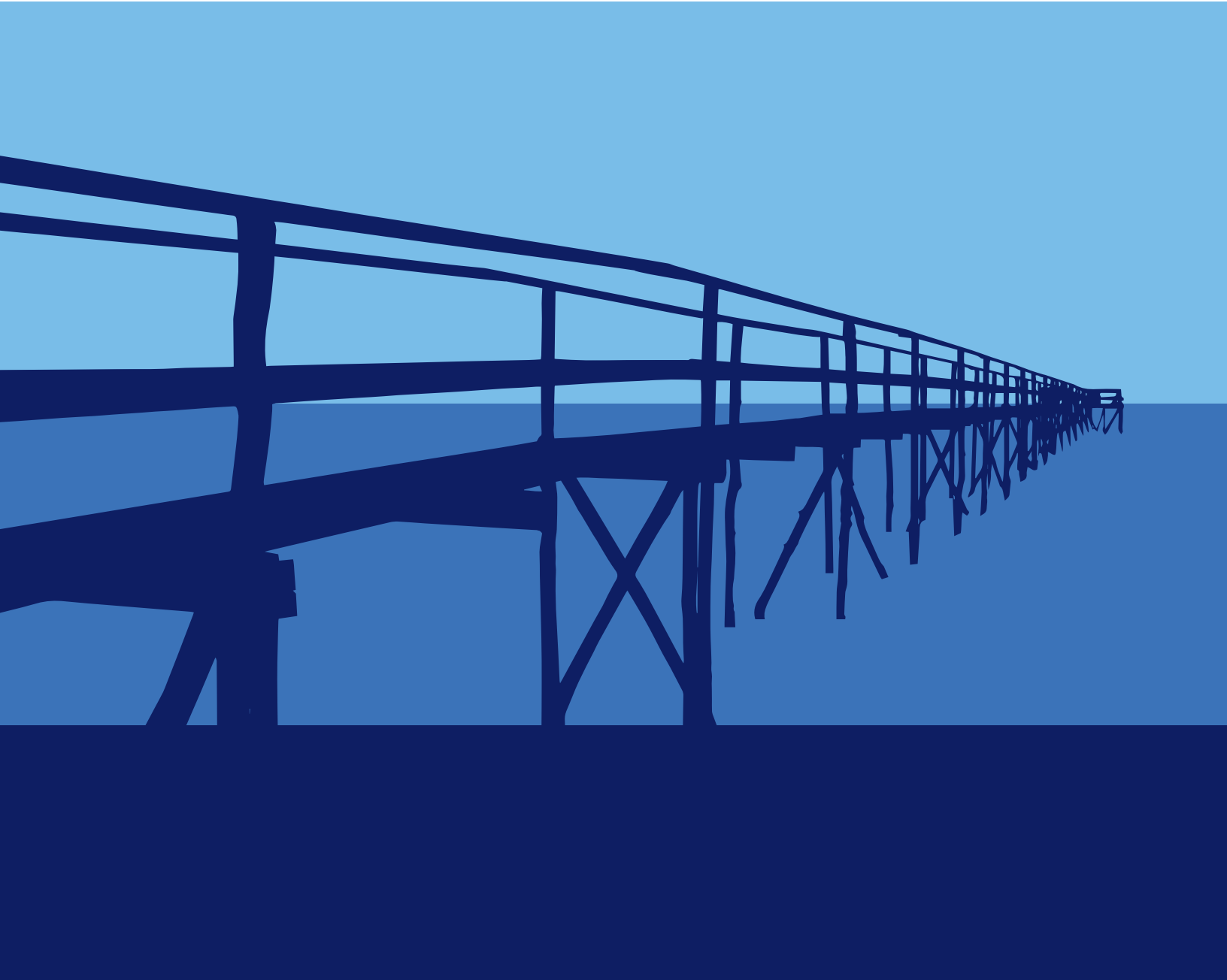




LAKE  
WINNIPEG  
FOUNDATION

# 2023 annual report



# lake winnipeg foundation

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Founded in 2005 by concerned citizens, 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**

A robust, engaged membership is critical to advancing our mission. To build and diversify our membership community, we invested in staff capacity and improved technology systems to support ongoing member recruitment and retention.

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## **advocacy**

In 2023, we celebrated a 10-year federal funding commitment for Lake Winnipeg, with increased focus on targeting investment to phosphorus hotspots. Provincially we continued to push for accelerated phosphorus compliance at Winnipeg's largest sewage treatment plant.

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## **evidence**

In its eighth field season, the Lake Winnipeg Community-Based Monitoring Network collected phosphorus data at 116 flow-monitored sites. Thanks to the commitment of partners and volunteers, these data are pointing to phosphorus hotspots where solutions are needed for Lake Winnipeg.

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## **resilience**

We aim to be an organization that is diverse, equitable, inclusive and sustainable. We have adapted our recruitment and hiring practices to reach new communities, and are exploring how best to manage financial risk to ensure our freshwater advocacy can continue regardless of external circumstances.

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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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## **anti-racism and environmental protection**

Freshwater stewardship is inseparably linked to social justice. Our commitment to integrating anti-racism into our efforts reflects both a moral and strategic necessity, and allows us to strengthen our ability to address the challenges facing Lake Winnipeg.

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## **financial summary**

Our work is made possible by the support of dedicated donors and a diverse group of funders. We are honoured to steward these gifts and grants towards the effective fulfillment of our mission.

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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**

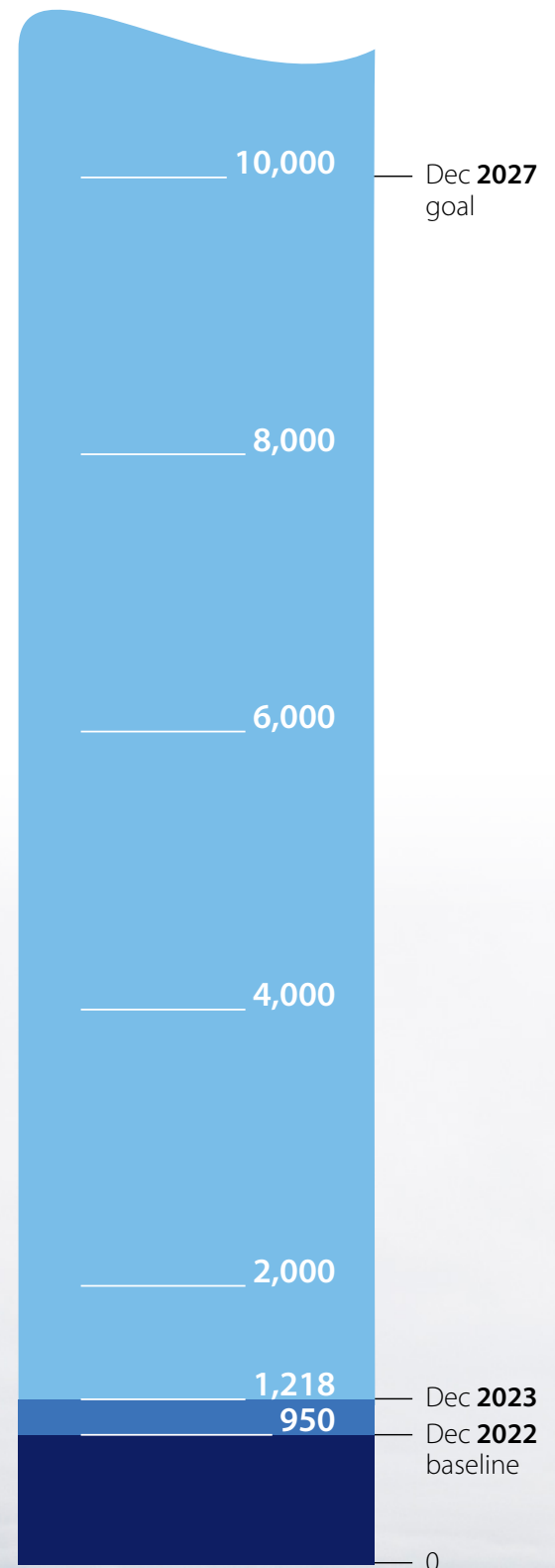
- 1.1 Recruit and retain 10,000 LWF members by providing accessible, evidence-based information and relevant opportunities for advocacy and action.
- 1.2 Build diversity, equity and inclusion in LWF's brand and communications.
- 1.3 Educate LWF staff, board, members and partners on treaty rights and 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





### **Hired Donor & IT Administrator Anna Netsvetayeva**

Anna is leading improvements in the consistency, efficiency and accuracy of our internal processes – and developing new tech solutions – to support member recruitment and retention. Her work ensures we are communicating effectively and responding with care to donations we receive from everyone who supports our efforts.



### **Hired Community Engagement Coordinator Kanak Kulhari**

Kanak will lead efforts to expand our membership community to reflect the incredible diversity of our city and our province. We want everyone to feel welcome at LWF, just as everyone should feel that there is a place for them at Lake Winnipeg.



### **Welcomed 232 new members from summer events**

A robust, engaged membership is critical to advancing our mission. Summer events like Advocacy and Action, Walk for Water and Bike to the Beach provide opportunities for existing LWF members to support freshwater solutions – and for new members to get involved. We aim to empower citizens to take action.



### **Educated ourselves about racism and continued our Decolonizing Reading Club**

Our efforts to protect our shared waters will not succeed if we are perpetuating inequality and exclusion. As we grow our understanding of Indigenous perspectives and experiences, truth and reconciliation, treaty obligations, and the history and legacy of colonization, we are identifying strategies to challenge the oppressive systems, institutions and cultures in which we live and work.



### **Learned from Indigenous-led initiatives to protect Lake Winnipeg**

In 2023, we participated in the Lake Winnipeg Indigenous Collective's (LWIC) general gathering and the Nibi Gathering to hear from knowledge carriers and reflect on our relationship with water. We also supported the cross-Canada call to pass Bill C-226 into law, establishing a national strategy to address environmental racism. Closer to home, we learned about Indigenous efforts to stop a proposed silica sand mine.



## 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



Program and other key informants broadly supported a targeted approach to funding projects in priority watersheds or hot spots in the basin. The targeted regionally focused approach was viewed as having benefits in terms of more effective use of resources and improved ability to understand impacts.”

- Evaluation of Freshwater Action Plan: Lake Winnipeg Basin Program. Environment and Climate Change Canada, 2022.



In alignment with our organizational value of **tenacity**, we commit to persistently and fearlessly advancing credible solutions for Lake Winnipeg, in spite of barriers or opposition that may arise.

## Targeted federal funding for Lake Winnipeg



### Budget 2023 committed \$650 million for a 10-year Freshwater Action Plan

As part of the new plan, funding for the Lake Winnipeg Basin Program (LWBP) was renewed for 10 years. Thanks to our members for speaking up for Lake Winnipeg and participating in our federal-budget postcard campaigns.



### Increased federal focus on targeting investment to phosphorus hotspots

LWBP's eligibility requirements now explicitly mention the government's intention to fund phosphorus-reduction projects in known hotspots. This change supports our longstanding call for evidence-based decision-making to guarantee impact from federal investments for Lake Winnipeg.



### Looking ahead:

In 2024, we will be participating in an advisory committee hosted by Environment and Climate Change Canada to guide geographical targeting of funding. We will continue to recommend that federal investments be focused in phosphorus hotspots identified by the Lake Winnipeg Community-Based Monitoring Network, to ensure this funding is effective, efficient and impactful.

## Phosphorus compliance at Winnipeg's largest sewage treatment plant, the North End Water Pollution Control Centre (NEWPCC)



### Called for phosphorus-focused policies

Together with IISD-Experimental Lakes Area, we submitted a **joint brief to then-premier Heather Stefanson**, outlining the science supporting a focus on phosphorus reduction. Subsequently, Manitoba's government established a wastewater task force with an explicit goal of protecting Lake Winnipeg through infrastructure upgrades.



### LWF-proposed chemical phosphorus-reduction system is under construction

Thanks to the tireless advocacy of LWF members, this system is projected to be fully operational in April 2024. This system is projected by the city to reduce the average phosphorus concentration in NEWPCC effluent from 4.5 mg/L to 2.5 mg/L – and already even seems to be outperforming city projections.



### Increased focus on phosphorus compliance in provincial election

During the provincial election campaign, we sent NEWPCC talking points to all our members, equipping them to engage with candidates. After the election, ministerial mandate letters identified the completion of NEWPCC upgrades as a provincial priority. This commitment is especially noteworthy from a government whose election platform had little to no focus on freshwater health.



### Looking ahead:

We remain concerned about shifting timelines and chronic delays. We are closely monitoring progress towards phosphorus compliance and will continue to provide feedback on NEWPCC upgrade plans.

# 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 mobilizes citizens 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 data within targeted phosphorus hotspots



### Definitions:

#### Phosphorus concentration:

the amount of phosphorus in a defined volume of water

#### Water flow:

the rate at which water flows past a sampling site

#### Phosphorus load:

the total amount of phosphorus flowing past a sampling site in a field season

#### Phosphorus export:

the amount of phosphorus exported from each hectare of land in a year



### 2023 by the numbers:

871 sample packs distributed to LWCBMN participants

116 flow-metered sampling sites monitored

45 volunteer citizen scientists

14 organizational partners of LWCBMN



LWF Field & Data Technician Karl Friesen-Hughes installs a water-level logger within a persistent Seine River hotspot. Photo: Claire Harvey





### **Hired Field & Data Technician Karl Friesen-Hughes**

Karl is responsible for the Lake Winnipeg Community-Based Monitoring Network's (LWCBMN) lab and data analysis, and compiles regional reports. Karl also leads hydrological data collection, measuring water flow at strategically chosen sites within persistent Seine River hotspots to increase LWCBMN data resolution.



### **Hired Program Coordinator Claire Harvey**

Claire coordinates the critical day-to-day activities of LWCBMN, which include recruiting and training volunteers, coordinating sampling activities to capture high-water flow events, managing network resources and equipment, and supporting network partnerships.



### **Completed LWCBMN's eighth field season**

In 2023, citizen scientists, watershed partners and LWF staff collected samples at 116 flow-metered sites. The value of LWCBMN data increases with each year of data collection, allowing us to identify phosphorus hotspots that recur over multiple years.



### **Completed lab analysis on all 2020, 2021 and 2022 water samples**

In 2023, we addressed backlogs in laboratory analysis caused by the COVID-19 pandemic. This enables us to proceed with reporting and dissemination of three years' worth of LWCBMN data.



### **Received an excellent passing grade of 92/100 on laboratory analysis methods**

To ensure the credibility of our lab analyses, we regularly evaluate our laboratory methods by testing standard samples sent from **Proficiency Testing Canada**. Our results are compared to the results of other labs across the country.



### **Deployed new laser flow meter within Seine River phosphorus hotspots**

We aim to increase the resolution of our data-collection efforts within persistent hotspots, in order to tease apart phosphorus contributions from different sources. This highly specialized, portable piece of equipment allows us to gather our own water flow data at sites without Water Survey of Canada stations. In 2023, we began using it at four priority sites within the Manning Canal hotspot.



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### **Challenges & risks**

Pandemic-related lab closures throughout 2020 and 2021 prevented us from processing thousands of collected water samples – which in turn, delayed our ability to analyze and share data.

Annual public data sharing is a critical aspect of LWCBMN. Network participants expect timely access to the tangible results of their sampling efforts. Further, without up-to-date information, we are limited in our ability to identify trends, or make evidence-based recommendations to governments, research partners and funders.



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### **Looking ahead**

In 2024, we will be releasing LWCBMN data from 2020, 2021 and 2022. Look for detailed regional reports from all three years on our website at [lakewinnipegfoundation.org/evidence](https://lakewinnipegfoundation.org/evidence). Raw data will also be shared on **Lake Winnipeg DataStream**.

# 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.

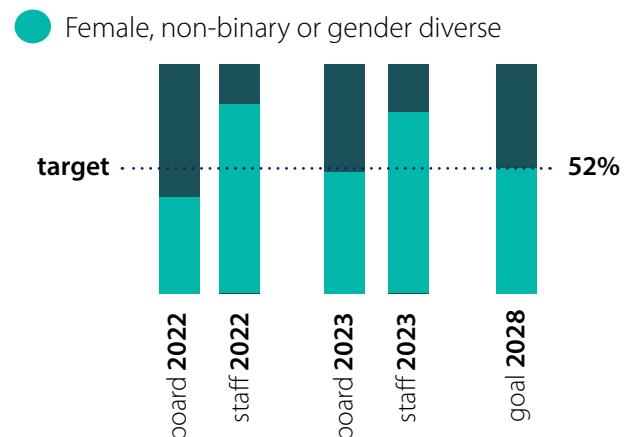
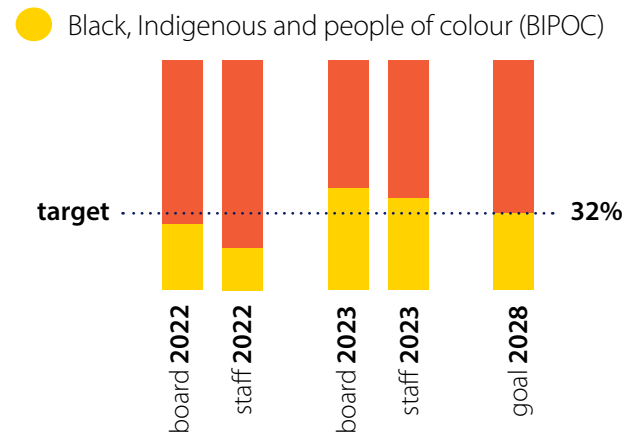
Strong governance and risk management position us to anticipate and proactively address the challenges that we face while keeping us rooted in integrity.

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.



### Target:

LWF staff and board directors are representative of Winnipeg's diversity.



### Adapted LWF's recruitment and hiring practices

We believe that a diverse team with unique perspectives and backgrounds makes us stronger, and are following through on our commitment to inclusion by implementing changes to the way we recruit new staff. In 2023 we conducted our first hiring process for a role designated specifically for BIPOC candidates.



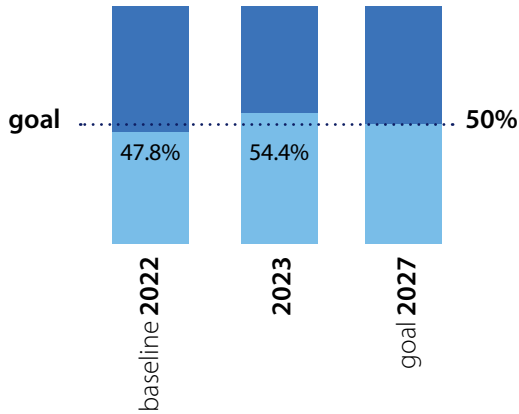
### Looking ahead

We will continue to seek out and implement strategies to build diversity and equity into our board of directors and staff team.



### Target:

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



### Maintained financial diversification target

As so many organizations learned during the COVID-19 pandemic, a diversified approach to funding creates stability and flexibility during uncertain times. In 2023, 54.4 per cent of our annual income came from unrestricted, private donations.



### Challenges & risks

The charitable landscape is changing across Canada, and we need to adapt with it. We aim to manage financial risk and proactively mitigate funding uncertainty by maintaining diversified, sustainable revenue sources.



### 2023 by the numbers:

1,551 donations received from citizens, groups and businesses

23 monthly donors

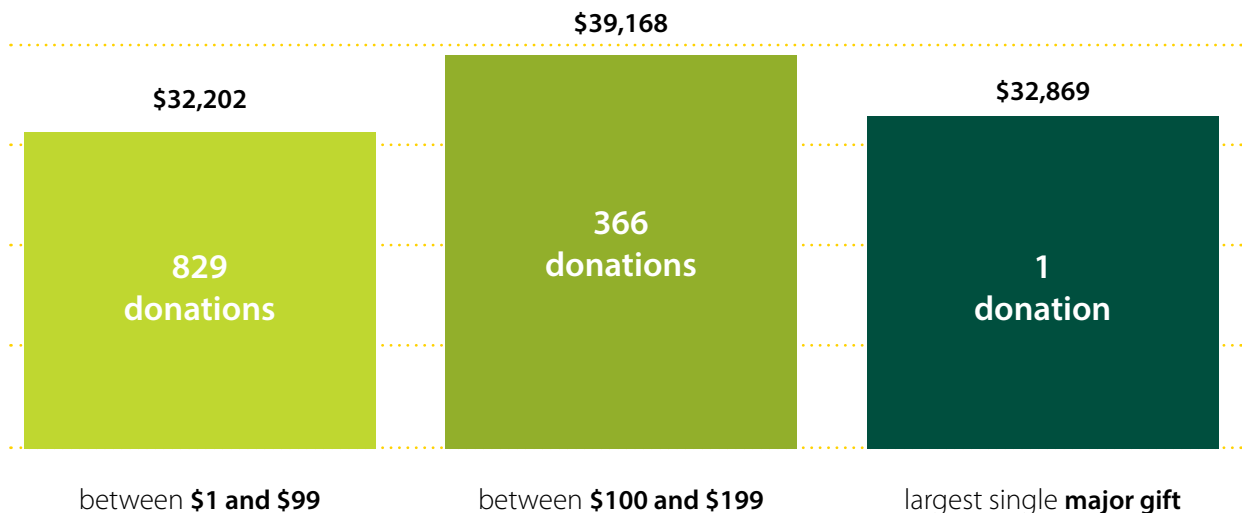


### Looking ahead

We will explore how best to nurture and grow the support we receive through unrestricted, private donations.

### Every dollar counts

We are grateful to every single donor who supports our work! No matter the size of your gift, it contributes meaningful impact towards our mission. In 2023, the cumulative financial impact of every \$20, \$50 and \$100 gift we received was significant. When added together, individual donations between \$1 and \$199 totaled more than double the dollar value of our largest major gift.



# 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. Through this partnership in 2023, we have reinitiated gatherings and network-building needed to inspire and connect First Nation people around the lake.

Connect with Lake Winnipeg Indigenous Collective



Wayuu elder (Guajira Peninsula, Colombia) sharing with others during a 2023 Canada-Colombia learning exchange in Misipawistik Cree Nation; Photo: Daniel Gladu Kanu



### **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 2023, we worked with partners at **Decolonizing Water**, the **First Nations Health and Social Secretariat of Manitoba** and other organizations to host the annual Nibi Gathering, where more than 200 Indigenous and non-Indigenous participants gathered to honour and protect water – including a special delegation from Colombia. We spoke about seeking a legal personhood designation for Lake Winnipeg as a tool to enforce water protection, but after much discussion we felt that our focus should be on asserting Indigenous laws across the watershed. This is work that will continue in 2024.

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### **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 2023, we initiated the establishment of the Lake Winnipeg Indigenous Environmental Monitoring Network with the intention of bringing Indigenous-led environmental monitoring programs together to share with each other. Throughout the year, we organized gatherings and meetings to strengthen relationships, and learn more about existing monitoring programs and how we can support them. We began developing a joint monitoring project using a consistent method to assess shoreline health across the lake. These concerted efforts have set the groundwork for more collaboration across the network.

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### **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 Lake Winnipeg.**

In 2023, we held our general gathering to renew our collective responsibilities to the lake. We hosted speakers from around Lake Winnipeg who shared stories about their experiences battling shoreline erosion, resisting resource extraction in their territories, and building capacity within our own communities to work and advocate for the lake. The gathering marked a crucial step in our ongoing efforts to uphold our shared responsibilities for the lake and future generations who will continue to rely on it.

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### **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 2023, we hosted Nibi Rising, a land-based Indigenous youth camp in Fisher River Cree Nation. The camp provided a space for Indigenous youth to learn land-based skills from local fishers in the community, take part in an interactive Cree language workshop hosted by youth participant Quinton Delorme, and gain insights into the challenges and realities faced by local fishers around the lake with visits with the McBeth Fisher Co-op.

*“The voices and knowledge of Indigenous rightsholders – who have for generations contributed to the protection of Lake Winnipeg – are too often absent from environmental decision making. LWF has enjoyed access to decision-making processes and witnessed the absence of Indigenous knowledge carriers. We acknowledge our responsibility to ensure that these missing voices are included.”*

– Dr. Alexis Kanu  
LWF Executive Director





# anti-racism and environmental protection

At the Lake Winnipeg Foundation, our mission to improve the health of lake Winnipeg through advocacy and action is deeply intertwined with our commitment to anti-racism and inclusivity. Understanding the inseparable link between environmental stewardship and social justice guides our approach, ensuring that our efforts to protect Lake Winnipeg are both effective and equitable.

Communities of colour and Indigenous peoples are disproportionately affected by environmental degradation. These disparities are not coincidental: they are the result of systemic racism that has marginalized certain communities, limiting their access to environmental benefits and exposing them to greater risks.

Despite these challenges, the diverse perspectives of communities of colour bring innovative solutions, richer understandings of environmental challenges and more sustainable approaches to conservation. The knowledge and experiences of communities who have been stewards of the land and waters for generations are essential to effective environmental protection.

Yet historically, the environmental sector has been dominated by a limited perspective that fails to fully embrace the diversity of voices and knowledge systems essential for true stewardship. Exclusive, homogeneous environmental-protection efforts fail to recognize the complexity of social, cultural and historical factors that influence environmental health. The exclusion of Black, Indigenous and people of colour (BIPOC) communities not only undermines the principles of justice and equity, but also deprives conservation efforts of critical insights and knowledge.

An anti-racist approach is necessary to ensure that all voices are heard, valued and integrated into our work to protect Lake Winnipeg. By fostering an open, inclusive community, we can build stronger coalitions that transcend racial and ethnic divides, amplifying our impact and enhancing the likelihood of achieving our shared environmental goals.

Our strategic plan prioritizes inclusivity and equity, steering us towards a more comprehensive approach to freshwater protection. This involves establishing meaningful partnerships with Indigenous communities, diversifying our outreach efforts and ensuring our initiatives are accessible to everyone. Recognizing that we are at the start of our journey, we are focusing on the education of our staff and our board as a first step: providing training opportunities to deepen our understanding of the systemic nature of racism and develop strategies to effectively address the racist conditioning to which we are all subjected. Additionally, we have begun tracking staff and board diversity as a key performance indicator, and updated our hiring practices to reach a broader and more diverse applicant pool.

The journey towards a more inclusive and equitable environmental movement is ongoing. Our commitment to integrating anti-racism into our efforts reflects both a moral and strategic necessity, allowing us to strengthen our ability to address the challenges facing Lake Winnipeg. Supported by a foundation of justice and inclusivity, together we can ensure that Lake Winnipeg thrives for generations to come.

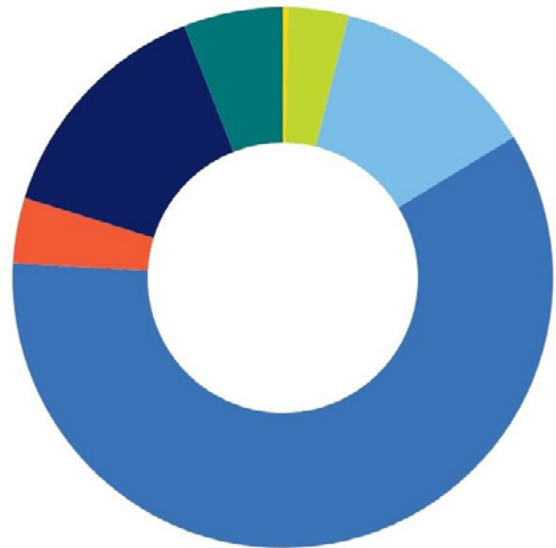
# financial **summary**

2023 income  
**\$948,552**



- Donations 8.0%
- Events & Sales 23.4%
- Major Gifts 21.8%
- Grants 45.6%
- Other Revenue 1.2%

2023 expenses  
**\$942,619**



- Organizational Development 3.6%
- Administration 12.3%
- Human Resources 59.2%
- Communications 3.9%
- Programs 14.2%
- Fundraising 5.9%
- Discretionary 0.3%



## Working together for Lake Winnipeg

At LWF, our power has always been people. This includes our staff: a group of dedicated, passionate people tackling one of the greatest environmental challenges in Manitoba today.

Our important work wouldn't get done without our professional staff team. We're proud to have created challenging and fulfilling jobs, and we're committed to investing in staff with the specialized skills and knowledge necessary to further the missions of both LWF and LWIC.



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.

<b>Grant funders</b>	<b>Amount</b>	<b>Purpose</b>
Environment and Climate Change Canada	121,889	LWCBMN*, LWIC*
RBC Foundation	92,922	LWCBMN*
Canadian Heritage	48,010	LWIC*
The Winnipeg Foundation	35,606	Capacity-building
Manitoba Hydro	35,000	LWCBMN*
Royal Bank of Canada	25,000	LWCBMN*
Manitoba Habitat Heritage Corporation	19,485	LWIC*
Manitoba Environment and Climate	11,056	LWCBMN*
Plenty Canada	10,000	LWIC*
Manitoba Economic Development, Investment and Trade	9,754	Capacity-building
Conseil économique et cooperative de la Saskatchewan, administering funds from Canadian Heritage	7,866	Capacity-building
Thomas Sill Foundation Inc.	5,147	LWCBMN*
United Nations Association in Canada, administering funds from Royal Bank of Canada	4,605	LWIC*
Nature Canada, administering funds from Parks Canada	4,480	LWIC*
The Winnipeg Foundation, administering funds from Employment and Social Development Canada	1,451	Capacity-building
<b>Total</b>	<b>432,271</b>	

\* 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 supported LWF with private donations in 2023. Supporters who donate an annual total of \$200 or more are acknowledged in the Fall & Winter edition of our newsletter.

## Audited financial statements

Audited financial statements for the fiscal year ending Dec. 31, 2023, are available on our website, [lakewinnipegfoundation.org](http://lakewinnipegfoundation.org). These statements include an unmodified independent auditor's report and accompanying notes.

If you would like a printed copy of our annual report or financial statements, please contact us by email at [info@lakewinnipegfoundation.org](mailto:info@lakewinnipegfoundation.org) or by phone at 204-956-0436.

# 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), Vice Chair

**Claire Herbert** (she/her), Director

**David Horne** (he/him), Director

**Frank Indome** (he/him), Director

**Amanda Karst** (she/her), Director

**Bruce Maclean** (he/him), Chair

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

**Jonathan Paterson** (he/him), Director

**Helen Yestrau** (she/her), Treasurer

## LWF Staff

**Marlo Campbell** (she/her),  
Senior Advisor, Communications

**Karl Friesen-Hughes** (he/him),  
Field & Data Technician

**Claire Harvey** (she/her),  
Program Coordinator

**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

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

Thank you to 2023 Summer Outreach Coordinator Kendi Dyck and LWCBMN Intern Barbara Farpelha for their valuable contributions.

## LWIC Staff

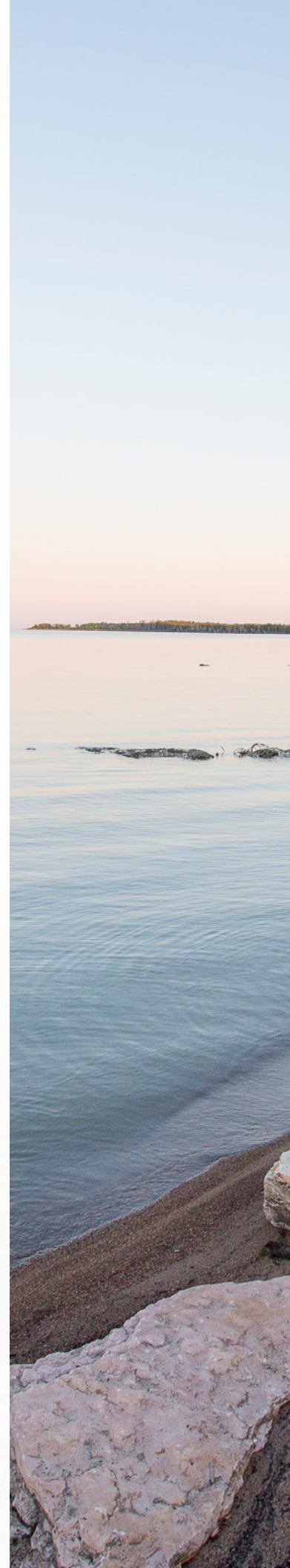
**Daniel Gladu Kanu** (he/him),  
Director

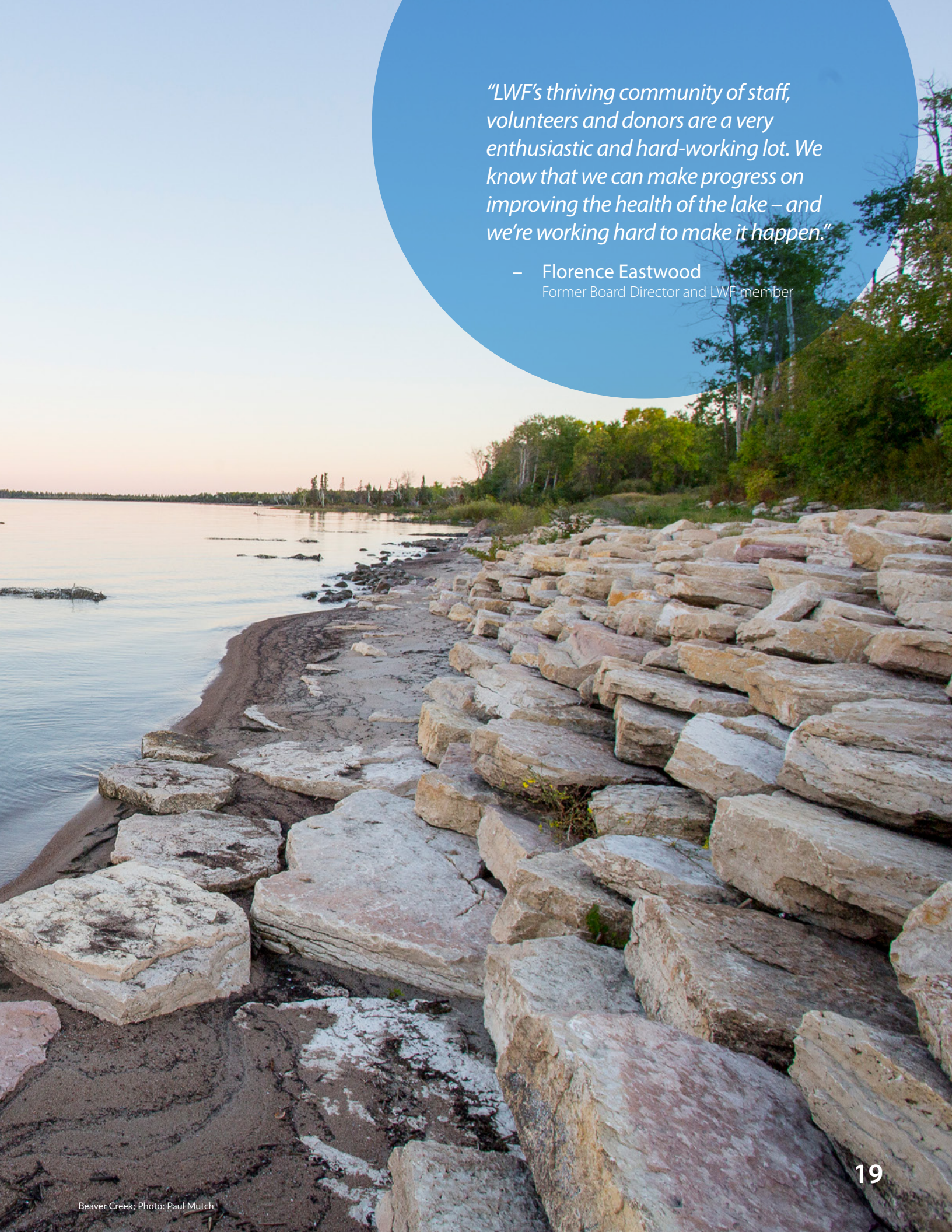
**Kianna Durston** (she/her),  
Program Lead

Miigwech to past team members Communications and Engagement Coordinator Kakeka ThunderSky and Policy Analyst Watchdog Kerissa Constant for their efforts in 2023.

## 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.





*“LWF’s thriving community of staff, volunteers and donors are a very enthusiastic and hard-working lot. We know that we can make progress on improving the health of the lake – and we’re working hard to make it happen.”*

– Florence Eastwood  
Former Board Director and LWF member

**Lake Winnipeg Foundation**    

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