



LAKE
WINNIPEG
FOUNDATION

2024
annual report



lake winnipeg foundation

Founded in 2005 by concerned lake-lovers, LWF is a membership-based environmental charity that is uniquely positioned to link science with action.

vision

a clean, healthy
Lake Winnipeg and
watershed, now and for
future generations

mission

to advocate for change and
coordinate action to improve
the health of Lake Winnipeg

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membership

Our membership community is small but mighty – we’ve had an outsized impact thanks to the passion and dedication of our members. Acknowledging our strengths, we also recognize that it’s time to shake things up in order to achieve our goal of 10,000 members.

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advocacy

In 2024, we celebrated the completion of the interim chemical phosphorus reduction solution at Winnipeg’s north end sewage treatment plant – a solution made possible by the tireless advocacy of LWF members. Federally, we continued to push for targeted action in phosphorus hotspots.

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evidence

In 2024, we published three more years of high-resolution phosphorus data collected by the Lake Winnipeg Community-Based Monitoring Network (LWCBMN). LWCBMN was referenced in five peer-reviewed scientific studies – highlighting how community-based monitoring fills data gaps and guides research questions.

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resilience

To strengthen mission-impact, improve employee wellbeing and boost productivity, we are proud to be the first Manitoba charity to implement a permanent 32-hour workweek. With new financial reporting tools in place, we continue to build financial resilience through a diversified funding model.

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relations and responsibilities

The Lake Winnipeg Indigenous Collective is a united group of First Nations people supporting each other in protecting Lake Winnipeg. By providing administrative and financial resources for this important work, we are taking action to uplift Indigenous knowledge.

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the meaning of membership

Our members are the engine that drives LWF forward. Members’ donations provide critical support for our work – but membership is so much more than that. Each and every LWF member joins their voice to a collective call for change, increasing the influence and impact of our evidence-based advocacy.

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financial summary

Our work is made possible through the combined support of our members and a diverse group of funders. We are honoured to steward these gifts and grants towards the effective fulfillment of our mission, in alignment with our values.

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our team

We are grateful for the experience and dedication of our volunteer board of directors, the specialized skills of our professional staff team, and the knowledge and guidance of our science advisors. The collective efforts of these passionate individuals advance our mission to protect Lake Winnipeg.

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goal 1 membership

Build a diverse, passionate, informed and empowered community working together to address the eutrophication of Lake Winnipeg

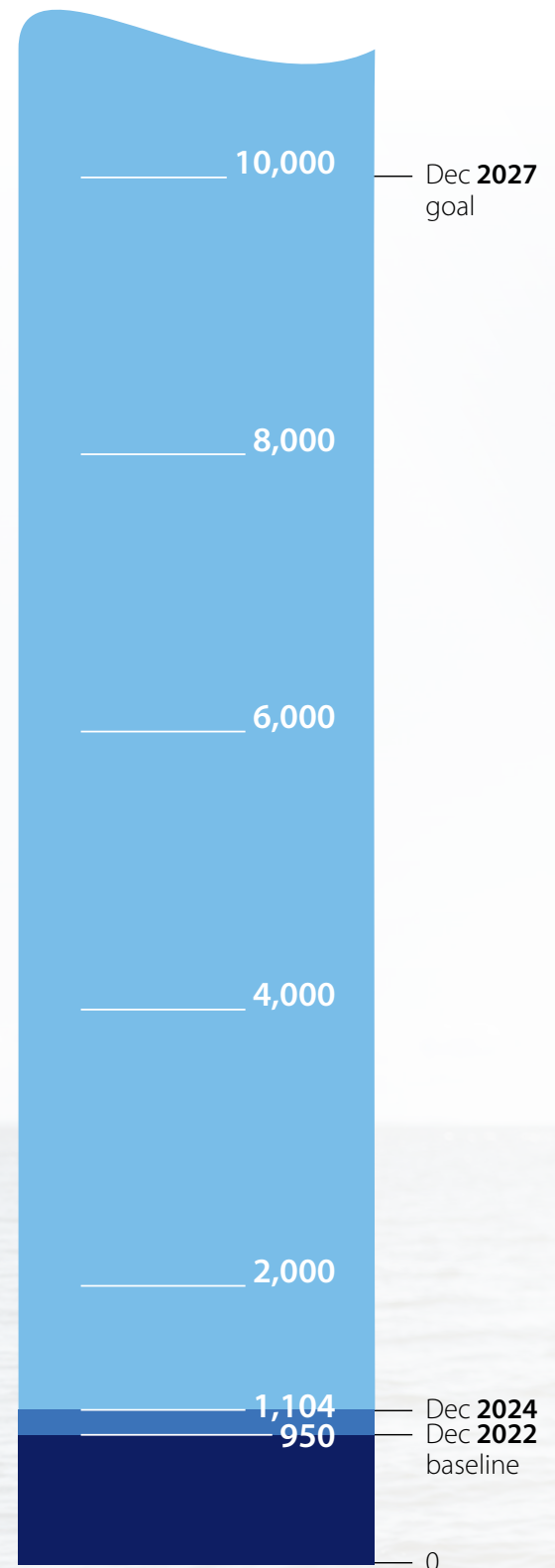
- 1.1 Recruit and retain 10,000 LWF members by providing accessible, evidence-based information and relevant opportunities for advocacy and action.
- 1.2 Build diversity, equity and inclusion in LWF's brand and communications.
- 1.3 Educate LWF staff, board, members and partners on treaty rights and responsibilities, anti-racism, environmental justice, and the impacts of colonialism.
- 1.4 Foster reciprocal and respectful community partnerships to build shared purpose and common goals across new and diverse audiences.

LWF's members are our greatest strength. With a growing membership community, LWF can build a stronger advocacy voice, greater credibility and increased trust within the community.

We recognize that racism and colonialism are barriers to the success of our collective efforts to protect Lake Winnipeg. It is not enough to simply grow the number of LWF members; we will actively build diversity, equity and inclusion within LWF. As we grow and diversify our membership community, we commit to continuous learning.



Target: 10,000 members





Increased social media engagement across all channels

In 2024, our reach increased significantly on Facebook (350%) and Instagram (152%) compared to the previous year. We also joined LinkedIn, TikTok and BlueSky. Our social media feeds have mobilized followers to participate in advocacy campaigns, prompted traditional news media to cover Lake Winnipeg's stories, and inspired new members to join our community.



Voiced our support for Indigenous peoples' central role in water governance

In 2024, ten Indigenous nations around Lake Winnipeg took up the unceded responsibility to protect Lake Winnipeg, filing a legal action against municipal, provincial and federal governments for their failures to manage chronic pollution of the lake. Educating ourselves and our membership community, LWF shared our support for this legal action at our annual general meeting, on social media, and in community presentations around the lake.



Hosted our 16th Walk for Water in Victoria Beach

Walk for Water is LWF's signature summer event – an opportunity for family and friends to come together in support of a healthy Lake Winnipeg. Organized by dedicated community volunteers, Walk for Water provides a meaningful and tangible way to get involved in our collective advocacy. We offer our enormous thanks to the tireless volunteers who make this event possible!



Looking ahead

2025 marks LWF's 20th anniversary, and we're going to celebrate by returning to our roots. Watch for us in Dunnottar this summer – the lakeshore community in which LWF was founded and the home of our first ever Walk for Water!



Formed a new Membership Committee of the LWF board

Our membership committee brings new skills, knowledge and perspectives to support LWF's growing team of communications staff in achieving our membership goals.



Challenges & risks

It's clear that a business-as-usual approach isn't going to cut it when it comes to achieving our audacious, ambitious goal of 10,000 members. We need to shake things up.

With broad input from our staff and board, we will develop, implement and evaluate annual action plans to grow our membership – making space for new ideas, taking purposeful risks, and learning from our mistakes.



Looking ahead

To reach new communities, LWF will partner with the Immigrant and Refugee Community Organization of Manitoba, African Communities of Manitoba Inc., and the Immigrant Centre. Together, we are seeking funding to organize day trips to Lake Winnipeg for newcomer, immigrant and racialized communities – enhancing access to nature, promoting environmental stewardship, and fostering multicultural exchange.



Gimli: Photo: Jesse Vandermart

goal 2 advocacy

Advocate proactively for evidence-based solutions to address the largest sources of phosphorus to Lake Winnipeg

- 2.1 Promote clear, evidence-based and effective solutions for Winnipeg wastewater treatment, and hold governments to account for their commitments.
- 2.2 Inform the allocation of government funds to address phosphorus hotspots.
- 2.3 Identify and communicate the links between eutrophication and other environmental and economic topics (e.g. climate change; zebra mussels; flooding; land and water use; etc.) to maintain public and policy focus on phosphorus reduction.
- 2.4 Respect Indigenous rights and jurisdiction and uplift Indigenous knowledge for the protection of Lake Winnipeg.

Tenacious, evidence-based advocacy is crucial to advancing freshwater solutions; as an advocacy organization, LWF works to influence policy, guide investment, encourage action and hold governments accountable. Our solutions-focused approach enables us to follow through with actions that will lead to measurable impact and improved water quality.

We recognize both science and Indigenous knowledge as important sources of evidence. We aim to serve as a public memory, maintaining consistent focus and collective accountability.



Target:

LWF advocacy messages are publicly adopted by civic, provincial and federal government officials



Using a chemical process allows us to make an immediate impact on the health of Lake Winnipeg in a cost-effective way.

– Mayor Scott Gillingham



Focusing on phosphorus removal through a chemical process could be achieved in the second phase of the project, which is on track to be completed by 2030, and shave upwards of a half a billion dollars off the total price tag.

– Former provincial minister of Sustainable Development, Rochelle Squires



“A real, tangible infrastructure project to protect Lake Winnipeg has been built because of you. This solution wasn’t on any government’s agenda until LWF members put it there.”

– Dr. Alexis Kanu, LWF EXECUTIVE DIRECTOR

Targeting federal funding for Lake Winnipeg to phosphorus hotspots



Released a road map for federal action for Lake Winnipeg

Together with the Lake Winnipeg Indigenous Collective, we released a report card tracking progress on key actions outlined in our 2020 paper, *Five Things the Federal Government Must Do for Lake Winnipeg*. Our report identifies urgent next steps required to achieve measurable phosphorus reduction and to co-develop new water governance mechanisms with Indigenous rightsholders and nations.



Invited to participate in a roundtable discussion with the federal minister of Environment and Climate Change

On Oct. 16, 2024, following the launch of the Canada Water Agency, we participated in a roundtable discussion with then-minister Steven Guilbeault. We highlighted the value of phosphorus data collected by the Lake Winnipeg Community-Based Monitoring Network, which enables targeting of federal funding to phosphorus hotspots.



Invited to participate in an advisory committee convened by the Canada Water Agency (CWA) to target federal funding in phosphorus hotspots

Starting in 2024, LWF is providing professional expertise and empirical evidence to support the CWA's commitment to implement a geographically targeted approach to phosphorus reduction in the Lake Winnipeg watershed. To maximize the impact of its 10-year, \$65.4 million investment in Lake Winnipeg, the CWA must focus its efforts in phosphorus hotspots.

Phosphorus compliance at Winnipeg's north end sewage treatment plant



LWF-proposed chemical phosphorus-reduction system is up and running

In June 2024, the interim chemical phosphorus-reduction solution came online at the North End Water Pollution Control Centre (NEWPCC). Designed to accelerate phosphorus compliance, this solution was first proposed by LWF and partners in 2019. Constructed and commissioned in just five years, this is the single most important step the City of Winnipeg has taken to protect Lake Winnipeg.



Chemical phosphorus reduction works at Winnipeg's south end plant

From August 2022 to September 2024, the City of Winnipeg's second largest treatment plant met its phosphorus limit using a chemical system like the one now in place at NEWPCC. In fact, with the chemical system in place, phosphorus levels at the south end sewage treatment plant dropped to a fraction of the 1 mg/L limit – sometimes as low as 0.11 mg/L.



Looking ahead:

NEWPCC's new interim phosphorus-reduction system has incredible potential – but it must be optimized to achieve phosphorus compliance. As of Dec. 31, 2024, only five of the 13 chemical dosing points were in use; the chemical ferric chloride was being dosed at less than 12% of the recommended rate.

At Winnipeg's own south end sewage treatment plant, we've learned that phosphorus compliance can be achieved using the chemical solution. This solution can work at NEWPCC too. LWF will continue to monitor dosing rates and phosphorus levels – holding elected officials accountable to their commitment to optimize the interim chemical phosphorus reduction solution.

goal 3 evidence

Understand phosphorus sources within persistent phosphorus hotspots identified by the Lake Winnipeg Community-Based Monitoring Network

- 3.1 Maintain an active and engaged community-based monitoring network to ensure long-term phosphorus monitoring and open data-sharing.
- 3.2 Increase community monitoring capacity and resolution in persistent Seine River hotspots.
- 3.3 Identify, collect and compile other sources of phosphorus data in Seine River hotspots to understand the contributions of manure phosphorus to Lake Winnipeg.
- 3.4 Build and support research, community and industry partnerships to fill remaining data and knowledge gaps for effective phosphorus reduction in hotspots.

Coordinated by LWF, the Lake Winnipeg Community-Based Monitoring Network (LWCBMN) mobilizes volunteers across Manitoba to collect water samples in order to identify phosphorus hotspots – localized areas that contribute higher amounts of phosphorus than other areas.

Focusing research, resources and action in phosphorus hotspots is necessary to reduce phosphorus loading to Lake Winnipeg. Modelling the evidence-based approach we expect of other decision-makers, we will use our own data to sharpen our focus in persistent hotspots to better understand phosphorus sources and identify effective solutions.



Target:

LWF has access to relevant sources of data within targeted phosphorus hotspots



Received provincial livestock data

Through the Freedom of Information and Protection of Privacy Act (FIPPA), LWF requested provincial data on livestock numbers and manure application within each of the sub-watersheds sampled by LWCBMN. This data will be used as part of a landscape-scale spatial analysis to better understand the sources of phosphorus within phosphorus hotspots.



LWCBMN data referenced in five peer-reviewed studies

LWCBMN data and sampling protocols are guiding water-quality research throughout Manitoba and across Canada. Drs. Nora Casson & Darshani Kumaragamage have targeted their research to phosphorus hotspots in the Seine River watershed. Across the country, Ottawa RiverKeeper has adapted LWCBMN protocols to monitor phosphorus in the Ottawa River.



Presented LWCBMN data to researchers, government, and partners

In 2024, LWF staff presented newly released phosphorus data at conferences hosted by the International Association for Great Lakes Research, the Canadian Water Resources Association, and the Manitoba Association of Watersheds.



Hired Program Coordinator Fallon Moreau, providing career-launching training to LWCBMN's 10th co-op student

Fallon started at LWF as a co-op student in January 2024 and expertly transitioned into the permanent role of LWCBMN Program Coordinator in April. Past LWCBMN co-op students have pursued careers at the International Institute for Sustainable Development, Fisheries and Oceans Canada, and the Lake of the Woods Water Sustainability Foundation (LOWWSF).

"I previously worked for LWF coordinating the community-based monitoring program. It was an incredible job that balanced fieldwork, in-person connections, and professional development. It also deepened my dedication to environmental justice."

– Meghan Mills,
INTERNATIONAL WATERSHED COORDINATOR, LOWWSF



Released LWCBMN data from 2020, 2021 and 2022

In 2024, LWF staff worked hard to overcome pandemic-related backlogs, publishing three years of LWCBMN data. Data was shared in multiple formats for diverse users: in comprehensive regional reports, in accessible hotspot maps, and as raw data on lakewinnipegdatastream.ca.



Completed over 20 field audits with network partners and volunteers

Field audits enable us to assess and maintain consistent sampling protocols among LWCBMN volunteers and partners, ensuring we're collecting representative water samples across the network. Audits also allow volunteers to provide feedback on their experiences, improving the network from year to year.



Automated and streamlined the LWCBMN data analysis process

Using phosphorus concentrations from our lab analysis and water-flow data from the Water Survey of Canada, our customized data-analysis software automatically generates hydrographs and calculates phosphorus loads and exports – reducing human error and increasing consistency, efficiency and accuracy.



Challenges & risks

As LWCBMN grows, we evaluate, adapt and refine our protocols and analysis. In 2024, we removed samples collected at hydro-electric generating stations from our dataset, recognizing that our sampling methodology is not well suited to these sites.

In 2025, to help data-users better understand the LWCBMN dataset and its potential applications, we will generate a comprehensive quality assurance/quality control (QA/QC) report, documenting QA/QC procedures used in the field, in the lab, and in the data analysis process.



Looking ahead

In 2025, LWCBMN will mark a significant milestone, celebrating its tenth field season! We are excited to return to a regular annual schedule for data collection, analysis and dissemination – ensuring robust phosphorus data is reliably available to policymakers, researchers and land managers.

In early 2025, we will host a gathering of LWCBMN volunteers, science advisors, watershed districts and funders – something we haven't been able to do since 2020. Our annual gathering will enable network partners to connect, explore LWCBMN's most recent data, and learn how LWCBMN data is being used to inform research, policy and land management.

goal 4 resilience

Demonstrate excellence in non-profit governance and practice

- 4.1 Improve risk assessment and risk management processes to enable purposeful risk-taking.
- 4.2 Strengthen mission-impact measurement, evaluation and reporting.
- 4.3 Develop equitable, inclusive and empowering recruitment, hiring, development, and retention practices, and model respect for diverse expertise and experience.
- 4.4 Build financial resilience and maintain mission focus by soliciting 50% of annual income from unrestricted, non-conditional private donations.

Strong governance and risk management position us to anticipate and proactively address the challenges that we face while keeping us rooted in integrity.

What gets measured gets done. We aim to foster a culture of measurement and evaluation at LWF by setting clear targets and timelines for selected performance indicators. We commit to holding ourselves accountable.

“The 32-hour workweek has enabled me to achieve a work-life balance that feels much more sustainable and positive. I’ve been feeling much more refreshed and focused at work as a result.”

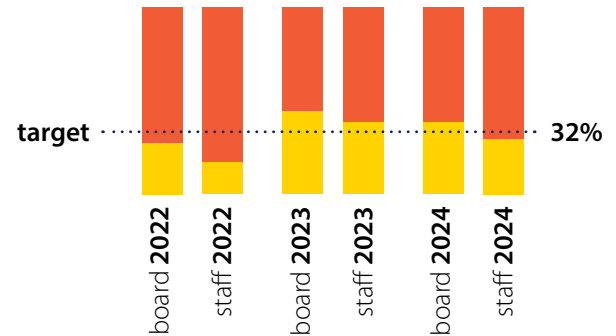
– Karl Friesen-Hughes,
LWF WATER DATA SPECIALIST



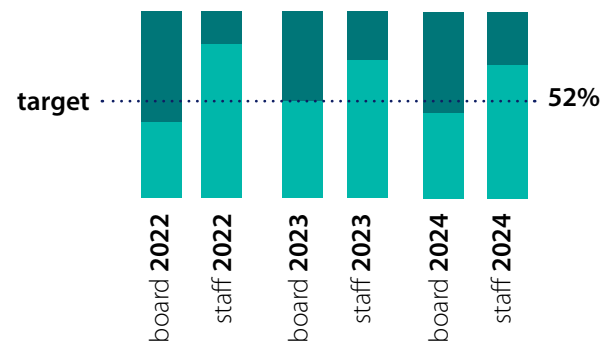
Target:

LWF staff and board directors are representative of Winnipeg’s diversity

- Black, Indigenous and people of colour (BIPOC)



- Female, non-binary and gender diverse



Improved employee wellbeing with a 32-hour workweek

Following a six-month trial and a comprehensive evaluation, LWF was the first charity in Manitoba to permanently adopt a reduced workweek – designed to boost employee engagement, enhance work-life balance, and sharpen focus on our strategic goals. Evaluation results show that employees have maintained or even increased their productivity since switching to the 32-hour workweek.



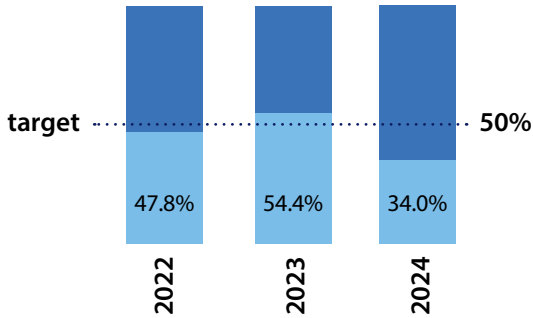
Increased competitiveness of staff salaries

The job market has changed significantly in recent years. LWF engaged an HR consultant to develop new market-based salary ranges, enabling us to attract and retain skilled professional staff.



Target:

50% of LWF's annual income comes from unrestricted, private donations



Strengthened our financial procedures and reporting practices

With guidance from our board treasurer, LWF has implemented new financial reporting tools and provided financial training for non-financial board members, to increase our capacity for financial oversight and risk management.



Challenges & risks

The threat of a tariff war creates economic uncertainty across the country. To adapt and prepare for future challenges, LWF is reflecting on lessons learned by the philanthropic community in the wake of the 2008 financial crisis.



2024 by the numbers:

- 1,437 donations received
- 29 monthly donors
- 9% increase in size of average donation
- 76% of donations are between \$1 and \$199
- 49% of 2023 donors donated again in 2024



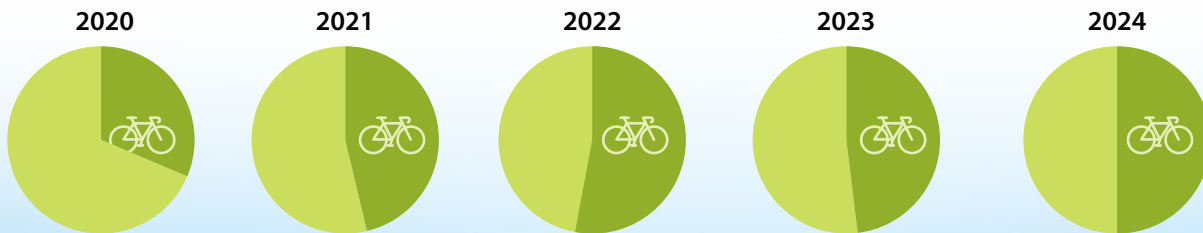
Looking ahead

In 2019, LWF established an **agency endowment fund** at The Winnipeg Foundation. In the coming years, we'll work to build this fund to bolster our long-term financial resilience.

Pedal-powered

In just five years, Bike to the Beach has grown to become LWF's largest fundraising event, responsible for generating a remarkable 50% of our unrestricted donation revenue in 2024.

LWF extends a huge thank you to event chair Scott McDonald, to our volunteer event committee, and to all Bike to the Beach riders and donors. Your energy and enthusiasm keep our wheels turning!



relations and responsibilities

The **Lake Winnipeg Indigenous Collective** (LWIC) is a united group of First Nations people supporting each other in protecting Lake Winnipeg. Our long-term vision is that our sacred waters are healthy, traditional livelihoods are restored, and Indigenous perspectives are influential in leading the protection and sustainability of Lake Winnipeg as a source of life for all future generations.

LWIC's partnership with LWF provides a unique opportunity for learning and collaboration as we both work towards protecting Lake Winnipeg. LWF has consistently provided a strong administrative backbone that enables the collective to focus on our mission and develop into an independent Indigenous-led organization. In 2024, LWIC incorporated, taking a crucial step towards independence. LWIC also launched the joint First Nation shoreline-monitoring program with partners around the lake.

Connect with Lake Winnipeg Indigenous Collective



Brenda Morrisseau (centre), manager of the Niigan Aki Program of Sagkeeng Anicinabe First Nation, with LWIC staff at Wanasing Beach during LWIC's annual Fall Gathering; Photo: Quinton Delorme.



Call to action #1: Acknowledge water as sacred.

Water is life. Yet so often water is disrespected as simply a resource to be used and discarded by humans. We understand that water is deeply connected with all life and all our relations.

We call on all peoples to acknowledge and honour water as sacred to all life.

In 2024, LWIC co-hosted and supported multiple Indigenous gatherings, each honouring water and seeking urgent actions to protect our sacred lake. Along with partners at Decolonizing Water, the First Nations Health and Social Secretariat of Manitoba and Grand Council Treaty 3, we co-hosted over 300 people at the spring Nibi Gathering at Manitou Api. This year was memorable for its rain: youth and elders walked through puddles to share teachings, art, and songs to heal the waters. We also heard from guests from the Innu Nation, who worked with local partners in Quebec to declare legal personhood for *Muteshekau-shipu* (Magpie River).

Call to action #2: Restore our traditional livelihoods.

Indigenous peoples have always lived in connection with Lake Winnipeg. The knowledge and practices developed by each generation and passed on to the next are critical to ensuring our future.

We call on Indigenous peoples to reclaim and strengthen those ties to the land.

In 2024, the new Lake Winnipeg First Nation Environmental Monitoring Network launched a joint shoreline-monitoring pilot project with partners in both the north and south basins of Lake Winnipeg. We established nine monitoring sites to measure shoreline erosion using accessible and low-cost methods. Through a sweat ceremony at our Fall Gathering, the monitoring network was given the name *Pinesew Maskikihy Totem*, which translates from *Ininewin* to English as Thunderbird Medicine Clan. The name honours the network by asking us to prepare for the return of thunderbirds, who bring healing for the lakes.

Call to action #3: Renew our collective responsibility.

Indigenous elders around Lake Winnipeg describe water rights as responsibilities. While we have both treaty and inherent rights to water and the land, we also carry the knowledge and expertise to protect water. Yet federal and provincial governments have not adequately acknowledged our roles and responsibilities.

We call on all peoples to build meaningful partnerships with Indigenous rightsholders to protect water.

In 2024, LWIC incorporated independently, which will lead to a renewal of our governance processes. We hope to build a membership community that includes Indigenous people (and allies) of all ages. We also hosted a summit with First Nation leaders across Manitoba to discuss the impacts of hydro-electric development and the pending licence renewal for the Lake Winnipeg Regulation project. We spoke about the challenges First Nations face as they advocate for long-term sustainable outcomes for their communities. We created strategies to develop an Indigenous-led approach to relationship-building with Manitoba Hydro and the province – an approach based in reciprocity, responsibility and respect.

Call to action #4: Awaken our future leaders.

Indigenous youth are the future stewards of the land. As the next generation, youth will one day carry the knowledge and responsibility for protecting the lands and waters that make our homes.

We call on all peoples to make meaningful places and processes that nourish and animate Indigenous youth.

In 2024, LWIC invited Indigenous youth to participate in a youth circle as part of our Fall Gathering. This included a day of activities by and for Indigenous youth, providing opportunity to learn new things about Lake Winnipeg and share youth perspectives on solutions. By creating a unique space for youth at the gathering, we hope to challenge the collective with new ideas, to break comfortable patterns and help us become a better organization.

"Politicians don't always listen to scientists or managers, but they do listen to the general public."

– Dr. Scott Higgins

LWF BOARD DIRECTOR AND SENIOR RESEARCH SCIENTIST,
IISD-EXPERIMENTAL LAKES AREA





the meaning of membership

Members have always been the engine that drives LWF forward. Since day one, when LWF was formed by concerned lake-lovers in the village of Dunnottar, our founders recognized the incredible power of collective, grassroots action to protect Lake Winnipeg.

Certainly, we depend on members' donations to support our work. LWF members are funding the development of proactive, feasible, impactful solutions to reduce the algal blooms that plague Lake Winnipeg. In fact, charitable gifts from our members are the only funding source we have to develop public policy solutions for Lake Winnipeg, as most grant agreements prohibit the use of grant funds for advocacy.

Yet the solutions to Lake Winnipeg's challenges require policy change – and LWF's greatest strength is our evidence-based advocacy.

It's a strength that comes from the synergy of scientific expertise and community commitment – our unique capacity to translate science into action and transform ordinary people into knowledgeable water advocates. Together, we've compelled governments to improve sewage treatment; together we're generating invaluable phosphorus data that points the way towards solutions. Together we're protecting Lake Winnipeg.

LWF's science advisors – leading limnologists, hydrologists and ecologists – guide the way. They generate the research that focuses our efforts, and they review our priorities and programs to ensure our approach is credible, defensible and supported by sound science. Their expertise is invaluable. But our science advisors themselves are the first to admit that they need you – our members – to turn their research into real solutions.

Scientific research doesn't become effective public policy all on its own. Regular people must take up the cause, letting politicians know what matters to them and why.

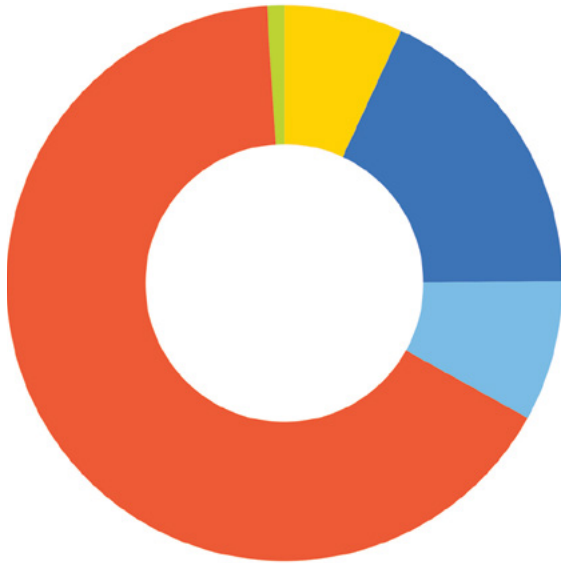
Every member who donates to LWF is casting a vote of confidence in our mission, investing in our vision of a clean, healthy Lake Winnipeg. As more members join our community, our influence grows and our mandate becomes increasingly impossible for policymakers to ignore.

This is why we have set ourselves the audacious, ambitious goal of growing to 10,000 members. We know there are 10,000 lake-lovers out there, and that we will become stronger by working together – our voices raised in a collective chorus and our efforts amplified by a shared purpose.

When you donate to LWF to become a member, we will gratefully steward your donation towards the most impactful solutions for Lake Winnipeg. But we won't send you trinkets and we can't give you exclusive access to any special facilities or services. Lake Winnipeg is for everyone, and LWF membership isn't transactional. Instead, we hope to offer you something transformational – the knowledge, tools and community connections needed to make meaningful change for Lake Winnipeg.

financial summary

2024 income
\$1,252,142



- Donations 6.9%
- Events & Sales 17.6%
- Major Gifts 8.2%
- Grants 66.0%
- Other Revenue 1.3%

2024 expenses
\$1,112,721



- Organizational Development 3.9%
- Administration 11.6%
- Human Resources 63.8%
- Communications 3.7%
- Programs 10.6%
- Fundraising 5.6%
- Discretionary 0.9%



Thank you to our funders

LWF accepts funding from a wide range of sources in the spirit of collaboration and in recognition that we all have a role to play in supporting evidence-based solutions. The funding we accept will never compromise our mission, our organizational values or our on-the-ground efforts.

Restricted grant funding from governments and other funding agencies is allocated for specific organizational activities and programs, as outlined below.

Independently audited financial statements for the 2024 fiscal year are available at lakewinnipegfoundation.org.

Grant Funders	Amount	Purpose
Environment and Climate Change Canada	\$249,640	LWCBMN*; LWIC*
Grand Challenges Canada	\$99,220	LWIC
The Winnipeg Foundation, administering funds from Employment and Social Development Canada	\$98,549	Capacity-building
RBC Foundation	\$96,568	LWCBMN
The Winnipeg Foundation	\$67,006	Capacity-building
Manitoba Environment and Climate	\$49,450	LWCBMN
Manitoba Hydro	\$35,000	LWCBMN
International Joint Commission, administering funds from the Minister of Foreign Affairs	\$25,064	LWIC
Royal Bank of Canada	\$25,000	LWCBMN
Clean Nova Scotia Foundation, administering funds from Natural Resources Canada	\$24,000	Capacity-building; LWCBMN
Conseil économique et coopératif de la Saskatchewan, administering funds from Canadian Heritage	\$14,803	Capacity-building; LWCBMN
Colleges and Institutes Canada, administering funds from Natural Resources Canada	\$12,820	Capacity-building; LWIC
Manitoba Municipal Relations	\$12,478	Capacity-building
TD Friends of the Environment Foundation	\$8,000	LWCBMN
ECO Canada, administering funds from Employment and Social Development Canada	\$5,520	Capacity-building; LWCBMN
Nature Canada, administering funds from Parks Canada	\$1,460	Capacity-building; LWIC
United Nations Association in Canada, administering funds from RBC Foundation	\$1,377	Capacity-building; LWIC

*LWIC | Lake Winnipeg Indigenous Collective *LWCBMN | Lake Winnipeg Community-Based Monitoring Network

Thank you to our donors

Thank you to the many individuals, groups, organizations and businesses who donated to LWF in 2024. We acknowledge supporters who donate \$200 or more in our Fall & Winter newsletter.

our team

Board of Directors

LWF's board of directors is comprised of well-informed people with diverse backgrounds and relevant experience who contribute to the strategic direction of the foundation, ensuring strong decision-making and effective oversight.

Bryan Allison (he/him), Director

Cheryl Bailey (she/her), Director

Becky Cook (she/her), Director

Kathryn Dompierre (she/her), Chair

Claire Herbert (she/her), Director

Scott Higgins (he/him), Director

David Horne (he/him), Director

Frank Indome (he/him), Secretary

Amanda Karst (she/her), Director

Cameron Mackay (he/him), Director

Bruce Maclean (he/him), Past Chair

Greg McCullough (he/him),
Science Advisory Council Chair

Jonathan Paterson (he/him), Vice Chair

Helen Yestrau (she/her), Treasurer

LWF Staff

Karl Friesen-Hughes (he/him),
Water Data Specialist

Michelle Jordan (she/her),
Finance & HR Administrator

Alexis Kanu (she/her),
Executive Director

Kanak Kulhari (he/him),
Community Engagement Coordinator

Chelsea Lobson (she/her),
Programs Director

Fallon Moreau (she/her),
Program Coordinator

Anna Netsvetayeva (she/her),
Donor & IT Administrator

Thank you to past LWF staff members Marlo Campbell and Claire Harvey, Summer Outreach Coordinator Emma Braun, and LWCBMN Co-op Student Jenelle Bogaski for their valuable contributions in 2024.

Lake Winnipeg Indigenous Collective Staff

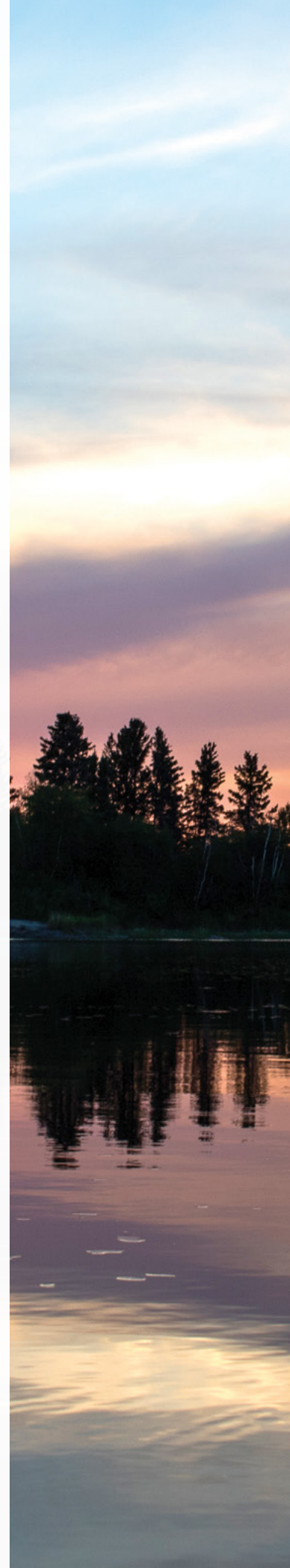
Daniel Gladu Kanu (he/him),
Director

Kianna Durston (she/her),
Program Lead

Quinton Delorme (he/they/she),
Communications & Engagement Coordinator

Science Advisors

LWF seeks out scientific advisors with relevant expertise to support our work. The experts with whom we consult include active and retired scientists with a diverse range of experience; all share our concern for the health of Lake Winnipeg. Their knowledge, insights and perspectives provide critical context to guide our on-the-ground efforts and improve our ability to advocate for evidence-based solutions.





“The Lake Winnipeg Foundation is clear in its objectives and backed with proven science. It has provided all levels of government with clear action plans and offers a beacon of hope for officials caught in the mayhem of politics. The public’s support for the foundation’s work is crucial to its success.

Holding governments accountable for their actions has never been more important and LWF is just the foundation to do it.”

– Dave Taylor
WINNIPEG FREE PRESS COLUMNIST

Lake Winnipeg Foundation      

107 - 62 Hargrave St, Winnipeg, MB, R3C 1N1
Treaty 1 Territory & National Homeland of the Red River Métis
info@lakewinnipegfoundation.org | 204-956-0436