



PATHWAYS TO SUSTAINABILITY

**Delivering conservation
solutions for the future**

2022 ANNUAL REPORT

A young girl with a braid, wearing a blue one-piece swimsuit, is running through shallow, rippling water. She is holding a long, dark stick in her right hand. The water is splashing around her legs. In the background, a calm lake stretches to a distant, tree-lined shore under a cloudy sky.

PATHWAYS TO SUSTAINABILITY

Our collective journey toward
sustainability is complex.

An aerial photograph of a wetland area. A calm pond in the upper left reflects the surrounding trees. The foreground is a lush green field with a black pipe protruding from the ground. Two people are standing near the pond's edge. The background is filled with a dense forest of trees with varying shades of green and yellow.

Using science as our guide and the support of partners
as our strength, we are navigating this journey together.

PATHWAYS TO SUSTAINABLE

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Along the way, we are discovering and delivering effective conservation solutions. Solutions that leverage the power of nature to drive a prosperous economy. Solutions that safeguard our most vulnerable and valuable environmental assets. And solutions that recognize and respect traditional knowledge of the land and everything that lives on it.

Our collective journey toward sustainability is complex, but we are making progress. Ducks Unlimited Canada is proud to forge new pathways that are leading all of us toward a brighter future.



PATHWAYS TO SUSTAINABILITY

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MESSAGE FROM THE
CHAIR & PRESIDENT

SUCCESSFUL
CONSERVATION
FOCUSED ON
SOLUTIONS



ask us to describe Ducks Unlimited Canada’s (DUC) conservation model and we’ll paint you a vivid picture.

We’re proud to be one of the nation’s largest and longest-standing conservation organizations tackling the most pressing environmental challenges by rolling up our sleeves and getting to work. At the end of the day, our boots are muddy because we focus our energy where it creates the greatest impact—on the ground. Our eyes are bright with an unbridled curiosity for the natural world and our hands are outstretched to partner with all who have an interest in the future of our land, water and wildlife.

Simply put, DUC’s model of conservation is one that’s focused on finding solutions. It’s about employing the best science and taking action. It’s about finding ways of protecting natural areas—like wetlands, grasslands and forests—that are both pragmatic and pioneering. This commitment to “get things done” is what’s driven our success for the past 84 years—and it’s why the country continues to look to us for leadership.

Today, the need for solutions-focused conservation is greater than ever. Every citizen and every sector of society has a role to play in responding to historic environmental issues, from climate change to biodiversity loss. But we understand that knowing what to do, where to go and how to make a difference can be difficult, even overwhelming.

Fortunately, DUC has the experience and the expertise to lead the way.

We’ve titled this year’s annual report “Pathways to Sustainability” to showcase the progress we’re making across the country. The solutions that you’ll see highlighted on these pages are powerful examples of how we’re bringing people, communities, industries and the nation at large closer to living in harmony with the natural world.

At the same time, this report is a reminder that there is still work to do. While 2022 was an outstanding year for DUC and our conservation mission, the journey toward sustainability is long. Thank you for your ongoing support as we strive to deliver more collaborative, innovative solutions that will shape the future.

Yours in conservation,



A handwritten signature of David C. Blom in black ink.

David C. Blom
Chair



A handwritten signature of Kevin Harris in black ink.

Kevin Harris
President

PATHWAYS TO SUSTAINABILITY

Ducks Unlimited Canada’s impact is about more than the number of acres on the ground, ducks in the air or charitable dollars raised for our mission. As a conservation leader, we have an opportunity—and a responsibility—to set positive examples of corporate sustainability that impact the health, wealth and well-being of the country. We are striving to be the industry partner of choice that delivers pragmatic, science-based solutions at scale.



DUC is delivering solutions that work for nature and people. **Our progress is taking place:**



In the lab: Our science is uncovering the unique relationships between nature, wildlife, watershed health, biodiversity and more.



On the ground: Our conservation activities are making space for nature within working landscapes and urban centres.



In the classroom: Our education programs are preparing the next generation to tackle the conservation challenges of the future.



Alongside industry: Our team of experts is helping a wide variety of sectors address their environmental risks and opportunities.



In the hallways of government: Our advocacy efforts are helping inform policies and decisions that advance sustainability and achieve the best outcomes for people and wildlife.

We’re headed toward a brighter future. The outcomes of our efforts are creating change the world needs.



Resilient communities: Ensuring healthy ecosystems surround our towns and cities is helping mitigate floods, droughts and the effects of climate change.



Thriving biodiversity: Conserving and restoring natural habitats is providing homes for hundreds of wildlife species, including many with populations that are at risk.



Clean water: Protecting wetlands is keeping the water in our lakes and rivers clean.



Food security: Supporting sustainable agriculture is helping Canadian farmers and ranchers meet growing market demands in an environmentally sustainable fashion.



A prosperous green economy: Investing in conservation and natural infrastructure projects creates jobs and stimulates fiscal growth.

PATHWAYS TO SUSTAINABILITY

EMBRACING AND ADVANCING OUR ESG GOALS

Demonstrating our own commitment to advancing Environmental, Social and Governance (ESG) goals within our operations will lead us down important pathways to sustainability. We recognize that we are still at the beginning of our journey, and that the bar to act responsibly, create value and inspire positive change will continue to rise. Ducks Unlimited Canada is committed to embracing and advancing our ESG goals in the months and years ahead. Our ambitions include the following:

Leading by example: DUC aims to be a role model, ESG-minded organization.

PROGRESS:

- We have retained the services of The Delphi Group, an expert in sustainability and ESG consulting, to assist in **quantifying our corporate carbon footprint**. This is a fundamental first step toward becoming a net-zero organization.
- **DUC is an active partner in several sustainability initiatives** led by the agricultural and forestry sectors. These include the Canadian Roundtable for Sustainable Beef, the Canadian Roundtable for Sustainable Crops and Field to Market Canada, as well as the Forest Products Association of Canada, the Forest Stewardship Council and the Sustainable Forestry Initiative.
- To advance our ongoing journey toward truth and reconciliation, **all DUC staff are participating in workshops and learning exercises** to build understanding about our shared history as Indigenous and non-Indigenous peoples in Canada.

Supporting Canadian businesses: DUC will support the development of ESG-aligned business practices focused on conservation outcomes, meeting new customer demands and product innovation.

PROGRESS:

- We have joined the **Task Force on Nature-related Financial Disclosures** (TNFD) Forum, a global initiative aimed at creating a nature-positive economy. Here, DUC will lend our 84 years of knowledge and on-the-ground conservation expertise to help organizations address their environmental risks and opportunities.

Collaborating with governments and communities:

DUC will help foster connections between policy and the practical mobilization of conservation action in key sectors including agriculture, energy, forestry and finance.

PROGRESS:

- DUC is the conservation delivery agent of a new action-oriented climate resilience initiative called **Nature Force**. Made up of 16 leading insurance companies, Nature Force funds natural infrastructure projects in areas surrounding urban centres to help mitigate the effects of flooding and extreme weather events.
- Alongside leading agricultural industry partners, **DUC has proposed an agricultural policy framework** that will benefit the country ecologically while giving the sector a competitive advantage in the global marketplace. Our framework contains actions to advance four key areas: mitigating the impacts of climate change, preserving biodiversity, promoting sustainable practices, and increasing resiliency on Canada's farms and ranches.

Inspiring innovation within Canadian supply chains:

DUC will partner with companies to provide products, programs and actionable solutions that translate into tangible conservation benefits.

PROGRESS:

- Through a partnership with Cereals Canada and prairie winter wheat grower associations, we have launched a new **Habitat-Friendly Winter Wheat Ecolabel Program** to help consumers identify environmentally friendly products that provide critical habitat for ducks, birds and other wildlife.
- DUC has engaged Anthesis Provision, a team of food industry sustainability experts, to help us understand the sustainability goals and challenges of the food sector. Our work to date has identified biodiversity, climate and water as top priorities.

OUR PROGRESS

For 84 years and counting, Ducks Unlimited Canada has been the premier conservation organization the nation looks to for leadership. We’re active in every province and territory, working locally to conserve, restore and manage some of the most valuable—and vulnerable—natural habitats including wetlands, grasslands and forests. **Our results are creating large, landscape-level impact that’s supporting wildlife, advancing sustainability and contributing to climate resiliency.**



NATIONWIDE CONSERVATION RESULTS

(Cumulative; as of March 31, 2022)

12,329
HABITAT PROJECTS

6.2 million
ACRES CONSERVED
(INCLUDING 3.1 MILLION
ACRES RESTORED)

228.1 million
ACRES INFLUENCED

While DUC’s conservation footprint continues growing year over year, our conservation results are subject to both increases and decreases. A slight decrease in our cumulative, conserved acres (from 6.6 million reported in 2021 to 6.2 million in 2022) is attributed to the conclusion of some long-term land agreements and fluctuations in short-term conservation initiatives like forage programs. Many of the acres that are no longer formally reported are still benefiting from our conservation activities and delivering important ecological services.

HABITAT PROJECT

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

CONSERVED

Areas DUC is directly protecting through habitat programs such as land purchases, management agreements and conservation easements.

RESTORED

Areas that were previously lost or degraded, returned to their natural state and protected by DUC conservation work.

INFLUENCED

Areas DUC is impacting through partnerships and policy work.

**ANNUAL CONSERVATION
PROGRESS AND PLANNING**

**2022
Goals**

**2022
Results**

2021
Results

2020
Results

In 2022, DUC made strong progress toward our conservation goals. We far exceeded our goal related to influenced acres, which is a testament to our ability to impact large landscapes through partnerships and policy work.

Habitat acres conserved

116,932

109,062

128,728

108,274

(includes acres restored)

59,899

40,837

57,421

62,467

Habitat acres influenced

4.1 million

33.7 million

4.9 million

24.0 million

LOOKING AHEAD TO 2023

DUC is planning to conserve 145,346 acres (including the restoration of 65,516 acres) and to influence 4.1 million acres of critical habitat across the country.

OUR LONG-TERM VISION

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

OUR CONSERVATION COMMUNITY

At Ducks Unlimited Canada, we believe the need for nature connects all people. Our strength comes from working together, partnering with all who care about the landscape. Every member of our conservation community has a unique, personal connection to our mission — and we’re extremely grateful for the many generous ways they give.



UNITED BY COMMON INTERESTS, SUPPORTING SHARED VALUES

Today’s conservation issues are complex and interconnected. They affect people in different ways, inspiring different courses of action. But all of them demand that we listen to one another and work together. By focusing on our common interests and upholding our shared values, DUC’s conservation community is a united force for nature that includes:

Farmers, ranchers and landowners: The success of their operations depends on maintaining a balance of resources including water, grass and soil. DUC’s wide range of conservation programs provide these families with tools that support both their livelihoods and their ways of life.

Indigenous Peoples: We acknowledge that Indigenous Peoples have been stewards of Canada’s lands and waters for millennia — and we recognize that many lessons can be learned from them when it comes to protecting nature. DUC is building meaningful relationships with Indigenous Peoples that are grounded in mutual respect and the desire to achieve significant and lasting conservation outcomes.

Students and educators: The future of conservation is in good hands thanks to the thousands of students and educators who participate in our education programs. They are bringing new ideas, energy and perspectives to how we approach today’s conservation challenges.

Governments: We’re proud to be invited to the table 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.

Ducks Unlimited partners: Our greatest strength comes from the support of our continental conservation partners from Ducks Unlimited organizations in the United States and Mexico. Together, our networks of staff and supporters are creating positive environmental impacts that transcend borders and ripple across North America.

Industry groups: We’re working with today’s business leaders to find effective ways of minimizing their environmental impacts and achieving their sustainability goals. DUC is recognized as a conservation solutions provider driven by partnerships and focused on results.

Scientists and academics: We are fortunate to collaborate with a host of inspiring thought-leaders and pioneering researchers who are making new discoveries about the natural world. Together, they’re gathering data and knowledge that’s shaping how we make conservation decisions now and into the future.

STRENGTH IN NUMBERS

We’re proud to count the following people among our greatest changemakers this year:

Supporters: More than 74,000 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 3,950 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.

Staff: Our 400 employees stationed across the country worked with passion and purpose to achieve our strategic goals and write a new chapter in DUC’s rich 84-year history.

NATURE IS DIVERSE. SO ARE WE.

When nature is diverse, the Earth thrives. When our organization is diverse, people thrive. That’s why Ducks Unlimited Canada is building a culture where everyone is welcome.

We believe a variety of cultures, identities and beliefs enriches our environment. We believe innovation is enhanced through diversity and inclusion, and this in turn allows all of us to grow and prosper. We commit to making DUC a place of belonging for all people, united in conservation.



OUR FINANCIAL COMMITMENT

Making the most of every charitable dollar is a responsibility we take seriously. That’s why Ducks Unlimited Canada is committed to upholding the highest standards of accountability, transparency and trust. By directing funds in ways that produce the greatest conservation impact, every donor can take pride in knowing that they’re making a difference in their backyard — and beyond.

Investing your funds effectively

Our goal is to invest 80 per cent of our expenditures in habitat conservation annually. In the 2022 fiscal year, DUC invested 88 per cent in habitat conservation.

USES OF FUNDS (millions)	2022 Goals	2022 Results	2021 Results	2020 Results
Conservation <small>(includes capitalized land purchases)</small>	\$98.0 89% investment	\$91.0 88% investment	\$87.0 90% investment	\$74.0 82% investment
Fundraising	\$5.1	\$4.5	\$4.9	\$10.2
Administration	\$6.7	\$7.0	\$5.4	\$6.5

Matching your donations, multiplying your impact

DUC is fortunate to have many conservation partners who provide donation matching. We’re able to match donations made by Canadians up to three times, which multiplies the impact of your gift.

SOURCES OF REVENUE (millions)	2022	2021	2020
Government Grants	\$55.5	\$43.3	\$42.1
Fundraising Revenue*	\$8.0	\$8.1	\$15.7
Program Revenue	\$18.2	\$21.0	\$20.0
Non-Government Partnerships	\$14.9	\$16.0	\$10.1
Investment Income (Loss)	\$9.8	\$32.6	(\$7.1)

*Includes gift-in-kind donations DUC also leveraged lines of credit for our Revolving Land Conservation Program of \$5.4 million in 2022, \$10.5 million in 2021 and \$13.6 million in 2020.

Looking ahead to 2023, DUC is planning to realize \$151 million in gross revenue.

What can \$50 do?

When you give \$50 to DUC, we can conserve an area of wetlands equal in size to an average home. That habitat can store five tonnes of carbon and 41,000 litres of water, providing cleaner air and water. It’s incredible how quickly your impact can add up to make a lasting difference!



OUR FIVE STAR CHARITY RATING

DUC is proud to be recognized as a five-star Canadian charity, the highest rating awarded by Charity Intelligence. This rating is reserved for the top 100 highest-rated charities and is based on objective measures covering the following categories:

- + Financial transparency
- + Results reporting
- + Demonstrated impact
- + Need for funding
- + Cents to the cause

LOOKING AHEAD

FOCUSED ON THE FUTURE: IMPLEMENTING OUR STRATEGIC PLAN

Ducks Unlimited Canada is dedicating the full weight of our research and expertise toward solving the conservation challenges of tomorrow. Our strategic plan outlines the ambitious goals we're striving to achieve during the months and years ahead. We are transforming challenges into opportunities. We are converting conservation investments into tangible results. We are taking the necessary steps to be the preeminent conservation leader focused on the future.

Here's a look at the framework of DUC's 2022-2024 strategic plan, which 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 Canada'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.

Our goal: To drive our conservation mission forward by putting more acres of habitat on the ground.

Our commitment: To deliver conservation programs with the highest impact, sharing our knowledge with those who have a shared interest in the landscape.

Our approach:

- Implement the International Conservation Plan, developed in partnership with Ducks Unlimited organizations in the United States and Mexico, to maximize the impact of habitat work on priority landscapes and ensure our conservation resources are directed to the highest impact activities.
- Be a solutions provider that enhances sustainability of working landscapes to balance conservation and economic prosperity.
- Build strong and diverse partnerships to leverage shared objectives and achieve large, landscape-scale conservation outcomes.

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.

Our goal: To shape the future of habitat conservation and advance our programs.

Our commitment: To find and communicate effective solutions by employing the best, forward-looking research.

Our approach:

- Conduct bold, forward-thinking research to improve our conservation programs and inspire new solutions to conservation issues including clean water.
- Address the climate crisis to align and leverage our conservation work to provide climate change mitigation and adaptation.
- Develop and promote practices that advance sustainability to grow understanding and the implementation of activities that benefit wetlands, water and working landscapes.

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.

Our goal: To improve our financial strength and sustainability.

Our commitment: To find new ways of funding our conservation efforts.

Our approach:

- Focus on climate mitigation needs to align our revenue programs with key market and customer demands.
- Leverage and allocate resources to support revenue programs to encourage and support innovation.
- Pursue new revenue opportunities to generate unrestricted funds that can be directed to the greatest areas of need.

4 Create an unmatched supporter experience

Conservation is only conversation 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.

Our goal: To build a strong, engaged and empowered conservation community.

Our commitment: To create memorable and meaningful experiences for all supporters.

Our approach:

- Consider the DUC supporter in all decision-making processes to empower all staff to drive brand loyalty and support.
- Foster a sense of belonging in the DUC community to build sustained, long-term commitment.
- Grow and diversify the DUC supporter base to demonstrate the relevancy of DUC and wetland conservation to broad audiences.

CONSERVATION

RESTORING NATURE, REBUILDING BIODIVERSITY

An astounding 40 per cent of the world’s plants and animals make their home in wetlands. These precious ecosystems are a much-needed lifeline for at-risk species and offer a key solution to biodiversity loss. We cannot survive without wetlands, and Ducks Unlimited Canada is leading the charge to demonstrate the gains that can be made—for people and for nature—when we invest in wetland conservation and restoration.

As Canadians, water, wildlife and wild places are ingrained in our identities. They are points of pride and part of treasured memories. They are also fundamental to our way of life, our health and our economy. It’s why we understand the importance of working together to protect them.

Among the postcard-worthy landscapes that colour our country, wetlands are some of the most important. Rich in biodiversity, these areas provide natural solutions to some of the most pressing environmental issues, including flood and drought prevention, water purification and climate change mitigation. The tremendous environmental benefits they provide connect us all.

DUC’s time-tested approach to conservation is simple and effective. We secure important at-risk wetlands, restore those that have been drained and damaged and manage the areas under our care. Results of our efforts come alive in the sights and sounds of iconic species thriving in healthy natural spaces.

DUC delivers big wins for biodiversity with the Natural Heritage Conservation Program

Sprague’s pipit. Chestnut-collared longspur. Ferruginous hawk. Northern pintail. These iconic prairie birds are part of a long list of species that have experienced population declines because of habitat loss. With support from the Government of Canada’s Natural Heritage Conservation Program (NHCP), DUC is conserving and restoring lands to provide much-needed places where they can return year after year and raise their young.

The NHCP is a unique public-private partnership designed to support new protected and conserved areas on private lands. Launched in 2019, the program aims to conserve 235,000 hectares (580,698 acres) by 2023. DUC is a proud partner that’s helping deliver the NHCP by conserving and restoring critical wetland and grassland habitats.

To date, DUC conserved 14,615 hectares (36,114 acres) of land through 127 projects across four provinces in areas with the greatest conservation need.

“Through the Natural Heritage Conservation Program, we have applied a diversity of conservation tools to protect or restore landscapes across Canada,” says Pat Kehoe, DUC’s chief conservation officer. “These include fee-simple acquisition of lands, conservation easements with landowners and our revolving land conservation program. We have also taken steps to implement other effective area-based conservation measures on projects that will be realized in future program years.”

While ongoing efforts are needed to conserve and restore enough land for species to recover to levels where they are no longer at risk, these successes are an important step forward. DUC is proud to continue working alongside the Nature Conservancy of Canada, Wildlife Habitat Canada, the Canadian Land Trusts

Working Group and local land trusts in delivering the NHCP.

WHAT’S GOOD FOR THE BIRDS IS GOOD FOR THE BEES

Pollinators, like bees, play a key role in the proper function of ecosystems and are vital for a large part of the food we produce and consume. Native grasslands, with their greater diversity of native flowering plants, support a higher richness of native bee species than non-native grasslands.

The native grasslands that DUC protected through the NHCP are expected to provide habitat for 80 documented species of bees. The restored grasslands will provide suitable habitat for 67 species. This is another way DUC’s efforts are contributing to Canada’s biodiversity.

SCIENCE

LAYING THE FOUNDATION FOR NEW APPROACHES AND SOLUTIONS

Science is what fuels our knowledge and drives effective action.

Nowhere is this more apparent than in the field of conservation. Science is fundamental to tackling complex environmental challenges including climate change, pollution, as well as biodiversity and habitat loss. Ducks Unlimited Canada is delivering world-leading science that's laying the foundation for new approaches and solutions that will protect vital ecosystems and at-risk species, reduce harmful greenhouse gas emissions, improve people's lives and strengthen our communities.

DUC's Institute for Wetland and Waterfowl Research is uncovering the unique relationships between wetlands, waterfowl, watershed health, biodiversity and more. Our research program has attracted the interest and support of partners from across Canada and North America.

The breadth of our work has led to a collaborative research network that is well represented in academic circles. We've led or participated in more than 300 studies throughout North America, generating nearly 750 scientific publications. We have helped to train graduate students from more than 40 universities. Last year, we worked with 184 researchers from 31 universities and 27 external research agencies. It's an impressive track record—one we're proud to share.

New research demonstrates climate-cooling effects of wetlands

Heat waves on the Canadian Prairies can pack a punch. The drop in even a few degrees can provide much needed relief for heat-stressed crops—and for people. New research from DUC and our partners at the University of Saskatchewan is demonstrating that wetlands possess impressive climate cooling capabilities, adding yet another reason to keep these valuable ecosystems on the landscape.

The study suggests that wetlands in the Prairie Pothole Region, which spans southern Alberta, Saskatchewan, Manitoba and areas of the United States, have the potential to cool the surrounding atmosphere by one to three degrees on summer days and reduce the number of hot days during heat waves.

How did our researchers come to these conclusions? It involved some sophisticated—and impressive—science and data work.

The team added a wetland module to cutting-edge models that replicate interactions between land surfaces and climate. The research revealed that wetlands cool the climate by altering surface energy balances

(how much energy is available to evaporate water and to raise the temperature) and affecting the lower atmosphere in ways that promote cloud formation. It also demonstrated that including wetlands in climate models improves predictions about land surface temperature, evapotranspiration (how water is transferred from the land to the atmosphere by soil evaporation and plant transpiration) and terrestrial water storage such as glaciers, snow, soil, groundwater or wetlands.

The purpose of the study was to explore the impacts of wetlands on regional climate and improve their representation in climate modelling.

"We are hopeful that continued research into the climate mitigating impacts of wetlands will influence decisions around land-use planning and reinforce the importance of these ecosystems in the minds of policy-makers and regulators," says Mark Gloutney, national director of science, education and business planning at DUC.

DUC's science team is continuing to investigate the cooling capabilities of wetlands as well as other climate mitigation benefits

provided by these ecosystems. Results of future research will provide the necessary data for governments, industry, landowners and others to make informed land management decisions—including nature-based climate solutions—while informing DUC's on-the-ground conservation work.

SUPPORTING SYNERGIES BETWEEN CONSERVATION AND AGRICULTURE

This climate-cooling research reinforces the important relationship between conservation and agriculture. A high priority for future research will involve adding a crop module in the climate model that can represent dynamic crop growth. This will allow us to study the interactions between wetlands and surrounding croplands, and the on-farm benefits that stem from moistening and cooling the environment during drought and heat conditions in late summers.

EDUCATION

A SUSTAINABLE FUTURE STARTS WITH YOUTH

Critical thinkers. Change-makers. Innovators. Communicators. Leaders. Young people are assuming all of these important roles as they engage in environmental stewardship. Ducks Unlimited Canada is proud to provide students from across the country with hands-on educational experiences where they can translate what they learn about conservation into action in their communities.

Gen Z is quickly emerging as the sustainability generation. Young people today care about the environment and widely support sustainable values. Conscious of their future, they make clear connections between their actions and environmental impacts. Whether it's opting for eco-friendly products or seeking new ways to live a green lifestyle, they bring creativity and commitment to the choices they make and the causes they support.

In addition to being creative and committed, they are also highly connected. More than ever, students are using the power of technology to share ideas, rally together, drive social progress and encourage political change. All of this contributes to their ability to build a sustainable future that their generation will benefit from.

DUC's education programs are helping foster Gen Z's strong environmental ethic by encouraging students to explore and protect natural areas like wetlands.



Nature-based learning takes flight on the Prairies

It is one thing to read about wetlands in a textbook but being there really makes you appreciate them."

Brayden Adolf is a student from Bellerose Composite High School in St. Albert, Alberta. He and his fellow classmates are gaining first-hand knowledge about nature and environmental stewardship through DUC's newly established Wetland Centre of Excellence. Here, they've been planting native species, testing water quality and learning about the variety of wildlife that make their home at the nearby John E. Poole wetland.

The site is one of two new Wetland Centres of Excellence launched by DUC in the Prairies this year. The other is a partnership with Colette Bourgonje School in Saskatoon, Saskatchewan where students are conducting their conservation projects at Hyde Park.

And like Brayden says, learning in an outdoor classroom where nature is the teacher makes all the difference.

"There's no better place for conservation education than in the natural environment," says Mariane Bolla, head of DUC's national education program. "Nature-based action projects offer students authentic, relevant and meaningful learning opportunities. And now,

with two new Wetland Centre of Excellence locations in Western Canada, more students will have the opportunity to tackle hands-on projects at local wetlands."

DUC's Wetland Centre of Excellence program is a national network of schools and community partners where students undertake wetland projects, peer-to-peer mentorship and community outreach. Through this model, students and their broader communities learn about the critical functions wetlands perform, such as providing habitat, mitigating climate change, and filtering upstream water to support cleaner lakes and rivers.

The two new Wetland Centres of Excellence are the latest addition to DUC's network of 27 Wetland Centres of Excellence across Canada.

OUTDOOR CLASSROOMS CONNECT STUDENTS WITH COMMUNITY

DUC's new Wetland Centres of Excellence utilize two high-profile wetlands, connecting students with the community through a shared interest in the green spaces.

Sitting along the east shore of Big Lake just outside of St. Albert, the John E. Poole wetland is connected to the Lois Hole Centennial Provincial Park and is recognized as a globally significant Important Bird Area for its abundant and diverse bird populations, especially waterfowl and shorebirds. It's also connected to St. Albert's established nature trail system.

Saskatoon's Hyde Park is a slice of nature inside city limits. Hyde Park boasts 123 acres (50 hectares) of naturalized wetlands—home to dozens of species of native plants and animals—that provide flood protection, recreational opportunities and aesthetic value to neighbourhood residents.

Learn more about DUC's Wetland Centres of Excellence at wce-education.ducks.ca

GOVERNMENT RELATIONS

STEPPING UP TO MEET THE SUSTAINABILITY CHALLENGE

To achieve large-scale environmental change that's so urgently needed, we need leadership. Long-term commitments from all levels of government are key to addressing the colliding crises of climate change and biodiversity loss. By sharing our conservation knowledge and expertise with elected officials and other key decision-makers, Ducks Unlimited Canada is helping inform the policies required to meet today's sustainability challenge.

Following the United Nations Climate Change Conference (COP26) in Glasgow, many countries have raised their ambitions—Canada included. World leaders signed on to a newly minted Glasgow Climate Pact that aims to turn the 2020s into a decade of climate action and support.

In this new era, both the economy and the environment can win. However, success will hinge on significant and sustained investments in nature-based solutions. These are actions that harness the power of nature to enhance natural ecosystems, biodiversity and human well-being to address major societal issues—including climate change.

Fortunately, DUC has been in the business of delivering nature-based solutions since our inception in 1938. The wetlands, grasslands and forests we conserve and restore deliver billions of dollars of economic value to Canadians every year, from water filtration to flood protection to carbon storage. As a trusted environmental non-government organization, we are playing a valuable role in transforming government investments into on-the-ground results.

DUC receives historic investments from Nature-Smart Climate Solutions Fund

It's the largest Canadian government investment in our organization's 84-year history. This year, DUC was the recipient of \$39.5 million from the Government of Canada's new Nature Smart Climate Solutions Fund.

Administered by Environment and Climate Change Canada, the Nature Smart Climate Solutions Fund is meant to reduce two to four megatons of greenhouse gas emissions annually by supporting projects that conserve, restore and enhance wetlands, peatlands and grasslands to store and capture carbon.

"Conserving and restoring these natural habitats is DUC's unique area of expertise," says Jim Brennan, DUC's national director of industry and government relations. "This level of investment on the part of the Government provides further affirmation that our conser-

vation work is essential to building a strong and sustainable future for all Canadians."

The Nature Smart Climate Solutions Fund is a 10-year program. This initial financial investment will be allocated to DUC over the next three years to deliver conservation projects with specific objectives to improve Canada's resilience to climate change and to support biodiversity. A portion of the funding will also support our efforts to rebuild and maintain DUC infrastructure on National Wildlife Areas from coast to coast.

FEDERAL BUDGET FOCUSES ON CLIMATE

In its 2022 budget, the Government of Canada recognized that protecting nature is

among the most effective actions it can take. From addressing the climate crisis to stimulating economic growth, investments in Canada's land and water resources were key elements in this year's fiscal plan.

In particular, the 2022 Federal Budget provided an additional boost for nature-based solutions with a \$780-million pledge to expand the government's Nature Smart Climate Solutions Fund (*see accompanying story*).

Looking ahead, DUC is urging the government to focus on additional proactive measures that will bolster landscape resiliency. This includes empowering communities with nature-based solutions that will prevent environmental disasters from happening rather than simply managing their impacts. Much work remains to meet Canada's climate targets and ensure a sustainable future.

INTERNATIONAL PARTNERSHIPS

CONSERVATION SUCCESS IS ROOTED IN CROSS-BORDER COLLABORATION

Ducks Unlimited Canada believes that the best way to support waterfowl is by banding together and linking our efforts from one end of the continent to the other. We're grateful to work alongside our conservation colleagues in the United States and Mexico to deliver conservation programs that connect waterfowl—and people—across an entire continent.

There's tremendous strength that comes from leveraging the resources of three countries. For 36 years, this collaborative, cross-border approach has been the foundation of the North American Waterfowl Management Plan (NAWMP). It's also the reason why the NAWMP is widely recognized as one of the most successful conservation models in the world.

The NAWMP is an international partnership between the governments of Canada, the United States and Mexico for conserving migratory waterfowl throughout the continent. It brings together federal, provincial, state and municipal governments, non-government organizations, private companies and many individuals. All are committed to working together to safeguard the birds and habitat central to our continent's natural legacy.

Ducks Unlimited organizations are key players in the NAWMP, sharing our knowledge and expertise to determine the most effective ways of delivering wetland conservation across three international borders. DUC is the NAWMP's primary facilitator of on-the-ground conservation work in Canada, and we are proud to help advance its continental goals.



Fall Flights program invests \$3.8 million in Canadian habitat conservation

Fish and wildlife agencies in the United States have long recognized the critical role Canada plays in the lifecycle of waterfowl and other migratory birds that wing their way south each fall. Through the Fall Flights program, U.S. states contribute to Canadian wetland conservation by supporting organizations like DUC. This past year saw states step up in a big way, with a total of 43 states sending \$3.8 million in Fall Flights funding to DUC.

"Fish and wildlife agencies in the U.S. are champions for the kind of collaborative conservation work that's needed to effectively steward the wildlife resources we share," says Dave Kostersky, manager of international partnerships for DUC.

The most powerful aspect of the Fall Flights program is its ability to leverage funding. State funding through Fall Flights is matched by DUC and Ducks Unlimited in the United States and leveraged with Canadian contributions and federal funding through the North American Wetlands Conservation Act, the funding mechanism that supports the NAWMP. 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.

Looking ahead, the Association of Fish and Wildlife Agencies is striving to achieve 100 per cent state participation in Fall Flights by 2026. This would greatly increase the conservation investment on the Canadian breeding grounds that support a significant portion of North America's waterfowl and other migratory birds.

DUCKS UNLIMITED, INC. CELEBRATES 85 YEARS

Without question, DUC's longest held and greatest international partner is Ducks Unlimited, Inc. in the United States. Since day one, we've been united in a common pursuit of conservation and connected by a singleness

of purpose to safeguard North America's wetlands.

DU Inc. provides critical matching dollars that allow DUC to access important funding from federal sources. Its volunteers and donors regularly step up by making generous major gifts that are directed toward habitat conservation north of the 49th parallel. And, its science and conservation teams collaborate regularly with us on projects, exchanging knowledge and resources to advance shared conservation goals.

In 2022, DU Inc. marked its 85th anniversary. This is a milestone that all of us at DUC are humbled to be part of, as its inspiring legacy continues to be written.

BRITISH COLUMBIA

British Columbia is renowned for its biodiversity. The plants and animals that make their homes in the picturesque mountains, lakes, rivers and marshes, as well as the numerous species found in the adjacent Pacific Ocean are part of a magnificent wilderness mosaic.

But B.C.'s ecosystems are under threat. Climate change and development are putting wildlife populations at risk and affecting the health of our communities. Floods, fires and sea-level rise are creating serious impacts. That's why Ducks Unlimited Canada is working throughout the province to conserve and restore vital habitats. Our efforts are guided by a commitment to collaboration, strong partnerships and the delivery of pioneering conservation programs.

OUR CONSERVATION SUCCESS

(cumulative)

579
HABITAT PROJECTS

452,778
ACRES CONSERVED
(INCLUDING 293,704
ACRES RESTORED)

6,900,051
ACRES INFLUENCED*

COMMUNITY AMBASSADORS AND CONSERVATION PARTNERS

ANNUAL CONSERVATION PROGRESS & PLANNING	2022 Goals	2022 Results	2021 Results	2020 Results
Habitat Acres Conserved (includes acres restored)	2,697 2,615	1,031 780	1,410 1,350	756 139
Habitat Acres Influenced	11,800	15,174	13,924	15,249

In 2022, DUC fell short of its conserved-acre goal due to the deferral of a significant project. We expect these acres will be realized in the coming year.

Looking ahead to 2023: DUC is planning to conserve 1,313 acres (including the restoration of 663 acres) and to influence 13,100 acres in British Columbia.

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

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

- **482 volunteers** who raise funds and awareness for wetland conservation; and
- **1,048 landowners** who protect vital habitat on their property.

FEATURED WORK: **SCIENCE AND RESEARCH**

New DUC research aims to stem tidal marsh loss amid rising development pressures

British Columbia's largest estuary is facing many threats. Pollution, widespread dredging and diking, urban sprawl, climate change and numerous large-scale industrial developments are impacting its rich habitats and diverse wildlife. This year, new research from DUC is providing hope for the future of the Fraser River Estuary.

More than 100 tidal marshes have been created in the Fraser River Estuary over the past 40 years, an attempt to mitigate the loss of habitats and maintain the ecological integrity of the area. However, the success of these projects varies. A new, in-depth report by DUC—the most comprehensive analysis of tidal marsh creation projects in the Fraser River Estuary to date—aims to find out why.

"Understanding the factors that lead to some restoration projects being more successful than others is key to our go-forward efforts in the Fraser—and everywhere we operate," says Sarah Nathan, DUC's manager of provincial operations in B.C. "It's important that we learn from the past so that future restoration projects are delivered in a way that builds on past successes and avoids previous pitfalls."

The report is titled *Factors Influencing the Persistence of Created Tidal Marshes in the Fraser River Estuary*. It includes an assessment of 27 marsh restoration projects and nine natural reference marshes. Findings were combined with information from a similar, smaller-scale report conducted in 2016. Together, these data were used to model



potential causes behind marsh recession, dominance of native plant species, and species richness in these sites.

DUC believes the best way to conserve tidal marshes is to avoid impacts wherever possible. But with the potential for some major development projects on the horizon, this report provides critical insight into how to effectively offset habitat damage if necessary.

BUILDING A BRIGHTER FUTURE IN THE FRASER

The Fraser River Estuary is a complex network of tidal marshes, channels, mudflats, sand flats and eelgrass meadows that spill into the Strait of Georgia. Located in B.C.'s Lower Mainland, the estuary runs through Delta, Richmond and Vancouver.

The Factors Influencing the Persistence of Created Tidal Marshes in the Fraser River Estuary report is the start of a longer investment by DUC over the next two years. DUC will use the findings to inform restoration works and identify some unsuccessful compensation sites to restore.

Through our partnerships with governments and other organizations, we will also help lead further research as climate change and rising sea levels continue to threaten the region. We are committed to applying our conservation knowledge to find solutions that will safeguard vital habitats within one of the most important ecosystems on Canada's west coast. Learn more at ducks.ca/fraser-river

Albertans have a strong connection to the land. From native prairie grasslands, to the aspen parkland to the boreal forest, our landscape and environment supports our way of life, our well-being and our economic prosperity.

How we take care of it now will determine our prosperity and sustainability later. That’s why we are committed to conserving Alberta’s wetlands and grasslands. By working together with landowners, communities, government and partners, we have a better and brighter future ahead—one that is rich in natural assets, resources and biodiversity.

OUR
CONSERVATION
SUCCESS
(cumulative)

2,728
HABITAT PROJECTS

2,375,895
ACRES CONSERVED
(INCLUDING 1,156,960
ACRES RESTORED)

181,479
ACRES INFLUENCED*

COMMUNITY
AMBASSADORS
AND CONSERVATION
PARTNERS

ANNUAL CONSERVATION PROGRESS & PLANNING	2022 Goals	2022 Results	2021 Results	2020 Results
Habitat Acres Conserved <small>(includes acres restored)</small>	21,089 9,540	16,727 7,739	20,969 10,507	21,162 14,497
Habitat Acres Influenced	90,100	152,000	274,466	122,000

Following banner years in 2021 and 2020, DUC fell short of our 2022 conserved-acre goal when high real estate prices impacted our ability to deliver on our Revolving Land Conservation Program. However, we exceeded our influenced-acre goal thanks to the amount of habitat we were able to positively impact through policy and partnerships.


Looking ahead to 2023: DUC is planning to conserve 41,587 acres (including the restoration of 11,683 acres) and to influence 91,000 acres in Alberta.

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

- DUC is grateful for the support of many people across the province who contribute to our success. This includes:
- 770 volunteers who raise funds and awareness for wetland conservation; and
 - 5,169 landowners who protect vital habitat on their property.

FEATURED WORK: LANDOWNER PARTNERSHIPS

Protecting a waterfowl paradise

ne hundred kilometers east of Calgary lies a piece of land rich in diverse wetland habitat, hosting hundreds of acres of native and restored grasses. The area provides nesting cover for more than 65 breeding waterfowl pairs per square mile each year, with those numbers likely to increase thanks to recent conservation efforts between DUC and local landowners.

The 960-acre (388-hectare) Adamcewicz Conservation Easement and Wetland Restoration Project is a partnership between DUC and the Adamcewicz family, who are fifth-generation farmers in southern Alberta. Approximately the size of 240 city blocks, it conserves and protects grassland and wetland habitat that was at significant risk of conversion and loss.

“Given the abundance of large local agricultural developments and a high amount of

habitat conversion that’s occurred over the years—safeguarding this property is a significant win for conservation,” says Thorsten Hebben, DUC’s manager of provincial operations in Alberta.

As part of the project, which utilized a no-break, no-drain conservation easement to secure the land, more than six acres (2.4 hectares) of drained wetland habitat were restored by DUC. No break, no drain is a simple specification of the conservation easement that does not allow for the breaking of uplands or the draining of wetlands. Landowners that participate in a conservation easement can still graze or hay the land without restrictions, making this a great option for beef producers.

Work began on the Adamcewicz project in the spring of 2019 and was successfully completed in the summer of 2022. Today, this waterfowl paradise is protected in perpetuity.

FARM SOLUTIONS
MADE IN ALBERTA

DUC lives and works side by side with Alberta farmers and ranchers every day. From delivering on-farm programs to providing financial incentives and land management advice, we are committed to finding solutions that work in a working landscape.

Conservation easements are one tool that we regularly use to help farmers and ranchers achieve their vision for their land. A conservation easement preserves the natural integrity and features of all or part of the land in perpetuity by limiting the amount and type of development that can occur. This is accomplished through a voluntary, mutually agreed upon legal agreement between a landowner and DUC.

We are proud to hold conservation agreements with hundreds of Alberta landowners as we continue to provide agricultural solutions that are good for the land and good for business. Learn more at ag.ducks.ca/programs/alberta

SASKATCHEWAN

Saskatchewan has some of the most abundant and productive waterfowl habitat in North America. Ducks hatched and raised here disperse throughout the entire continent and beyond. The province’s wetlands and associated natural areas provide other far-reaching natural values, too. They support biodiversity—including species at risk—and store carbon. They also play a critical role in preserving water quality in lakes and rivers, and act as a natural buffer against floods and droughts.

It takes a collaborative approach to conserve these critical habitats, and Ducks Unlimited Canada’s work builds on the spirit of community embodied by the people of Saskatchewan. Working alongside agricultural producers, industry groups, governments and the public, we strive to ensure wetlands are recognized as valuable natural assets. That’s why we’re proud to support our many partners in achieving a sustainable balance between conservation and development.

OUR CONSERVATION SUCCESS

3,869
HABITAT PROJECTS

1,426,402
ACRES CONSERVED
(INCLUDING 913,919
ACRES RESTORED)

5,879,888
ACRES INFLUENCED*

COMMUNITY AMBASSADORS AND CONSERVATION PARTNERS

ANNUAL CONSERVATION PROGRESS & PLANNING	2022 Goals	2022 Results	2021 Results	2020 Results
Habitat Acres Conserved <small>(includes acres restored)</small>	73,760 39,270	61,524 19,143	77,692 32,057	39,457 17,398
Habitat Acres Influenced	70,000	78,700	584,810	300,277

In 2022, DUC fell just shy of our conserved-acre goal but exceeded our influenced-acre goal thanks to the amount of habitat we were able to positively impact through policy. Saskatchewan continues to be one of the most important provinces for DUC’s conservation delivery and is where we set some of our most ambitious habitat goals.

Looking ahead to 2023: DUC is planning to conserve 73,102 acres (including the restoration of 38,067 acres) and to influence 110,000 acres in Saskatchewan.

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

- DUC is grateful for the support of many people across the province who contribute to our success. This includes:
- 580 volunteers who raise funds and awareness for wetland conservation; and
 - 6,934 landowners who protect vital habitat on their property.

FEATURED WORK: AGRICULTURAL PROGRAMS AND PARTNERSHIPS

Ranch family sustainably manages grass for today — and for tomorrow

Saskatchewan ranch families are known for putting conservation first, but some go that extra mile to make sustainable practices the cornerstone of their operation. That’s certainly the case with the Hicks family, who operates Bluestone Stock Farms southwest of Regina. Here, amid the rolling hills and pothole wetlands of the Coteau region, they rotationally graze up to 1,500 head of cattle on land that’s been in their family for five generations. Over the past two decades, the Hicks family has worked with DUC to conserve more than 1,500 acres (607 hectares) of native grassland and wetlands. They’ve also seeded hundreds of additional acres to wildlife-friendly perennial cover under DUC’s forage program.

“We’re doing the best to look after what we have,” Karla Hicks explains. “If the land’s not good, we’re not good.” During last summer’s historic drought, while riding out a cattle industry equally besieged by weather and market forces, the Hicks family had an opportunity to purchase additional land and expand their operation; financial incentives paid through DUC’s conservation easement program were a welcome source of required funds. In both an economically and environmentally challenging year, they protected nearly 3,000 new acres (1,214 hectares) of critical wildlife habitat. All told, this ranching family has conserved an area of grasslands and wetlands half the



size of the city of Moose Jaw. But this is just the beginning. They’re now charting the course for the next generation of Hicks farmers to carry on their conservation values—and an ongoing partnership with DUC.

A SUSTAINABLE BEEF INDUSTRY IS A WIN FOR WILDLIFE

“If there’s no rain, there’s no grass, no water, and no cattle,” explains Karla Hicks. “No one understands climate change better than a rancher.” For those making a living off the land, caring for the health, biodiversity and

productivity of the environment just makes sense. Certification programs like the Canadian Roundtable for Sustainable Beef’s Certified Sustainable Beef and Verified Beef Production Plus (VBP+) help consumers and retailers make this connection. Bluestone Stock Farms, and other ranches certified under these programs, have demonstrated that they take food safety, animal care and environmental stewardship seriously. And for the hundreds of wildlife species that share grassland and wetland habitats alongside cattle, that’s great news. Learn more at ag.ducks.ca/beef-belongs

Manitoba is where Ducks Unlimited Canada began. More than 80 years later, our wetland conservation and restoration work is more important than ever. The province’s southwest corner is part of the Prairie Pothole Region, one of the world’s most important waterfowl breeding grounds. It’s home to hundreds of other wildlife species too, including some at risk of extinction.

As important as they are for wildlife, Manitoba’s wetlands and other natural areas also benefit people. They clean our water, mitigate climate change, protect against floods and droughts, and add to our quality of life. By working cooperatively with farmers and ranchers, Indigenous communities, governments, as well as other stakeholders and agencies, DUC is helping strike a balance between protecting the integrity of the environment and meeting the social and economic needs of Manitobans.

OUR CONSERVATION SUCCESS

(cumulative)

1,523 HABITAT PROJECTS

711,744 ACRES CONSERVED (INCLUDING 476,224 ACRES RESTORED)

1,102,107 ACRES INFLUENCED*

COMMUNITY AMBASSADORS AND CONSERVATION PARTNERS

ANNUAL CONSERVATION PROGRESS & PLANNING	2022 Goals	2022 Results	2021 Results	2020 Results
Habitat Acres Conserved (includes acres restored)	12,488 6,344	12,171 5,611	12,350 5,913	34,082 26,289
Habitat Acres Influenced	137,650	185,663	155,332	682,286

In 2022, DUC fell just shy of our conserved-acre goal but exceeded our influenced-acre goal thanks to the amount of habitat we were able to positively impact through policy. Our success in Manitoba continues to be strong and steady year over year.

Looking ahead to 2023: DUC is planning to conserve 17,235 acres (including the restoration of 10,329 acres) and to influence 145,950 acres in Manitoba.

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

- DUC is grateful for the support of many people across the province who contribute to our success. This includes:
- 519 volunteers who raise funds and awareness for wetland conservation; and
 - 3,084 landowners who protect vital habitat on their property.

FEATURED WORK: AGRICULTURAL PROGRAMS AND PARTNERSHIPS

Conservation programming aligns with young rancher’s business model

From the air, the Bootsman farm near Rapid City is a kaleidoscope of colour. Wetlands flash silver in the sun. Grasslands roll green in all directions. Tan gravel roads crisscross. This is prairie pothole country, a prime location for cattle and ducks.

Joey Bootsman signed DUC’s largest conservation agreement in Manitoba this past year, protecting 516 acres (209 hectares) of native uplands, tame grasslands as well as both intact and restorable wetlands.

As a young rancher, Bootsman knows the worth of his land, his herd and the life-giving marshes dotting his property. He also understands the power of partnerships, finding enormous value in DUC programming.

“Economics is my driver, and our operation has a lot of alignment with what DUC is doing,” he says.

Over the past decade, Bootsman has purchased land previously conserved by DUC through our Revolving Land Conservation Program. He bids for DUC hay tenders and the opportunity to graze his cattle on DUC properties. He receives financial incentives



through our forage program and is active in DUC grazing clubs. In the past five years, Bootsman and his parents have protected 838 acres (339 hectares) with a trio of DUC conservation agreements.

Simply put, Joey Bootsman and his family believe in conservation and sustainable agriculture. Just like DUC.

CONSERVATION AGREEMENTS PROTECT THE LAND — AND YOUR MEMORIES

Wetlands are places where memories are made. Many Manitobans will remember playing among the cattails with friends, learning to hunt with their parents, or skating on a frozen pond with their own children.

Still, many more Manitobans will make their own versions of these memories thanks to conservation-minded landowners who are protecting the land through conservation agreements with DUC.

A conservation agreement—like the one Joey Bootsman made with DUC—is a legal tool that allows landowners to protect natural areas on a piece of property. They maintain ownership and receive a one-time payment from DUC based on market value. While landowners can graze or hay without restriction, a conservation agreement prevents the breaking or draining of wetlands or uplands in perpetuity.

DUC is proud to hold conservation agreements with hundreds of Manitoba landowners, covering thousands of acres and contributing to countless memories. Learn more at ag.ducks.ca/programs/manitoba

Ontario’s diverse territory and natural beauty provide an oasis for nature enthusiasts of all kinds. Wetlands play a starring role in this vast and varied landscape, scattered across the province in a natural mosaic that sustains plants, animals and people alike. Ducks Unlimited Canada is hard at work in the country’s most populous province, delivering science-driven conservation to ensure that Ontario’s landscapes remain healthy and prosperous for generations to come.

OUR
CONSERVATION
SUCCESS

2,002
HABITAT PROJECTS

1,008,815
ACRES CONSERVED
(INCLUDING 188,247
ACRES RESTORED)

379,723
ACRES INFLUENCED*

COMMUNITY
AMBASSADORS
AND CONSERVATION
PARTNERS

ANNUAL CONSERVATION PROGRESS & PLANNING	2022 Goals	2022 Results	2021 Results	2020 Results
Habitat Acres Conserved <small>(includes acres restored)</small>	3,496 482	8,496 1,990	5,388 235	8,693 1,302
Habitat Acres Influenced	1,000	1,000	1,000	3,000

DUC has enjoyed three back-to-back years of significant conservation gains thanks to growing public interest and government investments in wetland restoration and natural green infrastructure projects.

Looking ahead to 2023: DUC is planning to conserve 5,663 acres (including the restoration of 1,063 acres) and to influence 1,000 acres in Ontario.

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

- DUC is grateful for the support of many people across the province who contribute to our success. This includes:
- **800 volunteers** who raise funds and awareness for wetland conservation; and
 - **3,723 landowners** who protect vital habitat on their property.

FEATURED WORK: HABITAT CONSERVATION

Celebrating a million-acre milestone

DUC has surpassed the million-acre mark in Ontario, and the momentum generated by our conservation success continues to build.

To date, DUC has completed more than 2,000 habitat conservation projects in Ontario. These cover more than one million acres — or more than 4,000 square kilometres — of wetlands and adjacent habitats like grasslands and forests.

Progress on wetland restoration is unprecedented in southern Ontario, which is driving these important habitat gains. Demand for our restoration services is at an all-time high as landowners recognize the connections between wetlands, clean water and flood management for their communities.

“What we’ve learned on the journey to this milestone has uniquely positioned Ducks Unlimited Canada to provide the large-scale wetland restoration that is both needed and demanded by our communities,” says Lynette Mader, DUC’s manager of provincial operations in Ontario.

Local relationships have also been a driving force behind DUC’s progress. Over the years, DUC has built a strong network of committed partners, suppliers and landowners that help us identify and realize conservation opportunities across the province. This includes municipalities, stewardship volunteers and conservation authorities who work with us to support healthy landscapes.

In Canada’s most populous province, DUC is gaining ground in ways that are making life better for wildlife and communities. There’s still much work to be done, and we look forward to surpassing the next major milestone.

WETLANDS ARE
WONDERLANDS IN
EVERY SEASON

Are wetlands worth visiting in the winter? You bet they are! Thanks to a new interactive map developed by DUC in Ontario, people are realizing that wetlands are one of the province’s best kept winter secrets.



Identifying 17 unique and picturesque wetlands where residents can go for a stroll, ski, skate or snowshoe, the map makes outdoor recreation easy and encourages Ontarians to learn more about these vital ecosystems. The wetlands featured on the map are all conservation projects carried out by DUC on public lands, which are owned and overseen by the Province of Ontario, the Government of Canada or local conservation authorities. Check out the interactive map at ducks.ca/millionreasons



In Quebec, wetlands are essential for maintaining biodiversity and water quality. They also help with the fight against climate change. To safeguard these benefits, areas like the St. Lawrence Valley, the Ottawa River, the Abitibi and the Lac Saint-Jean Plain are top priorities for conservation.

There is constant pressure on these fragile habitats. Over time, urbanization and industrialization have had devastating effects on wetlands. Alongside many conservation-minded partners, Ducks Unlimited Canada is working hard to safeguard Quebec’s great natural capital.

OUR CONSERVATION SUCCESS

(cumulative)

298
HABITAT PROJECTS

86,359
ACRES CONSERVED
(INCLUDING 36,694
ACRES RESTORED)

43,262,685
ACRES INFLUENCED*

ANNUAL CONSERVATION PROGRESS & PLANNING	2022 Goals	2022 Results	2021 Results	2020 Results
Habitat Acres Conserved <small>(includes acres restored)</small>	1,840 <small>755</small>	3,553 <small>1,564</small>	3,107 <small>833</small>	2,762 <small>2,314</small>
Habitat Acres Influenced	150,000	264,979	76,248	203,548

DUC significantly exceeded its conserved and influenced-acre goals in 2022.

Looking ahead to 2023: DUC is planning to conserve 1,839 acres (including the restoration of 489 acres) and influence 141,000 acres in Quebec.

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

COMMUNITY AMBASSADORS AND CONSERVATION PARTNERS

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

- + 133 volunteers who raise funds and awareness for wetland conservation; and
- + 346 landowners who protect vital habitat on their property.



FEATURED WORK: NATURAL INFRASTRUCTURE

DUC joins forces with City of Quebec to provide 300,000 residents with clean drinking water

Just 20 minutes from the historic district of Old Quebec is an oasis known as the Sagamité Project. Covering 378 acres (153 hectares), the area boasts a complex of wetlands that is positively contributing to the lives of some 300,000 residents every time they turn on their taps.

The Sagamité Project is a shining example of natural green infrastructure. Its wetlands naturally filter harmful nutrients and sediments from water in the surrounding watershed, helping to maintain water quality for Quebec City’s drinking water intake.

DUC partnered with the City of Quebec to acquire the property. It is one of the few remaining natural areas of this size near the city and was at high risk of development.

“DUC is proud of this major acquisition that will have a positive impact, in perpetuity, on the quality of Quebec City’s drinking water,” says Sébastien Rioux, DUC’s manager of provincial operations in Quebec. “We are proud to be a leading partner in the protection of wetlands and associated natural environments. The protection of this green infrastructure allows us to actively fight climate change and to offer ecological goods and services to present and future generations.”

The area also provides homes for a variety of amphibians, reptiles, mammals, birds and plants. It’s an important nesting area for black ducks, ring-necked ducks and mallards.

Following DUC’s acquisition of Sagamité, a conservation easement was placed on the land to protect it from any future development. The property was then transferred to the City of Quebec. In the future, the Sagamité Project

will be open to the public where residents can hike, birdwatch and explore nature.

COLLABORATING FOR CONSERVATION

This impressive conservation project, costing just over \$2.6 million, was made possible thanks to the financial participation of the City of Quebec. It was also supported by investments from the Nature Conservancy of Canada through the Projet de partenariat pour les milieux naturels, a financial contribution from the Ministère de l’Environnement et de la Lutte contre les changements climatiques and funding from Environment and Climate Change Canada’s Nature-Based Climate Solutions Fund.

NEW BRUNSWICK

New Brunswick is home to spectacular forests, waterways, coasts and wetlands that provide diverse habitats for a variety of plants and animals. Ducks Unlimited Canada is active throughout the province, striving to protect species and conserve the rich natural areas that support the well-being of our communities.

We're proud to work alongside New Brunswickers to create a sustainable future—one that promotes a healthy environment, a strong economy and the nurturing of cultural and social values. Together, we're delivering conservation that provides clean air and water, green spaces for recreation as well as safe havens for species at risk. Our vision is to protect the defining natural features of Canada's East Coast in ways that benefit waterfowl, other wildlife and people.

OUR CONSERVATION SUCCESS

(cumulative)

457
HABITAT PROJECTS

57,874
ACRES CONSERVED
(INCLUDING 33,071
ACRES RESTORED)

940,730
ACRES INFLUENCED

ANNUAL CONSERVATION PROGRESS & PLANNING	2022 Goals	2022 Results	2021 Results	2020 Results
Habitat Acres Conserved <small>(includes acres restored)</small>	748 678	2,607 4,010*	409 165	375 366
Habitat Acres Influenced	—	80	227	168

We significantly exceeded our conserved-acre goal this year thanks to additional funding received from the Government of Canada to deliver conservation work at National Wildlife Areas. *Our 2022 restored-acre figure includes areas of land that were conserved in 2021 but were not fully restored until this year.

Looking ahead to 2023: DUC is planning to conserve 2,421 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:

- 201 volunteers who raise funds and awareness for wetland conservation; and
- 665 landowners who protect vital habitat on their property.

FEATURED WORK: LANDOWNER PARTNERSHIPS

Memories made at Acadian salt marsh motivate family's land donation

Every fall when Maurice Jean was a teenager, he and his parents and siblings would drive 20 minutes to an untouched salt marsh on New Brunswick's Acadian Peninsula to pick cranberries. Some years the marsh was full of the small red berries and some years there were none; every year the family went just the same.

Maurice's parents, Bernard and Corinne, bought the land near Village-des-Poirier more than five decades ago for its beauty. In summer, green and yellow marsh grasses sway in the breeze against the blue ocean, with the forest standing thick behind it. From the ground burst as many wildflowers as seabirds fill the sky—and Bernard wanted the community to enjoy it all. He imagined the local Scout troop camping there, or a theatre group performing in the summer. Whatever the land's ultimate purpose, Bernard knew one thing: he would protect it and donate it for conservation.

"My father owned other land," says Maurice, "But this land was reserved for preservation and not to be broken apart."

After Maurice's parents passed away, he and his siblings inherited the more than 75 acres (30 hectares) of salt marsh and coastal upland. Remembering their parents' love for the place,

and their father's ultimate wish to ensure the land would be protected for generations to enjoy, they decided to donate the marsh to DUC. Thanks to funding from the Government of Canada's Natural Heritage Conservation Program, part of Canada's Nature Fund, DUC purchased an additional 175 acres (71 hectares) of salt marsh and upland, making the impact of the Jean family's gift even more valuable for coastal conservation.

The land behind the marsh will never be developed, and so this beautiful, diverse and dynamic ecosystem has room to move and change and grow, fortifying the coast against a rising sea. The abundance of wildflowers and the wildlife that moved Bernard to buy the property all those years ago will remain for the community to enjoy for generations—just as he and his family always wanted.

EASING THE SQUEEZE: SALT MARSHES PROTECT COASTAL COMMUNITIES

Salt marshes, including the newly conserved habitats near Village-des-Poirier, can act as a



barrier between coastal communities and an unpredictable ocean. But it's becoming increasingly evident that restoring and conserving salt marshes—as DUC has been doing for more than 15 years—isn't enough. We need to conserve the lands around them too.

As oceans creep higher and cause erosion, salt marshes are being forced to migrate inland. But when their path of retreat is blocked by built infrastructure like roads, dikes and buildings, many of these wetlands are lost in what is known as "coastal squeeze."

DUC and its conservation partners are continuing to conserve and restore salt marshes with undeveloped supporting lands across Atlantic Canada and save them from coastal squeeze. Individuals interested in selling or donating undeveloped coastal habitat can learn more at ducks.ca/land-donation

NOVA SCOTIA

Rugged shoreline, lush salt marshes and fertile valleys — this is Nova Scotia. Coastal regions support colonies of sea ducks and shorebirds while sprawling freshwater wetlands provide habitat for a host of wildlife species, from mallards to moose. Ducks Unlimited Canada is proud to safeguard the storied landscapes of Nova Scotia, which are tightly woven within the unique culture of the Maritimes.

OUR CONSERVATION SUCCESS

(cumulative)

433
HABITAT PROJECTS

49,155
ACRES CONSERVED
(INCLUDING 27,050
ACRES RESTORED)

963,345
ACRES INFLUENCED

ANNUAL CONSERVATION PROGRESS & PLANNING	2022 Goals	2022 Results	2021 Results	2020 Results
Habitat Acres Conserved <small>(includes acres restored)</small>	641 142	818 —	7,158 6,284	807 18
Habitat Acres Influenced	2,085	2,595	1,113	6,300

Following an exceptional year in 2021, DUC returned to achieving strong and steady habitat gains in the province.

Looking ahead to 2023: DUC is planning to conserve 2,021 acres (including the restoration of 385 acres) and to influence 1,026 acres in Nova Scotia.

COMMUNITY AMBASSADORS AND CONSERVATION PARTNERS

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

- **155 volunteers** who raise funds and awareness for wetland conservation; and
- **665 landowners** who protect vital habitat on their property.

FEATURED WORK: **CLIMATE CHANGE MITIGATION**

Keeping tidal forces at bay

Three months and 1,500 truck loads of gravel and fill is what it took to rebuild more than two-and-a-half kilometres of dike along northern Nova Scotia’s iconic Wallace Bay. It’s the latest significant undertaking in DUC’s efforts to enhance biodiversity and mitigate the effects of climate change at the National Wildlife Area. People travel from across the province to hike the trails at Wallace Bay, take in the beautiful scenery and catch a glimpse of species like the ring-necked duck, blue-winged teal and American black duck. This new infrastructure will enhance access to recreational opportunities while also guarding against rising seas and coastal erosion.

Rob Fraser is DUC’s conservation programs specialist who oversaw the dike rebuild. “This is a spectacular area that’s now better equipped to support both the wildlife and people that frequent it.”

Wallace Bay is perched on the shores of the Northumberland Strait. Administered by Environment and Climate Change Canada’s Canadian Wildlife Service (CWS), the Wallace Bay National Wildlife Area consists of more than 1,433 acres (580 hectares) of marshes, fields and forests. Developed in the 1970s, DUC has partnered with the CWS to create managed wetlands that help control water levels and the flow between the sea and coastal marshlands.

FIFTY YEARS OF CONSERVATION PARTNERSHIP

For more than five decades, biodiversity has flourished at Wallace Bay thanks to a strong partnership between DUC and the CWS. We’re proud to continue working together to monitor habitat conditions, adjust water levels and maintain the infrastructure at one of Nova Scotia’s natural jewels.



PRINCE EDWARD ISLAND

In P.E.I., nature is always close by. Wildlife lives large on the tiny island, where diverse species make their homes amid the rich salt marshes, expansive forests and surrounding ocean. P.E.I.'s natural areas are abundant and precious, but they're also vulnerable. In the face of climate change and the impacts of sea-level rise, the need for solutions that protect nature and safeguard our communities is greater than ever.

By collaborating with conservation-minded Islanders, provincial and municipal governments as well as top academics from across Atlantic Canada, Ducks Unlimited Canada is leading efforts to ensure P.E.I. remains a natural paradise.

OUR CONSERVATION SUCCESS

(cumulative)

392
HABITAT PROJECTS

14,977
ACRES CONSERVED
(INCLUDING 5,580
ACRES RESTORED)

81,306
ACRES INFLUENCED

ANNUAL CONSERVATION PROGRESS & PLANNING	2022 Goals	2022 Results	2021 Results	2020 Results
Habitat Acres Conserved (includes acres restored)	123 23	196 —	175 7	156 120

DUC surpassed its 2022 habitat conservation goal and continues gaining ground year over year in P.E.I. Nearly all our work in the province takes place on private land through partnerships with landowners. Therefore, influencing acres through policy and other conservation measures has not been a key conservation priority in recent years.

Looking ahead to 2023: DUC is planning to conserve 138 acres (including the restoration of 37 acres) in Prince Edward Island.

COMMUNITY AMBASSADORS AND CONSERVATION PARTNERS

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

- 52 volunteers who raise funds and awareness for wetland conservation; and
- 591 landowners who protect vital habitat on their property.

FEATURED WORK: SUPPORTING BIODIVERSITY

Naturalized fishway gives local species a fin up

It's amazing what some rocks, placed in exactly the right places, can do. A new 70-metre-long fishway built by DUC and tucked into the woods of eastern P.E.I. is a reminder that there's no better engineer than nature.

The naturalized fishway is located on the Morell River system. The stream meanders into McKenna's Marsh, originally restored by DUC in the 1980s, helping brook trout, gaspereau, and even Atlantic salmon to pass into spawning habitat upstream.

Like other naturalized fishways built by DUC, the McKenna's Marsh fishway uses an ecologi-

cally inspired design aimed at mimicking natural river channels. Rocks are placed in precise locations to create pools and resting spots for migrating fish. The channel's slope and flow are gentle, enabling a wide variety of fish to pass through it.

"More than 160 DUC projects in Atlantic Canada are equipped with fishways to help fish pass in and out of wetlands," says Jonathan Platts, DUC conservation program specialist. "Here in P.E.I., they're helping fish populations thrive. Better still, as fish fulfill their life cycles, they contribute to the diversity of ecosystems, introducing life-giving nutrients into waterways, and providing recreational opportunities for anglers."

Even before DUC conservation staff opened the fishway after construction was complete, brook trout were swimming around at the channel's mouth, waiting to get through. We'll take that as nature's official seal of approval.

ATLANTIC FISHWAY INITIATIVE SPAWNS INNOVATION AND COLLABORATION

Without healthy native fish populations, the nutrient cycle of a water system is disrupted. This not only affects fish, but a multitude of creatures.

That's why, with the help of research and funding partners, DUC is showcasing the latest in fishway design in P.E.I. Together, we're building more naturalized and hybrid fish ladders and monitoring them to find out how well they're passing a wider variety of fish.

We were proud to partner on the McKenna's Marsh fishway project with the Morrell River Management Co-op and the Abegweit Conservation Society.



NEWFOUNDLAND AND LABRADOR

From quiet marshes to soaring coastal cliffs, some of Canada’s most dramatic scenery is found in Newfoundland and Labrador. Its wetlands provide critical habitat for a variety of wildlife including sea ducks, songbirds and the province’s famous moose population. They also play an important role in buffering high tides and storms that cause erosion and flooding along coastlines. Ducks Unlimited Canada is working to help ensure these picturesque places remain for people to explore and enjoy.

OUR CONSERVATION SUCCESS

(cumulative)

48
HABITAT PROJECTS

11,626
ACRES CONSERVED
(INCLUDING 10,303
ACRES RESTORED)

14,355,610
ACRES INFLUENCED*

ANNUAL CONSERVATION PROGRESS & PLANNING	2022 Goals	2022 Results	2021 Results	2020 Results
Habitat Acres Conserved <small>(includes acres restored)</small>	51	1,939	70	24
	51	–	70	24
Habitat Acres Influenced	115	–	23,000	–

In 2022, DUC significantly exceeded its conserved-acre goal. This is a result of DUC signing a conservation agreement at the Birchy Basin Wetland Complex (see accompanying story) that was rebuilt last year.

Looking ahead to 2023: DUC is planning to conserve 27 acres (including the restoration of 26 acres) and to influence 488 acres in Newfoundland and Labrador.

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

COMMUNITY AMBASSADORS AND CONSERVATION PARTNERS

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

- 258 volunteers who raise funds and awareness for wetland conservation; and
- 24 landowners who protect vital habitat on their property.

FEATURED WORK: **MANAGEMENT AND MAINTENANCE**

Putting safety first at Birchy Basin

The Birchy Basin Wetland Complex is a critical swath of wildlife habitat in Newfoundland’s Humber River Watershed. DUC has completed extensive restoration work here in recent years, striving to preserve the natural integrity of this beautiful and ecologically diverse area. This year, however, our focus was on confirming that the work we’ve delivered continues meeting the highest standards of safety.

To put safety first at Birchy Basin, we completed an extensive dam safety review. This process was required by the Canadian Dam Association as a condition of receiving the permit for the new fish ladder installed at the wetland in 2020. With the help of a consultant company, Hatch Limited, we completed an assessment of the structure’s stability, and modelled flood scenarios in the watershed to find out if communities and infrastructure could be at risk downstream if the dam were to fail. We also found there



would be no environmental risk if it washed out.

“This process reaffirmed our commitment to safety planning in Atlantic Canada,” says Adam Campbell, DUC’s manager of Atlantic operations. “As conservation stewards on the landscape, we’re committed to ensuring all the structures we manage conform to the highest

standard of safety and reliability as possible.” Birchy Basin is DUC’s largest wetland project in Newfoundland and Labrador, and one of the largest in Atlantic Canada. Today, this significant and worthwhile safety exercise has delivered peace of mind for a piece of spectacular habitat.

A PARADISE FOR WILDLIFE

In addition to providing critical habitat for an estimated 40,000 Atlantic salmon, the Upper Humber River and Birchy Basin boast some of the highest densities of wildlife in Newfoundland and Labrador. Waterfowl species including black duck and common goldeneye frequent the area. The wetland is also vital to other provincially iconic species including moose and the Humber caribou herd.

BOREAL REGION

The boreal forest is an ecological treasure. Its vast lakes, vibrant wetlands and expanse of trees provide homes for a wide variety of wildlife. At 1.3 billion acres, the Canadian boreal forest is one of the largest intact forest and wetland ecosystems remaining on Earth.

For more than 20 years, Ducks Unlimited Canada has been working in the region to develop comprehensive, science-based solutions for conserving boreal wetlands. By partnering with governments, Indigenous Peoples and industry, we’re striving to create a balance of protected areas and sustainable land use that will ensure this incredible landscape remains productive and beautiful.

OUR CONSERVATION SUCCESS

(cumulative)

154,088,164
ACRES INFLUENCED*

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

ANNUAL CONSERVATION PROGRESS & PLANNING	2022 Goals	2022 Results	2021 Results	2020 Results
Habitat Acres Influenced	3,640,000	32,974,625	3,809,747	22,767,156

After completing some significant land-use agreements and protected areas, our 2022 results far exceeded our goal. It was a history-making year of conservation delivery in the boreal region, surpassing results from another record year in 2020.

Because the boreal region is made up largely of Crown land, DUC’s conservation efforts are delivered via partnerships. Our results are measured exclusively in influenced habitat. We do not deliver direct programs that result in “conserved habitat” or “habitat projects” as reported in other provinces.

Looking ahead to 2023: DUC is planning to influence 3,640,000 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.



FEATURED WORK: KNOWLEDGE SHARING AND BEST MANAGEMENT PRACTICES

Wetland Centre nurtures connection between sustainability and industry

South of Grande Prairie, Alberta is a hidden gem where more than 2,000 visitors gather every year to share knowledge about boreal wetland conservation. DUC’s Wetland Centre at Evergreen Park is Canada’s first outdoor hands-on site for boreal wetland training, research and demonstrations. It’s a place where people from Indigenous communities, industry, academia, government and the public come together to learn and exchange ideas about wetland sustainability.

“It’s a unique place where people have hands-on opportunities to see examples of operational practices applied in the boreal forest and have open and honest discussions about the sustainability of those practices,” says Bev Gingras, DUC’s head of boreal conservation programs. “Pictures and descriptions about what’s going on in the forest don’t offer the same understanding or opportunity for discussion as a physical on-the-ground demonstration.”

DUC staff offer tours and knowledge-sharing sessions about wetlands and how development and operations within these regions can affect them. Visitors are invited to observe and consider the impacts of different land use options. Demonstrations including road design techniques, site preparation techniques and more highlight best management practices. The space at Evergreen Park is also open to the public, offering community science activities, and sees regular visits from school groups.

DUC’s national boreal program has been involved with the site since 2015. This past year marked an exciting turning point in that engagement when management of the site was officially transferred to DUC. A three-year, \$600,000 funding commitment made by multiple partners including Forest Resource Improvement Association of Alberta, TC Energy, Alliance and Hammerhead will be put toward the creation of an outdoor classroom, trail and signage upgrades, as well as funding a full-time DUC staff member to oversee the centre.

BEST MANAGEMENT PRACTICES CAN IMPROVE EFFICIENCY AND PROTECT OUR ENVIRONMENT

DUC’s best management practices program was developed in response to industry’s growing interest in conserving wetlands and safeguarding the ecosystem services these natural areas provide.

Best management practices are an important component of DUC’s sustainable land use approach, which helps industry limit their environmental impacts. We’re involved in a wide range of activities including information sharing, developing guides and handbooks, attending conferences to present information, engaging with the forest industry and helping land managers plan for resource roads in wetlands. Learn more at boreal.ducks.ca/best-management-practices



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Duncan W. Sinclair, M.D.
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Calgary, AB – 1994-95

George C. Reifel
Vancouver, BC – 1996-98

G. Tod Wright
Burlington, ON – 1999-2000

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Calgary, AB – 2001-02

John R. Messer
Tisdale, SK – 2003-04

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Regina, SK – 2005-07

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Red Deer, AB – 2007-09

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Riverview, NB – 2013-15

James E. Couch
R.M. of Corman Park, SK – 2015-17

David C. Blom
Calgary, AB – 2017-19

ROLE OF THE BOARD

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

BOARD COMMITTEES

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

As of March 31, 2022

* Senior Provincial Director

† Deceased

FINANCIAL OVERVIEW

The FY22 fiscal year set a new standard of excellence for DUC, marked by one of our largest budgets and historic investments in conservation. The results featured in this annual report showcase how we not only met, but exceeded, many of our goals thanks to the commitment of our staff, volunteers, donors and partners.

Key to our success was an increase in government funding. To address the dual crises of climate change and biodiversity loss, the Government of Canada made significant financial investments in nature-based solutions and selected DUC as a trusted delivery agent to conserve and restore valuable habitats that support carbon storage, climate resiliency and species at risk.

While challenges associated with the COVID-19 pandemic impacted our grassroots fundraising efforts, our team is finding new ways of engaging donors. Our traditional community-based, in-person events such as dinners and auctions have been slow to rebound, but generous philanthropic support from industries, foundations and corporate partners allowed us to advance important conservation projects.

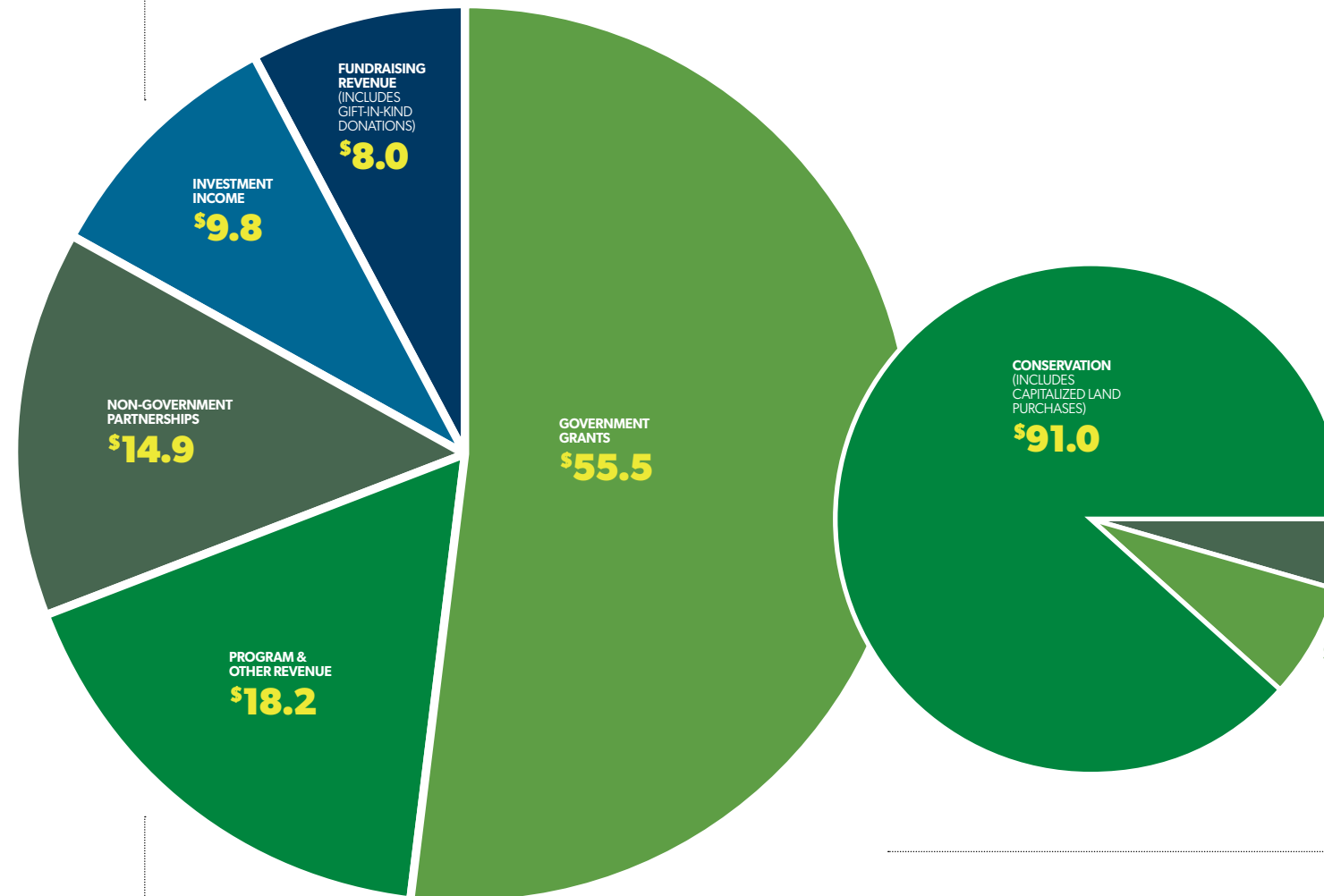
Looking ahead, DUC has a strong balance sheet that will provide us with stability and success in the coming year. We are proud to be rated a “five-star charity” by Charity Intelligence and are committed to upholding our strong governance practices and carrying out our values of efficiency, transparency and trust. As a testament to our careful use of resources, we are pleased to report that DUC invested 88 per cent of available funds in habitat conservation in FY22.

As Canada’s premier conservation leader, we are grateful for the faith you’ve placed in us to create a healthier world. On behalf of DUC, thank you for the role you’ve played in our accomplishments.



Marcy Sullivan

Marcy Sullivan
Chief Financial Officer

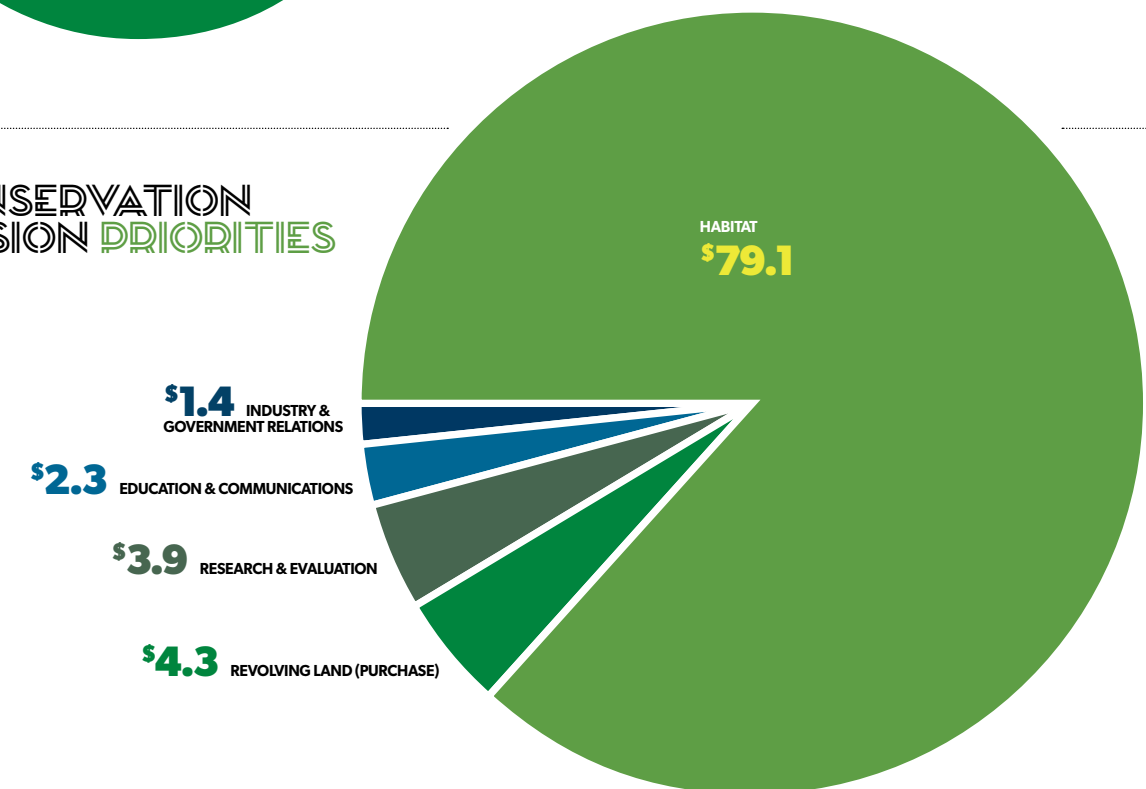


SOURCES OF REVENUE (\$ millions)

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.
- + Funding from non-government partnerships including foundations.
- + Fundraising income, which includes philanthropic giving and grassroots fundraising.
- + 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.

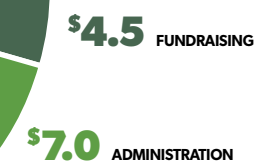
CONSERVATION MISSION PRIORITIES (\$ millions)



USES OF FUNDS (\$ millions)

DUC benefits from:

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



FINANCIAL SUMMARY

Ducks Unlimited Canada Condensed Statements of Financial Position

(in thousands of dollars) | As at March 31

Assets	2022	2021
Current assets		
Cash	\$19,019	\$16,882
Short-term investments	\$15,701	\$8,701
Other current assets	\$30,614	\$24,086
	\$65,334	\$49,669
Investments	\$174,053	\$176,252
Land held for resale	\$12,613	\$15,498
Property, plant and equipment, net	\$6,958	\$6,600
Conservation lands	\$195,942	\$189,644
	\$454,900	\$437,663
Liabilities and net assets		
Accounts payable and current portion of borrowings	\$24,954	\$23,421
Current portion of deferred contributions and unearned revenue	\$23,555	\$17,841
Accrued pension and other post-employment benefits	\$11,792	\$11,388
Non-current deferred contributions and unearned revenue	\$11,107	\$12,344
	\$71,408	\$64,994
Net assets to support conservation activities:		
Internally restricted	\$169,765	\$164,469
Invested in land held for resale, property, plant and equipment and conservation lands	\$201,487	\$195,205
Unrestricted	\$12,240	\$12,995
	\$383,492	\$372,669
	\$454,900	\$437,663

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, 2022 and March 31, 2021, on which PwC expressed an opinion without reservation in their report dated June 11, 2022. 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	2022	2021
Philanthropic fundraising	\$6,548	\$6,550
Grassroots fundraising	\$1,464	\$1,576
Non-government partnerships	\$14,920	\$15,977
Government grants	\$55,466	\$43,314
Program and other	\$18,185	\$20,974
Investment income	\$9,759	\$32,560
	\$106,342	\$120,951
Expenses	2022	2021
Conservation program	\$82,473	\$72,571
Fundraising	\$4,535	\$4,944
Administration	\$6,986	\$5,409
	\$93,994	\$82,924
Surplus (deficiency) of revenue over expenses for the year	\$12,348	\$38,027
Transfers from unrestricted net assets	(\$13,103)	(\$36,183)
Change in unrestricted net assets	(\$755)	\$1,844
Opening balance unrestricted net assets	\$12,995	\$11,151
Closing balance unrestricted net assets	\$12,240	\$12,995



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ducks.ca