large swath of wetland on the Chignecto Isthmus benefits many people, including recreational boaters, anglers, trappers, hunters and birdwatchers. It also supports the gaspereaux and eel fishery and is an important area for many conservation organizations, local Indigenous communities and other governments.

Based on research undertaken in partnership with Acadia University—and with support from Fisheries and Oceans Canada’s Coastal Restoration Fund, the North American Wetlands Conservation Act, Irving Oil and other Canadian and American supporters—we also rebuilt the marsh’s fish ladder and enhanced and upgraded the dikes to improve public access.

SIX DECADES OF SUCCESSFUL COLLABORATION

In the early 1960s, DUC and the Province of Nova Scotia recognized the potential to return some of these idle agricultural marshlands to productive wetlands. Six decades later, DUC continues to invest in the future of this important expanse of habitat in collaboration with the Department of Lands and Forestry and the Department of Environment and Climate Change who own 4,594 acres (1,859 hectares) of the marsh. The beauty of Missaquash Marsh is a shining example of what happens when we all do our part to protect the province’s biodiversity.



PRINCE EDWARD ISLAND

FROM SPACE, P.E.I. LOOKS LIKE A SKIFF OF SAND ON THE EDGE OF THE ATLANTIC OCEAN. BUT DON'T LET ITS SIZE FOOL YOU; P.E.I.'S NATURAL AREAS DELIVER BIG BENEFITS. THE PROVINCE'S WETLANDS AND COASTAL AREAS SUPPORT WATERFOWL FROM AS FAR SOUTH AS THE CARIBBEAN AND AS FAR NORTH AS THE SUB-ARCTIC. THEY FILTER WATER, PROTECT COASTLINES AND PROVIDE PEOPLE WITH OPPORTUNITIES TO CONNECT WITH NATURE. **DUCKS UNLIMITED CANADA'S CONSERVATION EFFORTS ARE ENSURING NATURE CONTINUES TO LIVE LARGE ON THE ISLAND.**



OUR CONSERVATION SUCCESS (cumulative)

- 388 habitat projects
- 14,782 acres conserved *(including 5,555 acres restored)*
- 81,306 acres influenced

ANNUAL CONSERVATION PROGRESS AND PLANNING

	2021 Goals	2021 Results	2020 Results	2019 Results
Habitat acres conserved	158	175	156	830
<small>(includes acres restored)</small>	8	7	120	309

DUC continues making strong, steady year-over-year progress in Prince Edward Island. Nearly all our work in the province takes place on private land through partnerships with landowners. Therefore, influencing acres through policy and other conservation measures has not been a key conservation priority in recent years.

LOOKING AHEAD TO 2022: DUC is planning to conserve 123 acres (including the restoration of 23 acres) in Prince Edward Island.

OUR CONSERVATION COMMUNITY

- 2,094 supporters who are contributing to our mission
- 44 volunteers who raise funds and awareness for conservation
- 580 landowners who protect vital habitat on their property

FEATURED WORK

Fullerton's Marsh: A saltwater solution for sea-level rise

ACCORDING TO RESEARCH BY THE UNIVERSITY OF PRINCE EDWARD ISLAND'S CLIMATE LAB, AN AVERAGE OF 28 CENTIMETRES OF COASTLINE IS ERODING ON P.E.I. EACH YEAR. That puts more than 1,000 homes, cottages and commercial buildings, 17 lighthouses, and 10 bridges at risk over the next 70 years.

While there's no way to stop what's already started, there are some places on the Island where natural solutions can lessen the impact of rising tides and stronger waves. Fullerton's Marsh is one of these places.

Our conservation specialists have carefully breached the dikes of Fullerton's Marsh, returning salt water to an area that had operated as a freshwater marsh for decades.

Fullerton's Marsh sits on Fullerton's Creek near Stratford, P.E.I. and is part of a 49-acre (20-hectare) wetland managed by DUC. By breaching the dikes of the freshwater marsh this fall, removing the old steel water control structure, and upgrading the infrastructure, the marsh can now support a full tidal exchange for the first time in 70 years.

Within a few weeks, noticeable changes appeared in both the plants and wildlife. As saltwater permeated the wetland, the area began reverting to its natural state.

"Coastal wetlands are able to sequester large quantities of carbon. As sea levels rise, so will the marsh. Over time, it will accumulate layers upon layers of sediment, which are rich in carbon," says Jonathan Platts, a DUC conservation program specialist for P.E.I. "It makes a lot of sense to restore these areas back to salt marsh as it is one of the most effective natural ways to help offset the effects of climate change."

A DYNAMIC ECOSYSTEM

Fullerton's Marsh will be the dynamic ecosystem this area needs. It will host a diversity of wildlife, including herons, kingfishers, marsh wrens and waterfowl that already make their home in P.E.I. It will act as a coastal buffer against rising sea levels and stronger storms and will help to decrease the energy produced by waves, which, in turn, will prevent erosion along the shore.



NEWFOUNDLAND AND LABRADOR

FROM QUIET MARSHES TO SOARING COASTAL CLIFFS, SOME OF CANADA’S MOST DRAMATIC SCENERY IS FOUND IN NEWFOUNDLAND AND LABRADOR. ITS WETLANDS PROVIDE CRITICAL HABITAT FOR A VARIETY OF WILDLIFE INCLUDING SEA DUCKS, SONGBIRDS AND THE PROVINCE’S FAMOUS MOOSE POPULATION. THEY ALSO PLAY AN IMPORTANT ROLE IN BUFFERING HIGH TIDES AND STORMS THAT CAUSE EROSION AND FLOODING ALONG COASTLINES. **DUCKS UNLIMITED CANADA IS WORKING TO HELP ENSURE THESE PICTURESQUE PLACES REMAIN FOR PEOPLE TO EXPLORE AND ENJOY.**



OUR CONSERVATION SUCCESS

(cumulative)

- 46 habitat projects
- 9,667 acres conserved (*including 8,366 acres restored*)
- 14,355,610 acres influenced

(Additional acres influenced within the boreal region of Newfoundland and Labrador are reported in the boreal section of this report.)

ANNUAL CONSERVATION PROGRESS AND PLANNING	2021 Goals	2021 Results	2020 Results	2019 Results
Habitat acres conserved <small>(includes acres restored)</small>	1,973	70	24	—
Habitat acres influenced	—	23,000	—	—

While DUC’s construction work at the Birchy Basin Wetland Complex (*see story that follows*) was completed, there were delays in securing a signed conservation agreement. As a result, the accomplishment has not been captured in our FY21 results and accounts for the shortfall in our conserved and restored acres. Our efforts to conserve wetlands in the province by working with municipalities are showing positive results. The City of St. John’s made an unexpected commitment to protect wetlands, resulting in 23,000 acres of influenced habitats.

LOOKING AHEAD TO 2022: DUC is planning to conserve 51 acres (all of which will be restored) and influence 115 acres in Newfoundland and Labrador.



OUR CONSERVATION COMMUNITY

- 986 supporters who are contributing to our mission
- 243 volunteers who raise funds and awareness for conservation
- 25 landowners who protect vital habitat on their property

FEATURED WORK

Giving fish a fin up at Birchy Basin

THANKS TO RESTORATION WORK COMPLETED AT THE BIRCHY BASIN WETLAND COMPLEX, A VARIETY OF MIGRATORY FISH—including ATLANTIC SALMON—are better able to travel through its waters to breed and spawn.

“The Birchy Basin Wetland Complex is a critical swath of wildlife habitat in Newfoundland’s Humber River Watershed,” says Danielle Fequet, a DUC conservation programs specialist in the province. “Our staff were able to preserve the natural integrity of this beautiful and ecologically diverse area by repairing a small maintenance bridge and rebuilding part of the wetland’s fishway, which, after nearly 30 years of operation was showing its age.”

Fish ladders are built near water-control structures like dikes or dams to allow fish to migrate upstream. The fish ladder at Birchy Basin Wetland Complex is one of more than 150 fish ladders that DUC manages across Atlantic Canada.

“Ensuring water systems have healthy native fish populations is critical to maintaining the nutrient cycles that impact a multitude of wildlife species,” says Fequet.

In addition to providing critical habitat for an estimated 40,000 Atlantic salmon, the Upper Humber River and Birchy Basin boast some of the highest densities of wildlife in New-

foundland and Labrador. Waterfowl species including black duck and common goldeneye frequent the area. The wetland is also vital to other provincially iconic species including moose and the Humber caribou herd.

Our restoration work at the Birchy Basin Wetland Complex was undertaken with financial support from the Atlantic Salmon Conservation Foundation as well as the North American Wetlands Conservation Act. Their commitment and investments are helping to ensure the health of this important freshwater ecosystem for decades to come.

COLLABORATIVE, COMMUNITY-DRIVEN CONSERVATION

The Upper Humber Wetlands Complex was created when the Upper Humber River was dammed for log driving in the 1950s. Recognizing the important habitat value of the area, DUC, the Province of Newfoundland and Labrador and Corner Brook Pulp and Paper signed a 30-year habitat stewardship agreement for the area in the 1990s. Today, we are proud to continue playing a role in this strong community partnership.



BOREAL REGION

CANADA’S VAST BOREAL REGION IS HOME TO ONE OF THE LARGEST INTACT FORESTS ON THE PLANET AND 85 PER CENT OF THE COUNTRY’S WETLANDS. CONSERVING THIS FORTRESS OF NATURE REQUIRES BOLD MEASURES AND STATE-OF-THE-ART STEWARDSHIP PRACTICES. DUCKS UNLIMITED CANADA IS PROUD TO BE A CONSERVATION PARTNER IN THE BOREAL REGION, SHARING OUR TOOLS AND KNOWLEDGE TO HELP KEEP THIS VAST ECOSYSTEM HEALTHY.

OUR CONSERVATION IMPACT (cumulative)

121,113,539 acres influenced

(Statistics include acres from all provinces and territories within the boreal region.)

ANNUAL CONSERVATION PROGRESS AND PLANNING	2021 Goals	2021 Results	2020 Results	2019 Results
Habitat acres influenced	3,500,000	3,809,747	22,767,156	25,373,241

DUC continues to make strong, steady conservation gains in the boreal region of Canada. In the past two years, the completion of some significant protected areas and land-use agreements saw our results skyrocket. Our achievements in 2021 remain impressive, exceeding our goals in the number of acres we influenced. Because the region is made up largely of Crown land, DUC’s conservation efforts are delivered via partnerships. Our results are measured exclusively in habitat influenced. We do not deliver direct programs that result in “habitat conserved” or “habitat projects” as reported in other provinces.

LOOKING AHEAD TO 2022: DUC is planning to influence 3,640,000 acres in the boreal region.

OUR CONSERVATION COMMUNITY

DUC works closely with industry, Indigenous communities and all levels of government throughout the boreal region.

FEATURED WORK

New codes of practice help industry tread lightly in Manitoba’s boreal region

MANITOBA IS EMERGING AS A NATIONAL LEADER IN THE CONSERVATION OF BOREAL WETLANDS following the development of new codes of practice that ensure the resource sector treads lightly while working in the province’s vast boreal region.

While many people equate Manitoba with rolling grasslands and golden wheat fields, more than three-quarters of Manitoba is in the boreal region. Of this, 40 per cent, or approximately 54 million acres (22 million hectares), is wetlands.

As resource development pressure continues to grow, conserving wetlands and their incredible environmental value is more important than ever. Ensuring development takes place sustainably was the motivation behind the Government of Manitoba’s new Boreal Wetlands Conservation Codes of Practice.

“The codes of practice conserve important boreal wetlands while still allowing for sustainable development of natural resources,” said Kevin Smith, DUC’s national manager of boreal operations. “They commit to a no-net-loss of boreal wetland benefits, and we expect they will help conserve nearly 33 million acres of wetlands in Manitoba’s boreal region.”

The codes of practice provide the resource sector with best management practices for operating in and around boreal wetlands. The approach is simple but effective: avoid boreal

wetlands where possible; minimize the impact on boreal wetlands where they can’t be avoided; and offset permanent impacts to boreal wetlands when minimization is not possible.

Boreal wetlands, like other wetlands, are rich in biodiversity and provide essential habitat for waterfowl and other wildlife—including species at risk. They also store vast amounts of carbon, help purify water and reduce the impacts of flooding and drought.

“We hope these new codes of practice will inspire similar policy commitments in other provinces and territories,” said Smith.

ALL INDUSTRIES, ALL IN FOR CONSERVATION

Manitoba’s Boreal Wetlands Conservation Codes of Practice apply to all industry sectors that operate in Manitoba’s boreal region. Taking a true collaborative approach, representatives from all industry sectors were engaged as part of a stakeholder committee that worked with the provincial government and an Indigenous Elder to create the codes of practice. DUC is proud to have been appointed by the government to serve as co-chair of the committee, providing science-based conservation advice.

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MARCY SULLIVAN
Chief Financial Officer

RAJ PERUMAL
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CYNTHIA EDWARDS
Chief Major Gift Programs

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Director of Regional Operations – Eastern Canada and B.C.

SCOTT STEPHENS
Director of Regional Operations – Prairies and Boreal

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WILLIAM G. ROSS †
Regina, SK – 1938-39

O. LEIGH SPENCER †
Calgary, AB – 1940-42

WILLIAM C. FISHER, K.C. †
Calgary, AB – 1943-44

S.S. HOLDEN †
Ottawa, ON – 1945-46

HONORABLE MR. JUSTICE
WILLIAM G. ROSS †
Regina, SK – 1947

DR. WALTER F. TISDALE †
Winnipeg, MB – 1948-49

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Yorkton, SK – 1950-51

COL. W.F.W. HANCOCK, O.B.E. †
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Winnipeg, MB – 1954

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Regina, SK – 1955-56

RICHARD H.G. BONNYCASTLE †
Winnipeg, MB – 1957-60

FRED S. AUGER †
Vancouver, BC – 1961-62

W. KENNETH MARTIN, D.D.S. †
Regina, SK – 1963-64

ROBERT A. KRAMER †
Regina, SK – 1965

W. KENNETH MARTIN, D.D.S. †
Regina, SK – 1966

FESTUS S. SHARPE †
Winnipeg, MB – 1967

W. KENNETH MARTIN, D.D.S. †
Regina, SK – 1968

LORNE M. CAMERON †
Victoria, BC – 1969-70

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Vancouver, BC – 1971-72

RODERICK O.A. HUNTER †
Winnipeg, MB – 1973-74

DUNCAN M. JESSIMAN
Winnipeg, MB – 1975-76

HUGH H. MACKAY †
Rothsay, NB – 1977-78

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Vancouver, BC – 1979

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Winnipeg, MB – 1980

G. FITZPATRICK DUNN †
Victoria, BC – 1981

HERBERT H. COWBURN, D.D.S. †
Saskatoon, SK – 1982-83

HONORABLE W. JOHN MCKEAG †
Winnipeg, MB – 1984-85

ARTHUR L. IRVING
Saint John, NB – 1986-87

DUNCAN W. SINCLAIR, M.D.
Aylmer, ON – 1988-89

JOHN C. EATON
Toronto, ON – 1990-91

CLAUDE H. WILSON †
Winnipeg, MB – 1992-93

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Calgary, AB – 1994-95

GEORGE C. REIFEL
Vancouver, BC – 1996-98

G. TOD WRIGHT
Burlington, ON – 1999-2000

MEL F. BELICH, Q.C.
Calgary, AB – 2001-02

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PETER D. CARTON
Regina, SK – 2005-07

C. NEIL DOWNEY
Red Deer, AB – 2007-09

JACK H. HOLE
Gunn, AB – 2009-11

TOM S. WORDEN
Courtice, ON – 2011-13

MALCOLM M. DUNFIELD
Riverview, NB – 2013-15

JAMES E. COUCH
R.M. of Corman Park, SK – 2015-17

DAVID C. BLOM
Calgary, AB – 2017-19

ROLE OF THE BOARD

- ➊ Approve the values, mission and vision, as well as the broad long-term objectives, ethical considerations and governing policies of DUC.
- ➋ Hire, establish objectives and monitor performance of the CEO and provide for succession planning.
- ➌ Provide support to staff, where appropriate, to achieve the objectives of DUC—particularly in fundraising and policy.
- ➍ Approve the budget and the risk management approach of DUC.
- ➎ Monitor the performance of DUC, as well as its management, committees and task forces in achieving our vision, mission and broad long-term objectives.
- ➏ Recruit, orient, develop and motivate directors, officers and senior provincial directors who are willing and capable of helping DUC achieve its objectives.
- ➐ Facilitate the operations of the board through appropriate governance processes.
- ➑ Monitor management's compliance with legislative and fiduciary requirements.

BOARD COMMITTEES

- ➊ Executive Committee
- ➋ Conservation Programs Committee
- ➌ Membership & Revenue Committee
- ➍ Development Committee
- ➎ Finance & Risk Committee
- ➏ Governance Committee
- ➐ Personnel Policy Committee
- ➑ Nominating Committee
- ➒ Audit Committee

As of March 31, 2021

* Senior Provincial Director

† Deceased

FINANCIAL OVERVIEW

MESSAGE FROM THE CHIEF FINANCIAL OFFICER

THE 2021 FISCAL YEAR HAS BEEN LIKE NO OTHER IN OUR HISTORY. The ink had barely dried on our annual financial plan when the COVID-19 pandemic demanded that we re-evaluate our operations to ensure DUC was prepared to respond and adapt to the challenges and uncertainty ahead. After recasting our annual financial plan in April, our team rallied and responded throughout the year in many remarkable ways.

The results and success stories featured in this annual report showcase how we not only met, but exceeded, many of our goals. Thanks to the commitment of our staff, volunteers and supporters, we were able to deliver on our conservation mission and ensure financial health throughout 2021 with careful management of resources.

We experienced a significant shift in our grassroots fundraising activities this year, as pandemic restrictions required that our long-standing collection of community events be replaced with raffles and virtual events. Despite the lack of in-person connections with our supporters, Canadians continued to step up and support DUC's conservation efforts. Many generous philanthropic gifts were secured for future projects.

Our on-the-ground conservation programs continued safely amid the pandemic, including our highly successful Revolving Land Conservation Program. DUC partners with the Alberta Treasury Branch and Canadian Imperial Bank of Commerce to deliver the program, which saw 5,998 acres (2,429 hectares) placed in conservation easements leveraged by \$10.5 million in loans.

Sustainability remains a focus for DUC and at March 31, 2021, we have internally restricted \$143 million for our long-term commitment to habitat asset management and \$25 million for future conservation opportunities. Internally restricted funding for conservation opportunities provides the flexibility to act quickly when situations arise where we can move our mission forward.

We continue to be the premier conservation organization the nation looks to for leadership, with strong governance practices and a commitment to transparency. DUC strives to maintain a more than 80 per cent investment in conservation expenditures of its total expenditures, including fundraising. We were determined to uphold this important responsibility to our donors during this unprecedented year and are proud to report that DUC achieved a 90 per cent investment in conservation expenditures in 2021 (2020 – 82 per cent).

On behalf of DUC, thank you for the vital role you've played in our accomplishments this past year. Our future is bright because of the history we've made together.

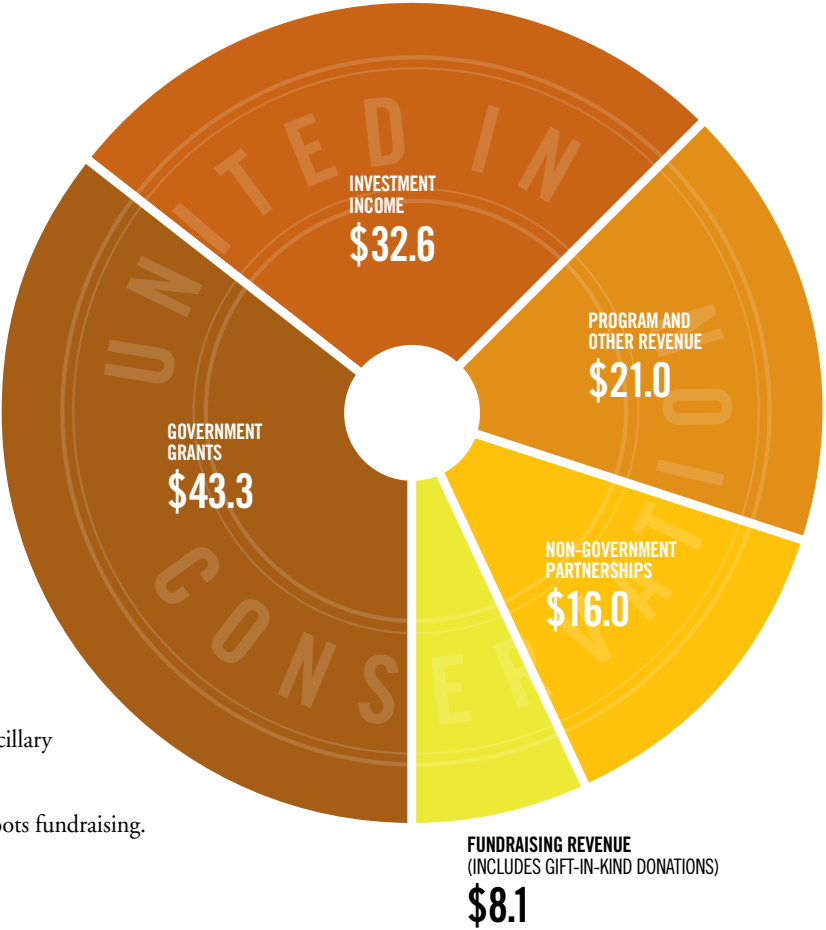


MARCY SULLIVAN
Chief Financial Officer

SOURCES OF REVENUE (\$millions)

DUC generates revenue from five primary sources:

- Grants from a variety of government sources including federal (both Canada and U.S.), provincial, state and municipal, and from other non-government organizations such as Ducks Unlimited, Inc. in the United States.
- Funding from non-government partnerships including foundations.
- Program and other revenue, including fee-for-service revenue and ancillary revenues from the management of owned conservation lands.
- Fundraising income, which includes philanthropic giving and grassroots fundraising.
- Investment income from short and long-term investments.



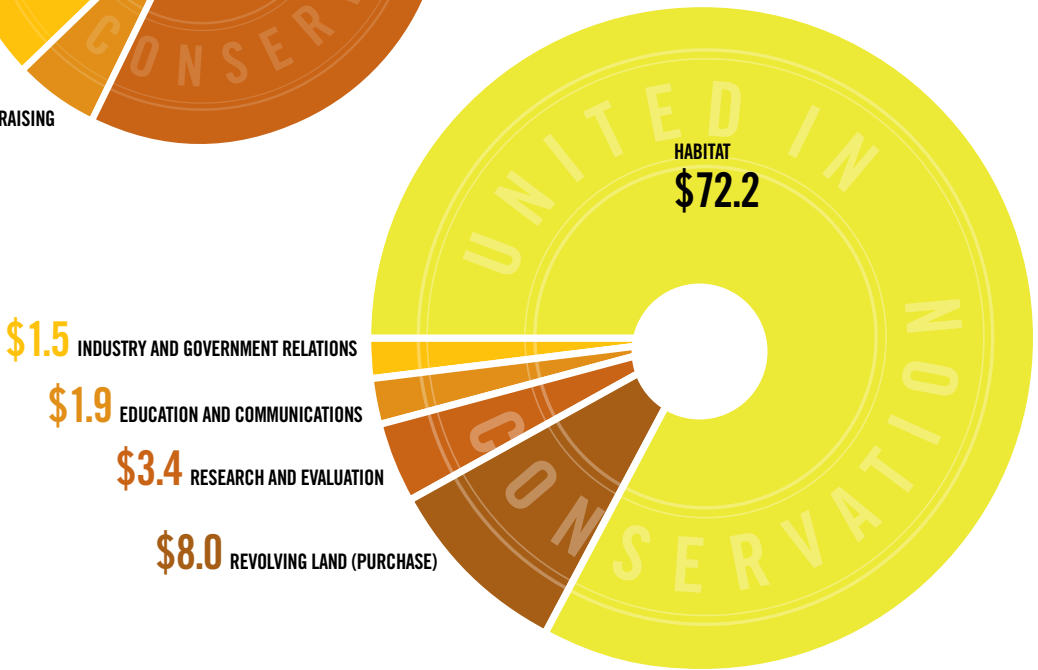
USES OF FUNDS (\$millions)

DUC benefits from:

- Diverse revenue sources;
- Efficient use of funds;
- Leveraging dollars raised; and
- Financial strength.



CONSERVATION MISSION PRIORITIES (\$millions)



FINANCIAL SUMMARY

DUCKS UNLIMITED CANADA CONDENSED STATEMENTS OF FINANCIAL POSITION

(in thousands of dollars) | As at March 31

ASSETS	2021	2020
Current assets		
<i>Cash</i>	\$16,882	\$13,998
<i>Short-term investments</i>	\$8,701	\$5,477
<i>Other current assets</i>	\$24,086	\$27,463
	\$49,669	\$46,938
Investments	\$176,252	\$157,735
Land held for resale	\$15,498	\$15,384
Property, plant and equipment, net	\$6,600	\$6,952
Conservation lands	\$189,644	\$181,841
	\$437,663	\$408,850
LIABILITIES AND NET ASSETS		
Accounts payable and current portion of borrowings	\$23,421	\$23,723
Current portion of deferred contributions and unearned revenue	\$17,841	\$20,672
Accrued pension and other post-employment benefits	\$11,388	\$15,673
Non-current deferred contributions and unearned revenue	\$12,344	\$16,041
	\$64,994	\$76,109
Net assets to support conservation activities:		
<i>Internally restricted</i>	\$164,469	\$133,884
<i>Invested in land held for resale, property, plant and equipment and conservation lands</i>	\$195,205	\$187,706
<i>Unrestricted</i>	\$12,995	\$11,151
	\$372,669	\$332,741
	\$437,663	\$408,850

These condensed financial statements do not contain all of the disclosures required by Canadian accounting standards for not-for-profit organizations. Readers are cautioned that these statements may not be appropriate for their purposes. For more information on the Company's financial position, results of operations, changes in net assets and cash flows, reference should be made to the complete financial statements of Ducks Unlimited Canada as at and for the years ended March 31, 2021 and March 31, 2020, on which PwC expressed an opinion without reservation in their report dated June 12, 2021. Visit ducks.ca/annualreport

DUCKS UNLIMITED CANADA CONDENSED STATEMENTS OF REVENUE AND EXPENSES AND CHANGES IN UNRESTRICTED NET ASSETS

(in thousands of dollars) | As at March 31

REVENUE	2021	2020
Philanthropic fundraising	\$6,550	\$8,345
Grassroots fundraising	\$1,576	\$6,757
Non-government partnerships	\$15,977	\$10,134
Government grants	\$43,314	\$42,145
Program and other	\$20,974	\$19,988
Investment (loss) income	\$32,560	(\$7,069)
	\$120,951	\$80,300
EXPENSES		
Conservation program	\$72,571	\$67,352
Fundraising	\$4,944	\$10,171
Administration	\$5,409	\$6,484
	\$82,924	\$84,007
Surplus (deficiency) of revenue over expenses for the year	\$38,027	(\$3,707)
Transfers from unrestricted net assets	(\$36,183)	\$4,375
Change in unrestricted net assets	\$1,844	\$668
Opening balance unrestricted net assets	\$11,151	\$10,483
Closing balance unrestricted net assets	\$12,995	\$11,151



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