

*Our Local Environment, We're in it Together.*



SOUTH NATION  
**CONSERVATION**  
DE LA NATION SUD

**BUDGET 2025**





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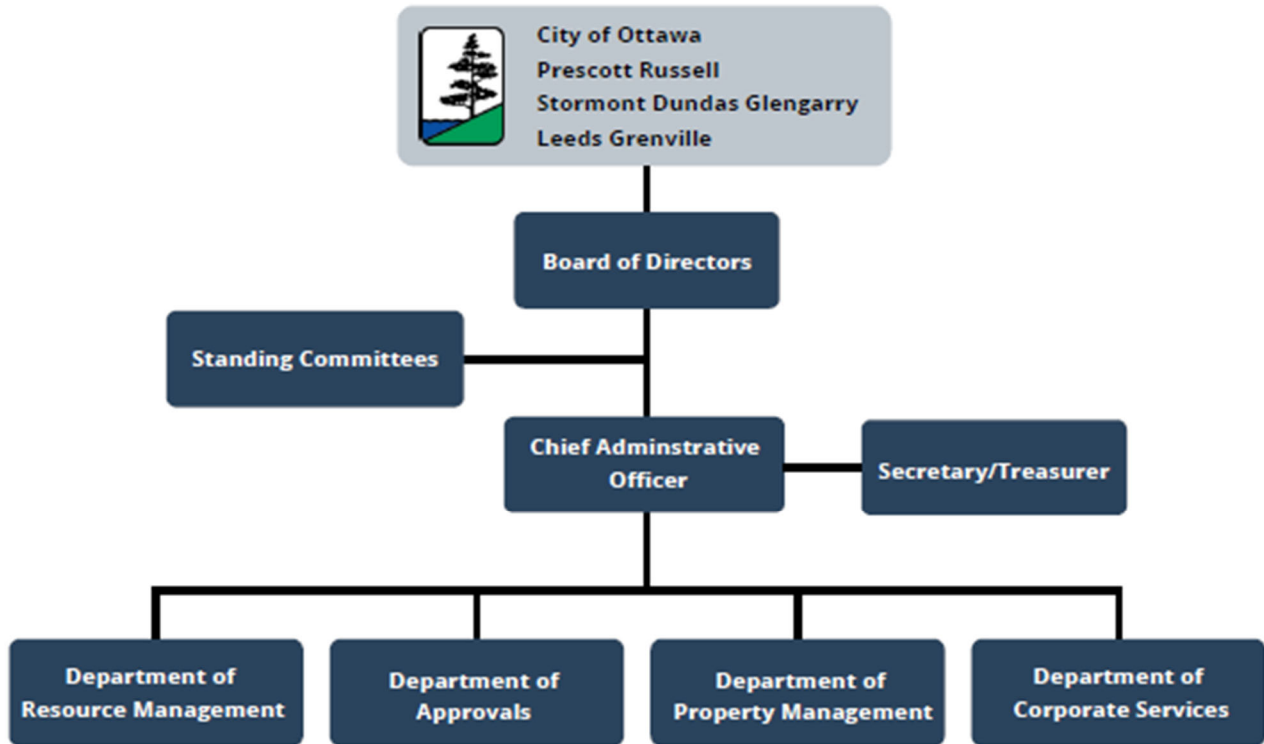
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**Budget Summary**

ESTIMATED STATEMENT OF OPERATION AS OF October 31, 2024	Final Budget 2024	Forecast Dec 31 2024	Draft Budget 2025	Increase/ (Decrease) %
<b>EXPENDITURES</b>				
<b>OPERATING EXPENSE</b>				
<b>Resource Management</b>				
Water Response Programs	418,074	624,710	521,312	(16.55%)
Partner Programs	1,000,150	1,578,624	773,000	(51.03%)
Landowner Stewardship & Outreach	497,430	461,287	487,426	5.67%
<b>Total Resource Management</b>	<b>1,915,654</b>	<b>2,664,621</b>	<b>1,781,738</b>	<b>(33.13%)</b>
<b>Property &amp; Approvals</b>				
Property	1,505,121	1,840,158	1,496,767	(18.66%)
Approvals	1,708,483	1,772,480	1,718,916	(3.02%)
<b>Total Property &amp; Approvals</b>	<b>3,213,604</b>	<b>3,612,638</b>	<b>3,215,683</b>	<b>(10.99%)</b>
<b>Corporate Services</b>				
Corporate Services	1,533,493	1,590,310	1,562,717	(1.74%)
Communications	275,415	295,452	248,698	(15.82%)
<b>Total Corporate Services</b>	<b>1,808,908</b>	<b>1,885,762</b>	<b>1,811,415</b>	<b>(3.94%)</b>
<b>TOTAL OPERATING EXPENSE</b>	<b>6,938,166</b>	<b>8,163,021</b>	<b>6,808,836</b>	<b>(16.59%)</b>
<b>CAPITAL and PROJECT EXPENSE</b>				
<b>Resource Management</b>				
Capital	30,000	73,166	37,500	(48.75%)
Projects	1,631,913	861,925	1,546,644	79.44%
<b>Total Resource Management</b>	<b>1,661,913</b>	<b>935,091</b>	<b>1,584,144</b>	<b>69.41%</b>
<b>Property &amp; Approvals</b>				
Capital	749,096	7,040,440	662,619	(90.59%)
Projects	-	-	-	
<b>Total Property &amp; Approvals</b>	<b>749,096</b>	<b>7,040,440</b>	<b>662,619</b>	<b>(90.59%)</b>
<b>Corporate Services</b>				
Capital	38,000	33,000	25,000	(24.24%)
Projects	-	-	-	
<b>Total Corporate Services</b>	<b>38,000</b>	<b>33,000</b>	<b>25,000</b>	<b>(24.24%)</b>
<b>TOTAL CAPITAL AND PROJECT EXPENSE</b>	<b>2,449,009</b>	<b>8,008,531</b>	<b>2,271,763</b>	<b>(71.63%)</b>
<b>TOTAL OVERALL EXPENSE</b>	<b>9,387,175</b>	<b>16,171,552</b>	<b>9,080,599</b>	<b>(43.85%)</b>
<b>REVENUE</b>				
Other Sources	4,062,015	9,084,894	3,455,462	(61.96%)
General Levy	4,439,413	4,439,413	4,636,678	4.443%
Capital Levy	50,000	50,000	200,000	
Special Levy	518,150	1,126,663	497,000	(55.89%)
Forest Land Acquisition	-	766,437	-	(100.00%)
Source Protection	137,925	138,832	143,240	3.18%
Ministry of Natural Resources (Regular)	91,070	91,070	91,070	-
<b>TOTAL REVENUE</b>	<b>9,298,573</b>	<b>15,697,309</b>	<b>9,023,450</b>	<b>(42.52%)</b>
<b>NET OVERALL</b>	<b>88,602</b>	<b>474,243</b>	<b>57,151</b>	
Transfer To / (From) Reserve	(94,307)	(475,060)	(57,150)	
Cash (Surplus) Beginning of Year				
Cash Deficit / (Surplus) End of Year	(5,705)	(817)	(0)	



**Estimated Reserve**

	2023	2024			2025		
	Audited Balance	Forecast Transfers (From)	Forecast Transfers To	Forecast Balance	Budget Transfers (From)	Budget Transfers To	Estimated Balance
	Dec 31/23	2024 Reserve	2024 Reserve	Dec 31/24	2025 Reserve	2025 Reserve	Dec 31/25
<b>RESERVES</b>							
Operating	2,094,723	(526,044)	134,969	1,703,648	(134,500)	79,803	1,648,951
Capital projects	1,150,619	(64,771)	62,317	1,148,165		52,414	1,200,579
Water control structure	161,293	(37,366)	13,083	137,010	(30,000)	11,016	118,026
Sewage systems inspections	301,639	(52,170)	15,116	264,585	(48,850)	11,617	227,352
Dr. Jackson - Forestry programs	11,589		581	12,170		534	12,704
Findlay Creek	17,682	(18,568)	886	0		-	0
Environmental Projects	31,687		1,588	33,275		1,461	34,736
MNR revenue sharing	13,922		698	14,620		642	15,262
School programs	2,516		126	2,642		116	2,758
MNR - Forestry	50,664		2,539	53,203		2,336	55,539
Memorial fund	54,983	(10,800)	2,755	46,938	(5,800)	2,061	43,199
<b>Grand Total</b>	<b>3,891,317</b>	<b>(709,719)</b>	<b>234,658</b>	<b>3,416,256</b>	<b>(219,150)</b>	<b>162,000</b>	<b>3,359,106</b>

	2024			2025		
	Forecast Transfers (From)	Forecast Transfers To		Budget Transfers (From)	Budget Transfers To	
	2024 Reserve	2024 Reserve		2025 Reserve	2025 Reserve	
<b>ABOVE INCLUDES:</b>						
Interest (distributed above)		195,000			150,000	
Municipal tree giveaway		4,658		(4,500)		
2023 Project Carried Forward to 2024 Tribunal	(10,901)	5,000			5,000	
IT Capital Requirements	(33,000)					
Accounting Software	(65,000)					
2024 Projects Carried Over to 2025 Stabilization	(30,000)	25,000		(25,000)		
(30,000)				(30,000)		
New Shop and Parking lot Design						
Conservation Areas						
Two Creeks Restoration	(15,000)					
Oschmann Forest Capital Projects	(20,000)					
Vehicle Purchase	(61,982)			(75,000)		
Equipment					2,000	
Water Control Structure	(37,366)	5,000		(30,000)	5,000	
Sewage Systems Inspections	(52,170)			(48,850)		
Findlay Creek	(373,500)					
Memorial Fund - Oak Valley Park	(10,800)			(5,800)		
<b>Total</b>	<b>(709,719)</b>	<b>234,658</b>		<b>(219,150)</b>	<b>162,000</b>	

**Municipal Levy Comparison 2024/2025**

Municipality	Total 2024 General Levy	Total 2025 General Levy	Total Dollar Change	Apportionment %
Ottawa	3,401,604	3,546,625	145,021	76.49%
Clarence-Rockland	202,227	211,972	9,745	4.57%
Russell	185,860	197,435	11,575	4.26%
The Nation	109,159	115,281	6,122	2.49%
North Dundas	108,197	110,671	2,474	2.39%
South Dundas	91,454	94,390	2,936	2.04%
Alfred and Plantagenet	69,758	72,322	2,564	1.56%
Edwardsburgh/Cardinal	60,755	62,905	2,150	1.36%
North Grenville	57,595	61,557	3,962	1.33%
North Stormont	48,202	49,978	1,776	1.08%
Augusta	41,596	43,365	1,769	0.94%
Casselman	36,229	42,235	6,006	0.91%
North Glengarry	16,410	16,968	558	0.37%
South Stormont	8,981	9,540	559	0.21%
Elizabethtown - Kitley	709	734	25	0.02%
Champlain	676	700	24	0.02%
<b>Total</b>	<b>4,439,412</b>	<b>4,636,678</b>	<b>197,266</b>	<b>100.00%</b>

Municipality	Total 2024 Capital Levy	Total 2025 Capital Levy	Total Dollar Change	Apportionment %
Ottawa	38,311	152,981	114,670	76.49%
Clarence-Rockland	2,278	9,143	6,865	4.57%
Russell	2,093	8,516	6,423	4.26%
The Nation	1,229	4,973	3,744	2.49%
North Dundas	1,219	4,774	3,555	2.39%
South Dundas	1,030	4,071	3,041	2.04%
Alfred and Plantagenet	786	3,120	2,334	1.56%
Edwardsburgh/Cardinal	684	2,713	2,029	1.36%
North Grenville	649	2,655	2,006	1.33%
North Stormont	543	2,156	1,613	1.08%
Augusta	468	1,871	1,403	0.94%
Casselman	408	1,822	1,414	0.91%
North Glengarry	185	732	547	0.37%
South Stormont	101	412	311	0.21%
Elizabethtown - Kitley	8	32	24	0.02%
Champlain	8	30	22	0.01%
<b>Total</b>	<b>50,000</b>	<b>200,000</b>	<b>150,000</b>	<b>100.00%</b>



**Special Levy and Category 1,2,3****Special Levy**

Ottawa Rural Clean Water Program	200,000
Ottawa Tree Replacement Program	200,000
Eastern Ontario Water Resources Program	50,000
Ottawa Baseline Monitoring Program	47,000
Total Special Levy	<u>497,000</u>

**TOTAL LEVY** 5,333,678

Category	Operations		Capital		Total	
	Total Budgeted Expenses	Budgeted Municipal Levy	Total Budgeted Expenses	Budgeted Municipal Levy	Total Budgeted Expenses	Budgeted Municipal Levy
Category 1	4,831,024	2,914,237	73,500	73,500	4,904,524	2,987,737
Category 2	1,724,697	1,700	-	-	1,724,697	1,700
Category 3	528,176	122,996	351,619	351,619	879,795	474,615
General Operations	1,271,582	1,147,626	300,000	25,000	1,571,582	1,172,626
<b>Total</b>	<b>8,355,480</b>	<b>4,186,559</b>	<b>725,119</b>	<b>450,119</b>	<b>9,080,599</b>	<b>4,636,678</b>

Category 1 - Mandatory Programs and Services delegated by the Province to conservation authorities.

Category 2 - Municipal Programs and Services provided through an agreement between the municipalities and the conservation authorities.

Category 3 - Other Programs and Services that the conservation authorities determine are advisable for the benefit of the watershed.

General Operations are expenses related to the operation of the Authority, and not specifically related to program delivery, such as, corporate governance, financial management, IT, insurance, and utilities.

**Other Sources****PARTNERS**

City of Ottawa (Bearbook Study and Hazard Mapping)	313,377	
City of Ottawa (Floodplain Mapping)	254,402	
United Counties of Prescott-Russell (Forestry Services)	201,000	
Forest Ontario	145,000	
Municipal Unstable Slopes	80,000	
Township of Russell (East York Creek Project)	55,000	
Eastern Ontario Water Resource Program	50,000	
Other Partner Programs	49,220	
Municipal Stormwater Facilities	48,105	
United Counties of Prescott-Russell (Low Impact Development)	31,365	
United Counties of Stormont Dundas and Glengarry (Forestry Services)	25,000	
Lindsay Solar (Species at Risk Benefit Exchange)	15,750	
Grasslands Ontario	400	
	<b>Sub-Total</b>	<b>1,268,619</b>

**USER FEES**

Development Permits	570,000	
Septic Permits	495,000	
Tree Planting Program	75,000	
Forest Timber Revenue	35,000	
Parks Revenue	26,500	
Data Requests	20,000	
Participation Fees (Fish Camps)	17,000	
Casselman Water Power Station	6,000	
Other User Fees (variety of small amounts)	5,800	
	<b>Sub-Total</b>	<b>1,250,300</b>

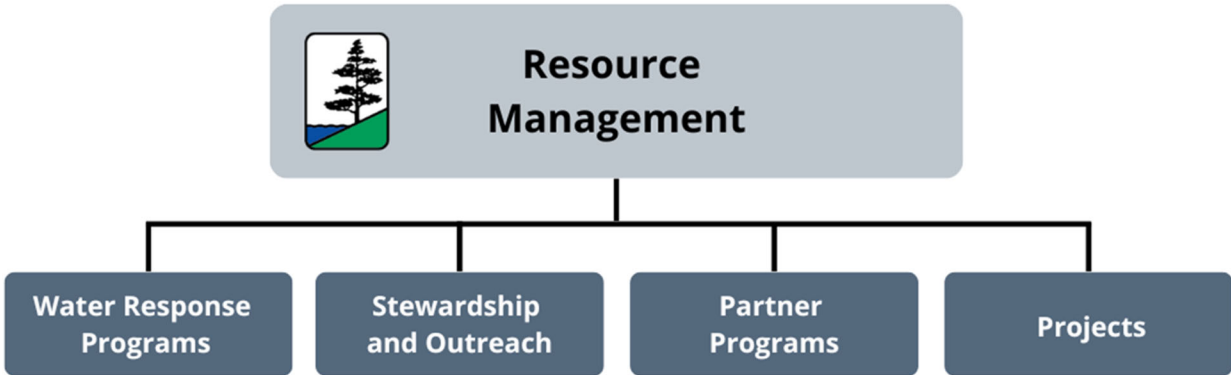
**OTHER GRANTS**

Potential Funding Partnerships	300,000	
Flood Hazard Identification and Mapping Program	148,757	
Federal Funding Programs	143,800	
Various Employment Grants	40,000	
Ministry of Natural Resources (Water and Erosion Control Infrastructure)	15,000	
Other Provincial Grants	4,900	
	<b>Sub-Total</b>	<b>652,457</b>

**MISCELLANEOUS**

Interest	241,756	
Hunting Fees and Land Leasing, etc.	19,700	
Donations	11,700	
Other (variety of smaller amounts less than \$5,000)	10,930	
	<b>Sub-Total</b>	<b>284,086</b>

<b>TOTAL REVENUES</b>	<b>3,455,462</b>
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**PowerPoint Slide: #12*****Resource Management*****Water Response Programs****Purpose:**

- Collect and analyze weather, water quantity, and stream health to establish trends in our jurisdiction.
- Provide watershed information and GIS products to support policy development, decision-making, public consultations, and external communications.
- Develop tools to enhance flood prediction and warning systems such as flood depth mapping and models.
- Provide flood and drought forecasting to SNC member municipalities, residents, and partners.
- Assist the Ministry of Natural Resources with program implementation and provide input on strategic planning.
- Seek new opportunities to ensure continued innovation and organizational growth.
- Mapping and analysis of natural features, hazards, and regulatory lines.
- Maintenance of a public and internal Geoportal tool.
- Maintain natural hazards mapping in digital format to be integrated into municipal planning documents and Geographic Information Systems.

**2025 Deliverables:**

- Provide scientific data to partners and consultants through data requests.
- Complete stream assessments and analysis and report on watershed health through one subwatershed report card.
- Manage the Flood Forecasting and Warning and Low Water Response Programs for the watershed, and St. Lawrence and Ottawa Rivers.
- Participate in Emergency Management meetings.
- Organize and lead Water Response Team meetings.
- Represent Eastern Ontario on Provincial committees.
- Assess potential climate change adaptation strategies.
- Host a flood emergency management workshop.
- Participate in meetings with the Eastern Ontario Flood Forecasting and Warning Committee.
- Provide technical advice on drainage, erosion, unstable slopes, stream health, wastewater discharge, and floodplain mapping.
- Improvements to the Geoportal and watershed model.
- Assist the City of Ottawa with their climate change and stormwater strategies.
- Assist the United Counties of Prescott and Russell with their climate change action plan.
- Explore potential funding resources and partnerships.



**Resource Management**

**Water Response Programs**

Description	Budget 2024	Forecast 2024	Draft Budget 2025	Increase/ (Decrease) 2025	Increase/ (Decrease) %	Reason For Change
<b>Operating Expenses:</b>						
Salaries and Benefits	341,124	554,669	427,412	(127,257)	(23%)	Anticipated payroll, staff charge, and recovery in 2024
Committee	2,000	500	2,000	1,500	300%	
Travel and Training	18,700	28,400	22,950	(5,450)	(19%)	
Equipment and Maintenance	25,500	18,009	24,500	6,491	36%	
Professional Fees	2,000	2,000	2,000	-	-	
Professional Services	20,000	8,700	20,700	12,000	138%	
Phone and Internet	2,000	2,000	2,000	-	-	
Contracted Services	15,000	16,500	16,500	-	-	
Supplies and Materials	11,000	19,023	14,500	(4,523)	(24%)	
Program Support	550	109	550	441	405%	
<b>Total Operating Expenses</b>	<b>437,874</b>	<b>649,910</b>	<b>533,112</b>	<b>(116,798)</b>	<b>(18%)</b>	
<b>Revenue:</b>						
Fees	20,000	22,000	20,000	(2,000)	(9%)	
Provincial	15,300	55,684	15,300	(40,384)	(73%)	Drone project, completed in 2024
Federal	8,800	8,800	8,800	-	-	
Partners	-	600	-	(600)	(100%)	
Grant	18,000	23,000	10,000	(13,000)	(57%)	Drone project, completed in 2024
Project Recovery	1,800	2,200	1,800	(400)	(18%)	
<b>Total Revenue</b>	<b>63,900</b>	<b>112,284</b>	<b>55,900</b>	<b>(56,384)</b>	<b>(50%)</b>	
<b>Net Operating Cost</b>	<b>373,974</b>	<b>537,626</b>	<b>477,212</b>	<b>(60,414)</b>	<b>(11%)</b>	
<b>Capital</b>						
Capital Expense	30,000	73,166	37,500	(35,666)	(49%)	Drone project, completed in 2024
<b>Overall Net</b>	<b>403,974</b>	<b>610,792</b>	<b>514,712</b>	<b>(96,080)</b>	<b>(16%)</b>	
<b>Transfer To/(From) Reserve</b>	-	(10,900)	(30,000)	(19,100)	175%	
<b>Net Requirement</b>	<b>403,974</b>	<b>599,892</b>	<b>484,712</b>	<b>(115,180)</b>	<b>(19%)</b>	
<b>Total Depreciation</b>	-	-	-	-		



## **Resource Management**

### **Landowner Stewardship and Outreach**

#### **Purpose:**

- Provide an incentive-based tree planting program for residents and municipalities in SNC's jurisdiction.
- Provide support towards woodlot recovery efforts in response to the May 2022 derecho storm with federal funding through the 2 Billion Tree Program.
- Partner with member municipalities to provide residents with free tree seedlings.
- Provide cost-share incentives to property owners to implement water quality protection projects.
- Through supporting public events and delivering educational programming SNC promotes the protection and proper management of natural resources.
- SNC awards grants to community groups to support environmental initiatives throughout the SNC jurisdiction. These grants provide high profile for SNC at a low cost and encourage the use of our watercourses for recreation.
- Staff actively seek funding partnerships, liaises with existing partner organizations, and provides support to SNC teams in developing and submitting funding applications and securing donations.

#### **2025 Deliverables:**

- Tree Planting
  - Plant 50,000 seedlings.
  - Conduct 25 site visits and provide site preparation as required.
  - Supervise site preparation, tree planting, and tree tending contracts.
  - Conduct 25 seedling survival assessments.
  - Host 18 tree giveaway activities with municipal partners.
- Woodlot Storm Recovery Program
  - Provide forest recovery assistance to woodlot owners including site plans and coordination of site preparation and salvage operations.
  - Plant 50,000 trees annually.
- Clean Water Program
  - 15 grants.
- Education and Outreach
  - Deliver maple syrup education program and loan out education kits.
  - Deliver 6 Youth Fish Camps (180 youth).
  - Support SNC and Delta Youth Hunt.
  - Coordinate high school stewardship certification training events.
  - Deliver Stream of Dreams Education.
  - Deliver the Community Environmental Grants Program awarding 30 grants for community events that promote environmental stewardship.



**Resource Management**

**Landowner Stewardship and Outreach**

Description	Budget 2024	Forecast 2024	Draft Budget 2025	Increase/ (Decrease) 2025	Increase/ (Decrease) %	Reason For Change
<b>Operating Expenses:</b>						
Salaries and Benefits	182,430	154,029	173,176	19,147	12%	Anticipated payroll, staff charge, and recovery in 2024
Travel and Training	2,000	1,633	2,000	367	22%	
Equipment and Maintenance	500	-	500	500		
Contracted Services	102,000	115,953	108,000	(7,953)	(7%)	
Vehicles	-	2,500	2,500	-	-	
Supplies and Materials	146,000	143,026	135,750	(7,276)	(5%)	
Program Support	4,000	5,525	5,500	(25)	(0%)	
Grants	60,000	40,000	60,000	20,000	50%	Grants reduced in Clean Water Program
<b>Total Operating Expenses</b>	<b>496,930</b>	<b>462,666</b>	<b>487,426</b>	<b>24,760</b>	<b>5%</b>	
<b>Revenue:</b>						
Fees	202,856	226,639	242,430	15,791	7%	
Federal	125,000	125,000	125,000	-	-	
Partners	1,450	5,650	2,500	(3,150)	(56%)	Tree planting
Municipal	2,500	11,394	2,500	(8,894)	(78%)	Tree planting
Other	26,000	22,595	12,500	(10,095)	(45%)	
Grant	2,000	-	-	-	-	
Project Recovery	(2,500)	1,379	-	(1,379)	(100%)	Project completed in 2024
<b>Total Revenue</b>	<b>357,306</b>	<b>392,657</b>	<b>384,930</b>	<b>(7,727)</b>	<b>(2%)</b>	
<b>Net Operating Cost</b>	<b>139,624</b>	<b>70,009</b>	<b>102,496</b>	<b>32,487</b>	<b>46%</b>	
<b>Capital</b>						
Capital Expense	-	-	-	-	-	
<b>Overall Net</b>	<b>139,624</b>	<b>70,009</b>	<b>102,496</b>	<b>32,487</b>	<b>46%</b>	
<b>Transfer To/(From) Reserve</b>	<b>(3,000)</b>	<b>4,658</b>	<b>(4,500)</b>	<b>(9,158)</b>	<b>(197%)</b>	
<b>Net Requirement</b>	<b>136,624</b>	<b>74,667</b>	<b>97,996</b>	<b>23,329</b>	<b>31%</b>	
<b>Total Depreciation</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	



## Resource Management

### Partner Programs

#### Purpose:

- Provide incentives for Ottawa property owners to replace trees infected with the Emerald Ash Borer and/or damaged by severe weather events.
- Provide a private woodlot advisory service and support for woodlot management plans.
- Provide forestry services to the United Counties of Stormont, Dundas, and Glengarry, United Counties of Prescott and Russell, and various municipalities.
- Provide cost-share incentives to Ottawa property owners to implement water quality improvement projects.
- Provide incentives to adopt technology and activities that improve water resources in Eastern Ontario.
- Support City of Ottawa baseline water quality monitoring.

#### 2025 Deliverables:

- Ottawa Tree Replacement Program
  - Replace 500 infected ash and/or storm damaged trees with native trees.
- Woodlot Advisory Service
  - Conduct 15 site visits and summary report
  - Provide 65 \$500-grants to eligible woodlot owners.

- Municipal Forestry Services
  - Coordinate management of the Warwick Forest Conservation Area and provide professional forestry services as requested in annual workplans to the United Counties of Stormont, Dundas and Glengarry.
  - Support United Counties of Prescott and Russell in Larose Forest tree planting.
  - Provide forest services to support tree management and planting in municipal parks and community spaces.
- Ottawa Rural Clean Water Program
  - Liaise with City of Ottawa and partner Conservation Authorities.
  - An interim report and a final report.
  - 1 meeting of program steering committee.
  - 60 grants between the three Conservation Authorities.
- Eastern Ontario Water Resources Program
  - Administrative support and delivery, including grants review and approval by the Grants Sub-Committee.
  - Liaise with Eastern Ontario Water Resources Program funding partners.
- Ottawa Baseline Monitoring
  - Monthly water quality monitoring at 12 sites within the City of Ottawa during ice-free conditions.
  - Annual benthic sampling and analysis at the 12 monitoring sites.





**Resource Management**

**Partner Programs**

Description	Budget 2024	Forecast 2024	Draft Budget 2025	Increase/ (Decrease) 2025	Increase/ (Decrease) %	Reason For Change
<b>Operating Expenses:</b>						
Salaries and Benefits	116,800	153,068	106,500	(46,568)	(30%)	Anticipated payroll, staff charge, and recovery in 2024
Contracted Services	320,500	312,311	178,800	(133,511)	(43%)	Project completed in 2024
Vehicles	7,400	6,400	4,400	(2,000)	(31%)	Project completed in 2024
Supplies and Materials	82,300	35,427	7,300	(28,127)	(79%)	Trees purchased
Program Support	20,500	36,500	20,500	(16,000)	(44%)	2024 postcard mailout for Ottawa Rural Clean Water Program
Grants	452,650	1,034,918	455,500	(579,418)	(56%)	2023 carry over of funds for approved grants for completion in 2024
<b>Total Operating Expenses</b>	<b>1,000,150</b>	<b>1,578,624</b>	<b>773,000</b>	<b>(805,624)</b>	<b>(51%)</b>	
<b>Revenue:</b>						
Partners	-	35,500	-	(35,500)	(100%)	Project completed in 2024
Municipal	1,000,150	1,543,124	773,000	(770,124)	(50%)	Project completed in 2024
<b>Total Revenue</b>	<b>1,000,150</b>	<b>1,578,624</b>	<b>773,000</b>	<b>(805,624)</b>	<b>(51%)</b>	
<b>Net Operating Cost</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>		
<b>Capital</b>						
Capital Expense	-	-	-	-		
<b>Overall Net</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>		
<b>Transfer To/(From) Reserve</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>		
<b>Net Requirement</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>		
<b>Total Depreciation</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>		



## **Resource Management**

### **Projects**

#### **Purpose:**

- Provide technical expertise and project management to support partner initiatives.
- Continue promoting the stormwater management facilities inspection and assessment program to partner municipalities.
- Provide professional services to complete floodplain and erosion hazards mapping in priority areas within SNC's jurisdiction.
- Plan and carry out targeted projects identified through past monitoring activities that restore and enhance important habitats and mitigate the effects of climate change.
- Projects are supported through Subwatershed, Management, or Stewardship Plans.
- Work with municipalities to manage potential retrogressive landslide risk.
- Engage residents in the Casselman to Lemieux Potential Retrogressive Landslide Area.
- Explore a variety of federal, provincial, and municipal, and other grant programs for projects.

#### **2025 Deliverables:**

- Assist municipal partners with Low Impact Development and shoreline erosion projects.
- Complete stormwater management facilities inspection, assessment, and vegetation control for Nation and Russell Townships. Promote program to other municipalities.
- Host 2 Leitrim Wetland Advisory Committee meetings and support community stewardship projects in the Findlay Creek Community.
- Monitor and maintain grasslands on SNC properties through the Species at Risk Benefits Exchange and Grassland Stewardship Initiative.
- City of Ottawa Agreement 3: complete year 3 (of 6) deliverables: Quaille Creek and South Castor River and Tributaries. Including an open house in early 2025.
- Develop partnerships while seeking funding opportunities to continue updating floodplain mapping. Two potential projects have been identified in the SNC 10-year Floodplain Strategy.
- Work with landowners to negotiate property transfer on a willing buyer – willing seller basis, within the Casselman to Lemieux area.
- Assessment of potential unstable slopes in Clarence Rockland along the Ottawa River Project Phase 1 and 2.
- Bear Brook Watershed Plan – complete the year 2 deliverables, including consultation.
- Engagement with SNC's Watershed Advisory Committee.



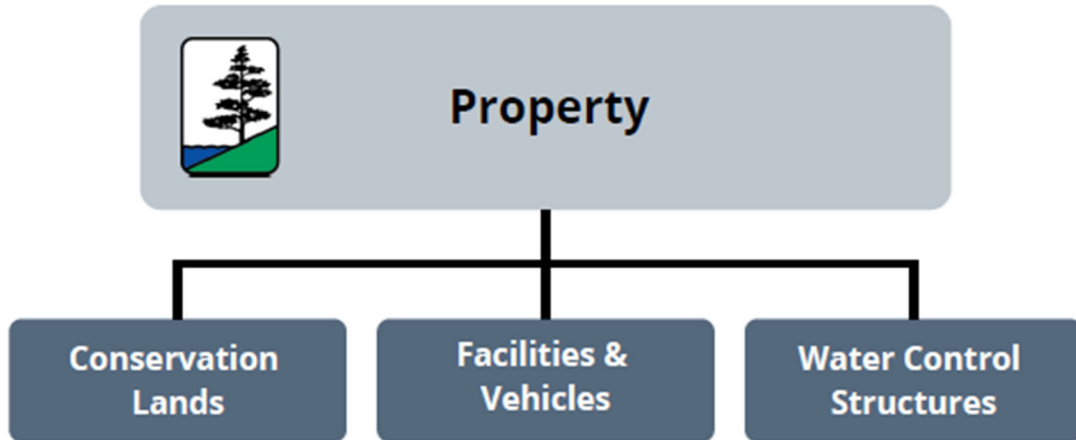
**Resource Management**

**Projects**

Description	Budget 2024	Forecast 2024	Draft Budget 2025	Increase/ (Decrease) 2025	Increase/ (Decrease) %	Reason For Change
<b>Operating Expenses:</b>						
Salaries and Benefits	1,061,676	544,746	965,341	420,595	77%	Anticipated payroll, staff charge, and recovery in 2024
Travel and Training	-	250	-	(250)	(100%)	
Equipment and Maintenance	-	-	1,300	1,300		
Professional Services	160,000	120,163	331,588	211,425	176%	City of Ottawa Agreement 3
Phone and Internet	-	-	-	-		
Contracted Services	454,637	229,904	310,665	80,761	35%	Regional Flood Model Project
Vehicles	240	240	240	-	-	
Leases and Rentals	2,010	2,010	2,010	-	-	
Supplies and Materials	12,500	3,235	12,500	9,265	286%	
Program Support	5,000	120	-	(120)	(100%)	
<b>Total Operating Expenses</b>	<b>1,696,063</b>	<b>900,668</b>	<b>1,623,644</b>	<b>722,976</b>	<b>80%</b>	
<b>Revenue:</b>						
Fees	1,200	21,358	47,025	25,667	120%	Regional Flood Model Project
Federal	50,683	103,077	148,757	45,680	44%	Regional Flood Model Project
Partners	15,750	15,750	15,750	-	-	
Municipal	825,692	542,633	695,624	152,991	28%	City of Ottawa Agreement 3
Other	423,727	28,757	300,000	271,243	943%	Projected grant revenue
Grant	64,150	38,743	75,000	36,257	94%	2025 EOWRP funding and 2024 carry over
Project Recovery	-	-	2,000	2,000		
<b>Total Revenue</b>	<b>1,381,202</b>	<b>750,318</b>	<b>1,284,156</b>	<b>533,838</b>	<b>71%</b>	
<b>Net Operating Cost</b>	<b>314,861</b>	<b>150,350</b>	<b>339,488</b>	<b>189,138</b>	<b>126%</b>	
<b>Capital</b>						
Capital Expense	-	-	-	-		
<b>Overall Net</b>	<b>314,861</b>	<b>150,350</b>	<b>339,488</b>	<b>189,138</b>	<b>126%</b>	
<b>Transfer To/(From) Reserve</b>	<b>(500)</b>	<b>25,000</b>	<b>(23,000)</b>	<b>(48,000)</b>	<b>(192%)</b>	
<b>Net Requirement</b>	<b>314,361</b>	<b>175,350</b>	<b>316,488</b>	<b>141,138</b>	<b>80%</b>	
<b>Total Depreciation</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>		



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**PowerPoint Slide: #17-19*****Property Management*****Conservation Lands****Purpose:**

- Manage properties for current and future residents and land uses.
- Own approximately 13,000 acres including: forests; wetlands; grasslands, and hazard properties.
- Provide access to natural areas for conservation, recreation, education, public use, and economic contributions including timber harvest, maple syrup, honey, and agricultural production.
- Facilitate land operations and public access following asset management plans.
- Implement management plans that assess and improve forest health, prescribe harvests that improve growth, regenerate forests, and identify recreational and economic opportunities.
- Implement forestry operations under:
  - SNC 20-Year Forest Management Plan (2018-2037).
  - SNC 5-Year Forest Operations Plan (2024-2029).
- Comply with SNC Forest Policy and Forest Stewardship Council Certification.
- Engage volunteer Forest Stewards to monitor land holdings.
- Develop and maintain Conservation Areas as natural spaces for the public to safely step outdoors and into nature.
- Provide passive recreational opportunities, nature trails, and docks which provide access to the South Nation, Ottawa, and St. Lawrence Rivers.
- Support conservation efforts and provide protection for significant natural heritage and natural hazards.

- Implement Land Securement Strategy to acquire land to support the objects of the Authority, provide public access to the natural environment and ensure a living natural legacy for property donors.

**2025 Deliverables:**

- Actively maintain conservation lands.
- Mark boundaries and add property signage.
- Manage lease and partner agreements.
- Update land inventory and strategies.
- Manage invasive species and noxious vegetation control.
- Manage property damage and vandalism.
- Facilitate operations and property access.
- Complete wetland and shoreline restoration.
- Complete tree and trail management.
- Maintain 14 parks, 35 kilometres of trails, and 10 docks and river access sites.
- Complete asset repairs and improvements.
- Welcome over 200,000 park visitors and monitor visitation.
- Acquire conservation lands, promote land donations and celebrate donor activity.



**Property Management**

**Conservation Lands**

Description	Budget 2024	Forecast 2024	Draft Budget 2025	Increase/ (Decrease) 2025	Increase/ (Decrease) %	Reason For Change
<b>Operating Expenses:</b>						
Salaries and Benefits	593,311	677,719	623,857	(53,862)	(8%)	Anticipated payroll, staff charge, and recovery in 2024
Forest Stewards	-	300	-	(300)	(100%)	
Travel and Training	13,550	16,264	14,050	(2,214)	(14%)	
Equipment and Maintenance	6,850	3,000	3,850	850	28%	
Professional Fees	1,000	1,925	2,500	575	30%	
Professional Services	33,000	31,096	40,000	8,904	29%	
Contracted Services	269,500	462,512	160,000	(302,512)	(65%)	Two Creeks restoration
Utilities	500	500	500	-	-	
Supplies and Materials	74,000	96,031	62,000	(34,031)	(35%)	Two Creeks restoration
Program Support	-	220	200	(20)	(9%)	
Property taxes, Drainage Assessment	85,000	95,000	102,000	7,000	7%	
Grants	2,000	-	-	-		
<b>Total Operating Expenses</b>	<b>1,078,711</b>	<b>1,384,567</b>	<b>1,008,957</b>	<b>(375,610)</b>	<b>(27%)</b>	
<b>Revenue:</b>						
Fees	50,000	32,000	47,000	15,000	47%	
Federal	25,000	391,360	10,000	(381,360)	(97%)	Leitrim boardwalk, Oak Valley, and parks
Partners	110,000	3,888,903	10,000	(3,878,903)	(100%)	Land acquisition
Municipal	31,250	1,009,437	21,500	(987,937)	(98%)	Land acquisition
Other	8,200	1,432,664	53,920	(1,378,744)	(96%)	Land acquisition
Grant Recovery	650	-	650	650		
<b>Total Revenue</b>	<b>225,100</b>	<b>6,754,364</b>	<b>143,070</b>	<b>(6,611,294)</b>	<b>(98%)</b>	
<b>Net Operating Cost</b>	<b>853,611</b>	<b>(5,369,797)</b>	<b>865,887</b>	<b>6,235,684</b>	<b>(116%)</b>	
<b>Capital</b>						
Capital Expense	404,096	6,785,763	381,619	(6,404,144)	(94%)	Land acquisition
<b>Overall Net</b>	<b>1,257,707</b>	<b>1,415,966</b>	<b>1,247,506</b>	<b>(168,460)</b>	<b>(12%)</b>	
<b>Transfer To/(From) Reserve</b>	<b>(50,800)</b>	<b>(419,300)</b>	<b>(5,800)</b>	<b>413,500</b>	<b>(99%)</b>	Leitrim boardwalk and parks
<b>Net Requirement</b>	<b>1,206,907</b>	<b>996,666</b>	<b>1,241,706</b>	<b>245,040</b>	<b>25%</b>	
<b>Total Depreciation</b>	<b>9,720</b>	<b>9,720</b>	<b>9,720</b>	<b>-</b>	<b>-</b>	



## ***Property Management***

### **Facilities and Vehicles**

#### **Purpose:**

- Provide a productive environment for Authority staff, board, and committee members, and visitors.
- Provide a safe, economical, and practical fleet of vehicles and equipment.
- Maintain, service, and acquire replacement vehicles and equipment, including trucks, passenger vehicles, ATVs, boats, trailers, chainsaws, mowers, trimmers, etc.
- Total Buildings Owned: 1
  - Administrative building, Finch
- Total Facilities Leased: 2
  - Shop, Berwick
  - Storage, Finch

#### **2025 Deliverables:**

- Total vehicles in fleet: 14.
- Comfortable, safe, and clean office.
- Ongoing facility maintenance.
- Building repairs and upgrades.
- Investigate and design options for new shop building.





**Property Management**  
**Facilities and Vehicles**

Description	Budget 2024	Forecast 2024	Draft Budget 2025	Increase/ (Decrease) 2025	Increase/ (Decrease) %	Reason For Change
<b>Operating Expenses:</b>						
Salaries and Benefits	82,500	85,000	85,000	-	-	Anticipated payroll, staff charge, and recovery in 2024
Equipment and Maintenance	2,000	5,075	2,000	(3,075)	(61%)	
Contracted Services	60,000	60,000	60,000	-	-	
Insurance	7,500	7,500	7,500	-	-	
Utilities	36,900	33,000	36,700	3,700	11%	
Maintenance and Fuel	61,500	75,808	84,500	8,692	11%	
Leases and Rentals	6,800	6,800	6,800	-	-	
Supplies and Materials	25,000	15,000	20,000	5,000	33%	
<b>Total Operating Expenses</b>	<b>282,200</b>	<b>288,183</b>	<b>302,500</b>	<b>14,317</b>	<b>5%</b>	
<b>Revenue:</b>						
Partners	1,200	1,200	1,200	-	-	
Municipal	50,000	50,000	200,000	150,000	300%	New shop - studies/design
Other	-	2,943	-	(2,943)	(100%)	
Project Recovery	35,140	35,140	12,140	(23,000)	(65%)	
<b>Total Revenue</b>	<b>86,340</b>	<b>89,283</b>	<b>213,340</b>	<b>124,057</b>	<b>139%</b>	
<b>Net Operating Cost</b>	<b>195,860</b>	<b>198,900</b>	<b>89,160</b>	<b>(109,740)</b>	<b>(55%)</b>	
<b>Capital</b>						
Capital Expense	110,000	128,895	275,000	146,105	113%	New shop - studies/design
<b>Overall Net</b>	<b>305,860</b>	<b>327,795</b>	<b>364,160</b>	<b>36,365</b>	<b>11%</b>	
<b>Transfer To/(From) Reserve</b>	<b>(60,000)</b>	<b>(61,982)</b>	<b>(75,000)</b>	<b>(13,018)</b>	<b>21%</b>	
<b>Net Requirement</b>	<b>245,860</b>	<b>265,813</b>	<b>289,160</b>	<b>23,347</b>	<b>9%</b>	
<b>Total Depreciation</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>		



***Property Management***

**Water Control Structures**

**Purpose:**

- Reduce and prevent flood damages and loss of life by operating water control structures throughout the SNC jurisdiction.
- Enhance water levels for recreational use of the South Nation River by maintaining and operating water control structures.

**2025 Deliverables:**

- Seguinbourg berm and Chrysler dyke annual inspections.
- Dyke and berm vegetation control.
- Annual water control structure inspections.
- Chrysler and Chesterville dams, and Russell, Casselman, and Plantagenet weirs maintenance and repairs.
- Chesterville dam spring and fall operation.
- Updates to operations manuals and Asset Management Plan.
- 2025 Capital Project: Chrysler Dam Engineer's Inspection.
- SNC will apply to the Water Erosion Control Infrastructure program requesting 50% of the projects cost.



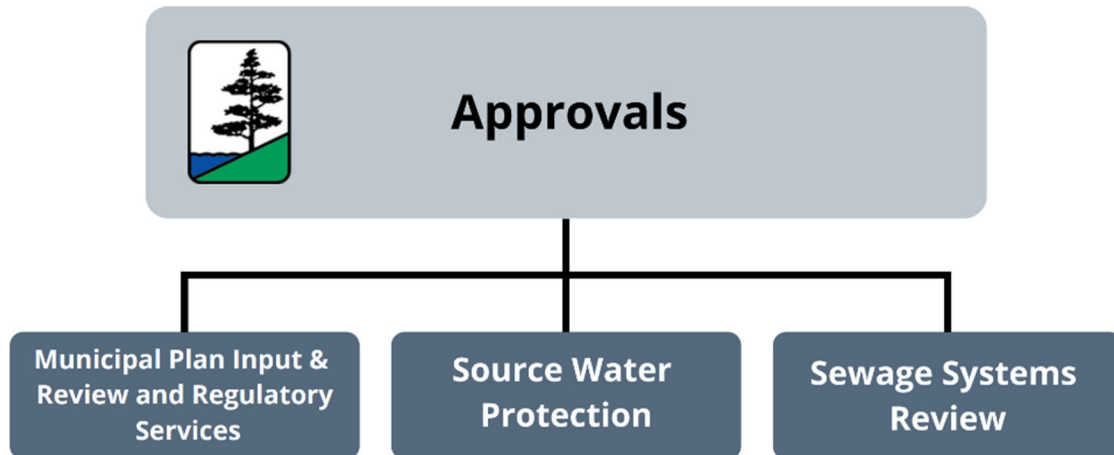
**Property Management**

**Water Control Structures**

Description	Budget 2024	Forecast 2024	Draft Budget 2025	Increase/ (Decrease) 2025	Increase/ (Decrease) %	Reason For Change
<b>Operating Expenses:</b>						
Salaries and Benefits	119,400	122,225	117,000	(5,225)	(4%)	Anticipated payroll, staff charge, and recovery in 2024
Professional Services	7,000	17,000	32,000	15,000	88%	
Phone and Internet	2,000	2,500	2,500	-	-	
Contracted Services	23,100	44,639	20,600	(24,039)	(54%)	
Utilities	9,600	8,100	9,600	1,500	19%	
Supplies and Materials	18,900	8,084	16,400	8,316	103%	
<b>Total Operating Expenses</b>	<b>180,000</b>	<b>202,548</b>	<b>198,100</b>	<b>(4,448)</b>	<b>(2%)</b>	
<b>Revenue:</b>						
Provincial	137,500	124,866	35,000	(89,866)	(72%)	Crysler Dam Inspection
Other	6,000	5,776	6,000	224	4%	
<b>Total Revenue</b>	<b>143,500</b>	<b>130,642</b>	<b>41,000</b>	<b>(89,642)</b>	<b>(69%)</b>	
<b>Net Operating Cost</b>	<b>36,500</b>	<b>71,906</b>	<b>157,100</b>	<b>85,194</b>	<b>118%</b>	
<b>Capital</b>						
Capital Expense	235,000	125,782	6,000	(119,782)	(95%)	Chesterville Dam heaters
<b>Overall Net</b>	<b>271,500</b>	<b>197,688</b>	<b>163,100</b>	<b>(34,588)</b>	<b>(17%)</b>	
<b>Transfer To/(From) Reserve</b>	<b>(112,500)</b>	<b>(32,366)</b>	<b>5,000</b>	<b>37,366</b>	<b>(115%)</b>	
<b>Net Requirement</b>	<b>159,000</b>	<b>165,322</b>	<b>168,100</b>	<b>2,778</b>	<b>2%</b>	
<b>Total Depreciation</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>		



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## Approvals

### Municipal Plan Input & Review and Regulatory Services

#### Purpose:

- **Municipal Plan Input & Review**
  - Provide information and technical advice to Municipal Councils and Committees regarding development applications to assist in making wise land use decisions regarding protection of people and property from natural hazards.
  - Under Section 5.1, Protecting Public Health and Safety under the Provincial Planning Statement.
  - Act as the Principal Authority on behalf of 16 municipalities.
  - Review municipal planning and master plan documents and recommend policies and designations for natural hazard lands including watercourses, floodplains, wetlands, slopes, and shorelines.
  - Work on special municipal projects through service agreements including mapping updates, policy review, and other studies.
- **Source Water Protection**
  - The *Clean Water Act* protects the sources of municipal drinking water. This work helps municipalities in our Source Protection Region address the policy review and implementation of the Source Protection Plans.
  - South Nation Conservation and the Raisin Region Conservation Authority are partners in the Raisin-South Nation Source Protection Region, one of 19 regions across the province.
  - We administer the risk management office on behalf of 13 municipalities through agreements.
  - Prepare risk management plans and issue Section 59 notices (15 completed in 2024)

#### 2025 Deliverables:

- **Technical Reviews:**
  - Advise and collaborate with municipalities on water management and natural hazards areas
  - Areas of expertise: engineering, hydrology, hydrogeology, floodplain, geotechnical review, planning input and review, regulations, data collection, computer modeling, and project design and management.
  - Complete technical reviews:
    - Stormwater: 73.
    - Geotechnical: 47.
    - Floodplain: 8.
  - Facilitate collaboration between stakeholders, developers and consultants.
- **Regulatory Services:**
  - Protect people and property from natural hazards in our jurisdiction through our Regulation under Section 28.1 of the *Conservation Authorities Act*.
  - Process about 250 permits each year related to development, alteration or activities that may interfere with floodplain and natural hazards.
  - Services also include processing approximately 70 Property Inquiries, and 85 Drain Reviews each year.
  - Maintain policies and guidelines to assist in the protection of people and property.
  - Enforcement of the Prohibited Activities, Exemptions and Permits Regulation and maintain compliance policies and procedures.



**Approvals**

**Municipal Plan Input & Review and Regulatory Services**

Description	Budget 2024	Forecast 2024	Draft Budget 2025	Increase/ (Decrease) 2025	Increase/ (Decrease) %	Reason For Change
<b>Operating Expenses:</b>						
Salaries and Benefits	1,122,411	1,076,865	1,071,744	(5,121)	(0%)	Anticipated payroll, staff charge, and recovery in 2024
Travel and Training	14,900	11,700	14,900	3,200	27%	
Professional Fees	2,500	2,535	3,800	1,265	50%	
Professional Services	5,000	110,000	55,000	(55,000)	(50%)	External reviews
Contracted Services	2,680	3,660	3,788	128	3%	
Vehicles	5,000	5,000	5,000	-	-	
Leases and Rentals	14,052	19,502	20,334	832	4%	
Supplies and Materials	500	2,319	500	(1,819)	(78%)	
<b>Total Operating Expenses</b>	<b>1,167,043</b>	<b>1,231,581</b>	<b>1,175,066</b>	<b>(56,515)</b>	<b>(5%)</b>	
<b>Revenue:</b>						
Fees	620,250	530,300	570,300	40,000	8%	Anticipated applications
Provincial	198,595	199,502	203,910	4,408	2%	
Municipal	40,000	40,000	40,000	-	-	
<b>Total Revenue</b>	<b>858,845</b>	<b>769,802</b>	<b>814,210</b>	<b>44,408</b>	<b>6%</b>	
<b>Net Operating Cost</b>	<b>308,198</b>	<b>461,779</b>	<b>360,856</b>	<b>(100,923)</b>	<b>(22%)</b>	
<b>Capital</b>						
Capital Expense	-	-	-	-	-	
<b>Overall Net</b>	<b>308,198</b>	<b>461,779</b>	<b>360,856</b>	<b>(100,923)</b>	<b>(22%)</b>	
<b>Transfer To/(From) Reserve</b>	<b>5,000</b>	<b>5,000</b>	<b>5,000</b>	<b>-</b>	<b>-</b>	
<b>Net Requirement</b>	<b>313,198</b>	<b>466,779</b>	<b>365,856</b>	<b>(100,923)</b>	<b>(22%)</b>	
<b>Total Depreciation</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	



## ***Approvals***

### **Sewage Systems Review**

#### **Purpose:**

- Review and Issue permits under Part 8 of the Ontario Building Code for sewage system construction, on behalf of 16 local municipalities within the United Counties of Leeds & Grenville; United Counties of Prescott & Russell; and United Counties of Stormont, Dundas & Glengarry.
- Inspect new construction, alteration, and maintenance and comply with provincial regulations and municipal by-laws.
- Provide training and expertise for local contractors and partners including municipalities and the Eastern Ontario Health Unit.
- Provide property inquiry and information request services, along with compliance reviews to property owners and agents.

#### **2025 Deliverables:**

- Act as the Principal Authority on behalf of 16 municipalities for the review and approval of sewage system permits.
- Maintain same staffing contingent of Chief Building Official and three inspectors; and administrative support FTE's.
- Maintain the same vehicle fleet as 2024.
- Support the Safe Septic maintenance program of the Ontario Building Code to protect local drinking water, next review in 2027.
- In 2025, expecting a similar workload and amount of applications; which was a slight decrease from the previous year but remains very steady.





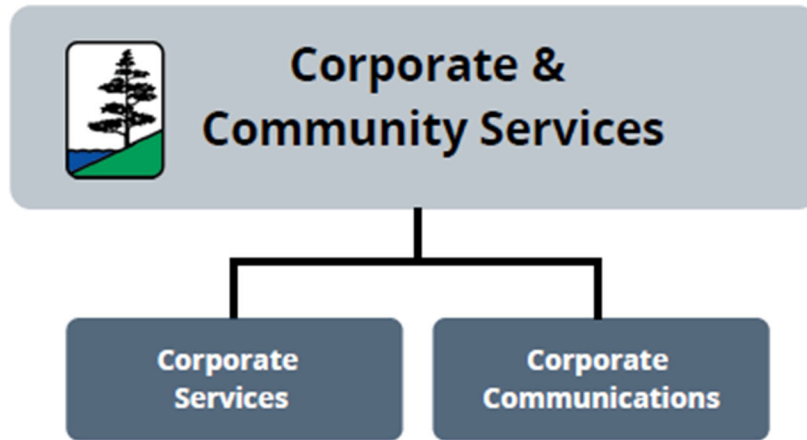
**Approvals**

**Sewage Systems Review**

Description	Budget 2024	Forecast 2024	Draft Budget 2025	Increase/ (Decrease) 2025	Increase/ (Decrease) %	Reason For Change
<b>Operating Expenses:</b>						
Salaries and Benefits	475,190	468,821	494,600	25,779	5%	Anticipated payroll, staff charge, and recovery in 2024
Travel and Training	2,500	5,000	2,500	(2,500)	(50%)	
Equipment and Maintenance	1,000	500	1,000	500	100%	
Professional Fees	1,000	1,000	1,000	-	-	
Professional Services	1,000	1,000	1,000	-	-	
Phone and Internet	3,000	3,500	3,800	300	9%	
Insurance	13,300	13,633	14,300	667	5%	
Vehicles	41,200	44,651	22,000	(22,651)	(51%)	
Supplies and Materials	3,250	2,794	3,650	856	31%	
<b>Total Operating Expenses</b>	<b>541,440</b>	<b>540,899</b>	<b>543,850</b>	<b>2,951</b>	<b>1%</b>	
<b>Revenue:</b>						
Fees	550,000	480,000	490,000	10,000	2%	
Other	-	8,729	5,000	(3,729)	(43%)	
<b>Total Revenue</b>	<b>550,000</b>	<b>488,729</b>	<b>495,000</b>	<b>6,271</b>	<b>1%</b>	
<b>Net Operating Cost</b>	<b>(8,560)</b>	<b>52,170</b>	<b>48,850</b>	<b>(3,320)</b>	<b>(6%)</b>	
<b>Capital</b>						
Capital Expense	-	-	-	-		
<b>Overall Net</b>	<b>(8,560)</b>	<b>52,170</b>	<b>48,850</b>	<b>(3,320)</b>	<b>(6%)</b>	
<b>Transfer To/(From) Reserve</b>	15,493	(52,170)	(48,850)	3,320	(6%)	
<b>Net Requirement</b>	<b>6,933</b>	-	-	-		
<b>Total Depreciation</b>	-	-	-	-		



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## **Corporate Services**

### **Corporate Services**

#### **Purpose:**

- Provide administrative support for the board of directors, including coordination of information for monthly board meetings such as agenda packages, ensuring accuracy of the official minutes, and other supporting documentation.
- The Governance program includes funds for board meeting allowance, mileage and other expenses related to their function as a representative of SNC.
- Provide administrative support for the watershed advisory committee, including coordination of information for quarterly meetings such as agenda packages, ensuring accuracy of the official minutes, and other supporting documentation.
- Our leadership team provides guidance, organization, and direction to the Authority to achieve consistent management, cohesive policies, guidance, and processes.
- Our administrative team provides corporate support for Authority programs, services, and staff.
- Our finance team provides the board of directors and staff with timely financial information needed for operational decisions.
- Implement and maintain SNC's technology infrastructure and manage corporate records and data.

#### **2025 Deliverables:**

- Support the chair and 11 board members and facilitate monthly board meetings.
- 4 meetings of the watershed advisory committee.
- Internal and external customer service, including:
  - Phone/front desk reception and general email (info@nation.on.ca).
  - Support for over 50 staff, plus students/interns.
  - Corporate materials and supplies management.
  - Financial reports and statements.
  - Year-end, annual budget, and audit.
  - Preparing and maintain corporate wide contracts, personnel files and payroll, and benefits.
  - Maintaining information infrastructure and software, including:
    - 12 servers for data storage.
    - 11 network switches.
    - 8 Wireless access points.
    - 70 workstations, laptops, and printers.
    - Boardroom and meeting room audio-visual equipment.
    - Microsoft Teams platform.



**Corporate Services**

**Corporate Services**

Description	Budget 2024	Forecast 2024	Draft Budget 2025	Increase/ (Decrease) 2025	Increase/ (Decrease) %	Reason For Change
<b>Operating Expenses:</b>						
Salaries and Benefits	920,668	915,911	952,730	36,819	4%	Anticipated payroll, staff charge, and recovery in 2024
Board and Committee	53,850	51,850	57,350	5,500	11%	
Travel and Training	46,600	53,950	50,100	(3,850)	(7%)	
Equipment and Maintenance	43,500	49,000	51,500	2,500	5%	
Professional Services	55,000	48,581	50,000	1,419	3%	
Phone and Internet	41,649	41,649	40,649	(1,000)	(2%)	
Contracted Services	137,500	200,000	117,500	(82,500)	(41%)	Financial software update in 2024
Insurance	168,000	165,300	171,000	5,700	3%	
Supplies and Materials	26,500	30,000	29,000	(1,000)	(3%)	
Program Support	24,100	21,819	23,100	1,281	6%	
Grants	36,492	36,494	45,010	8,516	23%	
<b>Total Operating Expenses</b>	<b>1,553,859</b>	<b>1,614,554</b>	<b>1,587,939</b>	<b>(26,615)</b>	<b>(2%)</b>	
<b>Revenue:</b>						
Fees	264,000	214,000	239,000	25,000	12%	Anticipated interest adjustments
Federal	40,000	69,810	40,000	(29,810)	(43%)	Anticipated employment subsidies
Municipal	3,857	3,807	2,756	(1,051)	(28%)	
Other	500	304	1,000	696	229%	
Project Recovery	20,366	24,244	25,222	978	4%	
<b>Total Revenue</b>	<b>328,723</b>	<b>312,165</b>	<b>307,978</b>	<b>(4,187)</b>	<b>(1%)</b>	
<b>Net Operating Cost</b>	<b>1,225,136</b>	<b>1,302,389</b>	<b>1,279,961</b>	<b>(22,428)</b>	<b>(2%)</b>	
<b>Capital</b>						
Capital Expense	38,000	33,000	25,000	(8,000)	(24%)	
<b>Overall Net</b>	<b>1,263,136</b>	<b>1,335,389</b>	<b>1,304,961</b>	<b>(30,428)</b>	<b>(2%)</b>	
<b>Transfer To/(From) Reserve</b>	<b>112,000</b>	<b>67,000</b>	<b>120,000</b>	<b>53,000</b>	<b>79%</b>	Financial software update
<b>Net Requirement</b>	<b>1,375,136</b>	<b>1,402,389</b>	<b>1,424,961</b>	<b>22,572</b>	<b>2%</b>	
<b>Total Depreciation</b>	<b>21,820</b>	<b>21,820</b>	<b>21,820</b>	<b>-</b>		



## Corporate Services

### Corporate Communications

#### Purpose:

- Maintain SNC's corporate brand identity and provide support to all programs and services.
- Provide uniforms, clothing, business cards, and coordinate memberships and subscriptions for staff.
- Maintain historical archives and the Pat Coyne Library.
- Provide language services, document editing, translations, product development, and graphic design.
- Promote SNC programs and services through the distribution of various media products, including press releases, watershed updates, and advertising.
- Maintain online presence and support outreach through SNC's website and social media outlets (e.g., Facebook, X, YouTube, Instagram and LinkedIn).
- SNC's programs and services are marketed by developing, producing, and distributing various communication products including displays, postcards, publications and interpretive signs.

#### 2025 Deliverables:

- SNC staff and volunteer recognition.
- Purchase and distribute SNC uniforms and clothing for board, committees, and staff.
- Produce business cards, photography, name tags, and nameplates.
- Renew SNC subscriptions and memberships.
- Maintain historical archives.
- Issue 50 press releases.
- Email 12 SNC monthly updates (The SNC Current).
- SNC bilingual media liaison.
- Purchase paid advertisements to promote SNC programs, services, training opportunities, and recruitment.
- Provide communications services (editorial, translation, graphic design, printing, etc.):
  - Communication materials.
  - Products for media events.
  - Updates to program resources: fact sheets and postcards.
  - Watershed Report Cards.
  - Annual Report.
  - Various SNC reports and technical documents.
- Maintain and improve SNC's English and French websites; and complete website redevelopment project.
- Maintain and increase followers on SNC's social media outlets.
- Implement SNC Sign Strategy and coordinate sign replacements on Conservation Lands.
- Facilitate translation of over 300 documents.
- Support funding applications and fundraising initiatives.



**Corporate Services**

**Corporate Communications**

Description	Budget 2024	Forecast 2024	Draft Budget 2025	Increase/ (Decrease) 2025	Increase/ (Decrease) %	Reason For Change
<b>Operating Expenses:</b>						
Salaries and Benefits	168,915	197,412	148,698	(48,714)	(25%)	Anticipated payroll, staff charge, and recovery in 2024
Travel and Training	5,500	3,440	5,500	2,060	60%	
Contracted Services	33,000	31,000	33,000	2,000	6%	
Supplies and Materials	4,500	5,000	4,500	(500)	(10%)	
Program Support	63,500	58,600	57,000	(1,600)	(3%)	
<b>Total Operating Expenses</b>	<b>275,415</b>	<b>295,452</b>	<b>248,698</b>	<b>(46,754)</b>	<b>(16%)</b>	
<b>Revenue:</b>						
Partners	-	3,552	-	(3,552)	(100%)	
Other	3,700	182	1,000	818	449%	
<b>Total Revenue</b>	<b>3,700</b>	<b>3,734</b>	<b>1,000</b>	<b>(2,734)</b>	<b>(73%)</b>	
<b>Net Operating Cost</b>	<b>271,715</b>	<b>291,718</b>	<b>247,698</b>	<b>(44,020)</b>	<b>(15%)</b>	
<b>Capital</b>						
Capital Expense	-	-	-	-		
<b>Overall Net</b>	<b>271,715</b>	<b>291,718</b>	<b>247,698</b>	<b>(44,020)</b>	<b>(15%)</b>	
<b>Transfer To/(From) Reserve</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>		
<b>Net Requirement</b>	<b>271,715</b>	<b>291,718</b>	<b>247,698</b>	<b>(44,020)</b>	<b>(15%)</b>	
<b>Total Depreciation</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>		



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