

Grand River Conservation Authority

Report number: GM-03-25-35

Date: March 28, 2025

To: Members of the Grand River Conservation Authority

Subject: Senior Leadership Team

Recommendation:

THAT Report Number GM-03-25-35 – Senior Leadership Team be received as information.

Summary:

The Board-appointed Chief Administrative Officer and Secretary-Treasurer, Deputy CAO oversee the operations of the GRCA with a senior leadership team. The GRCA has 11 Departments within the organization. These departments are led by Managers and comprise programs and services that help achieve the organization's mandate.

Attached to this report is a copy of the Senior Leadership Team organizational chart.

Report:

To achieve the GRCA's vision of a healthy watershed, each department within the organization plays a vital role in managing watershed resources, supporting sustainable growth, and working collaboratively with our municipal partners and key stakeholders. Led by dedicated members of the Senior Leadership Team, these departments deliver on the Conservation Authority's critical programs and services. Half of the organization's departments report to the Secretary-Treasurer, Deputy CAO, while the others report to the CAO.

Below is a summary of each department's key functions and a chart of the Senior Leadership Team.

Departments that Report to the Deputy CAO:

Department of Finance

The Department of Finance is an administrative function encompassing the responsibility for finance, payroll, and office services. At the GRCA, the Finance Department provides leadership as it relates to financial matters, including the management of reporting and analysis requests, adherence to Canadian Public Sector Accounting Standards (PSAS), compliance with regulatory requirements, direction on financial internal controls, the streamlining of financial processes, and training on the use of financial tools.

The Manager of Finance is Kayleigh Keighan.

Department of Human Resources

At the GRCA, this function is part of the leadership team, playing a role in organizational development, which helps to foster the corporate culture and ensures the GRCA appropriately builds teams and inspires employee empowerment. The Human Resources management function adds value to the strategic vision of the GRCA by ensuring employee programs impact the GRCA in positive, measurable ways, enabling employees to contribute effectively and productively to the organization's overall strategic direction and accomplish the GRCA's goals and objectives.

The Manager of this department is Krista Bunn.

Department of Digital Information and Innovation

In today's modern world, information technology involving the development, maintenance and use of computer systems, software, and other communications infrastructure plays a vital role in the success of any organization. At the GRCA, the Digital Information and Innovation department leads and oversees all the GRCA's information management activities, providing the technical framework and support network that enables the GRCA to accomplish its strategic vision.

The Manager of this department is Murray Lister.

Department of Strategic Communications and Environmental Education

Strategic Communications is a strategic management function that incorporates several activities to support the GRCA's goals and objectives, build trust, and strengthen relationships inside and outside the organization. At the GRCA, this function is part of the leadership team and provides strategic communications counsel and support across the organization.

For about 50 years, the GRCA has connected children and adults with nature through its Outdoor Environmental Education program. This program provides people of all ages with the valuable opportunity to actively engage with the local environment of the Grand River watershed, fostering an important appreciation for the environment and the Grand River watershed.

The Manager of this department is Lisa Stocco.

Department of Central Services

The Central Services department provides technical and operational support to various GRCA program areas. Central Services has four groups: Construction & Maintenance, Motor Pool, Forestry Operations, and Arboriculture. Physical resources and staff are shared between the various groups as necessary to meet seasonal priorities.

The Manager of this department is Brandon Heyer.

Department of Conservation Area Operations

The GRCA manages the oldest and one of the largest networks of conservation areas in the province. The 11 fee-for-use conservation areas and the Luther Marsh Wildlife Management Area are collectively called Grand River Conservation Areas. These conservation areas provide various recreational opportunities such as camping, hiking, swimming, fishing and picnicking. The GRCA's conservation areas are vital parts of the recreational infrastructure in their communities, providing locations for a wide range of events and activities.

The Manager of this department is Pam Walther-Mabee.

Departments that report to the CAO:

Department of Conservation Lands

One of the GRCA's most significant assets is its land holdings. The GRCA owns about 19,400 hectares (48,000) acres of land in 430 parcels, representing about 2.8 percent of the entire land area in the watershed. The Conservation Lands Department has a leading role in purchasing, selling, and managing much of this property. Also included in this department is the Natural Heritage Program, which consists of activities associated with providing service and/ or assistance to private and public landowners and community groups on sound environmental practices that will enhance, restore or protect the aquatic and terrestrial ecosystems. The program includes watershed-scale assessments and the implementation and assessment of restoration activities on GRCA land.

The Manager of this department is Joel Doherty.

Department of Water Infrastructure

The Department of Water Infrastructure coordinates the planning and implementation of construction and maintenance projects related to dams, dikes and the gauge monitoring network owned and operated by GRCA. This department is also responsible for overseeing the delivery of the public safety and emergency preparedness plans for GRCA dams and dikes. In addition, this department is responsible for the operation and maintenance of the infrastructure related to GRCA's hydro-generation program.

The manager of this department also assumes the role of, or provides support to, the Flood Management Coordinator.

The Manager of this department is Katelyn Lynch.

Department of Flood Operations

This department coordinates GRCA's technical programs related to Natural Hazards Management and is responsible for the Flood Forecasting and Warning program. The GRCA maintains an extensive flood forecasting and warning system that monitors river and weather conditions 24 hours a day, 365 days a year. This includes gauges and monitoring stations located throughout the watershed and maintains a flood forecasting computer model that can be used to forecast the timing and location of floodwaters when a flood is imminent or occurring. This department also leads projects for developing, implementing and maintaining GRCA's natural hazard mapping and provides technical input into the planning and regulatory program.

The manager of this department also assumes the role of, or provides support to, the Flood Management Coordinator.

The Manager of this department is Vahid Taleban.

Department of Water Resources

This department has several program areas related to water quality management. It is responsible for monitoring, understanding, and improving the health of the watershed through the work of landowners, municipalities, and other agencies. Staff within this department also help ensure the water can support communities' needs for drinking water and wastewater assimilation. This work is done through administering, coordinating, and managing water quality, source water protection, hydrogeology, and conservation outreach programs.

The Manager of this department is Janet Ivey.

Department of Planning and Regulations Services

The Planning and Regulations Services department is responsible for the administration of the programs and services related to the implementation of Section 28 of the Conservation Authorities Act- permitting and compliance, as well as GRCA's role in planning that is identified in Ontario Regulation 686/21- Mandatory Programs and Services.

Financial Implications:

Not applicable.

Other Department Considerations:

Not Applicable.

Submitted by:

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Chief Administrative Officer