

BRUCE TRAIL CONSERVANCY

The Bruce Trail Conservancy (BTC) is a member-driven, volunteer-based charitable organization, governed by a 19-member Board of Directors. It is both a trail association and one of Ontario's largest land trusts, committed to caring for the Bruce Trail and to preserving land along its route. Each of the nine Bruce Trail Clubs manage a section of the Bruce Trail and is responsible for maintaining, stewarding and promoting that section.

MISSION

Preserving a ribbon of wilderness, for everyone, forever.

VISION

The Bruce Trail secured within a permanently protected natural corridor along the Niagara Escarpment.

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HIGHLIGHTS 2019-2020



68.7% of the Bruce Trail now on permanently protected land

6.5 km of the Bruce Trail's Optimum Route was secured, bringing the Trail ever closer to being entirely protected in a natural corridor.



11 New Protected Natural Areas

545 acres of Niagara Escarpment land were preserved by the BTC in eleven new protected areas.



1 New Program Area: Landowner Stewardship

The BTC's newest program assists private landowners along the Bruce Trail to enhance wildlife habitat on their properties and contribute to the ecological health of the Niagara Escarpment.



953 Members participated in new BTC webinars

Members stayed connected and learned from BTC experts and partners about the Niagara Escarpment, world trails, End-to-End hiking, and more.



84 Species at Risk have been recorded on BTC-managed land

BTC Ecologists made 48 observations of 13 Species at Risk this year alone.



30 km of Trail created or rerouted & 1 major staircase built

Volunteers improved significant stretches of Trail despite having the crucial spring season impacted by COVID-19.



\$10.4 M Raised

BTC successfully raised \$8.66 M in donations, \$0.78 M in future gifts, and a further \$0.96M via other revenue sources.



Top environmental charity in Canada for 2020

Both Maclean's and MoneySense magazines ranked the BTC the top environmental charity in Canada based on financial efficiency, good governance and transparency.



Board Chair's Message



Strength and success, thanks to our community

2020 has been a year unlike any other. Amid the challenges created by a global pandemic, our members, donors, volunteers and staff provided

the collective support to carry us through. It is because of our BTC community that we are in a strong position to continue to move our mission forward.

This year we established 11 new protected areas, preserving 545 acres of Niagara Escarpment lands and securing a further 6.5 km of Bruce Trail. With this success, the Bruce Trail is 68.7% secured within a permanently protected natural corridor along the Niagara Escarpment.

Our conservation work continues to resonate with our passionate donors and we are buoyed by the record level of contributions shown this year once again. Our donor community made over 10,200 unique gifts to the BTC this year, totaling \$8.66 million; an increase of 38% in donations over 2019! Receiving these record levels of support is particularly heartening during an uncertain year, and strengthens our resolve and our capacity to achieve our mission.

We recognize that financial challenges have increased for many, and are honoured by all who chose to give as they were able. We remain committed to transforming these generous gifts into a lasting natural legacy for us all.

The events of this year tested the limits of the Bruce Trail Conservancy. I would like to thank Michael McDonald, our CEO, for his leadership, and every member of the BTC's team for their passion and dedication throughout. I am also grateful to my colleagues on the Board of Directors for their commitment and guidance in addressing the year's unexpected demands.

It has been powerful to see our community come together this past year. Your commitment has allowed us not only to weather an uncertain time, but also to take significant steps in preserving our ribbon of wilderness. Thank you for your continued contribution to the future of the Niagara Escarpment and our beloved Bruce Trail.

Leah Myers BOARD CHAIR



Finding resilience in a year of change

The world has changed. This past year will be remembered as one in which our communities and our daily lives have been altered by a global pandemic. COVID-19, in addition to being the

most pressing health threat of our time, has had a ripple effect. More than ever, people have become aware of the importance of the natural world and our access to it.

What hasn't changed is our commitment to protect the Niagara Escarpment and create a conservation corridor where people and nature prosper together.

This year, the Bruce Trail Conservancy encountered unprecedented challenges. For the first time in our organization's history, we asked people to stay off the entire Trail to help flatten the curve. Along with our conservation partners and landowners we closed the Trail to help reduce the spread of COVID-19. Trail work, land stewardship, hiking programs, and more were put on hold.

Yet, through all these challenges our Bruce Trail community has demonstrated remarkable resilience. We have been able to adapt to these uncertain times and weather the difficulties.

In these pages you'll read about new protected areas, restoration projects, Trail improvements, and more. All were made possible by the enduring support of our members, donors, and volunteers. I hope you find yourself and your commitment reflected in these pages. Your support continues to drive our mission forward.

Looking ahead, we'll continue to grow, learn, and adapt as we work to preserve a ribbon of wilderness in a changing world.

We will build capacity in our conservation work as we bring more land into the care of the Bruce Trail Conservancy. We will work to safeguard and improve the biodiversity of our vulnerable Niagara Escarpment.

And we will work to reach out and help connect people to nature from all communities. Just as natural systems are more resilient and better able to adapt to changing conditions when they are biologically diverse, organizations are stronger when they are inclusive and diverse. Nature is for everyone.

Our vital work is possible because of the collaborative and generous support of many people. Thank you for walking with us. Together our resilience is creating a positive future for our ribbon of wilderness.

Michael McDonald CHIEF EXECUTIVE OFFICER

LAND

Establishing New Protected Areas

Preserving Niagara Escarpment land along the route of the Bruce Trail is at the heart of the Bruce Trail Conservancy's mission.

By acquiring land and establishing protected natural areas, the Bruce Trail Conservancy is both securing a permanent home for the Bruce Trail and protecting Niagara Escarpment ecosystems.

This year we created 11 new protected natural areas with the support of our donors. These irreplaceable places represent a variety of habitats and protect 6.5 km of the Bruce Trail's Optimum Route.





2019-2020 LAND ACQUISITIONS

PROTECTED NATURAL AREA	SECTION	AREA PRESERVED	OPTIMUM ROUTE SECURED	FUNDING (See Legend)
Woodend Meadow	Niagara	52 acres (21 ha)	373 m	1
Millen Road Access	Iroquoia	0.4 acres (0.1 ha)	23 m	3
MapleCross Nature Reserve at River & Ruin	Iroquoia	69 acres (28 ha)	1,540 m	2
Caledon Mountain Springs	Caledon Hills	63 acres (26 ha)	789 m	1
MapleCross Nature Reserve at Canning's Falls	Caledon Hills	70 acres (28 ha)	670 m	1
Lime Kiln Bluffs	Blue Mountains	36 acres (15 ha)	710 m	1
Fox Ridge East	Beaver Valley	14 acres (6 ha)	523 m	1
Maple Ravine	Beaver Valley	27 acres (11 ha)	662 m	1
Bayview Slope	Sydenham	100 acres (40 ha)	651 m	1
Skinner's Woods	Sydenham	113 acres (46 ha)	455 m	1
MacTaggart Property	Peninsula	0.6 acres (0.3 ha)	63 m	3
TOTAL - 11 Protected Natural Areas		545 acres (221.4 ha)	6,459 m	

LEGEND FOR FUNDING 1 = Funded by BTC donors 2 = Funded by BTC donors & Environment and Climate Change Canada 3 = Donation of Land















LAND

Stewarding the Land

Nearly 12,000 acres of Niagara Escarpment land are entrusted to the care of the Bruce Trail Conservancy. As our land acquisition efforts continue, our role as stewards grows.

Our team of over 230 volunteers and two staff Ecologists work year-round to ensure the long-term ecological health of these precious lands, while also providing Bruce Trail access to the Niagara Escarpment. Through planning, monitoring and active management we work to:

- Maintain or enhance biodiversity
- Improve connectivity of natural corridors
- Protect Species at Risk and unique habitats







LAND

PROJECT: Tallgrass Prairie Restoration

Ten acres of open field near the heart of Burlington was the perfect place to launch the Bruce Trail Conservancy's first tallgrass prairie restoration project. On a cool November morning, our BTC Ecologists and CEO seeded the fields of our Fisher's Pond Nature Reserve with a mix of native prairie grasses and wildflowers.

Tallgrass communities are some of the most endangered ecosystems in Canada. Restoring this increasingly rare ecosystem will improve soil quality, increase Niagara Escarpment biodiversity, and provide important habitat for grassland birds, mammals, reptiles and pollinators.

Although it will take a few years for the restoration to take hold, monitoring its progress will be an important activity of our BTC Ecologists and Land Stewards and will inform future restoration work on other properties.



TRAIL

Maintaining & Developing a World-Class Footpath

Volunteer Trail Workers donate their time and skills to keep our treasured footpath maintained, environmentally sustainable, and enjoyable for hikers year-round.

This year our Trail Workers were presented with a unique challenge. To help reduce the spread of COVID-19, the Bruce Trail was closed for roughly two months, and trail work that usually takes place in the crucial spring season was postponed. In spite of this, our volunteers accomplished significant trail development work, both before and after the Trail closure.

- 30 km of trail created or rerouted
- 7 new side trails created
- 909 km of main Trail monitored and maintained
- 444 km of side trails monitored and maintained
- 843 Trail Development & Maintenance Volunteers





TRAIL

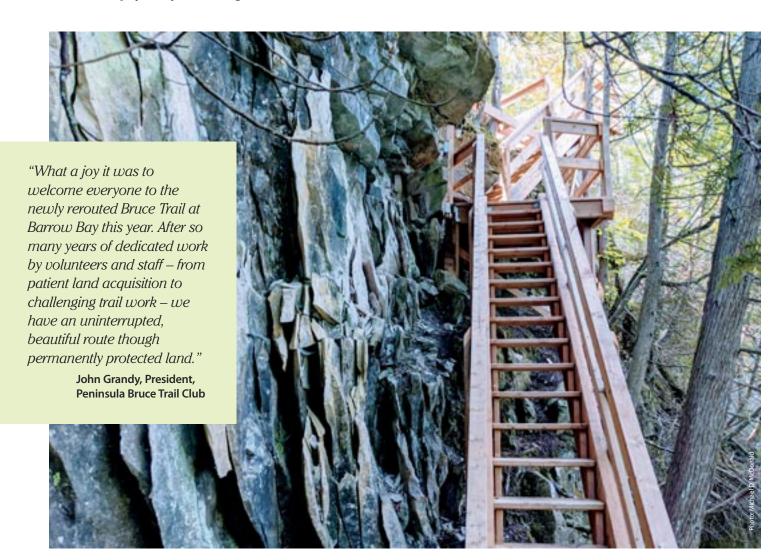
PROJECT:

Reroute & Stairway at Barrow Bay Cliffs Nature Reserve

For many years, Bruce Trail hikers endured 6.5 km of dry, dusty, road walking in the Barrow Bay area of the Bruce Peninsula – far from the ideal way to experience the natural wonders of the Niagara Escarpment. This year that road walk finally came to an end.

Volunteers completed a major reroute at Barrow Bay in June, bringing 6.5 km of Trail off the road, onto beautiful, permanently protected Bruce Trail Conservancy land. An impressive staircase was constructed to bring hikers safely between the shoreline of Barrow Bay and the heights of Barrow Bay cliffs. Amazingly, volunteers completed this work while physically distancing.

This major trail project was the culmination of decades of persistent work in acquiring and preserving several properties in the area, ending with last year's acquisition of Barrow Bay Cliffs Nature Reserve. This stretch of trail now weaves through 532 acres of Bruce Trail Conservancy protected land.



Managing a Trail-wide Closure through Collaboration

An unprecedented closure of the entire Bruce Trail and phased re-openings took a coordinated approach within the Bruce Trail Conservancy and with our conservation partners.

This year, for the first time in our organization's history, the Bruce Trail Conservancy asked people to stay off the Bruce Trail for nearly two months. This heartbreaking but essential measure was put in place to assist the Province's efforts to minimize the spread of COVID-19.

Our ability to weather this uncertain time was made possible due to our hard working volunteers and our network of conservation partners. Together we solved rapidly changing and complex problems along the 900 km Bruce Trail and its 440 km of side trails. We helped each other by sharing our challenges and working towards the common goal of keeping people safe and effectively communicating with the public.



Managing the Bruce Trail involves close collaboration with:

- 23 municipalities
- 7 Conservation Authorities (representing 46 conservation areas along the Bruce Trail)
- Neyaashiinigmiing
- Parks Canada
- Ontario Parks
- Ontario Ministry of Natural Resources & Forestry
- Ontario Heritage Trust
- Royal Botanical Gardens
- Private landowners of over 670 properties

The Bruce Trail Conservancy values these important relationships and thanks all our landowning partners for ongoing collaboration.

We are grateful for the leadership, flexibility and teamwork demonstrated by Bruce Trail Conservancy staff and volunteers, particularly this year in response to COVID-19. To close our trails and natural areas and then re-open following public health guidelines has been a tremendous challenge. The Bruce Trail Conservancy is an essential partner in our watershed.

Lisa Burnside,

CAO Hamilton Conservation Authority



PEOPLE

Landowners

The Bruce Trail would not exist were it not for the generosity of hundreds of landowners who allow passage of the Trail on their land and who contribute to conserving the Niagara Escarpment. In sharing, stewarding and even donating land, our landowners are partners in our work.

Sharing Land

Private landowners allow hundreds of kilometres of the main Bruce Trail and side trails on their land, through simple handshake agreements with the BTC. In generously sharing their land, these landowners are partners in creating a superb hiking experience and fostering exploration of the Niagara Escarpment.

Stewarding Land

With the assistance of the BTC's new Landowner Stewardship program, landowners are also becoming partners in conservation. Those with land on and near the Bruce Trail may choose to participate and care for their properties in a way that enhances the overall ecological health and biodiversity of the Niagara Escarpment.

Donating or Selling Land

As landowners come to know our organization and our mission, many are inspired to donate or sell their land to the Bruce Trail Conservancy so that its natural heritage is preserved in perpetuity. Of the 107 properties acquired by the BTC in the past nine years, 84 have been the direct result of our fostered relationships with landowners.

Landowner Relations volunteers in each of the nine Bruce Trail Clubs are key to nurturing this ongoing goodwill.



PEOPLE

NEW PROGRAM: Landowner Stewardship

The Bruce Trail Conservancy's newest program assists private landowners along the Bruce Trail to enhance wildlife habitat on their properties and contribute to the ecological health of the Niagara Escarpment.

Landowners play a key role as caretakers of forests, waterways and fields between 'islands of conservation'. Conservation organizations such as the BTC work diligently to protect and steward land on the Escarpment, but we cannot work in isolation. If we are to preserve the ecological health of this unique landform, especially in the face of climate change and habitat destruction, we must all work together.

Through our new Landowner Stewardship Program, BTC staff and volunteers engage with interested landowners to help them steward the land they love in a way that contributes to healthier, more biodiverse, more resilient Niagara Escarpment ecosystems.

We are excited to bring more landowners into the program, and develop a community of environmental stewards that will ensure further preservation of our ribbon of wilderness.



Volunteers

Volunteers have been the driving force of the Bruce Trail Conservancy for over 50 years, devoting time, energy and talent to all aspects of our work.

This year our volunteers showed remarkable flexibility and ingenuity. Responding to the challenges of COVID-19, volunteers adapted programs, revised procedures, and worked with Bruce Trail Conservancy staff and partners to keep everyone safe.

Thank you to each and every volunteer who contributed to our mission in 2020.









Volunteers Work Behind the Scenes as Club and Board leaders, land acquisition support, office support, archivists, newsletter and website editors, and more.

PEOPLE

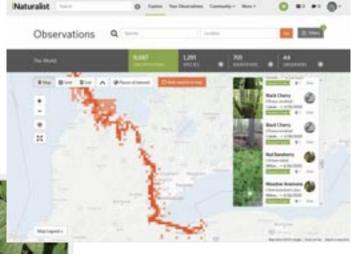
PROJECT: Citizen Science

If a picture is worth a thousand words, then 9,114 pictures speak volumes. That is how many flora and fauna photos have been submitted to the Bruce Trail Conservancy's iNaturalist project by dedicated Citizen Science Volunteers since the project launched in 2018.

Using the iNaturalist app or website, volunteers upload photos of the plants, animals, fungi or insects they have encountered along the Bruce Trail. Identifying the species in the photo is made easier by suggestions from the app, and verification by BTC Ecologists and other experts on iNaturalist.

Together these photo observations, tagged with location, date and time, paint a bigger picture of the distribution and diversity of species along the Niagara Escarpment. They can be used to track changes in the environment, identify hotspots for invasive or rare species, and give a better understanding of when and where various species occur.

With each hike, these volunteers are contributing important data that BTC Ecologists can use to inform decisions about the management and long-term stewardship of our protected natural areas.





"As an avid naturalist, I enjoy participating in citizen science projects. I was thrilled when I read that the BTC was asking hikers to submit photos taken along the trail to iNaturalist. This easy to use app allows me to enjoy all the benefits of hiking this fabulous trail while assisting the BTC in building an inventory of the biodiversity found on the properties under its care."

Fraser G. BTC member and Citizen Science Volunteer

Members

On the Trail and off, members continue to show their passion for conservation and their love for the Bruce Trail. We are grateful for the resilience of our membership community in the face of an unusual year.

In June, our community was 10,157 memberships strong. Although this represents a 3% decrease over the year, membership has since been on the rise. We value the long term commitment to, and trust in, our organization shown by our members and will continue to work to improve the member experience.

We're Missing the BRA MAIL We're Missing the BRA MAIL We're Missing the BRA MAIL WE'LL BE AGAIN : C.

Together apart: BTC members from multiple Clubs created this collage to keep spirits up when the Trail was closed.

NEW INITIATIVE:

Webinars

While our in-person events and hikes were paused due to COVID-19 this spring, we launched our first-ever webinar series for members. In these weekly webinars members stayed connected and learned from BTC experts and

partners about the Niagara Escarpment, world trails, End-to-End hiking, and more.

A total of 953 members attended the free webinars. The webinar recordings on the BTC website have already seen 1,400 views to date, extending their reach and impact.

"I learned something new in each webinar."

"Just listening to conversation about the beautiful trail pulled on my heart strings and gave me encouragement."

BTC webinar participants

Although the webinars were created in response to the restrictions of COVID-19, they have proven to be a popular and valuable way for members to connect to the Bruce Trail from home. We look forward to hosting more webinars in the coming year.

PEOPLE

Donors

The vision and generosity of our donors is powering our conservation work. The Bruce Trail Conservancy works to transform each gift, quickly and permanently, into a lasting natural legacy for us all.

We are honoured by the unwavering commitment of our donors. We are especially grateful that in this uncertain time, donors have chosen to give as they are able in support of our mission. Whether gifts are made now or pledged for the future, we recognize the trust donors have placed in our organization and remain committed to using funds wisely and effectively for the most meaningful impact.

Historic levels of donation

This has been a record year for donations to the Bruce Trail Conservancy:

- 10,244 unique donations (10% increase over 2019)
- \$8.66 million in donations (38% increase over 2019)
- \$2.8 million, the largest-ever single gift to the BTC was made this year by a dedicated donor Combined, these generous gifts allowed the BTC to address immediate needs and gave us the capacity to fuel our work ahead.

Connecting with Donors

During the isolation brought about by COVID-19 this year, many people sought to connect with others. Our staff and volunteers felt the same need and began a concerted effort to call donors to thank them for their recent support. While we did not talk to everyone, the 500+ calls we



The Bruce Trail gives me a place to escape the world and wander in my own thoughts amongst nature... Each [land] purchase you make is a small victory in both hiking off road, and preserving our natural spaces.

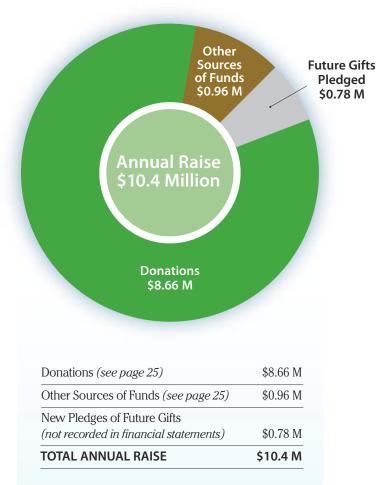
Colleen V., BTC donor

made reaffirmed our understanding of our donors' commitment and was a great boost of encouragement during an extraordinary time.

ANNUAL RAISE:

Recognizing Gifts and Pledges

Our annual raise this year was \$10.4 million. This indicator measures not only funds received, but also pledges made this year for future gifts. Donations made today and gifts pledged for the future are both critical to the long term protection and conservation of the Niagara Escarpment.



Thank you to our 2019-2020 Bruce Trail Conservancy Donors

Your support enables us to take bold strides in preserving a ribbon of wilderness, for everyone, forever. We are honoured to celebrate the following donors who made gifts between July 1, 2019 and June 30, 2020.

Estate of Marie Blazic Estate of Donald Brodie **Estate of Corey Copeland** Estate of Winnifred Curry Estate of John M. Fincham Estate of Martin Gibson Estate of Pat Green Estate of Mai Lee Estate of Donald G. Marshall Estate of Elizabeth Newton Estate of Mark Paul Estate of Robert Pearse Estate of Alan S. Shaw Estate of James Thompson Anonymous (1)

\$2M+

Anonymous (1)

\$1M - \$1.9M

The MapleCross Fund

\$500,000 - \$999,999

Anonymous (1)

\$250,000 - \$499,999

David Kendall & Grecia Mayers Patrick J McNally Charitable Foundation **Environment and Climate** Change Canada Estate of Alan S. Shaw Anonymous (1)

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\$2,500-\$4,999

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Neighbourhood Association Fund Dr. Elaine Mitchell Ruth D. Moffatt Michelle Mohr Paula Moore Colin Moorehouse & Nicole Ferraro **Donald Morrison** Lena Mortensen Jean Mullens & Family Ken Mullings David Munoz & Family Rob Murray & Family Leah Myers Nature League David Nelms Howard & Pamela Newman Siu Kuen Ng Margaret Northfield Elizabeth Nyburg Rosemary O'Brien & Family Robert B. Orton & Family Karen Parisien Scott Parker Stella Parr & Family Debbie Pedersen Michael Pedersen Margaret Perchaluk Chantal Perrot Grea Petrie Rosemary Petrie Dennis & Connie Phillipson Richard & Annette Pivnick Cathy Plosz Harold & Margaret Plue PMI Lakeshore Chapter Andrea Poorter Diane Pope & Family Henry & Susan Popp Muhammad Oasim Derek & Merle Richards **Anthony Riggs** Kristin Ritchie lan & June CK Robertson Nancy Robinson & Jeff Hemming The Rogan Foundation Ed & Karen Saliwonchyk

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Barbara Williams

Katherine Wilson

Thomas Wilson

Bruce Winter

Lynn Witmer

Ross Wood

Vince Zvonar

Anonymous (4)

Anne-Marie & John Wilson

Christine Wilson & Family

Thomas & Julie D. Wilson

Pat & Rick Wyszynski

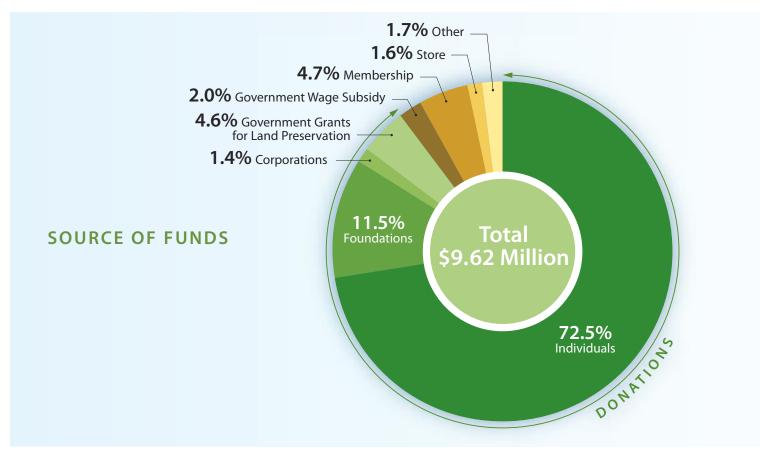
Elaine & Clifton Young

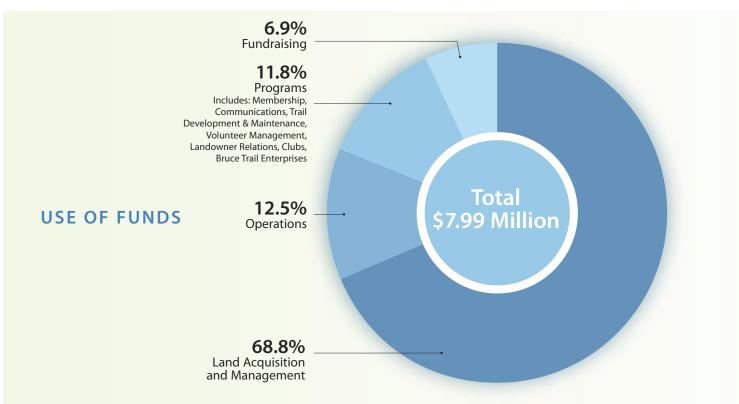
Michael & Linda Young

Deborah Wills

FINANCIALS

Financial Summary 2019-2020





FINANCIAL SUMMARY (Fiscal Year 2020)

Thanks to the generosity and commitment of our members, donors and other supporters, the Bruce Trail Conservancy ended Fiscal Year 2020 in a financially healthy position.

Opening cash position:	\$0.84 M
Funds Received:	\$9.62 M
Funds Used:	\$7.99 M
Carry forward to F2021:	\$2.47 M
Portion of carry forward restricted to purchase of Driftwood Cove:*	\$1.40 M

^{*} Driftwood Cove was secured in 2019 in partnership with Parks Canada. The Bruce Trail Conservancy's final payment to support Driftwood Cove will be paid to Parks Canada in June 2021 as per the partnership agreement.

Connecting to our Financial Statements

Here's how to find information from our Annual Report Financial Summary in our audited financial statements:

SOURCE OF FUNDS		
Comprised of:	Found in Statement of:	\$ in millions
Total Revenue	Operations	4.67
Government wage subsidy	Operations	0.19
Unrealized investment gains	Operations	-0.18
Restricted Donations	Changes in Fund Balances	4.89
Net Change in working capital	Cash Flows	
Accounts receivable		0.03
Deferred membership revenue		0.01
Proceeds on Sale of land Assets		0.01
TOTAL		9.62

DONATIONS		
Comprised of:	Found in Statement of:	\$ in millions
Donations restricted for land purchase	Changes in Fund Balances	4.89
Donations toward land securement	Operations	1.21
Donations of cash and securities	Operations	2.49
Grants	Operations	0.04
Sponsorships	Operations	0.03
TOTAL		8.66

OTHER SOURCES OF FUNDS		
Comprised of:	Found in Statement of:	\$ in millions
Government wage subsidy	Operations	0.19
Membership Dues – Conservancy	Operations	0.33
Membership Dues – Club	Operations	0.11
Deferred membership revenue	Cash Flows	0.01
Bruce Trail Enterprises	Operations	0.16
Accounts receivable	Cash Flows	0.03
Interest and Realized Investment Income	Operations	0.25
Interest and Realized Investment Income (Reserves)	Operations	-0.14
Rental Income	Operations	0.04
Misc Income	Operations	-0.02
TOTAL		0.96

USE OF FUNDS		
Comprised of:	Found in Statement of:	\$ in millions
Total Expenses	Operations	3.16
Less: Amortization		-0.06
Life Insurance		0.02
Purchase of land and easements	Cash Flows	4.38
Interfund Transfer:		
Internal restriction to Land Stewardship	Changes in Fund Balances	0.36
Net Change in working capital	Cash Flows	
Merchandise Inventory		0.04
Prepaid Expenses and Deposits		0.01
Accounts Payable and Accrued Liabilities		0.08
TOTAL		7.99

The Bruce Trail Conservancy audited financial statements are available online at brucetrail.org (About Us > Annual Reports & Financial Statements)

Board of Directors 2019/2020

Leah Myers Chair



Stephanie Bird



David Hass



Bruce King



Anjlee Patel



Bonni



John



Cynthia Archer



Marlis **Butcher**



Johnston



David Lamb



Frank Schoenhoeffer



Michael



Treuman



For more on our Board of Directors visit: brucetrail.org/pages/board-of-directors





John Dickason



Corrie Kellestine



Jaclyn Moody



Wendy Thompson



Danielle Waters





Looking Ahead

We look forward to making further strides in the conservation of the Niagara Escarpment and the protection of the Bruce Trail in the years to come.

Here are some of our areas of focus for the coming year that will enable us to expand and adapt our work to realize our mission:

- Establish additional protected areas.
- Build capacity in our Conservation & Trail programs.
- Champion nature-based solutions to climate change.
- Strengthen our relations with Indigenous partners.
- Nurture and maintain a diverse and inclusive organization.
- Build greater understanding of our supporters and enhance our membership program.
- Improve digital tools to connect people with the Trail and the Niagara Escarpment.
- Mobilize more volunteers in citizen science and biodiversity monitoring.
- Inspire more people to consider leaving a gift to BTC in their will.

Together, we will preserve a ribbon of wilderness, for everyone, forever.



Honorary President Dr. Philip R. Gosling

Bruce Trail Founders Raymond Lowes, Dr. Philip R. Gosling, Dr. Norman Pearson, Dr. Robert McLaren

STAFF

Executive Office Michael McDonald (Chief Executive Officer) Allison Wright

Land Acquisition & Management Antoin Diamond (Vice President) Scott Langley Joel Swagerman

Conservation & Trail Adam Brylowski (Manager) Brian Popelier Lyndsey Wilkerson

Fund Development

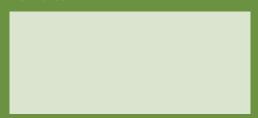
Heather Anderson Luisa Da Silva Gloria Vidovich

Communications & Engagement Elizabeth Harrington (Director) Brooke Henry Laura Tuohy

Finance Kevin Durfy (Director) Donna Miljic

Organizational Resources Jackie Randle (Director) Meghan Croll Ryan Mickeloff

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55 Head Street, Suite 101, Dundas, ON L9H 3H8 T: 905-529-6821 or 1-800-665-4453 F: 905-628-8081 E: info@brucetrail.org www.brucetrail.org



P.O. Box 857, Hamilton, ON L8N 3N9