



Unlimited Together

**CELEBRATING CONSERVATION
PARTNERSHIPS, PROGRESS
AND POTENTIAL**

2023 ANNUAL REPORT





WE ARE **UNLIMITED** IN OUR PASSION. WE ARE **UNLIMITED** IN OUR REACH.
WE ARE **UNLIMITED** IN WHAT WE CAN ACCOMPLISH, **TOGETHER**.



DUCKS UNLIMITED CANADA'S 85 YEARS OF SUCCESS IS ROOTED
IN AN INCREDIBLE COMMUNITY OF PEOPLE AND PARTNERS WHO
BELIEVE IN THE POWER AND IMPORTANCE OF CONSERVATION.
TOGETHER, WE ARE CONSERVING SOME OF THE MOST VALUABLE —
AND VULNERABLE — AREAS OF THE COUNTRY.

OUR WORK TO CONSERVE AND RESTORE PRECIOUS WETLANDS, GRASSLANDS, FORESTS AND OTHER NATURAL HABITATS CHALLENGES US TO PUSH OUR LIMITS EVERY DAY. OVER THE PAST 85 YEARS, WE'VE WITNESSED THAT WHEN PASSIONATE PEOPLE COME **TOGETHER**, OUR POTENTIAL TO CREATE A BRIGHTER FUTURE IS **UNLIMITED**.



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MESSAGE FROM THE GOVERNOR GENERAL OF CANADA ON THE OCCASION OF DUCKS UNLIMITED CANADA’S 85TH ANNIVERSARY

I am pleased to extend my warmest greetings and congratulations to the members of Ducks Unlimited Canada (DUC) in celebration of its 85th anniversary. Canadians are proud of the unique, natural beauty of our country and its iconic lands and waters. But every day, we bear witness to the consequences of anthropogenic climate change. That is why organizations such as DUC are vital to our society and to the natural space we call home. Since 1938, DUC has conserved over 900,000 square kilometres of habitat, helping to safeguard healthy wetlands and biodiversity on Canadian soil. I am proud to be patron of an organization that has had such a positive impact on our ecosystem. The necessity to act as responsible stewards of the planet we inhabit has never been greater than it is now, and I thank you for setting the example. I wish you all the very best in your work for this important cause.

MARY SIMON

Focused on the Future

MESSAGE FROM THE CHAIR & PRESIDENT

As Ducks Unlimited Canada (DUC) marks its 85th anniversary, it’s only natural that we look back at where we’ve been and reflect on the amazing history and success stories that we’ve been part of. A milestone as significant as this deserves recognition, even some celebration. But only for a short time. The need for conservation never stops and the road ahead for Canada’s wetlands and waterfowl demands our full attention. With our eyes firmly focused on the future, DUC staff, supporters and our diverse community of conservation partners took their pride and excitement for our 85th anniversary and transformed it into one of our biggest years yet. Historic habitat achievements — including Canada’s largest-ever private conservation easement— as well as multi-million-dollar investments in climate science, landmark policy announcements and the launch of a new youth advisory council are creating meaningful impact on the natural places that need our help. We’re accelerating our pace and intensifying our commitments to conserve and restore nature because we know that today’s realities demand it. Climate change

and biodiversity loss have created an ecological crisis — and the clock is ticking. Fortunately, DUC’s history provides compelling proof that we can collaborate, innovate, and find solutions to tough challenges. With hope, hard work and the helping hands of people who share our desire to make a difference, we can be successful. That’s why we have titled this year’s annual report “Unlimited Together.” It showcases that our progress is the result of a collaborative, partnership-driven approach that spans sectors and geographies. The achievements that fill these pages represent a shared commitment among all kinds of people. They stand as a testament to both our progress and our potential, confirming that we are unlimited in what we can accomplish when we work together. We are grateful to count you as part of our dedicated conservation community that is focused on the future. Thank you for your generous gifts of time and resources and for your ongoing partnership as we strive to safeguard Canada’s water, wetlands and wildlife for the generations of tomorrow.

ROGER D’ESCHAMBAULT – President

KEVIN HARRIS – Chair



Unlimited Together



CELEBRATING 85 YEARS OF CONSERVATION

Challenging times often bring out the best in people. This was the case in 1938 when, amid the dust and despair of the Great Depression, a group of intrepid sportsmen founded Ducks Unlimited Canada (DUC). Extreme drought was causing wetlands to dry up and waterfowl species that depended on this habitat were struggling to survive.

Tasked with delivering waterfowl habitat conservation projects that would bring back the birds they loved, our organization was established by a group of passionate people who knew that if they banded together, better days would come.

Today many waterfowl populations are recovering, and DUC has grown into one of North America's leading conservation organizations. Our work for Canada's wetlands and other natural areas is now being delivered in every province and in the Yukon and Northwest Territories, and is recognized for the significant value it provides to people and communities. As nature-based solutions to floods, droughts, water pollution and the impacts of extreme weather, the habitats that inspire our work are integral to the health of the planet.

What's ahead for the next 85 years? Like our founders before us, we're facing ecological challenges that require courage, collaboration and bold action. The interconnected crises of climate change and biodiversity loss demand that we find new and innovative ways to restore nature and ensure a sustainable future. Success won't come easy, but we have 85 years of history, knowledge and experience on our side.

As we look to the future, we draw inspiration from DUC's pioneering first step made back in 1938. We will strengthen our bonds as outdoor enthusiasts and conservationists of all kinds. And we will embrace the challenges ahead with confidence and belief in our abilities. Because we know that when we care for our wetlands and care for each other, what we can accomplish is truly unlimited.



Our Progress

ACRE BY ACRE, WE'RE GIVING NATURE SPACE TO THRIVE. Our conservation work takes place in wetlands, grasslands, forests and other natural areas throughout the country. The progress we've made over the past 85 years adds up, and we continue striving to create the kind of large, landscape-level impact that's needed to ensure the future health of our water, wildlife and communities.



NATIONWIDE CONSERVATION RESULTS (AS OF MARCH 31, 2023)

Over 85 years, Ducks Unlimited Canada has conserved **9.1 million acres**, influenced **222.9 million**, and enhanced an additional **454,304**. Currently there are **12,972** habitat projects under our management, totaling **6.2 million acres** conserved.

HABITAT PROJECT

A parcel of land that DUC is responsible for protecting and managing.

CONSERVED ACRES

Areas DUC has directly impacted through habitat programs that extend for 10 years or more. Examples include land purchases, management agreements and conservation easements.

RESTORED ACRES

Areas previously lost or degraded, returned to a more natural state by DUC conservation work.

ENHANCED ACRES

Areas DUC is directly impacting through habitat programs that extend for fewer than 10 years. Examples include invasive species work, nest box activities and winter wheat seeding.

INFLUENCED ACRES

Areas DUC is impacting through partnerships and advocacy work not tied to a length of time. Examples include sustainable land-use actions and wetland policies.

ANNUAL CONSERVATION PROGRESS & PLANNING	2023 GOALS	2023 RESULTS	2022 RESULTS	2021 RESULTS
HABITAT ACRES CONSERVED <small>(INCLUDES ACRES RESTORED)</small>	145,346 65,516	187,252 46,419	109,062 40,837	128,728 57,421
HABITAT ACRES ENHANCED	258,800	352,045	–	–
HABITAT ACRES INFLUENCED	3.9 million	1.7 million	33.7 million	4.9 million

DUC's conservation results in 2023 were significant. While our number of influenced acres fell short of the goal at the time of reporting, the balance of these acres will be realized early in fiscal year 2024.

LOOKING AHEAD TO 2024

DUC is planning to conserve 134,389 acres (including the restoration of 60,988 acres), to enhance 241,825 acres, and to influence 15.2 million acres of critical habitat across the country.

OUR LONG-TERM VISION

By our 100th anniversary in 2038, DUC expects to reach 10.2 million acres cumulatively conserved (including the restoration of 7.3 million acres)

Our Conservation Community

BANDING TOGETHER FOR A BETTER WORLD

DUCKS UNLIMITED CANADA'S CONSERVATION COMMUNITY IS MADE UP OF MANY DIFFERENT PEOPLE. People who love waterfowl and birdwatching. People who care about clean water. People who are concerned about climate change and people who want to ensure their children and grandchildren have places to enjoy the outdoors. Whatever your reason for supporting us, we thank you. Our progress is driven by your generous contributions and the belief you have in our mission.



ON-THE-GROUND AMBASSADORS AND CHANGEMAKERS

In communities across the country, people's individual actions are adding up to create a powerful force for nature. This year, we are proud to count the following people who are helping advance our mission through their own unique commitment to conservation:

SUPPORTERS: More than 76,000 people engaged with our mission by making generous financial gifts, participating in campaigns and signing up to stay informed about our conservation priorities and progress.

VOLUNTEERS: Approximately 3,500 community leaders shared their time to generate awareness and support for conservation, expanding our reach and profile.

LANDOWNERS: More than 22,000 people teamed up with us to protect and steward the ecological services provided by their land.

STUDENTS, EDUCATORS AND VISITORS: Nearly 105,000 people engaged with us through our wetland education programs delivered through schools and interpretive centres across the country.

STAFF: Our nearly 450 employees* worked with passion and purpose to achieve our strategic goals.

*Includes full-time and casual employees



THE POWER OF PARTNERSHIPS

Our 85 years of history provide compelling proof that we can go faster and further in the name of conservation when we go together. Partnerships are at the heart of our conservation approach. By aligning our efforts with those who share an interest in conservation and sustainability, we can create significant change. We can impact vast geographical areas on a scale and at a speed that would be impossible if we worked alone. DUC believes in joining forces, sharing knowledge and tackling the conservation challenges of today by linking arms with other important groups, including:

INDIGENOUS PEOPLES: We believe that protecting and restoring nature in Canada depends on creating meaningful partnerships with Indigenous Peoples and facilitating Indigenous leadership in conservation.

GOVERNMENTS: We are proud to work with federal, provincial and municipal officials from every political stripe to share our conservation experience and help inform policies that contribute to economic prosperity and environmental sustainability.

BUSINESSES AND INDUSTRY: We work with today's business leaders to find effective ways of minimizing their environmental impacts and achieving their sustainability goals.

SCIENTISTS AND ACADEMICS: We collaborate with a host of inspiring thought-leaders and pioneering researchers who are making new discoveries about the natural world.

DUCKS UNLIMITED COLLEAGUES: Working alongside representatives from Ducks Unlimited organizations in the U.S. and Mexico allows us to deliver conservation at a continental scale, creating positive environmental impacts that transcend borders and ripple across North America.



CELEBRATING
85 YEARS OF
CONSERVATION

A SALUTE TO OUR VOLUNTEERS

Did you know that DUC was established in 1938 by a small group of volunteers? Known as Keemen and Keewomen, they were DUC's eyes and ears on the landscape. They reported habitat conditions, waterfowl numbers and scouted for potential wetland projects. This grassroots approach to conservation continues today, with DUC volunteers serving in various capacities—from conservation to fundraising to education—to support our mission.

Ninety-nine-year-old Glen Michelson (*above*) from Lethbridge, Alta. is one of DUC's original Keemen. After signing up to volunteer with DUC in 1939, he never looked back. Supporting conservation quickly became a way of life. As DUC celebrates its 85th anniversary, we salute the invaluable contributions of Michelson and generations of other volunteers who followed in his footsteps.

TOP HONOURS FOR TEAM DUC



The **Canadian Non-profit Employer of Choice Award** is a national recognition program aimed at identifying, recognizing and promoting the best employers in the Canadian non-profit industry. Awards are given to organizations based on an evaluation of their people leadership, employee engagement, social responsibility, governance and transparency. Thanks to feedback gathered from employees, DUC was one of 16 organizations that received this honour based on last year's performance.

Our Financial Commitment

KNOWING THAT YOUR DONATION MAKES A DIFFERENCE IS IMPORTANT TO YOU. IT’S IMPORTANT TO US, TOO. Ducks Unlimited Canada transforms your support into meaningful impact by committing to the highest standards of operational efficiency, transparency and accountability. We take pride in delivering conservation programs that make the most of every dollar because you entrust us with more than your money. You entrust us with your hopes for the future.



YOUR GIFT IS USED WISELY

OUR GOAL IS TO INVEST 80 PER CENT OF OUR EXPENDITURES IN HABITAT CONSERVATION ANNUALLY. **IN THE 2023 FISCAL YEAR, DUC INVESTED 91 PER CENT IN HABITAT CONSERVATION.**

USES OF FUNDS (\$ MILLIONS)	2023 GOALS	2023 RESULTS	2022 RESULTS	2021 RESULTS
CONSERVATION (INCLUDES CAPITALIZED LAND PURCHASES)	\$137.4 90% INVESTMENT	\$135.3 91% INVESTMENT	\$91.0 88% INVESTMENT	\$87.0 90% INVESTMENT
FUNDRAISING	\$5.9	\$5.3	\$4.5	\$4.9
ADMINISTRATION	\$9.6	\$7.6	\$7.0	\$5.4

YOUR GIFT IS MULTIPLIED

DUC IS FORTUNATE TO HAVE CONSERVATION PARTNERS WHO PROVIDE DONATION MATCHING. **WE’RE ABLE TO MATCH DONATIONS MADE BY CANADIANS UP TO THREE TIMES, MULTIPLYING THE IMPACT OF YOUR GIFT.**



SOURCES OF REVENUE (\$ MILLIONS)	2023	2022	2021
GOVERNMENT GRANTS	\$70.6	\$55.5	\$43.3
FUNDRAISING REVENUE*	\$25.0	\$8.0	\$8.1
PROGRAM REVENUE	\$19.4	\$18.2	\$21.0
NON-GOVERNMENT PARTNERSHIPS	\$24.4	\$14.9	\$16.0
INVESTMENT INCOME	\$1.8	\$9.8	\$32.6

* Includes gift-in-kind donations. DUC also leveraged lines of credit for our Revolving Land Conservation Program of \$7.3 million in 2023, \$5.4 million in 2022 and \$10.5 million in 2021.

LOOKING AHEAD TO 2024:

DUC IS PLANNING TO REALIZE \$145.3 MILLION IN GROSS REVENUE.

REPORTING OUR RESULTS

In addition to our annual report, we provide detailed impact statements and stewardship reports to key partners and donors that describe how their money was invested and the conservation gains achieved with these funds.



Sustainability in Action

EMBRACING BOLD IDEAS, LEADING BY EXAMPLE AND CREATING POSITIVE OUTCOMES

SUCCESS IN TODAY'S MARKETPLACE IS MEASURED BY MORE THAN PROFITS. Contributing to the betterment of both people and the planet are major factors in organizations' bottom lines. Ducks Unlimited Canada is dedicated to helping our many partners integrate nature into their decision-making to accelerate the path to a sustainable economy. At the same time, we are striving to ensure the long-term success and relevance of our conservation work.

WALKING THE WALK

As a conservation leader, we have an opportunity — and a responsibility — to set positive examples of corporate sustainability that support the health, wealth and well-being of the country. DUC is striving to be the industry partner of choice that delivers pragmatic, science-based sustainability solutions at scale. We're committed to creating positive outcomes by:

LEADING BY EXAMPLE: This past year, we completed a materiality assessment that will lay the foundation of DUC's corporate sustainability strategy. Results from the assessment help us determine which sustainability impact areas have the greatest effect on our organization, as well as which areas are most important to our stakeholders.

SUPPORTING CANADIAN BUSINESSES: We support the development of business practices focused on nature-positive outcomes, meeting new customer demands and product innovation.

COLLABORATING WITH GOVERNMENTS AND COMMUNITIES: We help foster connections between policy and the practical mobilization of conservation action in key sectors including agriculture, energy, forestry, mining, finance and insurance.

INSPIRING INNOVATION WITHIN CANADIAN SUPPLY CHAINS: We partner with industry leading companies to provide products, programs and actionable solutions that help them fulfill their environmental sustainability targets and goals.

PARTNER SPOTLIGHT

We are proud to work alongside a diverse group of companies, offering solutions that are helping them achieve their sustainability goals. The following are examples of projects from different sectors that we helped deliver over the past year.



AGRICULTURE: DAIRY FARMERS OF CANADA STRENGTHEN COMMITMENT TO RESPONSIBLE FARMING PRACTICES

Canadian dairy farmers are naturally committed to caring for the environment, from the land and animals they tend to, to the water and air we all share. The Dairy Farmers of Canada have joined forces with DUC as they work toward the goal of being carbon neutral by 2050. Dairy farmers across the country are conserving and restoring wetlands on their property as a way of enhancing on-farm biodiversity while also providing environmental benefits to local communities. They are also adopting best management practices to improve soil health, sequester carbon and enhance water quality.

DUC has shared its conservation knowledge to help the Dairy Farmers of Canada develop the environment module of its quality-assurance program, proAction®. A set of rigorous standards that every dairy farm in the country must follow, proAction® recognizes that protecting and enhancing the environment is a key component of the industry's focus on continuous improvement.

In the past year, DUC also piloted its Biodiversity Assessment Tool on dairy farms in Western Canada. This tool helps quantify existing biodiversity value, plan improvements to land use and management, then assesses the biodiversity outcomes from these changes.

ENERGY: IRVING OIL PARTICIPATES IN NEW CONSERVATION EXCHANGE PILOT

Businesses across Canada are reflecting on ways to invest in biodiversity conservation and improve environmental sustainability practices. The new Conservation Exchange Pilot from Environment and Climate Change Canada is a voluntary opportunity for them to do just that.

Irving Oil was the first company to step forward to participate. By working with DUC, Irving Oil helped fund an important wetland restoration project in Nova Scotia. The Amherst Point salt marsh restoration project will transition the landscape from unnatural and highly modified habitats, to richer, naturally dynamic coastal wetlands. Results will significantly benefit species at risk, allowing a host of wildlife to thrive within this rich coastal habitat.

The Conservation Exchange is applying a science-based certification process that includes a standardized measure of biodiversity benefits to conservation projects. Partners like Irving Oil receive a certificate from Environment and Climate Change Canada to recognize their investments in nature.

DUC is also partnering with Nutrien and Maple Leaf Foods to deliver biodiversity enhancing projects through the Conservation Exchange Pilot.



FORESTRY: FOREST MANAGEMENT WETLAND STEWARDSHIP INITIATIVE ADVANCES CONSERVATION IN THE BOREAL FOREST

Wetlands are prominent across Canada's boreal forest and are an integral component of the interconnected systems that link all forest ecosystems. The Forest Management Wetland Stewardship Initiative is a partnership between DUC, the Forest Products Association of Canada and five industry partners including Alberta-Pacific Forest Industries, Canfor, Tolko Industries Ltd., West Fraser, and Weyerhaeuser Company to advance wetland stewardship in the boreal forest through sustainable forest management.

Under the Forest Management Wetland Stewardship Initiative, partners select projects of shared interest to focus on, with the goal of developing tools that forest practitioners can use when working in and around wetlands. Examples of projects completed to date include the creation of comprehensive guidebooks to assist with the identification and management of boreal wetlands.

SUSTAINABILITY SPOTLIGHT

ADVANCING CARBON PROTOCOL DEVELOPMENT AT THE MOISIE PROJECT

DUC has acquired more than 3,000 acres (1,214 hectares) of ecologically significant habitat along the Moisie River in Quebec. We are conserving the property's wetlands, forested peatlands, bogs and open marshes, and using the property as a pilot case for the fight against climate change. Our work on the site with partners will drive peatland conservation, advance our understanding of peat carbon science and support the development of carbon protocols.

Looking Ahead

ANTICIPATING, ADAPTING AND ADDRESSING THE CONSERVATION CHALLENGES OF TOMORROW

CONSERVATION PLANNING AT DUCKS UNLIMITED CANADA IS ROOTED IN A COMMITMENT TO ADAPTIVE MANAGEMENT. Responding to the environmental and social factors affecting wetlands and wildlife today requires that we build solid plans for tomorrow while allowing us to be nimble and flexible in our decision-making.

While DUC proudly reflects on 85 years of conservation, looking to the future has never been so important. We are focused on finding solutions that will create a healthy, sustainable world for the next 85 years—and beyond.

IMPLEMENTING DUC’S STRATEGIC PLAN

DUC’s 2022–2024 strategic plan is fortified by four key pillars:

1

Grow landscape-scale conservation by improving the sustainability of working landscapes

Today’s environmental challenges cannot be solved by protected areas alone. We must leverage the significant potential of the country’s expanse of farmlands, forests and grasslands in our conservation activities. These working landscapes connect the country ecologically, socially and economically. By improving sustainability on these valuable areas, they will deliver more benefits for the environment and people.

2

Deliver science-based solutions for critical conservation issues

The impacts of climate change are already devastating and are on a dangerous collision course with the biodiversity crisis. We must tackle both issues together to ensure a liveable future for our land, water, wildlife and communities.

3

Grow and diversify revenue sources

There is an ever-growing need for capital to support conservation. Filling the conservation financing gap will require securing new and expanded investments from both the public and private sectors.

4

Create an unmatched supporter experience

Conservation is only conservation without the support of people who are inspired to transform ideas into action. We’re striving to be the place where those who believe in the power and importance of the natural world rally together — and realize meaningful results.



CANADA’S SPRINT TOWARD 2030

Habitat loss and the destruction of nature have carried on at an increasing pace for the past 50 years. But change is coming. The Government of Canada has committed to an ambitious “30 x 30” goal: to protect 30 per cent of the country’s land and water by 2030 and restore another 30 per cent that has been degraded. With our shovels in hand and our hearts on our sleeve, DUC is committed to helping Canada achieve this important goal.

A WHOLE-OF-SOCIETY APPROACH: Everyone is needed in this new national push to protect nature. DUC believes that Canada’s approach must be championed and led by Indigenous communities who have been leading the conservation and stewardship of nature since time immemorial. At the same time, significant investments from federal, provincial and territorial governments coupled with strong commitments from industry, is the only way we will be successful. This whole-of-society approach requires unprecedented co-ordination, co-operation and landscape-scale land-use planning among all stakeholders.



MAKING NEW CROSS-BORDER COMMITMENTS TO CONSERVATION

DUC is joining forces with our Ducks Unlimited colleagues in the United States and Mexico to achieve some important conservation goals that will span North America:

TAKING BOLD ACTION FOR WATER: During the United Nations 2023 Water Conference, Ducks Unlimited organizations committed to conserving, enhancing and influencing more than 51 million acres of wetlands and associated habitats during the next five years. Our efforts in Canada will comprise a significant portion of this continental goal, with DUC committing to conserving more than 500,000 acres of habitat and influencing more than 50 million acres. This transboundary and international approach to water co-operation will deliver wetland conservation projects with water positive outcomes across North America.

LAUNCHING CONSERVATION FOR A CONTINENT: This is our newest capital campaign, one of the largest ever in North America devoted to landscape conservation. It will fund ambitious projects to build back nature with a collective goal of raising \$3 billion by 2026. It’s an extraordinary effort to improve wetlands across the continent on a scale large enough to improve the quality of life for waterfowl, people and other wildlife. *Conservation for a Continent* will expand on the 16 million acres Ducks Unlimited organizations have already conserved across North America.

Conservation

LEADING LANDSCAPE-LEVEL CHANGE

TODAY'S ENVIRONMENTAL CHALLENGES COMPEL US TO THINK ABOUT CONSERVATION AT A MUCH BROADER SCALE. As the impacts of both climate change and land-use change intensify, the best way we can help ecosystems stay resilient is to protect large, connected landscapes. For 85 years, Ducks Unlimited Canada has been bringing people together across geographies, sectors and backgrounds to collaborate on conservation solutions that protect important habitats, the wildlife that rely on them and the many ecological, economic and cultural benefits they provide.

LANDOWNER COLLABORATIONS ON THE PRAIRIES REACH ALL-TIME HIGH

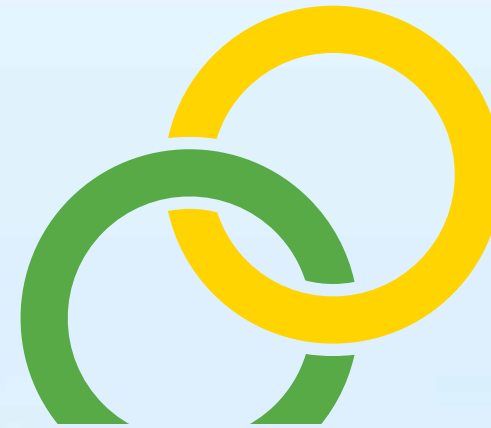
RECORD-SETTING HABITAT ACHIEVEMENTS REALIZED THROUGH CONSERVATION EASEMENTS

It was a landmark year for conservation on the Canadian Prairies. Here, the sprawling landscape is home to lush wetlands and grasslands, a thriving agricultural sector, many Indigenous communities as well as growing urban centres. This makes partnering with all who live and work on the landscape an essential part of ensuring prairie habitats remain healthy and productive for both people and wildlife. DUC's success was boosted this year by a record-setting number of acres conserved through conservation easements with private landowners. More than 89,000 acres (36,017 hectares) are now

protected in perpetuity thanks to conservation easements signed across Alberta, Saskatchewan and Manitoba.

A conservation easement is a voluntary, mutually agreed upon legal agreement between a landowner and DUC. The landowner preserves the natural integrity and features of all or part of their land by limiting the amount and type of development that can occur.

"The natural habitat is protected from draining or breaking, but the land itself remains in private ownership and can be used for grassland-based agricultural production including things like haying and grazing," says



Scott Stephens, director of conservation strategy and support for DUC.

DUC has led the use of conservation easements across the prairie region since enabling legislation was established in the late 1990s. This year, more than half of the habitat achievement came from a single project: the McIntyre Ranch in Alberta (*see page 35*). This contiguous parcel of land spans an incredible 55,000 acres (22,257 hectares) and is one of the largest blocks of unbroken prairie left in Canada.

Threats to prairie habitats remain high, as pressures to convert wetlands and grasslands increase in response to a growing world population that's demanding more food. But together, agricultural producers, conservationists and water resource management groups are finding ways to balance the economic and environmental priorities. The ongoing success of DUC's conservation easement program is a step in the right direction.



CELEBRATING
85 YEARS OF
CONSERVATION

FROM THE ARCHIVES: "DUCK FACTORIES" TAKE FLIGHT ON THE CANADIAN PRAIRIES

The first habitat projects delivered by DUC were often referred to as "Duck Factories," as our founders focused their efforts on shoring up populations while species struggled to survive amid the extreme drought that was gripping the Canadian Prairies. Their goal was to improve 100,000 acres (40,469 hectares) of land during DUC's first year of operation in 1938.

One project was selected in each of the Prairie provinces: Big Grass Marsh in Manitoba, Waterhen Marsh in Saskatchewan and Many Island Lake in Alberta (*below*). These large marshes provided critical staging habitat for many common species of North American ducks and much-needed water during drought. Motivated to do even more for the birds they loved, our founders initiated three additional projects during DUC's inaugural year. With a total of six projects completed by the end of 1938, approximately 155,000 acres (62,726 hectares) had been impacted.

By the 1950s, some 400 "Duck Factory" projects were spread across Manitoba, Saskatchewan and Alberta. Today, this region remains among DUC's top priority areas with more than 8,600 projects under our care. While all habitat is vital to the life cycles of waterfowl, DUC science shows that breeding areas — like the small pothole wetlands and grassland found here in the Prairie Pothole Region — have the greatest effect on waterfowl populations.



Science

EMPOWERING AND INFORMING OUR PATHS FORWARD

DUCKS UNLIMITED CANADA PRIDES ITSELF ON DELIVERING CREDIBLE, RESULTS-ORIENTED RESEARCH that helps put the right conservation programs in the right places. We use data to guide our decisions, then evaluate and adapt what we do. This approach helps ensure effective progress towards our mission while delivering ground-breaking research that provides critical guidance to national and international environmental issues.



INNOVATIVE RESEARCH TO QUANTIFY THE ROLE WETLANDS PLAY IN A CHANGING CLIMATE

CLIMATE ACTION AND AWARENESS FUND SUPPORTS NEW DUC RESEARCH



In a historic, collaborative undertaking, DUC is sharing its conservation science and on-the-ground expertise with academics, governments and other conservation agencies to gain a greater understanding of how wetlands can reduce greenhouse gas emissions. With funding from the Government of Canada's Climate Action and Awareness Fund, we are participating in three unique research projects that collectively mobilize more than \$20 million for wetland science.

"The research projects we are participating in will go a long way in advancing climate science and technology," says Stuart Slattery, national manager of DUC's Institute for Wetland and Waterfowl Research. "We are pleased to join some of the country's top scientists as we explore how Canada can, and must, leverage the power of nature to address the climate crisis."

Of the three projects DUC is participating in, we will be most engaged in a study that measures the ability of wetlands in agricultural landscapes to store carbon. Working with researchers at the University of Toronto Scarborough, multiple flux towers will be deployed in freshwater mineral wetlands across Canada. The towers will measure how much carbon dioxide and methane are being released from these wetlands and how their man-

agement impacts carbon sequestration and greenhouse gas emissions. Findings will contribute to the development of carbon protocols while providing important information to guide the protection, conservation, restoration and management of freshwater wetlands.

DUC is also contributing science and conservation expertise to two additional projects supported by the Climate Action and Awareness Fund. This includes a study being led by the University of Waterloo to quantify how peatland management can contribute to climate change mitigation as a nature-based solution. The other is a project, led by the University of Waterloo, aimed at developing climate and water-smart agricultural solutions by creating improved estimates of greenhouse gas emissions across the life cycle of the food system — from production to waste. It contributes to DUC's ongoing efforts to promote soil and water management in ways that increase agricultural productivity and conservation of natural resources.

These projects build on DUC's ongoing research and conservation efforts that have been core to our organization since our beginnings. We are proud to contribute to these innovative climate research projects and leverage the power of nature to address climate change.

The Climate Action and Awareness Fund is a federal government investment that will provide up to \$206 million over five years to support Canadian-made projects that help to reduce Canada's greenhouse gas emissions. Funded projects will strengthen Canada's science capacity to identify, accelerate and evaluate actions towards achieving net-zero greenhouse gas emissions.



CELEBRATING
85 YEARS OF
CONSERVATION

FROM THE ARCHIVES: THE INSTITUTE FOR WETLAND AND WATERFOWL RESEARCH TAKES FLIGHT

DUC has always identified its scientific pursuits as one of its core strengths. In 1991, our Institute for Wetland and Waterfowl Research (IWWR) was established with the vision of being a leading international program of excellence.

Today, DUC scientists work closely with conservation staff across Canada and are regularly invited to present to other scientists, policy makers, service clubs and land-use planners in a multitude of public forums. Their body of work has expanded to increase understanding of how habitat conservation affects ecosystem services — things like water quality and flood

mitigation — that directly improve human health and livelihoods.

The role and impact of DUC's world-leading research cannot be understated — both in our past and in our future. It uncovers the unique relationships between wetlands, waterfowl, watershed health and biodiversity. It equips us with the data we need to take a meaningful message to Canadians. It gives us credibility and influence with governments, industries and landowners. It guides our on-the-ground conservation work to achieve the best outcomes for people, wildlife and more.



IWWR was led by DUC's first director of science and adaptation, Dr. Michael Anderson (above). Today, he remains a pillar in DUC's science program, serving as emeritus scientist and advising on national and international conservation program partnerships.

Education

SHAPING THE FUTURE OF CONSERVATION

CANADA'S YOUTH WILL INHERIT A WORLD SHAPED BY THE DECISIONS MADE TODAY AND TOMORROW. That's why Ducks Unlimited Canada is committed to engaging and collaborating with young people to create a path forward. Our education programs provide youth with tools and resources designed to inspire and empower. Through hands-on activities, advisory roles and award-winning curriculum, we strive to provide young people with unique opportunities where they can learn — and lead.

CONSERVATIONISTS IN TRAINING

YOUTH ADVISORY COUNCIL PROVIDES PERSPECTIVE AND GUIDANCE FOR THE FUTURE

A motivated and diverse group of 10 young people from across the country have been selected to form DUC's first-ever Youth Advisory Council. With ages ranging from 18 to 23, these budding conservationists come together to share their perspectives on the future of conservation, what role they want to play and how DUC can move their vision forward.

Throughout their two-year term, council members have received leadership and skills training, met experts in the field, and advanced their knowledge of wetland science and conservation.

"Last summer, we were thrilled to take the Youth Advisory Council on a tour of Manitoba's wetlands and grasslands where they gained first-hand knowledge from DUC staff and other conservation experts," says Mariane Bolla, DUC's national education manager. "This experience deepened their connection to conservation and to DUC, while also providing opportunities to develop their own views and ideas as up-and-coming conservation leaders."

Council members are also reflecting on what they learn and offering suggestions to DUC leadership regarding conservation and

engagement strategies. Through an online focus group, they helped DUC find the answers to questions like: which environmental issues are important to young people, and why? How can we make sure that youth voices are being heard?

"Our Youth Advisory Council prepared a set of thoughtful and strategic recommendations, which has helped shape the development of a new youth engagement strategy for DUC," says Bolla. "Their insights have been invaluable, and we know there will be much more to come from these young, eager conservationists."



Right: The Oak Hammock Marsh Conservation Centre, site of the Harry J. Enns Wetland Discovery Centre and DUC's national offices, was officially opened on a spring weekend in May 1993. More than 10,000 visitors took part in the festivities.



CELEBRATING
85 YEARS OF
CONSERVATION

FROM THE ARCHIVES: DUCKS UNLIMITED CANADA LANDS AT OAK HAMMOCK MARSH

The Harry J. Enns Wetland Discovery Centre is DUC's flagship interpretive centre, welcoming more than 100,000 people every year to learn about and experience wetlands firsthand. Located in the Oak Hammock Marsh Wildlife Management Area in Manitoba, it first opened its doors in 1993.

The building, which also includes DUC's national offices, incorporated state-of-the-art technology and sustainable design features when it was built. Oak Hammock Marsh is recognized as a Ramsar Wetland of International Importance, so ensuring the structure adhered to the highest possible environmental standards was top priority. Today, visitors are delighted to see birds nesting on the green roof and can walk the surrounding trails for a truly immersive nature experience.

Over the past 30 years, schoolchildren, birders and tourists from around the world have visited the centre. In addition, community outreach and virtual education programming have allowed staff to reach classes and interested groups from almost anywhere.

The time has now come to re-invest and re-imagine this one-of-a-kind building and nature destination. DUC will be embarking on a multi-million-dollar renovation that will transform the site into a new and contemporary national centre for wetland education and engagement. An exciting new chapter at Oak Hammock Marsh awaits.





Government Relations

ADVOCATING FOR CONSERVATION ACTION

WE SHARE OUR CONSERVATION KNOWLEDGE AND EXPERTISE to inform the policies that are needed to create a future where people and nature thrive. Long-term commitments from all levels of government are needed to address the colliding crises of climate change and biodiversity loss. As a passionate, non-partisan advocate for Canada's wetlands, Ducks Unlimited Canada's policy recommendations are drawn from 85 years of habitat conservation and restoration experience, decades of conservation research and longstanding partnerships with people from all walks of life.



A PLACE ON THE WORLD STAGE: HELPING SHAPE INTERNATIONAL POLICY AT BIODIVERSITY AND WATER CONFERENCES

As leaders from around the world came to learn, inform, debate and negotiate commitments towards a nature-positive future, DUC was among the conservation organizations at the table. Following a series of delays and postponements due to the pandemic, two important global conferences received the go-ahead to plan gatherings designed with urgency and action in mind.

The 15th Conference of the Parties (COP15) to the United Nations Convention on Biological Diversity (CBD) held in Montreal in December 2022 brought together approximately 16,000 delegates and observers from more than 190 countries for the largest international biodiversity summit in history. Following on its heels, the United Nations 2023 Water Conference — the first gathering of its kind in a generation — saw 10,000 participants come together in New York City.

“Both of these events sent a clear message that bold action is needed,” says Jim Brennan, DUC’s national director of industry and government relations. “Given the pace, severity and impacts of climate change and biodiversity loss, it was imperative that nations agreed to new deals for nature.”

Brennan, along with a team of DUC representatives, attended the COP15 conference. Here, the organization served as part of the Canadian delegation, hosted a special event at the Canadian Pavilion (*right*) that brought together leading agricultural and conservation partners from across North America, and supported Environment and Climate Change Canada with the official negotiations. Fortunately, the reward proved to be well worth the effort. After hours of painstaking deliberations, DUC witnessed the adoption of a long-awaited and urgently needed Global Biodiversity Framework that commits to the largest

land and ocean conservation commitments in history. The Framework includes critical targets such as protecting and restoring 30 per cent of Earth’s lands and 30 per cent of its waters by 2030 to meet the goals to halt and reverse biodiversity loss by 2030 and restore biological diversity levels by 2050.

Similarly, at the UN Water Conference, DUC officials attended meetings, negotiations and special events alongside partners from a variety of sectors. Important steps were taken to reinforce water’s place as a fundamental human right, to develop new, alternative food systems to reduce the unsustainable use of water in food production and agriculture, and designing and implementing a new global water information system to guide plans and priorities by 2030.

With only seven years to achieve these goals, strong action and a whole-of-society approach is needed. “Now that the events are over, everyone must roll up their sleeves and get to work,” Brennan says. “All of us have a role, a responsibility and our unique reason to heed nature’s call”



“BOTH OF THESE EVENTS SENT A CLEAR MESSAGE THAT BOLD ACTION IS NEEDED.”

— JIM BRENNAN

FROM THE ARCHIVES: ESTABLISHING THE NORTH AMERICAN WATERFOWL MANAGEMENT PLAN

In 1986, the Canadian and U.S. governments signed the North American Waterfowl Management Plan (NAWMP). This international partnership agreement, formed with input from DUC and other conservation groups, would lay the foundation for international co-operation in the recovery of declining waterfowl populations. Mexico became a signatory to the Plan in 1994. As a result, the NAWMP partnership extends

across North America, working at national and regional levels on a variety of waterfowl and habitat management issues.

Since the creation of the Plan, NAWMP partners like DUC have worked to conserve and restore wetlands and other key habitats for waterfowl across the continent. The impact has been wide ranging and impressive. It includes shaping land-use, agricultural and public policies, integrating



CELEBRATING 85 YEARS OF CONSERVATION

science and monitoring systems into planning, and delivering habitat programs. The results of these efforts are notable, as many waterfowl populations are significantly larger than they were in 1986.

Today, the NAWMP is one of the most successful conservation initiatives in the world and DUC is proud to be NAWMP’s primary facilitator of on-the-ground conservation work in Canada.

International Partnerships

GIVING WINGS TO CROSS-BORDER CONSERVATION

UP TO 70 PER CENT OF THE CONTINENT'S WATERFOWL BREED IN CANADA, which make habitats here at the top of North America's flyways the foundation upon which migratory bird conservation is built. Ducks Unlimited Canada is proud and grateful to work alongside our colleagues in the United States and Mexico to deliver conservation programs in Canada that have an amazing ripple effect. Support for outdoor recreation and tourism, appreciation for wildlife and wild places as well as increased hunting opportunities are all benefits that communities across North America enjoy as birds travel up and down their migration pathways.



FALL FLIGHTS PROGRAM SEES RECORD-SETTING PARTICIPATION: CONTRIBUTIONS FROM ALL LOWER 48 STATES WILL SUPPORT CANADIAN HABITAT CONSERVATION

Wildlife agencies in the United States have long recognized the critical role Canada plays in the life cycle of waterfowl and other migratory birds that wing their way south each fall. Through the Fall Flights program, U.S. states contribute to Canadian wetland conservation by supporting organizations like DUC.

This year, an exciting record was set as all 48 states that make up the contiguous U.S. provided funding for Canadian habitat conservation.

Fall Flights is a continental program that supports the rich culture of conservation and outdoor recreation. The program began in 1965 (formally known as “the State Contributions to North American Waterfowl Management Plan/North American Wetlands Conservation Act projects in Canada”) with support from just three states: Louisiana, Ohio and South Carolina. By 1991, the program had grown to include 24 states, collectively contributing \$1.5 million to wetland habitat conservation in Canadian provinces.

Since then, the Fall Flights program has been guided by the Association of Fish and Wildlife Associations. It has invested signifi-

cant effort into promoting the program and its many benefits, and set a goal of raising \$5 million and achieving 100 per cent participation by the lower 48 states by 2026.

This past year, these important goals were met when all lower 48 states provided funding toward waterfowl habitat conservation in Canada, with the final amount exceeding \$5 million (USD) for Canadian conservation work.

“The most powerful aspect of the Fall Flights program is that every dollar provided by state governments is amplified with contributions from Canada and the United States alike, which brings greater impacts for waterfowl and wetlands in the breeding grounds here in Canada,” says Dave Kustersky, DUC’s manager of international partnerships. “State funding through Fall Flights is matched by Ducks Unlimited organizations in Canada and the United States, then leveraged with Canadian contributions and federal funding.”

This unique funding structure makes the most effective use of state conservation dollars, often matching them up to four times. This multiplying effect maximizes habitat conservation and waterfowl production in Canada for an impressive return on investment.

Fall Flights is a powerful partnership program that helps drive state economies while advancing important local and international conservation goals by making a long-term investment in the future. By funding critical habitat conservation work in Canada, the Fall Flights program ensures waterfowl and other migratory birds make their legendary journeys to the United States every year.

“THE MOST POWERFUL ASPECT OF THE FALL FLIGHTS PROGRAM IS THAT EVERY DOLLAR PROVIDED BY STATE GOVERNMENTS IS AMPLIFIED WITH CONTRIBUTIONS FROM CANADA AND THE UNITED STATES ALIKE.”

— DAVE KUSTERSKY



CELEBRATING
85 YEARS OF
CONSERVATION

FROM THE ARCHIVES: DUC'S FIRST DONOR PROJECTS CELEBRATE CONTRIBUTIONS FROM U.S. CONSERVATIONISTS

Some of our earliest conservation projects were undertaken thanks to the generosity and support of people in the U.S. who understood the importance of Canadian habitat to continental waterfowl populations. Donations from individuals as well as sporting organizations were graciously sent north to Canada, allowing DUC to move forward with important habitat work.

One of the first donor projects in Canada was located in southern Alberta near Brooks. Originally known as Cassils Lake, it was dedicated in 1940

as “Lake San Francisco” to honour members of the Pacific Rod and Gun Club of San Francisco, California whose contributions provided DUC with the means to complete important habitat restoration at the site.

Another early donor project was dedicated (above right) to Major Max Fleischman of California who, in 1940, gifted DUC a bulldozer and other heavy equipment—an extremely practical and beneficial donation at the time. Many contractors who had this type of machinery were occupied

with government contracts related to the war; Major Fleischman’s generosity ensured that DUC’s progress would not be hindered.

Today, this spirit of cross-border collaboration remains strong. Conserving the breeding grounds of waterfowl and birds in Canada is a shared effort, and thousands of cairns can be found across the country that mark the names and contributions of people on both side of the border who have come together in friendship and partnership to make a difference for conservation.



British Columbia

CONSERVING CANADA’S WEST COAST WONDERS

IN THE FACE OF FLOODS, FIRES AND SEA-LEVEL RISE, Ducks Unlimited Canada is delivering conservation solutions to help keep British Columbia’s legendary landscapes and iconic wildlife healthy, abundant and beautiful.

OUR CONSERVATION SUCCESS (AS OF MARCH 31, 2023)

Over time, DUC has conserved **498,591 acres**, influenced **6.7 million** and enhanced an additional **77,298**. Currently there are **581** habitat projects under our management, totaling **453,467 acres** conserved.

ADDITIONAL ACRES INFLUENCED WITHIN THE BOREAL REGION OF BRITISH COLUMBIA ARE REPORTED IN THE BOREAL SECTION OF THIS REPORT.

ANNUAL CONSERVATION PROGRESS & PLANNING	2023 GOALS	2023 RESULTS	2022 RESULTS	2021 RESULTS
HABITAT ACRES CONSERVED <small>(INCLUDES ACRES RESTORED)</small>	1,313 663	1,003 877	1,031 780	1,410 1,350
HABITAT ACRES ENHANCED	12,800	20,172	–	–
HABITAT ACRES INFLUENCED	300	–	15,174	13,924

We continue making strong and consistent progress in British Columbia, with significant growth in the number of acres we enhanced this year.

LOOKING AHEAD TO 2024: DUC is planning to conserve 822 acres (all of which will be restored) and enhance 12,500 acres in British Columbia. No influenced acres are expected.



COMMUNITY AMBASSADORS AND CONSERVATION PARTNERS

DUC is grateful for the support of many people across the province who contribute to our success. This includes:

- **375 volunteers** who raise funds and awareness for wetland conservation; and
- **1,030 landowners** who protect vital habitat on their property.

RESTORING TIDAL MARSH HABITATS FOR A SUSTAINABLE FUTURE: SEDIMENT ENHANCEMENT PILOT PROJECT DELIVERS INNOVATIVE, NATURE-BASED COASTAL PROTECTION

An ambitious undertaking aims to restore the delicate balance of B.C.’s Fraser River estuary. This innovative initiative focuses on revitalizing the tidal marsh habitat, protecting the coast from flooding, and ensuring the longevity of this valuable ecosystem.

Throughout the years, human activities have altered the natural flow of the Fraser River, significantly impacting the health of the marshes that line its banks. To address this, sediment dredged from nearby areas of the river is being repurposed and placed in strategic areas along the west coast of Richmond at Sturgeon Bank, providing a solid foundation for the marshes to flourish once again. To date, about 11,000 cubic metres of sediment have been redirected to Sturgeon Bank. Plans to add more sediment exist for at least the next two years.

The significance of this project extends beyond the boundaries of the estuary. The Fraser River serves as a vital junction for a multitude of wildlife. It acts as a critical rest stop for hundreds of millions of young salmon during their journey to the ocean and provides a vital wintering habitat for waterfowl and shorebirds. Unfortunately, alterations to the river’s flow have taken a toll on these habitats, threatening the fragile ecosystems and the survival of the endangered southern resident killer whales that rely on the salmon as their primary prey.

Research indicates that a lack of new sediments reaching the marsh due to surrounding coastal alteration likely hinders vertical growth of the marsh, and its ability to

keep pace with rising sea levels. In addition to providing sanctuary for fish and wildlife, these marshes act as a natural defence against coastal flooding. Their ability to absorb and filter water serves as a crucial buffer, protecting nearby communities from the destructive impacts of storms and rising tides.

“This project demonstrates our commitment to preserving the delicate balance of nature,” says project lead and B.C. conservation programs specialist Eric Balke. “It is a story of innovation, collaboration, resilience, and the determination to restore and protect these invaluable ecosystems. The project not only benefits fish, wildlife, and local communities but also contributes to the larger goal of creating resilient ecosystems and protecting coastal areas from the impacts of climate change.”

As the project progresses, experts will diligently monitor the restored marshes, ensuring their continued health and resilience. Valuable insights gained from this pilot initiative will guide future restoration efforts in the Fraser River Estuary and other ecosystems facing similar challenges.

“THIS PROJECT DEMONSTRATES OUR
COMMITMENT TO PRESERVING THE
DELICATE BALANCE OF NATURE.”

— ERIC BALKE



A “FRESH” PARTNERSHIP FOR THE FRASER

The Sturgeon Bank Sediment Enhancement Pilot Project is one of the Fraser River Estuary Salmon Habitat (FRESH) Restoration Projects, a collaborative effort led by DUC in partnership with Raincoast Conservation Foundation, Tsawwassen First Nation and the Lower Fraser Fisheries Alliance. Funding is provided by the B.C. Salmon Restoration and Innovation Fund through Fisheries and Oceans Canada and the Province of British Columbia, with additional funding from Tsawwassen First Nation and the Vancouver Fraser Port Authority. It demonstrates the power of collective efforts to make a positive impact on our environment and the well-being of both nature and people.

MAINTAINING THE MAGIC OF WILD PLACES AND WIDE-OPEN SPACES

ALBERTA’S CONTINUED GROWTH AND PROSPERITY depend on our ability to steward and safeguard our environment. This includes preserving the quality of our water, air, land and wildlife. Ducks Unlimited Canada partners with landowners, communities, government and other organizations to ensure we have a better and brighter future — one that maintains the magic of Alberta’s wild places and wide-open spaces.

OUR CONSERVATION SUCCESS (AS OF MARCH 31, 2023)

Over time, DUC has conserved **2.8 million acres**, influenced **445,374** and enhanced an additional **152,900**. Currently there are **2,832** habitat projects under our management, totaling **2.3 million acres** conserved.

ADDITIONAL ACRES INFLUENCED WITHIN THE BOREAL REGION OF ALBERTA ARE REPORTED IN THE BOREAL SECTION OF THIS REPORT.

ANNUAL CONSERVATION PROGRESS & PLANNING	2023 GOALS	2023 RESULTS	2022 RESULTS	2021 RESULTS
HABITAT ACRES CONSERVED	41,587	76,106	16,727	20,969
(INCLUDES ACRES RESTORED)	11,683	8,095	7,739	10,507
HABITAT ACRES ENHANCED	75,000	152,970	—	—
HABITAT ACRES INFLUENCED	16,000	293,838	152,000	274,466

This year, record-setting habitat acres were gained in Alberta. We exceeded our goal in conserved acres thanks the conservation easement signed at the McIntyre Ranch (*see story*).

LOOKING AHEAD TO 2024: DUC is planning to conserve 26,545 acres (including the restoration of 10,145 acres), enhance 64,250 acres and influence 43,475 acres in Alberta.

COMMUNITY AMBASSADORS AND CONSERVATION PARTNERS

DUC is grateful for the support of many people across the province who contribute to our success. This includes:

- 607 volunteers who raise funds and awareness for wetland conservation; and
- 4,893 landowners who protect vital habitat on their property.



LARGEST CONSERVATION EASEMENT IN CANADIAN HISTORY PROTECTS 55,000 ACRES

McINTYRE RANCH IS A GLOBALLY SIGNIFICANT EXPANSE OF INTACT PRAIRIE WETLANDS AND GRASSLANDS

For more than 100 years, silhouettes of cattle and ranchers have graced the panoramic pastures of Alberta’s Milk River Ridge. Within the highest peak of this Ridge sit the boundaries of the remarkable McIntyre Ranch. Coloured by vast native grasslands and vibrant wetlands, this rare and breathtaking place spans an incredible 55,000 acres (22,000 hectares) — an area more than a quarter the size of Calgary.

The ranch has been faithfully stewarded for generations by conservation-minded families. Now, this legacy will continue forever thanks to a historic partnership between DUC, the Nature Conservancy of Canada (NCC) and the ranch’s owners, the Thrall family. Through the largest conservation easement agreement in Canadian history, the three partners will ensure the ranch and its unrivaled habitat lands will be maintained in their natural, healthy and contiguous state.

“We are grateful to be partnering with DUC and NCC as we work together and share the responsibility to preserve prairie grasslands. This relationship will help to achieve our sustainable ranching practices in conjunction with our ‘balance with nature’ philosophy,” says Ralph A. Thrall III, President & CEO, McIntyre Ranching Co. Ltd. “We’re proud to play a role in preserving something that is the way that it used to be.”

The magnificent prairie grasslands found on the 129-year-old McIntyre Ranch are one of Canada’s most at-risk ecosystems. Scattered throughout these grasslands are more than 3,600 wetland basins that provide invaluable habitat for countless waterfowl as well as populations of other migratory birds that travel across the entire continent. Designated as an Important Bird and Biodiversity Area, these wetlands and grasslands allow a long list of prairie species, including provincially rare birds such as northern

pintail, cinnamon teal, long-billed curlew and Baird’s sparrow, to thrive. They also play a unique and fundamental role in contributing to clean water and mitigating severe weather.

Conservation of the McIntyre Ranch will build upon several other surrounding areas that are managed by DUC and NCC, providing a contiguous habitat for a diversity of wildlife, including wide-ranging pronghorn.

The storied landscapes of the McIntyre Ranch now have a new chapter, one that builds on the success of its past and the promise of its future. We are humbled to be part of it.

“WE’RE PROUD TO PLAY A ROLE IN PRESERVING SOMETHING THAT IS THE WAY THAT IT USED TO BE.”

— RALPH A. THRALL III

© LETA PEZDERIC/NCC



PARTNERSHIP IN ACTION ON THE PRAIRIES

A project of this scale required co-operation, collaboration and the support of many partners. Together, DUC, NCC and the Thrall family, with significant contributions by the Governments of Alberta and Canada, as well as corporate, foundation and individual donors, made this monumental accomplishment possible. The Thrall family’s substantial contribution to support the project was also critical to its success. The conservation of McIntyre Ranch stands as an example of the power of partnerships to achieve significant and lasting outcomes — for the benefit of us all.

Saskatchewan

WETLANDS AND GRASSLANDS WORK TOGETHER IN THE HEART OF THE PRAIRIES

SASKATCHEWAN IS A MOSAIC OF FLAT PLAINS, ROLLING HILLS, steep-sided valleys and shallow pothole wetlands. These areas provide essential goods and services including food, energy, water and biodiversity—and competition for land is high. Ducks Unlimited Canada works with our partners across this important working landscape to balance the needs of nature and people.

OUR CONSERVATION SUCCESS (AS OF MARCH 31, 2023)

Over time, DUC has conserved **2.8 million acres**, influenced **5.9 million** and enhanced an additional **60,300**. Currently there are **4,227** habitat projects under our management, totaling **1.5 million acres** conserved.

ADDITIONAL ACRES INFLUENCED WITHIN THE BOREAL REGION OF SASKATCHEWAN ARE REPORTED IN THE BOREAL SECTION OF THIS REPORT.

ANNUAL CONSERVATION PROGRESS & PLANNING	2023 GOALS	2023 RESULTS	2022 RESULTS	2021 RESULTS
HABITAT ACRES CONSERVED <small>(INCLUDES ACRES RESTORED)</small>	73,102 38,067	82,783 28,013	61,524 19,143	77,692 32,057
HABITAT ACRES ENHANCED	90,000	60,300	—	—
HABITAT ACRES INFLUENCED	20,000	61,776	78,700	584,810

We continue making steady progress in Saskatchewan year over year. In 2023, we exceeded our conserved-acre goal thanks to continued growth in our habitat delivery programs, most notably our rangeland program.

LOOKING AHEAD TO 2024: DUC is planning to conserve 77,358 acres (including restoration of 39,595 acres), enhance 79,000 acres and influence 34,500 acres in Saskatchewan.



RECORD-BREAKING WETLAND RESTORATION BRINGS BACK WATER AND BIODIVERSITY

HANNOTTE PROJECT PROVIDES A REWARDING SENDOFF FOR RETIRING DUC STAFFER

Throughout much of his 41-year career with DUC, conservation program specialist Kevin Rozdeba held onto a dream. Where others saw six quarter sections of farmland in the prairie pothole country of east-central Saskatchewan, Rozdeba saw a wetland basin that had been drained more than 100 years prior but could be home to diverse wildlife again.

At first glance, the restoration project that Rozdeba envisioned was deceptively straightforward. Hundreds of acres of land would be reflooded with the construction of a single earthen ditch plug (an earthen wall that holds water). But several landowners were involved and impacted, each one a moving part that needed to fall into place.

Rozdeba was only months from retirement when DUC had the opportunity to purchase three parcels of land pivotal to the potential project. He knew what to do next.

“It was a full year of door-knocking to line up all the neighbouring landowners,” the long-serving staffer explains. Altogether, Rozdeba succeeded in signing six separate conservation agreements with five landowners,

and almost singlehandedly orchestrated the largest wetland restoration of its kind in Saskatchewan.

Rozdeba’s efforts resulted in the protection of 80 acres (32 hectares) of existing wetlands and 380 acres (154 hectares) of grassland nesting cover. And, notably, it also included the restoration and conservation of a 260-acre (105-hectare) prairie wetland—more than double the size of an 18-hole golf course.

The Hannotte Project—named for the former owner of those first key parcels—demonstrates the conservation outcomes that result from staff dedication and know-how gained through years spent on the working landscapes of Saskatchewan.

With the ditch plug constructed in the fall of 2022, this past spring saw the striking return of water and wetland biodiversity. Shorebirds, ducks, and Canada geese with days-old goslings were all spotted foraging and resting at the Hannotte Project. Thanks to the vision and perseverance of Rozdeba, these species and more will benefit from this newfound habitat in a heavily impacted landscape.



COMMUNITY AMBASSADORS AND CONSERVATION PARTNERS

DUC is grateful for the support of many people across the province who contribute to our success. This includes:

- + **558 volunteers** who raise funds and awareness for wetland conservation; and
- + **7,029 landowners** who protect vital habitat on their property.

A WINNING EQUATION: STAFF + LANDOWNERS + INDUSTRY AND GOVERNMENT STAKEHOLDERS

While Rozdeba’s vision and hard work were instrumental to the Hannotte wetland restoration, the conservation mindset of local landowners who saw the value in restoring and protecting wildlife habitat was also essential. Recently, DUC’s work with industry in the province has resulted in additional wetland restorations in the province, too. Through the Government of Saskatchewan’s Wetland Mitigation Guideline, industry meets environmental compliance requirements by offsetting its unavoidable impacts to wetlands. Serving as the delivery partner for the Guideline, DUC receives industry funding to restore wetlands off-site of development areas, and since 2010, has restored more than 1,100 basins totaling 1,500 wetland acres (607 hectares).

When DUC’s passionate and savvy staff join forces with Saskatchewan landowners, government and industry stakeholders, it bodes well for additional record-breaking projects down the road.

Homegrown Conservation
with Continental Impacts

Manitoba is the birthplace of Ducks Unlimited Canada. Its vibrant wetlands, and the impressive flocks of waterfowl that frequent them, inspired our first habitat project in 1938. Today, our work takes place throughout the province’s connected landscapes—from wetlands to grasslands to forests—and our determination to create a healthier world is as strong as ever. The benefits of the conservation work we deliver are felt well beyond our borders, extending across the continent in communities that share our precious water and wildlife resources. We are proud of our Manitoba roots and promise to uphold our responsibility to safeguard the valuable natural places we’re fortunate to call home.

Our Conservation Success (as of March 31, 2023)

Over time, DUC has conserved **1.5 million acres**, influenced **739,338** and enhanced an additional **159,841**. Currently there are **1,572** habitat projects under our management, totaling **765,062 acres** conserved.

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

Annual Conservation Progress & Planning	2023 Goals	2023 Results	2022 Results	2021 Results
Habitat Acres Conserved (includes acres restored)	17,235 10,329	16,607 6,380	12,171 5,611	12,350 5,913
Habitat Acres Enhanced	80,000	117,574	—	—
Habitat Acres Influenced	65,950	78,638	185,663	155,332

We are making progress year-over-year in the number of acres we are conserving in Manitoba thanks to strong landowner programs.

Looking Ahead to 2024: DUC is planning to conserve 17,667 acres (including the restoration of 6,993 acres), enhance 85,000 acres and influence 65,880 acres in Manitoba.

Community Ambassadors
and Conservation Partners

DUC is grateful for the support of many people across the province who contribute to our success. This includes:

- + 504 volunteers who raise funds and awareness for wetland conservation; and
- + 2,995 landowners who protect vital habitat on their property.

Paying Attention to Manitoba’s Peatlands: Moswa Meadows and Fish Lake Fen Receive Provincial Recognition and Protection

Despite being as globally significant to the health of the planet as rainforests, peatlands often go unnoticed and unappreciated. Fortunately, that’s not the case in Manitoba, where a new designation from the provincial government is shining a spotlight on these little-known landscapes, which cover more than one-third of the province. The designation recognizes the many values that peatlands provide for people, wildlife and watersheds.

Peatlands are a distinctive wetland type characterized by the accumulation of partially decayed organic matter, which form layers of peat. They are primarily found in the province’s boreal region, concentrated in the Hudson Bay Lowlands, around Lake Winnipeg and The Pas, as well as in the southeastern corner of the province.

This past February, Moswa Meadows and Fish Lake Fen became Manitoba’s first-ever Provincially Significant Peatlands. The designation, part of the Peatland Stewardship Act, prohibits all development and industrial resource activity but allows access and traditional practices by Indigenous Peoples.

“These designations are a significant step toward ensuring more of these vibrant, productive ecosystems receive the recognition and protection they need,” says Trent Hreno, head of industry and government relations for DUC’s national boreal program.

Moswa Meadows is located in west-central Manitoba and provides ideal habitat for moose populations, which have experienced prolonged decline in the region. Fish Lake Fen, about two hours north of Winnipeg, is a rare calcium-rich ecosystem that contains equally rare plant communities including the colour-

fully named yellow twayblade, showy lady’s slipper, bog goldenrod and two kinds of sundew and beakrush. Together, Moswa Meadows and Fish Lake Fen comprise approximately 69,000 acres (28,000 hectares).

Beyond supporting a diverse array of plant and animal species, these peatlands and the countless others that blanket Manitoba are critical carbon sinks. In Manitoba, peatlands can have more than five metres of peat. This peat can persist for thousands to tens of thousands of years, preventing enormous amounts of carbon from being released into the atmosphere as greenhouse gas.

“The power of peatlands to support biodiversity and climate change mitigation cannot be underestimated,” says Hreno. “The opportunity to protect these often-irreplaceable landscapes is now.”



Growing Government Partnerships,
Growing Conservation Success

The establishment of these designations was championed by DUC staff who identified the value of these peatlands and advocated for their protection. We were fortunate to work closely with the Government of Manitoba as these peatlands moved through the candidate process to final designation, and we look forward to collaborating with the Government of Manitoba in the designation of even more Provincially Significant Peatlands in the future.



ENSURING PEOPLE AND NATURE THRIVE, TOGETHER

IN CANADA’S MOST POPULOUS PROVINCE, Ducks Unlimited Canada provides conservation solutions that leverage nature and the power of healthy ecosystems like wetlands to protect communities, improve infrastructure and safeguard a sustainable and biodiverse future. Our efforts are helping to restore the health of national, natural gems including the Great Lakes and our many partners are lending their support to maximize our impact on key landscapes throughout the province — from the fertile farmland in the south, to the rocky, mineral-rich Canadian Shield, to the grassy lowlands of the north.

OUR CONSERVATION SUCCESS (AS OF MARCH 31, 2023)

Over time, DUC has conserved **1 million acres**, influenced **373,901** and enhanced an additional **3,242**. Currently there are **2,081** habitat projects under our management, totaling **1 million acres** conserved.

ANNUAL CONSERVATION PROGRESS & PLANNING	2023 GOALS	2023 RESULTS	2022 RESULTS	2021 RESULTS
HABITAT ACRES CONSERVED	5,663	5,773	8,496	5,388
(INCLUDES ACRES RESTORED)	1,063	1,172	1,990	235
HABITAT ACRES ENHANCED	1,000	1,000	—	—
HABITAT ACRES INFLUENCED	—	—	1,000	1,000

We continue to make strong progress in Ontario year over year, exceeding and meeting our acre goals in all key habitat categories.

LOOKING AHEAD TO 2024: DUC is planning to conserve 4,064 acres (including the restoration of 934 acres), enhance 1,000 acres in Ontario. No influenced acres are expected.

COMMUNITY AMBASSADORS AND CONSERVATION PARTNERS

DUC is grateful for the support of many people across the province who contribute to our success. This includes:

- + 714 volunteers who raise funds and awareness for wetland conservation; and
- + 3,792 landowners who protect vital habitat on their property.



BUILDING BACK BETTER FOR PEOPLE AND WILDLIFE

IMPROVEMENTS TO COOPER MARSH CONSERVATION AREA
BREATHE NEW LIFE INTO BELOVED WETLAND

The Cooper Marsh Conservation Area is tangible proof that “if you build it, they will come.” Situated on the north shore of the St. Lawrence River in Glengarry Township, the marsh has become a beloved destination for wildlife of all kinds as well as birders, families and eco-tourists alike. But it wasn’t always this way.

In the early 1980s, it was an unremarkable property. The land would occasionally flood when water levels in nearby Lake St. Francis fluctuated, making it unsuitable for farming crops. DUC saw something more — an untapped potential that could make a significant impact to the area, to wildlife and to future visitors to the site. DUC and the landowners, Raisin Region Conservation Authority (RRCA), both had an interest in enhancing the property. They believed it could become a phenomenal permanent wetland in an area where few remaining wetlands still exist. Together, the partners transformed it into a 663-acre (268-hectare) marsh. In time, the marsh was designated a Provincially Significant Wetland and both wildlife and visitors have flocked to Cooper Marsh ever since.

“Visited by over 40,000 people annually, Cooper Marsh Conservation Area is a great example of how natural infrastructure can also provide opportunities for recreation,” says RRCA’s communications and stewardship team lead,

Lisa Van De Ligt. “We are grateful for our partners like Ducks Unlimited Canada that also recognize the importance of investing in conservation projects for not only wildlife, but for also the community.”

However, like any infrastructure—including roads or your home—it doesn’t last forever and periodically needs updating. DUC and the RRCA joined forces in 2022 to undertake major infrastructure repairs to the dike and pump systems at two separate wetland impoundments within Cooper Marsh: the 296-acre (120-hectare) Charlottenburg Marsh and the 49-acre (20-hectare) Meadow Bay. The repairs also address muskrat and beaver damage, the removal of unwanted trees and vegetation and dike maintenance and updates.

Known for its rich diversity of both plant and animal species, the Cooper Marsh Conservation Area provides critical natural infrastructure by sequestering carbon to serve as an overall natural solution to climate change. It is also a favourite destination for hiking and birding. The area also features viewing blinds and towers and a 12-kilometre system of boardwalks and nature trails. The Visitor Centre houses information about the marsh and the biodiversity found there.



SHARING THE RESPONSIBILITY,
SHARING THE REWARDS

Funding for the infrastructure improvements was provided by the Ontario Ministry of the Environment, Conservation and Parks through the Wetland Conservation Partner Program. Today, the Cooper Marsh Conservation Area contributes to the health and prosperity of people and wildlife throughout the region.

WORKING WITH NATURE TO SECURE OUR FUTURE

FROM PEAT BOGS TO MARSHES AND SWAMPS, QUEBEC IS HOME to a multitude of wetlands teeming with life. In addition to providing homes for hundreds of species and contributing clean water for our communities, these ecosystems strengthen our resilience to climate change. Echoing the objectives adopted at the United Nations Biodiversity Conference (COP15) held in Montreal this past year, Ducks Unlimited Canada is busy delivering projects throughout the province aimed at protecting nature and wildlife. From innovative technology to wetland protection and restoration, our conservation initiatives deliver tangible benefits for all.

OUR CONSERVATION SUCCESS (AS OF MARCH 31, 2023)

Over time, DUC has conserved **94,245 acres**, influenced **43 million** and enhanced an additional **190**. Currently there are **324** habitat projects under our management, totaling **85,204 acres** conserved.

ANNUAL CONSERVATION PROGRESS & PLANNING	2023 GOALS	2023 RESULTS	2022 RESULTS	2021 RESULTS
HABITAT ACRES CONSERVED (INCLUDES ACRES RESTORED)	1,839 489	1,466 351	3,553 1,564	3,107 833
HABITAT ACRES ENHANCED	—	—	—	—
HABITAT ACRES INFLUENCED	141,000	216,812	264,979	76,248

We continue to make strong progress in Quebec year over year. In 2023, we significantly exceeded our goal in the number of acres influenced thanks to large-scale partnerships.

LOOKING AHEAD TO 2024: DUC is planning to conserve 5,222 acres (including the restoration of 691 acres), and influence 88,620 acres in Quebec. No enhanced acres are expected.

COMMUNITY AMBASSADORS AND CONSERVATION PARTNERS

DUC is grateful for the support of many people across the province who contribute to our success. This includes:

- + 26 volunteers who raise funds and awareness for wetland conservation; and
- + 349 landowners who protect vital habitat on their property.



MISSION ACCOMPLISHED: SECURING A SUSTAINABLE FUTURE FOR MARSHES IN QUEBEC'S NATIONAL WILDLIFE AREAS

Less than an hour from Quebec City lies the Cap Tourmente National Wildlife Area. In addition to the bulrush marshes that provide an important migratory stopover for the greater snow goose, the area is home to numerous bird species. This includes several at-risk species such as the least bittern, bobolink, yellow rail and Eastern meadowlark.

Well-known and frequently visited by birders and other outdoor enthusiasts, this area is a symbol of successful habitat protection. In 1981, Cap Tourmente was recognized as a Wetland of International Importance under the Ramsar Convention, becoming the first site to earn this distinction in North America. Interestingly, it is also home to a National Historic Site, which includes the remains of Samuel de Champlain’s farm.

In the 1980s and 1990s, DUC developed the 9.6-acre (3.9-hectare) Grande-Ferme and the 12.4-acre (5.0-hectare) Des Graves marshes at Cap Tourmente. These marshes had been home to a wide variety of wildlife for more than

40 years, but over time the natural function of the area was eroded. Restoration work was needed to ensure that these habitats would remain healthy and productive into the future.

“Looking back at what we’ve already accomplished this year at Cap Tourmente, in the Grande-Ferme and Des Graves marshes, we feel a great deal of pride,” says André Michaud, DUC’s restoration program manager in Quebec. “For us, it was essential to ensure the structures we built several decades ago would continue to meet the needs of wildlife. We can now say, mission accomplished.”

The marshes at Cap Tourmente are treasured by the community, which made working on this restoration project particularly special to DUC’s Quebec team members. These exceptional wetlands will now function for years to come, benefitting biodiversity and visitors alike —a legacy for future generations of nature lovers.



RESTORATION FOR FUTURE GENERATIONS

This restoration project was made possible by a multi-year agreement with Environment and Climate Change Canada (ECCC). DUC has been granted nearly \$1.8 million over four years to restore several wetlands in the Cap-Tourmente and Baie-de-L’Isle-Verte National Wildlife Areas. Requiring effective collaboration, these large-scale projects are a fine example of the lasting relationship between DUC and ECCC.



New Brunswick

CONSERVING THE UNIQUE NATURAL HERITAGE AND BIODIVERSITY OF CANADA’S EAST COAST

NEW BRUNSWICK IS DEFINED BY NATURE. With its stunning coastlines, spectacular forests, serene salt-water marshes and world-famous tides, the province has much to offer — and much that’s worth protecting. That’s why Ducks Unlimited Canada is delivering conservation programs that benefit waterfowl, other wildlife and people. Our work provides clean air and water, spaces for recreation as well as safe havens for species at risk. Alongside our many partners, we’re committed to upholding our responsibility as stewards of New Brunswick’s unique natural heritage and biodiversity.

OUR CONSERVATION SUCCESS (AS OF MARCH 31, 2023)

Over time, DUC has conserved **59,196 acres**, influenced **940,003** and enhanced an additional **526**. Currently there are **464** habitat projects under our management, totaling **58,402 acres** conserved.

ANNUAL CONSERVATION PROGRESS & PLANNING	2023 GOALS	2023 RESULTS	2022 RESULTS	2021 RESULTS
HABITAT ACRES CONSERVED	2,421	1,338	2,607	409
(INCLUDES ACRES RESTORED)	2,774*	1,055	4,010*	165
HABITAT ACRES ENHANCED	—	29	—	—
HABITAT ACRES INFLUENCED	—	—	80	227

*Our 2023 restored acre goal includes areas of land that were conserved in 2022, but not targeted for restoration until 2023. Similarly, our 2022 restored-acre figure includes areas of land that were conserved in 2021 but were not fully restored until 2022.

In 2023, we realized our second-largest conserved-acre goal in history. However, several projects will not be officially reported until next year, which will add another 1,000 acres to our total results.

LOOKING AHEAD TO 2024: DUC is planning to conserve 1,955 acres (including the restoration of 1,435 acres), enhance 75 acres and influence 120 acres in New Brunswick.

COMMUNITY AMBASSADORS AND CONSERVATION PARTNERS

DUC is grateful for the support of many people across the province who contribute to our success. This includes:

- + 198 volunteers who raise funds and awareness for wetland conservation; and
- + 658 landowners who protect vital habitat on their property.



TURNING THE TIDE ON COASTAL SQUEEZE: LAND DONATION PROTECTS CRITICAL SALT MARSH HABITAT

Putting into Shediac Bay, along the Acadian coast of the Northumberland Strait in New Brunswick, is a beach community called Pointe-du-Chêne. Cottages large and small comprise the village, densely developed decades ago for its proximity to the Parlee Beach Provincial Park — one of the province’s hotspots that attracts more than 300,000 visitors each summer.

A few hundred metres behind the beach, often unnoticed and squeezed between a bike path and the main road, you’ll find a small salt marsh. This is one of the last remaining sections of natural coastline on the busy little peninsula. And it’s working overtime.

Salt marshes are rich in biodiversity, serving as shelter for young wildlife such as lobster and salmon, and provide waterfowl and other birds with abundant habitat. This critical habitat also helps form a natural barrier that slows wave action and reduces storm surges that can result in floods, impacting the waterfowl, wildlife and people who call these places home.

Since 1828, the salt marsh property at Pointe-du-Chêne has been owned by the Anglican Parish of Shediac. It was originally obtained by land grant, part of a significant parcel designated by King George IV of England. Aware of its role in environmental health, the church leaders

decided to donate the land to DUC for conservation.

“This hard-working salt marsh is a survivor that we’ll help sustain for the benefit of both wildlife and the local community,” says Adam Campbell, DUC’s manager of provincial operations for Atlantic Canada. “More than 65 per cent of New Brunswick’s salt marshes have been lost to coastal development. The remaining coastal infrastructure is a critical ally that we need to mitigate the effects of sea-level rise and hurricanes, which often demonstrate how beach communities like Pointe-du-Chêne are vulnerable to storm surges and flooding”

As sea levels rise, it’s a priority for DUC to conserve both salt marsh and undeveloped coastal lands so that there is room for the salt marsh to migrate inland. If there is no room for it to migrate, the marsh will disappear, and the coast will lose important wildlife habitat, as well as storm surge and flood protection.

With every year, the role of salt marshes rises in prominence but preserving them is also a race against sea-level rise. As the ocean creeps inland, centimetre by centimetre, salt marsh vegetation must move with it or drown. The challenge is how to both protect them in situ and give them space to migrate inland in some of the most sought-after locations on Canada’s coastlines.



NEW BRUNSWICKERS ARE GOING “ALL IN” ON SALT MARSH PROTECTION

Due to rising pressures from climate change, development and land conversion, significant salt marsh habitats have been lost and continue to disappear. The Government of New Brunswick’s Wetlands Conservation Policy has classified all remaining salt marshes as provincially significant wetlands with the greatest level of protection. DUC is working with conservation-minded landowners throughout Atlantic Canada to preserve and restore these vital coastal ecosystems to ensure a healthy future.



Nova Scotia

CONSERVING CANADA’S OCEAN PLAYGROUND

NOVA SCOTIA’S EASTERN SHORE IS COVETED RECREATIONAL LAND. It’s also critical habitat for waterfowl like the common eider and black duck. By working with partners, Ducks Unlimited Canada helps ensure this important habitat is conserved so that future generations will experience the same beautiful and ecologically vibrant province that we enjoy today.

OUR CONSERVATION SUCCESS (AS OF MARCH 31, 2023)

Over time, DUC has conserved **52,493 acres** and influenced **973,849**. Currently there are **442** habitat projects under our management, totaling **50,686 acres** conserved.



ANNUAL CONSERVATION PROGRESS & PLANNING	2023 GOALS	2023 RESULTS	2022 RESULTS	2021 RESULTS
HABITAT ACRES CONSERVED	2,021	1,928	818	7,158
(INCLUDES ACRES RESTORED)	385	362	–	6,284
HABITAT ACRES ENHANCED	–	–	–	–
HABITAT ACRES INFLUENCED	1,026	13,435	2,595	1,113

Our success in Nova Scotia in 2023 was marked by significant growth in the number of acres we influenced as a result of our Treasured Wetlands of Nova Scotia outreach partnership. This program raises the profile of special wetlands in the province and increases their protection.

LOOKING AHEAD TO 2024: DUC is planning to conserve 234 acres (including the restoration of 51 acres) and influence 620 acres in Nova Scotia. No enhanced acres are expected in 2024.

COMMUNITY AMBASSADORS AND CONSERVATION PARTNERS

DUC is grateful for the support of many people across the province who contribute to our success. This includes:

- + 160 volunteers who raise funds and awareness for wetland conservation; and
- + 672 landowners who protect vital habitat on their property.

ROLLING OUT THE WELCOME MAT FOR WATERFOWL: REBUILDING WETLANDS AT WALLACE BAY AND CHIGNECTO NATIONAL WILDLIFE AREAS

Nova Scotia is home to eight National Wildlife Areas (NWAs), each containing diverse habitats that support a wide array of wildlife species. The Wallace Bay and Chignecto NWAs are particularly important for migratory and breeding waterfowl. Through a long-standing partnership with the Canadian Wildlife Service, DUC is rebuilding important wetland habitat at these locations to ensure they remain healthy and productive for years to come.

Over several decades, the organic-based material used to create dikes at the NWAs started to erode and water control structures required repair. At Wallace Bay, a total of 567 acres (229 hectares) are being restored over four segments. This included a complicated two-year project to replace an aboiteau—a water channel controlled by a hinged door built into a dike. At low tide, the door swings open allowing fresh water to escape. At high tide, the door swings shut to prevent salt water from getting in.

“Replacing the aboiteau was a big undertaking that required careful consideration to ensure fish could pass safely through the structure,” says Jana Cheverie, head of DUC’s conservation programs in Atlantic Canada.

At the Chignecto NWA, a total of 518 acres (210 hectares) will be restored, including some work in the adjacent John Lusby NWA. Topping up soil on the dikes and replacing water control structures will allow the habitat to flourish, making it a welcoming place for waterfowl.

“Several species that are uncommon in the region—including gadwalls, wood ducks and ruddy ducks—have been recorded at Chignecto. This is a good sign that the habitat is healthy and attractive for waterfowl,” says Cheverie.

Work at both NWAs involve multi-year, multi-million-dollar investments from DUC, the Canadian Wildlife Service, the North

American Wetlands Conservation Act and other partners. It will be well worth the effort as birds continue to fill the skies above Nova Scotia’s storied coastlines.

“SEVERAL SPECIES THAT ARE UNCOMMON IN THE REGION... HAVE BEEN RECORDED AT CHIGNECTO. THIS IS A GOOD SIGN THAT THE HABITAT IS HEALTHY AND ATTRACTIVE FOR WATERFOWL.”

— JANA CHEVERIE



DUC AND THE CANADIAN WILDLIFE SERVICE: IN IT FOR THE LONG RUN

DUC began restoring wetlands on seven National Wildlife Areas in Atlantic Canada as early as 1965, with most of the work occurring in the early 1970s. These restored wetlands were high in waterfowl productivity and became DUC’s flagship projects in Atlantic Canada. DUC continues to maintain the restored wetlands to this day, in a long-standing partnership with the Canadian Wildlife Service.

Prince Edward Island

GREAT THINGS BEGIN IN SMALL PLACES

PRINCE EDWARD ISLAND IS A SPECIAL PLACE, and Islanders cherish the natural beauty of their green and red home. Here, thousands of species of plants and animals and many distinct habitat types have nurtured a strong connection to the land. Ducks Unlimited Canada’s first habitat project in Atlantic Canada was established on the Island in 1950 at Fullerton Marsh—a project that’s still active and delivering important benefits to wildlife and people today.

OUR CONSERVATION SUCCESS (AS OF MARCH 31, 2023)

Over time, DUC has conserved **16,628 acres** and influenced **81,296**. Currently there are **401** habitat projects under our management, totaling **15,025 acres** conserved.

ANNUAL CONSERVATION PROGRESS & PLANNING	2023 GOALS	2023 RESULTS	2022 RESULTS	2021 RESULTS
HABITAT ACRES CONSERVED	138	175	196	175
<small>(INCLUDES ACRES RESTORED)</small>	37	41	–	7

Our progress in P.E.I. remains steady year over year, reflecting the strong interest in our conservation programs. Projects tend to be smaller in size but cover a significant area of the province.

Nearly all our work in P.E.I. takes place on private land through partnerships with land-owners. Influencing acres through policy and enhancing acres through short-term conservation activities has not been a key conservation priority in recent years.

LOOKING AHEAD TO 2024: DUC is planning to conserve 497 acres (including the restoration of 297 acres).

COMMUNITY AMBASSADORS AND CONSERVATION PARTNERS

DUC is grateful for the support of many people across the province who contribute to our success. This includes:

- + 54 volunteers who raise funds and awareness for wetland conservation; and
- + 583 landowners who protect vital habitat on their property.



OUTDOOR CLASSROOMS UNLOCK THE WONDERS OF WETLANDS: SCHOOL FIELD TRIPS CONNECT YOUNG ISLANDERS TO NATURE

During the 2022-2023 school year, students from across Prince Edward Island were introduced to an entirely different kind of classroom — one where nature is the teacher and extra credit is given for getting your hands dirty and feet wet.

With support from DUC staff, field trips for more than 500 Grade 4 students were delivered by student mentors from Charlottetown Rural High School, one of DUC’s Wetland Centres of Excellence. A key component of being a designated Wetland Centre of Excellence is the responsibility to mentor younger students in the community and pass on wetland knowledge.

During the field trip, classes had the chance to explore their local wetland, take part in “critter dipping,” birding and environmental-themed games at Charlottetown Rural High School.

“These field trips are exciting experiences for both the high school mentors and the Grade 4 classes,” says Katie Scott, outreach specialist for DUC in Atlantic Canada.

“Mentees get to explore the sights, sounds and feelings in a wetland, one of the best outdoor classrooms. For the mentors, it’s a chance to share knowledge and experience the rewards of teaching others.”

The students from Charlottetown Rural High School are an impressive group of conservation leaders who are well-versed in wetland ecology. Throughout the year, they worked to steward their local wetland by planting trees, testing water quality and removing invasive species. Last year, with the guidance of teachers Rob Redmond and Carolyn Huggan, students removed invasive buckthorn and nightshade from the wetland.

“Through both the field trip program and our Wetland Centres of Excellence, we see the impact that connecting with nature has on students,” says Scott. “When given a chance to go out and experience what’s happening in a wetland, they become more interested in how they can help conserve it. It’s rewarding to see how wildlife and natural habitats spark students’ curiosity and can lead to a lifelong interest in the outdoors.”



INVESTING IN THE FUTURE: PRINCE EDWARD ISLAND WILDLIFE CONSERVATION FUND

The Prince Edward Island Wildlife Conservation Fund’s contribution to DUC helped 18 Grade 4 classes across the province learn about the importance of wetlands and conservation. Funding is generated from annual licence fees from anglers, hunters and trappers, and provides support for the protection and enhancement of wildlife.



Newfoundland and Labrador

NATURE THRIVES ON THE EDGE OF NORTH AMERICA

NEWFOUNDLAND AND LABRADOR SITS AT THE MOST EASTERLY POINT OF THE CONTINENT. It’s home to many important and sensitive wildlife habitats and is famous for iconic species both large and small—from stately moose to cheerful seabirds. Newfoundland and Labrador is also one of the most wetland-rich provinces in Canada. Ducks Unlimited Canada’s work is protecting these habitats and striving to restore those that have been lost. Here on the edge of North America, nature thrives. And by working together, we can keep it that way.

OUR CONSERVATION SUCCESS (AS OF MARCH 31, 2023)

Over time, DUC has conserved **14,672 acres** and influenced **14.4 million**. Currently there are **48** habitat projects under our management, totaling **11,697 acres** conserved.

ANNUAL CONSERVATION PROGRESS & PLANNING	2023 GOALS	2023 RESULTS	2022 RESULTS	2021 RESULTS
HABITAT ACRES CONSERVED	27	73	1,939	70
(INCLUDES ACRES RESTORED)	26	73	–	70
HABITAT ACRES ENHANCED	–	–	–	–
HABITAT ACRES INFLUENCED	488	–	–	23,000

While our acre accomplishments in Newfoundland and Labrador are modest, our efforts to support and engage local communities in wetland stewardship and conservation planning are creating significant impact that will help protect intact habitats in the future.

LOOKING AHEAD TO 2024: DUC is planning to conserve 25 acres, all of which will be restored, in Newfoundland and Labrador.

COMMUNITY AMBASSADORS AND CONSERVATION PARTNERS

DUC is grateful for the support of many people across the province who contribute to our success. This includes:

- + 270 volunteers who raise funds and awareness for wetland conservation; and
- + 22 landowners who protect vital habitat on their property.

PLANNING FOR THE FUTURE: WETLAND ASSESSMENTS PROVIDE INFORMATION COMMUNITIES NEED TO GROW WITH NATURE

Torbay is a coastal community nestled on the eastern side of the Avalon Peninsula. It offers breathtaking views of the Atlantic Ocean in a picturesque, rural setting. Adding to its natural features are a host of wetlands, including freshwater marshes and peatlands, that are quietly delivering important environmental benefits to residents.

A conservation-minded community, Torbay recognizes the value of its wetlands and wants to ensure they are properly considered within its municipal planning. And that’s why town officials teamed up with DUC to gain a better understanding of these local ecosystems and how they function. As part of a larger community-based climate action project funded by Environment and Climate Change Canada, DUC is working with the Town of Torbay to complete an assessment on 40 wetlands.

“A wetland functional assessment identifies and evaluates wetland functions and values,” says Danielle Fequet, a conservation program

specialist for DUC in Newfoundland and Labrador. “This includes things like water purification, flood protection, shoreline stabilization, carbon storage and groundwater recharge.”

Wetlands are complex and because of this, not all wetlands perform all functions, nor do they perform all functions equally. These assessments identify which wetlands score high and would benefit from improved protection.

“Wetlands are critical ecosystems with a wide range of ecological, economic and cultural benefits. Assessing their health and conserving them is essential for maintaining biodiversity, water quality, and overall environmental well-being,” says Julia Schwarz, director of planning and development with the Town of Torbay. “Torbay Town Council will be able to use the results of the wetland assessments to determine long-term planning policy in and around the protection of river and wetland systems as part of our upcoming

municipal plan review, and making more informed decisions about development applications in proximity to wetlands as they are received. Organizations like Ducks Unlimited Canada play a significant role in these efforts, contributing to the preservation of wetland ecosystems and their associated benefits.”

Working to protect Torbay’s wetlands has been a community affair. Members of the Green Team, part of the Conservation Corps Newfoundland and Labrador, worked together to take photos and put up signs promoting the wetlands surrounding Torbay.

A neighbouring community to St. John’s, Torbay is expanding as more people choose to live outside the capital city. Now, thanks to the vision and planning of town officials, future development can be conducted with wetlands and sustainability in mind.



MUNICIPAL PARTNERSHIPS THAT ARE “ROCK” SOLID

The Town of Torbay is part of the Stewardship Association of Municipalities, a network of communities that have formally committed to the practice of environmental stewardship in Newfoundland and Labrador. Together, members contribute to maintaining and enhancing biodiversity in the province.



Boreal Region

A FOREST OF BLUE...A FUTURE WORTH PROTECTING

CANADA’S BOREAL REGION IS DEFINED BY WATER AS MUCH AS IT IS DEFINED BY FOREST. It contains a significant proportion of the world’s freshwater and one quarter of all wetlands. The vastness of its landscape, the sheer abundance of water and the endless swaths of soaring trees make it seem like an untouched oasis. But the boreal is changing.

With the development of the region’s natural resources coupled with the impacts of climate change, there has been a gradual shift from intact wilderness to fragmented landscapes. Ducks Unlimited Canada is committed to collaborating with residents, researchers, industry, Indigenous Peoples and governments to find balance that will protect the future of the boreal for the long term.

OUR CONSERVATION **SUCCESS** (AS OF MARCH 31, 2023)

Over time, DUC has conserved **168,034 acres** and influenced **149 million**.

STATISTICS INCLUDE ACRES FROM ALL PROVINCES AND TERRITORIES WITHIN THE WESTERN BOREAL REGION.

ANNUAL CONSERVATION PROGRESS & PLANNING	HABITAT ACRES INFLUENCED
2023 GOALS	3,640,000
2023 RESULTS	1,022,122
2022 RESULTS	32,974,625
2021 RESULTS	3,809,747

Because the boreal region is made up largely of Crown land, DUC’s conservation efforts are delivered via partnerships. Our results are measured almost exclusively in influenced habitat.

LOOKING AHEAD TO 2024: DUC is planning to influence 15 million acres in the boreal region.

COMMUNITY AMBASSADORS AND CONSERVATION PARTNERS

DUC is grateful for the support of many people across the boreal region who contribute to our success. This includes:

- **Indigenous Guardians** who serve as eyes and ears on the land and water, gathering information about the changing environment.
- **Industry partners** who implement certification standards and best management practices that promote sustainability.
- **Governments** that develop land-use plans which recognize the environmental, economic and cultural significance of wetlands.

NEW PROTECTION FOR NORTHERN WETLANDS: YUKON UNVEILS ITS FIRST-EVER WETLAND POLICY

The wait is over. After six years of consultation, planning and data sharing, the Government of Yukon released a new wetlands policy that will help steward some of the most ecologically sensitive areas in the territory.

The policy establishes guidelines for how development operates in and around wetlands, which include fens, bogs and marshes. Important elements of the policy include protection for Wetlands of Special Importance and an emphasis on knowledge sharing among diverse groups of people who live and work on the land. Notably, the policy also includes the creation of a mitigation hierarchy. This hierarchy follows a sequence of avoidance, minimization, restoration and offsets in order to reduce development impacts and control any negative effects on wetlands and the many ecological services they provide.

“This plan is a step in the right direction for wetland protection in the Yukon, and we are pleased to have been involved in the process, but the work isn’t done yet,” says Jamie Kenyon, head of Northwest Territories and Yukon operations for DUC.

Many aspects of the new policy rely on the development of additional guidelines and assets to aid implementation. The policy also commits the government to doing more research, including mapping wetlands across the territory and creating an inventory of those areas within the next five years. As the Government of Yukon turns its attention to implementation, DUC is well positioned to support these actions and is already making progress in mapping large landscapes and developing a Yukon Wetland Field Guide, a key first step in providing knowledge transfer and education to those who will be impacted by the wetland policy.

By announcing a new wetland protection policy, the Government of Yukon is showing national leadership in the conservation of habitat and biodiversity. It joins a growing list of provincial and territorial governments in Canada that are working alongside Indigenous Peoples and conservation organizations to develop and implement legislative, policy, and conservation tools to protect the remainder of Canada’s vital wetlands.

SHARING KNOWLEDGE AND STAYING THE COURSE

DUC has been involved in the development of Yukon’s wetland policy since efforts began in 2017. We are proud to have joined other conservation organizations, Indigenous communities, industry and the public in guiding the policy to completion.



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NEWFOUNDLAND AND LABRADOR

Dwight Ball *

NORTHWEST TERRITORIES

Clayton G. Balsillie

UNITED STATES

Bill Ansell
Paul Boehne
Sarah Curtis
Grady Hartzog, Jr.
Rogers Hoyt, Jr.
Rusty Legg
Monty Lewis
Joseph G. Mazon
Joseph Nicosia

Clay Rogers
Doug Schoenrock
Chuck Smith
Robert Spoerl
Suzanne Sullivan
John Tomke
Mike Woodward†

HONORARY

Mel F. Belich, Q.C.
David C. Blom
Peter D. Carton
James E. Couch
C. Neil Downey
Malcolm M. “Mac” Dunfield
John C. Eaton
Jack H. Hole
Arthur L. Irving
Duncan M. Jessiman
John D. McDiarmid
John R. Messer
George C. Reifel
Duncan W. Sinclair
William G. Turnbull
Tom Worden
G. Tod Wright

DIRECTORS EMIRITI

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Ross E. Gage
Ronald J. Hicks
R. Timothy Kenny
D. Gavin Koyl
H. Graham LeBourveau, FCA
W. Bruce Lewis
James D. MacDonald
Barry H. Martin
David McCoy
Travis G. Peckham
G. David Richardson
Roland E. Rivalin, Q.C.
Gilles Rivard, Q.C.
Mauri M. Rutherford
Terry Sparks
Fred Wagman†
W. John D. Woodward

EXECUTIVE VICE-PRESIDENT EMERITUS

D. Stewart Morrison

LEADERSHIP TEAM

Michael Nadler
Chief Executive Officer

Gabrielle Battiste
General Counsel, Governance and Corporate Secretary

Jim Brennan
National Director of Industry and Government Relations

Mark Gloutney
National Director of Science, Education and Business Planning

Kirsten Hayes
Director of Human Resources

Pat Kehoe
Chief Conservation Officer

Janine Massey
Chief Marketing and Communications Officer

Rhonda McDougal
National Director of Business Development

Chris Pullen
National Director of Sustainability Solutions

Marcy Sullivan
Chief Financial Officer

Paul Thoroughgood
National Manager of Sustainability

PAST PRESIDENTS

Honorable Mr. Justice 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

Judge L.T. McKim †
Yorkton, SK – 1950-51

Col. W.F.W. Hancock, O.B.E. †
Edmonton, AB – 1952-53

Gordon E. Konantz †
Winnipeg, MB – 1954

Chief Justice William Martin †
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

Robert A. White †
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

John D. McDiarmid
Vancouver, BC – 1979

Douglas C. Groff †
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

William G. Turnbull
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

John R. Messer
Tisdale, SK – 2003-04

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

Kevin Harris
Rothsay, NB – 2019-22

ROLE OF THE BOARD

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

BOARD COMMITTEES

- Audit Committee
- Conservation Programs Committee
- Development, Events and Fundraising Committee
- Executive Committee
- Finance & Risk Committee
- Governance Committee
- Industry, Government Relations and Sustainability Solutions Committee
- Marketing and Communications Committee
- Nominating Committee
- Personnel Policy Committee

Financial Overview

MESSAGE FROM THE CHIEF FINANCIAL OFFICER

The 2023 fiscal year is one worth celebrating as arguably one of our best ever, thanks to the commitment of our staff, volunteers, donors and partners. Among our areas of strategic focus were improving sustainability of working landscapes, building strong and diverse partnerships, delivering science-based solutions for critical conservation issues and growing and diversifying our revenue sources. The results featured in this annual report showcase how we met, and at times exceeded, many of our goals.

Increases in government funding and partnership commitments were also key to our success. As a follow-up to commitments made at the 15th Conference of the Parties (COP15) to the United Nations Convention on Biological Diversity held in Montreal in December 2022 — a landmark event in which DUC played an active and highly visible role — the Government of Canada issued Budget 2023 in March. Budget 2023 recognized the importance of protecting nature and wildlife in the face of a changing climate. We are eager to continue and broaden our work with the Government and our conservation partners in the ongoing effort to protect and restore marine and coastal areas, species at risk and freshwater across Canada.

We continued to strengthen and revitalize our grassroots fundraising. In addition to our traditional community-based, in-person events such as dinners and auctions, generous philanthropic support from industries, foundations and corporate partners allowed us to advance important conservation projects.

We are proud of our rating as a “four-star charity” that received an “A” reporting grade by Charity Intelligence and to be recognized in early 2023 as a Canadian Non-Profit Employer of Choice. We are committed to upholding our strong governance practices and carrying out our values of efficiency, transparency and trust among our conservation community. As a testament to our careful use of resources, we are pleased to report that DUC invested 91 per cent of available funds in habitat conservation in fiscal year 2023.

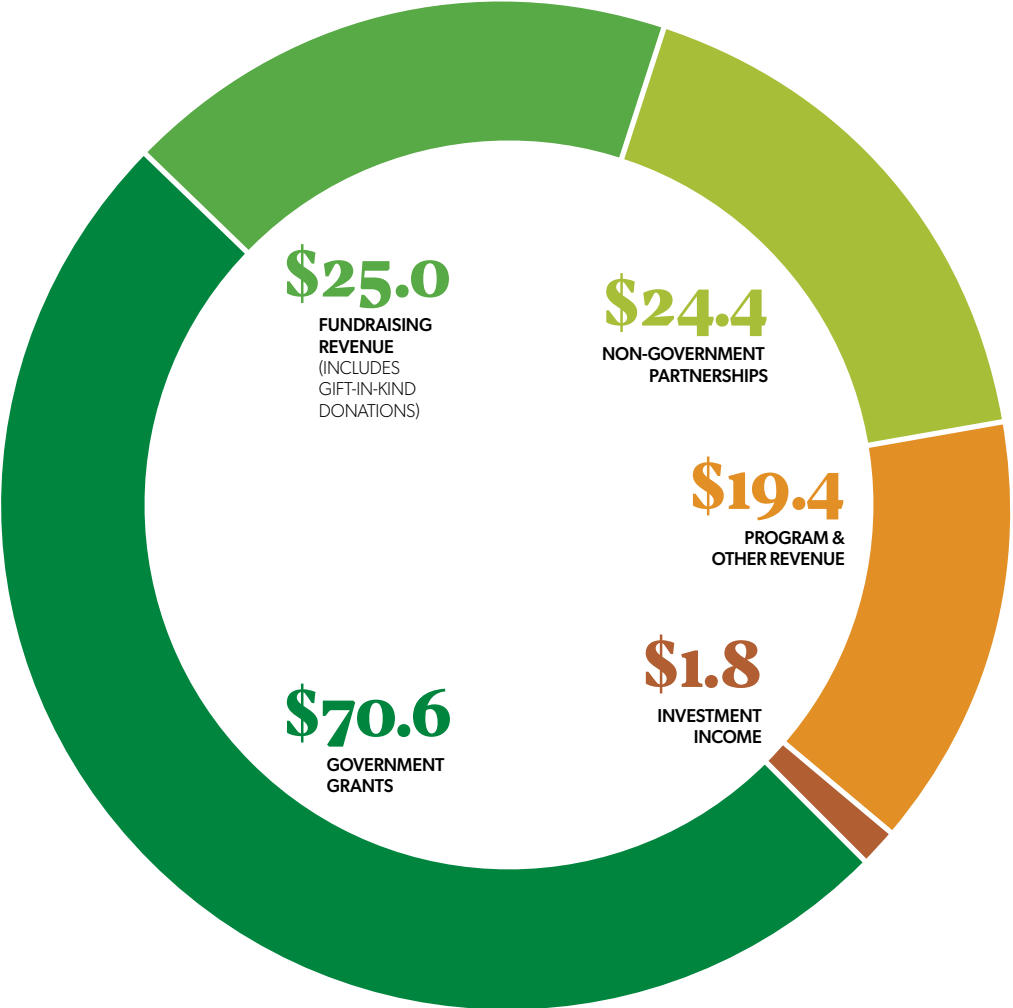
Looking ahead, DUC has a strong balance sheet that, along with our internally restricted net assets set aside for the maintenance and monitoring of our nearly 13,000 projects (and growing), will provide us with stability and success in the coming year.

As Canada’s leading wetland conservation organization, we are grateful for the faith you’ve placed in us this year to create a healthier environment for all. To witness this unwavering support continue unabated in our 85th year is both humbling and inspiring. On behalf of DUC, thank you for the role you’ve played in our accomplishments.



Marcy Sullivan

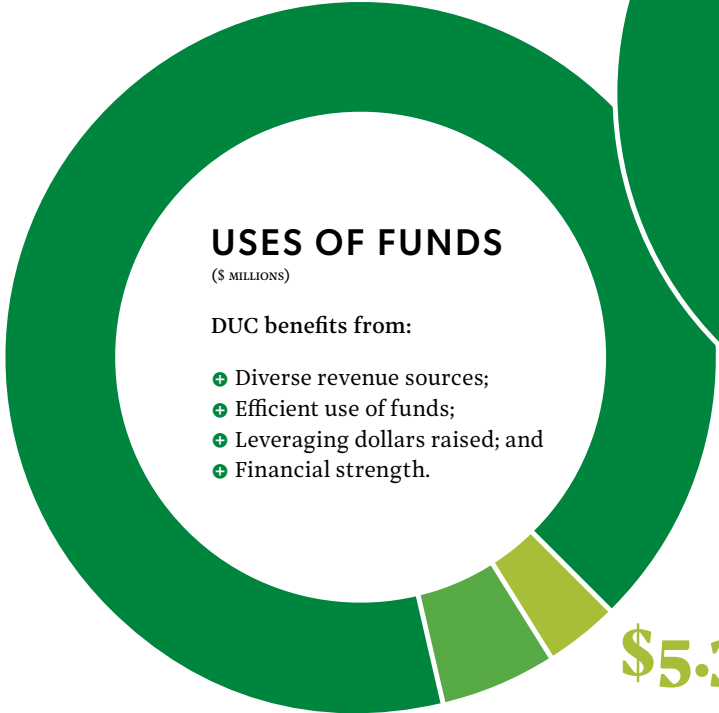
MARCY SULLIVAN
Chief Financial Officer



SOURCES OF REVENUE (\$ MILLIONS)

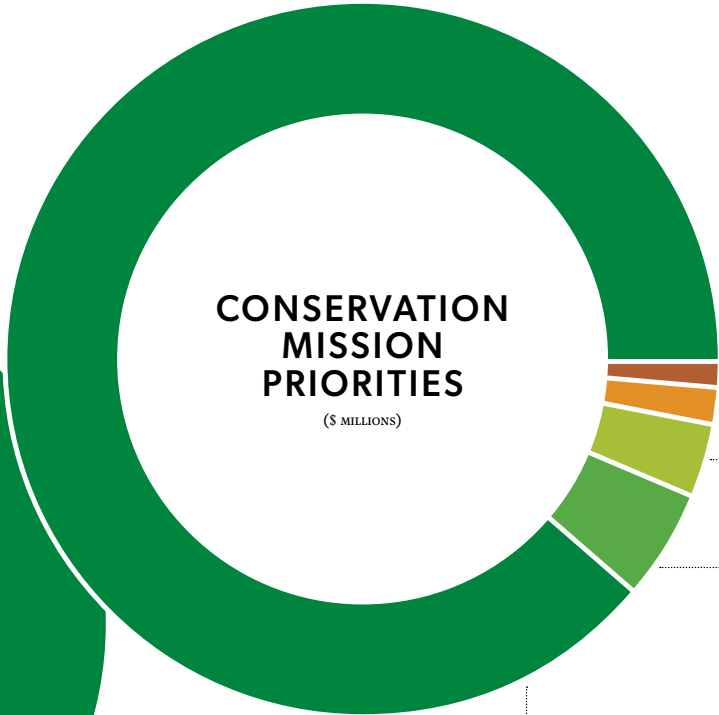
DUC generates revenue from five primary sources:

- + 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 U.S.
- + Fundraising income, which includes philanthropic giving and grassroots fundraising.
- + 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.
- + 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)

- Industry & Government Relations: \$1.7
- Education & Communications: \$2.2
- Research & Evaluation: \$4.4
- Revolving Land (Purchase): \$7.0
- Habitat: \$120.0

Financial Summary

DUCKS UNLIMITED CANADA CONDENSED STATEMENTS OF FINANCIAL POSITION

(IN THOUSANDS OF DOLLARS) | AS AT MARCH 31

Assets	2023	2022
CURRENT ASSETS		
<i>Cash</i>	\$20,582	\$19,019
<i>Short-term investments</i>	\$9,493	\$15,701
<i>Other current assets</i>	\$31,470	\$30,614
	\$61,545	\$65,334
Investments	\$171,271	\$174,053
Land held for resale	\$15,960	\$12,613
Property, plant and equipment, net	\$7,515	\$6,958
Conservation lands	\$206,947	\$195,942
	\$463,238	\$454,900
LIABILITIES AND NET ASSETS		
Accounts payable and current portion of borrowings	\$28,253	\$24,954
Current portion of deferred contributions and unearned revenue	\$23,612	\$23,555
Accrued pension and other post-employment benefits	\$5,517	\$11,792
Non-current deferred contributions and unearned revenue	\$19,103	\$11,107
	\$76,485	\$71,408
Net assets to support conservation activities:		
<i>Internally restricted</i>	\$161,785	\$169,765
<i>Invested in land held for resale, property, plant and equipment and conservation lands</i>	\$212,718	\$201,487
<i>Unrestricted</i>	\$12,250	\$12,240
	\$386,753	\$383,492
	\$463,238	\$454,900

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, 2023 and March 31, 2023, on which PwC expressed an opinion without reservation in their report dated June 11, 2023. Visit ducks.ca/annualreport.



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

(IN THOUSANDS OF DOLLARS) | FOR THE YEARS ENDED MARCH 31

Revenue	2023	2022
Fundraising revenue	\$24,982	\$8,012
Non-government partnerships	\$24,402	\$14,920
Grant revenue	\$70,592	\$55,466
Program and other	\$19,416	\$18,185
Investment income	\$1,775	\$9,759
	\$141,167	\$106,342
Expenses		
Conservation program	\$117,904	\$82,473
Fundraising	\$5,320	\$4,535
Administration	\$7,398	\$6,986
	\$130,622	\$93,994
Surplus (deficiency) of revenue over expenses for the year	\$10,545	\$12,348
Transfers from unrestricted net assets	(\$10,535)	(\$13,103)
Change in unrestricted net assets	\$10	(\$755)
Opening balance unrestricted net assets	\$12,240	\$12,995
Closing balance unrestricted net assets	\$12,250	\$12,240

Honour Roll

CELEBRATING GENEROUS CONSERVATION LEADERS WHO ARE LEAVING A LASTING LEGACY

WE ARE EXTREMELY GRATEFUL FOR THE ONGOING SUPPORT OF OUR CONSERVATION COMMUNITY and the many ways they are powering our efforts to deliver collaborative, innovative solutions that benefit both people and nature. Our honour roll highlights some special groups of donors, including President’s Council and Feather Society members.

PRESIDENT’S COUNCIL

We are honoured to have a committed group of individuals and family foundations who contribute \$10,000 or more annually to Ducks Unlimited Canada who are known as President’s Council members. The following donors are being recognized for their support in the 2022 or 2023 calendar years.

Duane and Annamaria Arnister
New York

Mary Elizabeth Benhard
Virginia

Paul and Jakki† Boehne
Oregon

Michael Brisseau
Alberta

Eddie Burchett
Tennessee

Porteus and Mary Burke
Louisiana

Sebastien Charbonneau
Quebec

John W. Childs
Florida

G. Eric Clutts
Illinois

Denis Couturier
Alberta

Tom Davidson, Jr.
Ontario

Roger d’Eschambault, Renée-Lou Lovell, and Family – *Quebec*

David V. Uihlein Foundation
Wisconsin

Paul and Janie Dickson
Louisiana

Skipper and Cindy Dickson
Louisiana

Donald F. Hunter Charitable Foundation – *Ontario*

Karl David Duex
Wisconsin

Fredrik D. Eaton
Ontario

Erickson Family
Colorado

Rusty and Brenda Fiegen
South Dakota

Fitzhenry Family Foundation
Ontario

Shawn Graham
New Brunswick

David and Kathleen Grieve
California

Dave and Marg Grohne
Illinois

John Gullickson
Iowa

Grady and Mary Hartzog
Alabama

Brian and Ruth Hastings
Manitoba

Hodgson Family Foundation
Ontario

Greg Hunsaker
Minnesota

Peter and JoAnne Jackson
New York

Richard and Joyce Johnson
Virginia

George D. Johnson III
South Carolina

James C. Kennedy
Georgia

Henry Kirby III
Tennessee

Tammy and Dave Kustersky
Saskatchewan

Michael and Terri Krause
Kentucky

Frank and Monty Kugeler
Colorado

Steve W. Laskey
Arizona

James Lawley
Nova Scotia

Bryan Leverick
Saskatchewan

Monty Lewis
Georgia

Richard and Susan Lipsey
Louisiana

Ray Maher and Wendy Benyk
British Columbia

Wendell and Aimee Malmberg
Washington

William P. Maney
Minnesota

Linda† and Thomas McCrackin III
Missouri

John and Joanne Messer
Saskatchewan

Laine and Amy Meyer
Wisconsin

Heather and Michael Mezzatesta
New York

Robert Millar
Ontario

Graydon Morrison
Alberta

Michael Nadler
Ontario

Greg Nelson
Wyoming

Joey Nicosia
New York

Patrick O’Connor
Manitoba

Tina Osen
British Columbia

Catherine and J. Dudley† Ottley, Sr.
Georgia

Gabriela Polanco Sorto
Ontario

Michael C. Powers
South Dakota

Thomas Smith Ragsdale III
South Carolina

Jeff Razwick
Washington

Les Rens
Saskatchewan

Hartley and Heather Richardson
Manitoba

James A. Richardson
Manitoba

H. Sanford Riley
Manitoba

Jeffrey C. Robertson
Montana

Kevin Rome
Alberta

Mark Rosenblum
Texas

John and Carol Salmonson
California

Kevin P. Schleif
Minnesota

J. A. Smith
Washington

Michael Solomita
Quebec

Bob and Kim Spoerl
Wisconsin

Ken Talbot
Manitoba

Rob Tamblyn
Ontario

The Brenneman Family
Alberta

The Hunter Family Foundation
Alberta

The Lorne and Evelyn Johnson Foundation – *Manitoba*

The Talbot Family Foundation
Manitoba

Kath and Bill Troubridge
Ontario

Dick Uihlein
Illinois

Kevin Van and Lisa Hastings
Manitoba

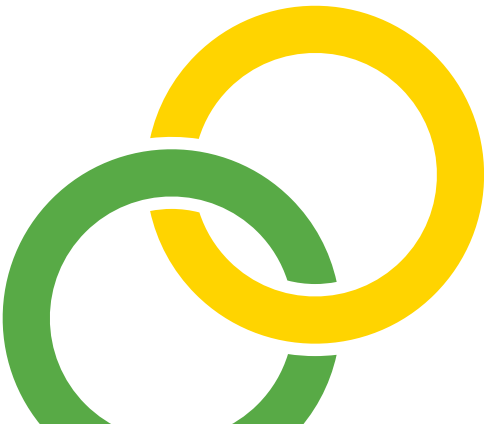
Kitson Vincent
Ontario

Jon A. Wahrenbrock
Nevada

Scott H. Walter
New Jersey

Anthony and Amy Williams
Louisiana

Rita M. Willits
Washington



FEATHER SOCIETY

The Feather Society recognizes donors who declare their intention to include Ducks Unlimited Canada in their estate plans. We thank all those who also wish to remain anonymous.

Mike and Diane Anderson
Manitoba

Richard Andrews
Manitoba

Ken and Jane Bailey
Alberta

Ian and Judy Barnett
British Columbia

Diana Barr
Ontario

Donald and Rosabel Beamish
Ontario

Allan G. Beaudry
British Columbia

Diane Bedford
British Columbia

Michael J. Behunin
Michigan

Mel and Meryl Belich
Alberta

Tim Binch
Ontario

Jeff Black
Saskatchewan

Stuart E. Blair
New Brunswick

David and Joanne Blom
Alberta

Leslie and Heather Bogdan
British Columbia

James P. Brady
Ontario

Dwight Brainerd
British Columbia

Kyle Breault
Ontario

Deb Broadley
Saskatchewan

Bill Brown
Alberta

Gertie Brown
British Columbia

Rory and Patricia Brown
British Columbia

Jeffrey Bruce
Manitoba

Philip A. Burrett
Ontario

Heidi Byrne
Nova Scotia

Tim and Rhonda Cameron
Manitoba

Wesley and Patricia Campbell
Alberta

Peter Carton
Saskatchewan

James Cerza
North Carolina

Christopher Clarkson
British Columbia

Shaughn and Sharon Clements
British Columbia

Thomas Colligan
Virginia

Pat and Mike Conchatre
Manitoba

Jim and Charlene Couch
Saskatchewan

Denis E. Couturier
Alberta

Ronald H. Czemereres
Alberta

Leah Daoust
Alberta

Pierre Darisse
Quebec

Tom Davidson Jr.
Ontario

Daniel F. DeLawyer
New York

Lloyd and Velma Derry
British Columbia

Roger d’Eschambault et Renée-Lou Lovell – *Quebec*

Charles and Sharon Deschamps
Saskatchewan

Denis J. Devos
Manitoba

Gail DeWachter
Ontario

Richard DeWachter
Ontario

Aida Diodos
Ontario

Ray and Diane Doucette
Ontario

Gary and Marilyn Down
Ontario

C. Neil and Marilyn Downey
Alberta

Deanne and Gerry Drouillard
New Brunswick

Elke DuBois
Alberta

Tom Duffy and Cindy Condon-Duffy – *Prince Edward Island*

Malcolm Dunfield
New Brunswick

FEATHER SOCIETY *(continued)*

Gordon and Doris Edwards <i>Alberta</i>	Mark and Betty Gloutney <i>Ontario</i>	Don and Lynne Hubbard <i>British Columbia</i>	Colleen Leeke <i>British Columbia</i>	Kevin and Colleen McFadden <i>Manitoba</i>	Alice Payne <i>Alberta</i>	Kenneth Rosin <i>Ontario</i>	Yvan Turmel <i>Quebec</i>
Cynthia K. Edwards <i>Mississippi</i>	Donald Gordon <i>British Columbia</i>	Tina and Ian Hurst <i>Ontario</i>	Gord and Betty Lehman <i>Ontario</i>	Jamieson McGee <i>Ontario</i>	Pelter Family Fund through the Victoria Foundation <i>British Columbia</i>	Jannis Roy <i>Ontario</i>	William G. Turnbull <i>Alberta</i>
Ken and Deborah Elliott <i>Prince Edward Island</i>	John Gottschall <i>Saskatchewan</i>	Dean Hynes <i>Newfoundland and Labrador</i>	Keith LePoudre <i>Saskatchewan</i>	James and Elizabeth McHattie <i>Saskatchewan</i>	Lloyd Persson <i>Alberta</i>	Ben Russenholt <i>Manitoba</i>	Paul Usher <i>British Columbia</i>
Kimball H. Eskowich <i>Saskatchewan</i>	Shawn Graham and Roxanne Reeves – <i>New Brunswick</i>	Richard Ingwersen <i>Ontario</i>	Kelly and Colleen Lewis <i>Alberta</i>	Barbara, Jillianne and Scott Mepsted – <i>Ontario</i>	Rodney and Marlene Planck <i>Michigan</i>	Mauri M. Rutherford <i>Manitoba</i>	Katharine VanSpall <i>British Columbia</i>
Rick and Tannis Esquivel <i>Manitoba</i>	Shel Graupe <i>Alberta</i>	Kim Jasper <i>Manitoba</i>	Monty Lewis <i>Georgia</i>	Akiel Merchant <i>Ontario</i>	Patrick Plante <i>Quebec</i>	Alan Sanders <i>British Columbia</i>	Peter W. Visser <i>Nova Scotia</i>
Estate of Louise Gendron <i>Ontario</i>	Brian Gray <i>Ontario</i>	Charlene Jimmo and Darin Brown <i>British Columbia</i>	Horst Lingies <i>Manitoba</i>	George M. Merry <i>Ontario</i>	Mike and Jackie Podger <i>Prince Edward Island</i>	Rose Saunders <i>Alberta</i>	Fred and Anita Wagman <i>Saskatchewan</i>
Estate of Robert Bruce Stailing <i>Nova Scotia</i>	Heather Gray <i>Saskatchewan</i>	Brian and Colleen Johnson <i>Ontario</i>	Sherry Linn <i>British Columbia</i>	John R. and Joanne Messer <i>Saskatchewan</i>	Wayne and Betty Pritchard <i>British Columbia</i>	Greg and Marlene Sawchuck <i>British Columbia</i>	Richard Walker <i>British Columbia</i>
Estate of Robert Honsberger <i>Ontario</i>	David Greenwood <i>Manitoba</i>	Richard and Joyce Johnson <i>Virginia</i>	Anthony Little <i>New Brunswick</i>	Kaylee Mestdagh <i>Manitoba</i>	Douglas A. Puffer <i>Ontario</i>	Myrna Simonson <i>Alberta</i>	Norman Walker <i>Manitoba</i>
Fred and Ruth Estlin <i>Alberta</i>	Judy D. Griffith <i>British Columbia</i>	John W. Johnston <i>New Brunswick</i>	Charles and Joanne Lobdell <i>Montana</i>	Ron G. Miller <i>Manitoba</i>	Estate of James Riddle Reath <i>Alberta</i>	Alan Skoreyko <i>Alberta</i>	William and Dale Walker <i>Ontario</i>
Aaron and Michelle Everingham <i>Alberta</i>	Marc Gurski <i>Saskatchewan</i>	Grenville and Gail Jones <i>Nova Scotia</i>	Woody and Gretchen Lovelace <i>Virginia</i>	John Mills <i>Saskatchewan</i>	Tony Redpath and Allison McGreer <i>Ontario</i>	Dean Smith <i>Saskatchewan</i>	Bruce and Fern Walker <i>Saskatchewan</i>
Robert J. Fenwick <i>Saskatchewan</i>	Shari Gurski <i>Saskatchewan</i>	Jerome Katchin <i>Ontario</i>	Terry and Joyce Lubzinski <i>British Columbia</i>	Lynnette Milton <i>Manitoba</i>	George C. and Wendy Reifel <i>British Columbia</i>	Stephen Smulan and Yueh Chun Lee – <i>Saskatchewan</i>	John and Emma Ward <i>Alberta</i>
Ken and Jasmine Ferris <i>British Columbia</i>	Karla Guyn and James Devries <i>Manitoba</i>	Herbert and Jeannette Kebbel <i>Ontario</i>	Douglas MacDonald <i>New Brunswick</i>	James and Shirley Minty <i>Alberta</i>	George F. Reifel Jr. <i>British Columbia</i>	Janice E. Spencer <i>British Columbia</i>	Dave and Donna Wardle <i>Ontario</i>
Jean Fortier <i>Quebec</i>	Rudy G. Haggeman <i>Ontario</i>	Robert and Audrey Kenny <i>Quebec</i>	T. Maconachie <i>Manitoba</i>	Kathleen Moore <i>British Columbia</i>	Estate of Terry Reindl <i>Alberta</i>	Lynn Stankie <i>Ontario</i>	Len Warren <i>Manitoba</i>
Scott and Carol Fortnum <i>Ontario</i>	Rick and Helen Haigh <i>Ontario</i>	Donald R. Kolenosky <i>Alberta</i>	Dave and Lynette Mader <i>Ontario</i>	Cheryl Moore <i>Saskatchewan</i>	Louise Renwick <i>Ontario</i>	Gordon and Janelle Stewart <i>British Columbia</i>	Greg and Sandra Weeks <i>Ontario</i>
Jamie and Sherry Fortune <i>Ontario</i>	Sue and Eric Hansen <i>Colorado</i>	Perry and Elaine Kon <i>Manitoba</i>	James Madon <i>Quebec</i>	Eric Mueller and Janice O'Dette <i>Quebec</i>	Terry L. Reynar <i>Saskatchewan</i>	Paul St-Georges <i>Quebec</i>	Roger Weldon <i>Saskatchewan</i>
Jette Fowler <i>Manitoba</i>	Geoffrey Harding and Mary Ann Stevens – <i>New Brunswick</i>	Henry and Ina Kozler <i>British Columbia</i>	Ray Maher and Wendy Benyk <i>British Columbia</i>	Stephanie Nathan <i>British Columbia</i>	Ronald and Frances Rich <i>Massachusetts</i>	Marcy Sullivan <i>Manitoba</i>	Donna Whatley <i>Ontario</i>
Candace and Gordon Franke <i>Saskatchewan</i>	Kevin Harris <i>New Brunswick</i>	Bob and Deirdre Kozminski <i>Alberta</i>	Neil Malloch <i>Alberta</i>	William C. and Doreen Nelson <i>British Columbia</i>	James A. Richardson <i>Manitoba</i>	Brian Summer <i>Manitoba</i>	Neil White <i>Alberta</i>
Verena Fuchs <i>Alberta</i>	Grady C. Hartzog <i>Alabama</i>	Darren Kreller <i>Saskatchewan</i>	Arlene Manning <i>Ontario</i>	Jason Neufeld and Shannon Carson <i>Saskatchewan</i>	Blair and Sharon Richardson <i>Ontario</i>	Barbara and Dale Sutherland <i>Saskatchewan</i>	Barry and Nancy Wilkin <i>British Columbia</i>
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