



Conservation Areas  
**WORKSHOP**

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Growing Together  
**Conservation  
Lands for All**

**October 26-27, 2022**



Conservation Areas Workshop 2022 is hosted by



**Credit Valley  
Conservation**

inspired by nature



## Message from the Chairs

As Co-Chairs, we are so excited to welcome everyone back to the 2022 Conservation Areas Workshop. The planning committee is thrilled to see so many returning and new faces this year.

Our theme of “Growing Together, Conservation Lands for All” has come to the forefront over the past 2.5 years. Throughout this workshop, attendees will be invited to share their experiences within our three pillars of Technology, Community and Lands, while growing and learning from each other as a connected network. The workshop has always endeavored to provide attendees with training, development, unique learning opportunities and the chance to network with the collaborative body of knowledge we belong to.

This is an unprecedented year of togetherness, as we’ve faced the challenge of a pandemic, a changing CA Act, the challenging landscape of hiring demographics, supply chain issues and increased visitation. If that has begun to feel like the new normal, that’s a tremendous undertaking.

We hope everyone enjoys their time together and you are able to take advantage of all that the workshop has to offer; networking, collaboration and knowledge transfer!

Tori Fisher & David Orr  
*2022 Conservation Areas Workshop Chairs*

# Conservation Areas Workshop Committee

Conservation Areas Workshop Co-Chair

**Tori Fisher**

*Coordinator, Conservation Parks  
Credit Valley Conservation*



Conservation Areas Workshop Co-Chair

**David Orr**

*Senior Specialist, Enforcement  
Credit Valley Conservation*

**Dan Andrews**

*Land & Resource Planning Technician  
Lake Simcoe Region  
Conservation Authority*



**Michael Armstrong**

*Assistant Superintendent,  
Byng Island Conservation Area  
Grand River Conservation Authority*

**Brenna Bartley**

*Education Manager  
Conservation Halton*





**Zachary Cox**

*Marketing Coordinator*  
Long Point Region  
Conservation Authority



**Brandon Good**

*Superintendent of Conservation Areas*  
Long Point Region  
Conservation Authority



**Liam Fletcher**

*Park Superintendent, Provincial Office Officer,*  
*Confederation Beach Park*  
Hamilton Conservation Authority



**Ryan Mackett**

*Communications Manager*  
Lakehead Region  
Conservation Authority



**John Mesman**

*Managing Director, Property, Conservation*  
*Lands, & Community Outreach*  
South Nation Conservation



**Nekeisha Mohammed**

*Communications Officer*  
Conservation Ontario

# Schedule: Day One – October 26

- 9 AM** | Registration & Continental Breakfast  
*Main Inn & Bergwen's Conference Centre*
- 10 AM** | Welcome Address  
*Bergwen's Conference Centre*
- 10:15 AM** | Pathway to Reciprocity: Us & the Land  
*Mary Lou's*
- 12 PM** | Lunch  
*Main Inn*
- 1:15 PM** | Electric Vehicles (EVs): The Future of Fleet  
*Bergwen's Conference Centre*
- A Focus on Permitting: Weddings, Events & Filming in Conservation Areas  
*Huronia Room*
- Beyond Youth Engagement: Strategies, Programs & Initiatives  
*Simcoe Room*
- Focus on Promotion: How Field Staff Can Help Communications & Outreach Through the Lens of Photography - Part 1  
*Mara Boardroom*
- 2:15 PM** | Break
- 2:30 PM** | Tech Solutions for Managing Conservation Area Visitors  
*Bergwen's Conference Centre*
- Risk Management: Defending your Work on the Front Lines  
*Simcoe Room*
- Diversity, Equity & Inclusion: Focus on Customer Service  
*Huronia Room*
- Focus on Promotion: How Field Staff Can Help Communications & Outreach Through the Lens of Photography - Part 2  
*Mara Boardroom*
- 3:30 PM** | Resort Check-in  
*Main Inn*
- 4 PM** | Exhibitor Marketplace  
*Mary Lou's*

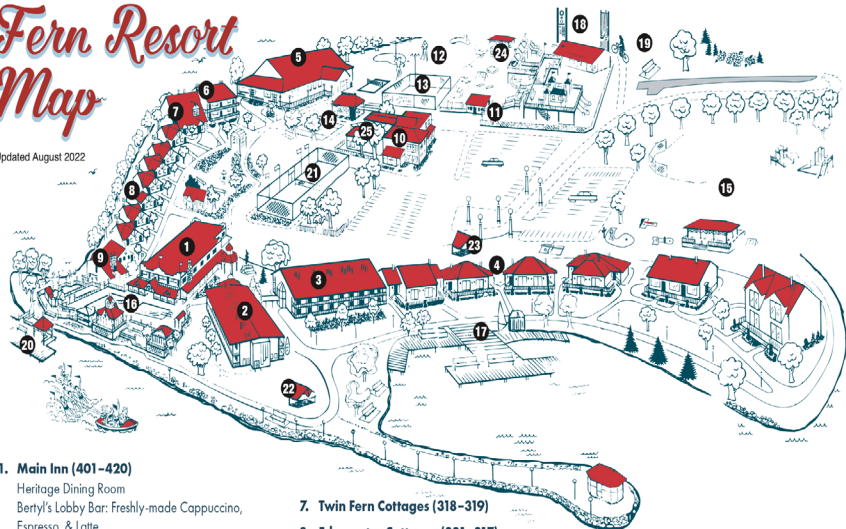
- 6:30 PM** | Dinner  
*Main Inn*
- 9 PM** | Campfire Social & Bar  
*Mary Lou's*

## Schedule: Day Two – October 27

- 8 AM** | Registration & Breakfast  
*Main Inn*
- 9 AM** | Conservation Ontario General Manager's Address: Conservation Authorities Act Update  
*Bergwen's Conference Centre*
- 9:15 AM** | Empowering People Living with Disabilities to Explore Nature  
*Bergwen's Conference Centre*
- 10:45 AM** | Break
- 11 AM** | Conservation Area Strategies & Land Inventories: Guidance on the New Regulatory Requirements Under the CA Act  
*Bergwen's Conference Centre*
- 11:30 AM** | Check-out  
*Bergwen's Conference Centre*
- 12 PM** | Lunch  
*Main Inn*
- 1 PM** | Visitor Experience Enhancement: Passive Recreation Opportunities  
*Bergwen's Conference Centre*
- Natural Disasters: Preparing for the Worst  
*Simcoe Room*
- Recruitment: Shifting the Paradigm  
*Huronia Room*
- Regulatory Compliance Committee Presents: Provincial Offence Notice Completion & Tips for Successful Prosecution  
*Main Inn 420*
- 2 PM** | Break
- 2:15 PM** | Managing for Success and Employee Growth: Panel Discussion  
*Bergwen's Conference Centre*
- Regulatory Compliance Committee Presents: De-escalation & Incident Response  
*Main Inn 420*
- 3:15 PM** | Final Address & Innovation Award  
*Bergwen's Conference Centre*

# Fern Resort Map

Updated August 2022



## 1. Main Inn (401-420)

Heritage Dining Room  
Beryl's Lobby Bar: Freshly-made Cappuccino, Espresso, & Latte.  
Gift Shop: Movie rentals, toys, sundries and clothing are available.  
Front Desk: Office hours from 8 am to 11 pm, Night Staff available from 11 pm to 8 am.  
Coffee Station: Open 24 hours.  
Pool Towels: Available at the Front Desk.  
Ice Machine & Microwave: Lobby & upstairs.

## 2. Hearthside Inn (600-629)

Simcoe, Mara and Huronia Meeting Rooms  
Ice Machine and Microwave located on Middle Floor at the far end.

## 3. Fireside Inn (101-219)

Meeting Rooms 110 & 108  
Ice Machine and Microwave located on First Floor at the Bayshore end.

## 4. Bayshore Cottages (331-342)

## 5. Mary Lou's & Bergwens

Bar & Snack Bar: Open 9 am to 5 pm (closed for lunch) & 7:45 pm to end of entertainment.  
Nightly Entertainment Venue.  
Billiards, Dart Board, Ping Pong, & Retro Video Game Arcade.

## 6. Fernwood Inn (321-326)

## 7. Twin Fern Cottages (318-319)

Ice Machine and Microwave located at the back of Main Inn. Please enquire at the Front Desk.

## 9. Sweet Fern (300)

## 10. Recreation Centre & Indoor Pool

Fitness Centre: located above the indoor pool.  
Open 7 am to 11 pm.

Laundry: Coin-operated machines. Washer/Dryer \$2.50 each, Soap 50¢. Loonies and quarters accepted.

Indoor Pool, Sauna, Jacuzzi, Steam Room:  
Open 9:00-10:00 pm.

## 11. Playvillage

Playvillage & Nursery open:  
8:30 am-4:30 pm & 6:00 pm-8:00 pm.  
closed for lunch 12:00 pm-10:00 pm.

## 12. Five Hole Golf Course

Get your equipment from the Sports Cottage.

## 13. Basketball, Badminton, Tennis Courts & Pickleball

## 14. Tennis Gazebo, Shuffleboard, Bocce Courts & Giant Chess and Checkers

## 15. Gwendolyn Park

Cargo & Rope Climbing, 4-Way Volleyball, Trampolines, Beach Volleyball, Soccer & Mini Putt.

## 16. Pool Deck & Terrace Bar

Sundeck, 2 Pools, Wading Pool, 2 Hot Tubs, Sauna BBQ Gazebo & Terrace Bar.

## 17. Boat Docks

Kids' Fishing Sticks and Bait, Canoes, Kayaks, Paddle Boards and Pedal Boats.

## 18. Extreme Area

Climbing Wall, Archery, Axe Throwing.

## 19. McBain Circle Hiking Trails

## 20. Ski Dock

Water Ski Lessons/Runs.

## 21. Activity Court

## 22. Amphitheatre

## 23. Washroom & Car Rinse

## 24. The Sports Cottage

Equipment Sign Out, open daily 9 am - 5 pm.  
Closed 12 pm - 1 pm for lunch.

## 25. Evergreen Villa (Room 350)



# Workshops & Training

## Day One

### Pathway to Reciprocity: Us & the Land

10:15 AM | *Mary Lou's*

Wayeshekadawin and Grandmother's Voice are Indigenous women-led collectives that will share understandings passed to them through ceremony, of our roles and responsibilities to the land and each other. Indigenous peoples have long been the stewards of this land we call Turtle Island. Due to a long history of colonization, displacement, and disconnection from our first mother, Mother Earth, the spirits of the people have been lost and as a result, there is much illness in the land, environment and the people. Today, as we navigate the pathway from Truth to Reconciliation, it is understood we are on a collective healing journey. Beginning with the reconnection to the land and the natural world, our teachings, and ceremonies, identify that this is our first responsibility in life and that connection back to the land will reignite the peoples sacred spirit within. When Mother Earth is healthy, the people are healthy.

### Electric Vehicles (EVs): The Future of Fleet

1:15 PM *Concurrent Workshop | Bergwen's Conference Centre*

Which comes first, the charging stations or the electric vehicles? The future of Conservation Authority fleet vehicles and equipment is a discussion that explores a multitude of decisions and factors. Municipal and corporate climate change targets, priorities and related strategies may drive Conservation Authorities to consider the wide world of electric and low-GHG emitting fleet options. This session will explore the global, local, and corporate context and rationale for current global landscape for shifting to EV technology, and how CVC has adopted this shift to align with corporate strategies, policies, and emission targets. LRSCA and CVC will share their experiences with charging station implementation, procurement of EV vehicles, and equipment, funding and cost recovery, and long-term asset management planning.

## **A Focus on Permitting: Weddings, Events & Filming in Conservation Areas**

*1:15 PM Concurrent Workshop | Huronia Room*

Have you received filming, wedding, event or other access inquiries you're not quite sure how to manage? This session is an introduction to developing and issuing permits for the variety of internal and external inquiries you may receive on conservation lands. We'll explore the difference between Credit Valley Conservation's permit categories, how they were developed, and how they are processed. We'll highlight examples of different inquiries that CVC receives, and wrap up with an open discussion on examples you've encountered, challenges you've experienced, and best practices.

## **Beyond Youth Engagement: Strategies, Programs & Initiatives**

*1:15 PM Concurrent Workshop | Simcoe Room*

Youth engagement programs have inspired youth to get involved, take action, and become environmental leaders. Through hands-on experience, mentorship and opportunity, Conservation Areas can invest in the dedicated staff of tomorrow. Our speakers will inspire you by sharing examples of successful programming and strategies that have engaged and empowered youth to make differences in their communities, their careers and their futures.

***Inspired and full of ideas for sessions that could be held at a future Conservation Areas Workshop?***

***Email us at [caworkshop@cvc.ca](mailto:caworkshop@cvc.ca)!***

## TRAINING

### **Focus on Promotion: How Field Staff Can Help Communications & Outreach Through the Lens of Photography - Part 1**

*1:15 PM | Mara Boardroom*

In this two-part training session, participants will learn about ways that communications teams can leverage the ability and opportunity that field staff have to obtain excellent photography and video without affecting their primary duties. Field staff are far more likely to experience desirable photography lighting conditions while in the field, and the frequency in which they are in the field only adds to the likelihood that they will experience exciting wildlife encounters, migratory birds, and so much more. Field staff are in a unique position to not only be able to feed quality images to the communications teams tasked with creating marketing and promotion materials, but in some instances may even be ideal candidates to help manage CA social media accounts. In other words, field staff are usually in the right place at the right time, so why not capitalize on that? Part one of the session will also incorporate a photography basics presentation, outlining simple and effective ways to capture images using just your phone (and higher-end gear if available).

### **Tech Solutions for Managing Conservation Area Visitors**

*2:30 PM Concurrent Workshop | Bergwen's Conference Centre*

Conservation Authorities have recently found themselves facing increased visitation and changing guest habits. This session looks to explore functional solutions to address increased visitation to Conservation Areas. Join us for first-hand discussions on reservation systems, automated gates and additional management technologies from the perspective of Conservation Authority staff who leverage them on a daily basis.

## **Risk Management: Defending Your Work on the Front Lines**

*2:30 PM Concurrent Workshop | Simcoe Room*

How does a Conservation Authority provide a safe environment for the public using their lands? Glenn Sheppard, Vice President at Marsh Canada, leads a discussion on the wealth of tools and best practices – including land classification, hazard tree policies, transfer of risk and key insurance clauses – available to help Authorities protect the public, their lands and themselves.

## **Diversity, Equality & Inclusion: Focus on Customer Service**

*2:30 PM Concurrent Workshop | Huronia Room*

Ontario's watersheds are becoming culturally diverse, changing the demographic landscape for Conservation Authorities, more for some than the others. The influx of immigrants in the Greater Toronto Area and beyond, has propelled a need for Conservation Authorities to develop, implement and strategize programs and initiatives that are welcoming to all including our ethnically diverse audience, upholding higher standards of customer service in our parks and recreation. Through this presentation Ashoo Anand, Senior Coordinator, Multicultural Outreach with Credit Valley Conservation, will share programs and initiatives that Credit Valley Conservation have successfully implemented internally and externally to address diversity, equity, and inclusion through the lens of customer service for ethnocultural audience.

## **TRAINING**

### **Focus on Promotion: How Field Staff Can Help Communications & Outreach Through the Lens of Photography - Part 2**

*2:30 PM | Mara Boardroom*

Participants will be walked through a hands-on photography workshop which will take place outside around the Fern Resort grounds, to put into practice the concepts discussed during part one.

## Day Two

### **Empowering People Living with Disabilities to Explore Nature**

*9:15 AM | Bergwen's Conference Centre*

When barriers to accessibility are removed, Ontarians with disabilities can participate fully in society. This helps communities thrive and leaves no one behind. During this plenary, you will learn about the innovative ways in which the Abilities Centre, Holland Bloorview Kids Rehabilitation Hospital, Rideau Valley Conservation Authority, Riverwood Conservancy, Toronto and Region Conservation Authority, and York Region are creating accessible and inclusive nature-based spaces and experiences for all.

### **Conservation Area Strategies & Land Inventories: Guidance on the New Regulatory Requirements Under the CA Act**

*11 AM | Bergwen's Conference Centre*

On January 1, 2022, Ontario Regulation 686/21 under the Conservation Authorities Act came into force, outlining the mandatory programs and services which must be delivered by all Conservation Authorities. Included in these mandatory programs and services is a requirement for all Conservation Authorities to develop two new products, namely, a Conservation Area Strategy and a Land Inventory. This session will provide an overview of guidance materials developed by Conservation Ontario to assist CAs with developing their Conservation Area Strategy, as well as an overview of the work currently underway to prepare a standard data structure for collecting and maintaining CA land ownership data which would meet the requirements of the Land Inventory deliverable.

### **Recruitment: Shifting the Paradigm**

*1 PM Concurrent Workshop | Hurionia Room*

Staffing is a known challenge for Conservation Authorities. Now, more than ever, it is important to evaluate and adapt existing hiring practices. Join Brad Fauteux, Senior Director P3 with EQUANS Services, for a fun and engaging session on emerging techniques for attracting and securing staff in a dynamic hiring environment.

## **Visitor Experience Enhancement: Passive Recreation Opportunities**

*1 PM Concurrent Workshop | Bergwen's Conference Centre*

As passive recreation moves to the forefront of discussion around the changing CA Act, Conservation Areas are exploring new opportunities to engage visitors with minimal operational requirements. In this session, we'll showcase three projects and programs that exemplify this trend, along with their funding mechanisms, partnerships, and planning. Water, Art, Trees and Trails is a unique trail experience at Kettle Creek CA. Green Energy: Environmental Education and Technology is Nottawasaga Valley CA's new interactive self-exploration program. Tales on the Trails is a storybook walk at Credit Valley Conservation, in partnership with local libraries.

## **Natural Disasters: Preparing for the Worst**

*1 PM Concurrent Workshop | Simcoe Room*

Natural disasters can happen at any time, without warning. Severe wind storms and surging lakes and rivers are two examples of damaging natural phenomena that put infrastructure and lives at risk. Join us for an operational overview on how to prepare for the worst and how to handle the cleanup. We'll explore two case studies at Hamilton Region Conservation and Lake Simcoe Region Conservation Authority that defined the worst-case scenario, and the resulting staff effort that followed.

## **TRAINING**

### **Regulatory Compliance Committee Presents: Provincial Offence Notice Completion & Tips for Successful Prosecution**

*1 PM | Main Inn 420*

Participants will review basic rules of how and when to use a PON then learn how to complete one line-by-line. We will also review the steps to proper service and the preferred charge wording style. Participants will leave the session with the knowledge needed for successful prosecution.

## **Managing for Success and Employee Growth: Panel Discussion on Ascending the Ladder**

*2:15 PM | Bergwen's Conference Centre*

Join Conservation Area Managers in a knowledge-sharing discussion on managing people, programs, and lands and learn how to ascend the ladder, from student to manager. Panelists will discuss operational challenges with managing Conservation Areas and identify opportunities for growth within the network. Discussions will also explore training opportunities through the Young Conservation Professionals Leadership Program and the Conservation Authorities University Executive Development Program.

## **TRAINING**

### **Regulatory Compliance Committee Presents: De-escalation & Incident Response**

*2:15 PM | Main Inn 420*

Step Training Inc. is an industry leader in providing professional, evidence-based de-escalation and incident response training by certified Ontario Use of Force Instructors. We specialize in building industry-specific content for officers and staff that is both practical and relevant to their position.

Our current de-escalation and incident response training program centers around a professional model of service that deals directly with emotional escalation. We break down the difference between professional needs and human needs and use concrete skills to navigate heightened and temporarily acute emotions.

Our training focuses on identifying the “trigger” to the emotional response that accounts for most human emotional escalations.

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This year's CAW Site Visits were generously sponsored by:

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### Belfountain Conservation Area

10 Credit St., Belfountain, ON L7K 0E5

Lying on the Niagara Escarpment in the valley of the West Credit River and home to brook trout, brown trout, 409 distinct plants species and 71 bird species.

In 1908, Charles W. Mack, the inventor of the cushion rubber stamp transformed his property by constructing a dam, the 'belle' fountain, famous suspension bridge and Yellowstone Cave. After adding stonewalls, footpaths, scenic lookouts and a gatehouse, Mack opened his property to the public in 1914.

Recently, after an environmental assessment and completion of the management Plan, Belfountain Conservation Area has undergone large capital renovations and reopened to the public. Belfountain Conservation Area offers a space to connect with nature and explore the past through cultural and natural heritage.





## **The Cheltenham Badlands**

*1739 Olde Base Line Road, Caledon, ON L7C 0K6*

Explore one of the most recognizable and visited natural heritage landmarks in Southern Ontario. Owned by the Ontario Heritage Trust and managed by Credit Valley Conservation and The Bruce Trail Conservancy, The Cheltenham Badlands officially opened to visitors under its current operating model in 2018.

The property, at 36 ha., is a provincially significant Area of Natural and Scientific Interest and a unique geological gem formed over 450 million years ago.

Ancestors of the Mississaugas of the Credit arrived here to hunt, fish and forage, setting up small temporary villages and stewarding the land for many generations. European settlers cleared the land in the 19th century for agricultural purposes exposing the soil to the elements of erosion. The eroded shale has produced dramatic hummocks and gullies distinctive of badlands topography.

Participants will engage with staff from CVC and Ontario Heritage Trust on topics of operations, management plans and agreements, and visitation.

***Have a site that would make for a fun visit during a future Workshop? Email us at [caworkshop@cvc.ca](mailto:caworkshop@cvc.ca)!***

# Exhibitor Marketplace

This year's CAW Exhibitor Marketplace was generously sponsored by:



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*A tremendous thank you to the sponsors, donors  
and exhibitors who make the Conservation Areas  
Workshop a possibility with their generous  
support.*



# NORTH BAY-MATTAWA CONSERVATION AUTHORITY



## 2019 Innovation Award Winners

North Bay-Mattawa Conservation Authority won the 2019 Conservation Areas Workshop Innovation Award for their Forest Talk Radio: a smartphone app that shares information about the Laurier Woods Conservation Area's tree ecology in the form of a fun and engaging radio show.



A wooden boardwalk with a metal grate safety railing winds through a dense forest. The boardwalk is made of light-colored wood and has a dark metal grate railing on both sides. The forest is lush with green trees and foliage, and the boardwalk curves through the trees, providing a view of the forest floor and the surrounding greenery.

**THANK YOU**

**FOR GROWING TOGETHER WITH US!**