



Environmental Leadership in Waterloo Region

Sustainable Waterloo's

2010 Report

Celebrating a Community Built on Action

VISION

For a thriving Waterloo Region with a healthy environment and a vibrant economy.

MISSION

To advance the environmental sustainability of organizations across Waterloo Region through collaboration.





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INTRODUCTION

Sustainable Waterloo is a not-for-profit that advances the environmental sustainability of organizations across Waterloo Region through collaboration. Our current focus is the Regional Carbon Initiative (RCI), which facilitates voluntary target-setting and reductions of carbon emissions by organizations across Waterloo Region.

Our year-end reports are the cornerstone of how we formally recognize progress towards environmental sustainability among organizations in our community. They provide the opportunity to celebrate the commitments and accomplishments of each member of the RCI specifically, as well as the leadership shown collectively by members across Waterloo Region. This 2010 Report – our second year-end report to date – follows this same approach.

The theme of this year's report is a Community Built on Action. It speaks to the unique aspect of this community of support that has emerged across Waterloo Region for organizations looking to improve the sustainability of their operations. The community has come together to share collective learnings while working towards a measurable action: GHG reductions. These themes are the unifying elements of Sustainable Waterloo's work in 2010.

RCI members reported 115 sustainable initiatives through Sustainable Waterloo's 2010 member survey. These projects ranged from energy-saving motion sensing equipment to producing energy from waste. Why are these organizations making the effort? Certainly many are seeing financial benefits, but they're also making these changes because they are leaders and they are optimistic about a future low carbon economy. 85% of Regional Carbon Initiative members either agree or strongly agree that community support for sustainable initiatives will grow in the future. To further encourage this upward trend of environmental values, the RCI's 29 members are coming together to create a community of knowledge sharing and action while promoting the benefits of lowering their environmental impact. And the wider community is taking notice. In 2010, 78% of returning members reported that joining the RCI benefited their organization's reputation. After you read their stories, you will understand why.

We hope this report provides a benchmark for sustainability-focused collaboration and action of organizations in our community: specifically for the 29 members of the Regional Carbon Initiative in 2010. These organizations have shown tremendous ability to start new projects and share their learnings. Collectively, RCI Pledging Partners have reduced emissions by 180 tonnes to date and have committed to reduce 1,676.95 tonnes of GHG emissions over the next 10 years, which is the equivalent of taking over 377 cars off the road. Sustainable Waterloo is proud to work with all RCI members to help them quantify this commitment and share their knowledge with the community at large.



"It is exciting to see the growth in public awareness of how sustainable choices today make a positive impact on our lives today and for future generations. The citizens of Waterloo Region are demonstrating a strong commitment to 'play nice' with the planet, and with support from various levels of government and local not-for-profit organizations, they are making an impact that extends well beyond our region."

*~ Dale Brubacher-Cressman
President, Vigor Clean Tech Inc.*

MEMBERS AND KEY COMMITMENTS

REGIONAL CARBON INITIATIVE MEMBERS AS OF DECEMBER 31, 2010

PLEDGING PARTNERS

A **Pledging Partner** reports and works towards meeting a 10-year carbon emissions reduction.

SUSTAINING PARTNER:

Minimum 20% GHG Reduction Commitment
and a higher financial investment



BRONZE PLEDGING PARTNERS:

Minimum 20% GHG Reduction Commitment



OBSERVING ORGANIZATIONS

An **Observing Organization** is provided with the same service offering as a Pledging Partner, and either uses alternative programs to track and report their carbon emissions or is working towards participation in the future.



MESSAGE FROM THE EXECUTIVE DIRECTOR

By: Mike Morrice
Executive Director
Sustainable Waterloo



"When we offered to build a public service on-air campaign for Sustainable Waterloo and the Regional Carbon Initiative, I thought I knew what to expect. In the end, the project far exceeded expectations. We were proud to showcase Mike and his inspirational team to the masses and to help spread the (paperless) word on environmental sustainability!"

~ Wendy Duff
Program Director,
CHYM FM/Rogers Broadcasting

I'm often asked what excites me most about our work at Sustainable Waterloo. Of course, this is a difficult question. When you're passionate about the whole, how can you break it into small pieces?

Well, the theme of this year's report gets at the answer about as succinctly as I could imagine: it's seeing a community take shape that not only believes in advancing environmental sustainability, but is taking action to make it happen. Sustainable Waterloo was launched to get the Regional Carbon Initiative off the ground and immediately start facilitating actual measurable progress against GHG reduction targets among organizations in Waterloo Region.

So whereas in 2009 the unifier was the early GHG reduction commitments, in 2010 it is the action-oriented community that we feel best represents the progress of Regional Carbon Initiative members. Let me explain.

MEMBER PROGRESS

When we launched the Regional Carbon Initiative in June of 2009, we did so with three local organizations signed on to 10-year GHG reduction commitments. As of December 31, 2010, we now have 29 local organizations working towards similar commitments, nine of which have made public commitments as Pledging Partners. Total GHG reduction commitments now stand at 1,676.95 tonnes. You can read their various stories on pages 12-27 of this report, but here are some key actions from the past year that stand out:

- Members undertook 115 sustainability related projects
- Six members work in LEED certified buildings
- The Region of Waterloo retrofitted traffic signal lights to save 1,200 tonnes of GHGs per year
- Gore Mutual replaced its old boilers and chillers to save 15% on utility costs
- Pano Cap has introduced a waste-to-energy initiative that turns would-be landfill waste into biofuel
- Mennonite Central Committee's West Coast office has saved 26.91 tonnes of GHG emissions from business travel since 2007.

ENGAGED ATTENDEES AT EVENTS

While Regional Carbon Initiative members were in the midst of working towards their GHG reduction commitments, throughout 2010 we either individually hosted or partnered with other organizations to host 17 events. These events focused on helping members achieve their commitments and integrate sustainable practices into their organizations. And on the morning of each event last year, I made a point of reiterating one key message with each speaker that differentiates our events from many others: attendees are not just here for the morning to learn about GHG reductions before returning to their 'real' job. No, attendees are here as part of their organizations' commitments to quantified GHG reductions. Our event attendees generally don't need



the ‘carbon 101’ introduction, or long-winded explanations about the business case for sustainability. They’re ready to dig into the more difficult content – that which is focused on how to achieve reductions, what pitfalls to expect, and what resources are available to help them implement changes in their own organizations.

...in 2010 it is the action-oriented community that we feel best represents the progress of Regional Carbon Initiative members.

FUTURE DIRECTION & INITIATIVES

Finally, this year at the board level, we finalized a strategic direction for Sustainable Waterloo, most notably creating three strategic approaches to achieve our mission: facilitate collaborative dialogue, measure action, and celebrate impact. It’s definitely not by coincidence that one of these three pillars is focused on action. And as a result, any future initiative Sustainable Waterloo is involved in now requires this as a core element of the business model.

To this end, we are proud to be developing a partnership proposal with two other lead organizations – REEP Green Solutions and the Region of Waterloo – to begin working towards the collaborative development of a community-wide GHG inventory and reduction plan across Waterloo Region. This exciting project, called the Waterloo Region Climate Collaborative, would expand on the success of the Regional Carbon Initiative by engaging the local community to develop action plans for region-wide GHG reductions.

For all of these reasons, I’m excited by the action-oriented nature of the growing sustainability community in Waterloo Region, and I’m energized to be a participant in the ongoing development of this group. **As I remarked in this space last year – the best is yet to come.** And the pieces are in place to ensure we continue to increase the impact created by this ambitious community to-date.

SUSTAINABLE HAMILTON

New to Ontario, Sustainable Hamilton is a not-for-profit organization consisting of sustainability experts from McMaster University and the University of Waterloo, along with local businesses and community leaders. Looking to change Hamilton’s reputation as a polluted “steel town,” the organization is working towards achieving a world-class, sustainable city where its people thrive in a prosperous economy, an equitable society and a healthy environment. The organization collaborates with leading government, industry, NGOs, and other experts to provide learning forums, networking and peer support, technical workshops, and public recognition of commitments and progress.

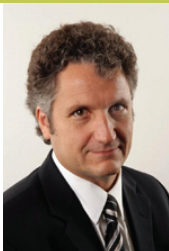
www.sustainablehamilton.ca



MESSAGE FROM THE BOARD

LEARNING FOR ACTION AND ACTION FOR LEARNING

By: Dr. Barry Colbert
Board Chair



We need to find solutions that work in several directions at once. That requires collaborative learning, and collaborative learning requires collaborative action: two ideas at the core of Sustainable Waterloo.



As a board member, it has been tremendously exciting to witness the evolution of the work of Sustainable Waterloo because progress there means progress for Waterloo Region as a whole.

The organization was founded in 2008 with a mission to advance the environmental sustainability of organizations across Waterloo Region through collaboration, and 2009 saw the launch of the Regional Carbon Initiative (RCI), in which a growing number of organizations have committed publicly to carbon emission reductions, aided by accounting tools and educational support provided by Sustainable Waterloo. If 2009 was about generating commitment to action, then 2010 was about action itself. Working across business, government, academic, and civil society, Sustainable Waterloo has contributed to building a community of action toward positive change.

The Sustainable Waterloo model is built on the premise that the challenges confronting us in climate change, energy, food, water and social justice are complex and deeply interconnected and therefore require active learning at the societal level. The challenges are complex in that there is no central command from which to manage things; our world is a networked amalgam of ecological, technical, political and social elements, ideas and imperatives. They are interconnected in the sense that action in one arena affects every other and the impacts are often circular. For example, we feed ourselves by mining for oil and fertilizer, which stresses climate and freshwater reserves, which in turn threatens our ability to feed ourselves. We cannot afford to approach these challenges independently or reductively, trading off one against another. We need to find solutions that work in several directions at once. That requires collaborative learning, and collaborative learning requires collaborative action: two ideas at the core of Sustainable Waterloo.

Collaborative action happens through the work of Pledging Partners in the Regional Carbon Initiative who commit to carbon reduction targets. Learning is the focus for Observing Organizations that join the RCI community to figure out what level of pledging commitment is right for them as they make the progression to Pledging Partner. Sustainable Waterloo supports action by offering a framework for target setting, tools to measure progress, and venues to celebrate progress. They support learning through a program of Technical Workshops and Educational Forums throughout the year and by connecting member organizations to each other to work collaboratively.

Sustainable Waterloo measures its own success by the success of its members in Waterloo Region in setting and reaching stretch goals for environmental sustainability. And the Regional Carbon Initiative is just a start. Real progress toward greater sustainability takes real action, and the essential mission of Sustainable Waterloo is to foster a community built on action. That is exciting to be a part of, and I invite you to join in.



MEMBERS SUMMARY

GROWING DEDICATION

In the past 12 months, Sustainable Waterloo's membership has grown by almost 200%. This time last year we had 10 forward thinking and ambitious members. Now, we're working with 29 organizations that are committed to ensuring a sustainable Waterloo Region.

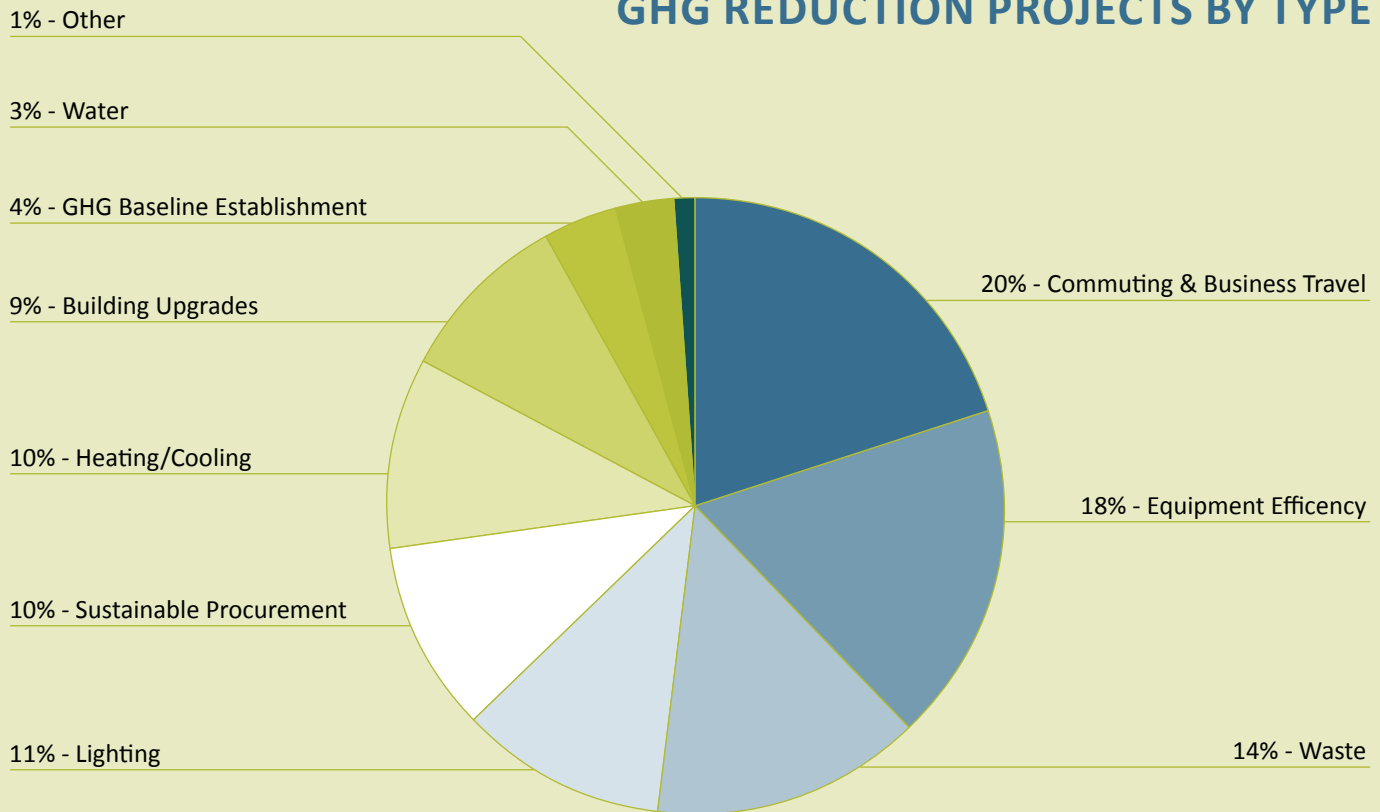
As membership continues to expand, so does the optimism of the Regional Carbon Initiative members. 85% either agree or strongly agree that the level of community support for organizations to become environmentally sustainable will increase in the future. And this optimism is pushing forward the collective action of our community.

Collectively, member organizations reported 115 sustainability projects resulting in more than 180 tonnes of GHG emission reductions while in the midst of significant business expansion. These projects are a part of our members' dedication to a sustainable future and, more tangibly to reducing emissions by a collective 1,676 tonnes over the next 10 years. Organizations are preparing for measurable GHG reductions and productive sustainability projects moving forward. 68% of member organizations now have a Green Team or some sort of sustainability committee. Because many projects require behaviour change, these committees are vital for success. These Green Teams also help formalize and measure the success of these projects. 91% of members either have already or are intending to implement a measurable action plan to reduce emissions in their facilities.

GETTING TO WORK

One of the best parts about increasing sustainability is sharing the good news. 53% of our members communicate their environmental projects externally and all members communicate their GHG reducing projects within their organizations. So what are the projects they're communicating? 20% of them are designed to reduce commuting and business travel. They're doing this in a number of ways, including by participating in the Region's Commuter Challenge, purchasing video conferencing equipment, increasing organization-wide policies that place a premium on reimbursements for carpooling, offering discounts for bus passes, providing preferred parking for carpoolers and hybrid cars, and installing more bike locks.

GHG REDUCTION PROJECTS BY TYPE



“As a scholar who studies environmental activism I have been very fortunate to be working in Waterloo Region. The level of community-based environmental activism in this region is quite remarkable and it is indicative of the development that in Canada the movement toward a more sustainable world seems to be driven by local initiatives. Sustainable Waterloo and the Regional Carbon Initiative are good examples of this development.”

*~ Dr. Manuel Riemer
Assistant Professor of Psychology,
Director, Community, Environment and
Justice Research Group, Wilfrid Laurier
University*

Optimizing or upgrading existing systems, such as finding equipment efficiencies, is the second most popular way to reduce GHG emissions. Topping this list are smart technologies such as timers, sensors, and software that limit energy consumption when not in use. Upgrades are also important projects. Members have seen GHG savings by upgrading machinery, boilers, computer equipment, lighting, insulation, and windows.

Waste reduction is the third most popular way Regional Carbon Initiative members are reducing emissions. Bottled water, paper towels, and printing paper are the number one items to be targeted. In cases where waste is required, members are finding ways to recycle and compost on their own (especially impressive for members who do not receive these services municipally). Pano Cap has gone a step further. They have begun shipping waste they cannot otherwise divert from the landfill to a special waste-to-energy plant where it is incinerated and the methane is captured to produce biofuel.

In 2010, 50% of members reported that their sustainability initiatives resulted in notable cost savings. VeriForm’s initiatives, for example, have achieved cost savings in excess of \$100,000 annually. Pano Cap has also reported potential cost savings of \$17,000 annually as a result of installing new T8 fluorescent lighting. Enermodal’s new energy efficient office has resulted in energy cost savings of 82% and water cost savings of 89%. Reducing commuting and business travel has also resulted in reduced costs by members, with Mennonite Central Committee reporting a reduction in their travel budget by as much as 50%.



In terms of softer benefits, last year 56% of members thought joining the RCI improved their organization's reputation. This year, that number jumped to 86%. Our community continues to take climate change seriously and our members are seeing the benefits.

Aside from the action of the projects themselves, more of our members are taking extra steps to accurately capture their GHG emissions data. The commitment from these organizations cannot be overlooked. Collecting GHG

Pano Cap has also reported potential cost savings of \$17,000 annually as a result of installing new T8 fluorescent lighting. Enermodal's new energy efficient office has resulted in energy cost savings of 82% and water cost savings of 89%.

activity data, especially across larger organizations, takes commitment from all levels of business and in itself shows commitment to building a foundation of environmental action. While much of the science and best practices are still being perfected, small variances in these GHG inventories can be expected. All members of the Regional Carbon Initiative deserve to be commended on their efforts to quantify their emissions. These organizations are on the forefront of environmental action and their ability to track their GHG data should be seen as a testament not only to their environmental commitment, but also the dexterity of their operations.

In the pages that follow, you will see the actions taken by members of the Regional Carbon Initiative. On the side bar are quick statistics about members and their sustainability focus areas and the text provides more details on the organization and the projects themselves. We hope that you learn from these projects and are inspired to implement some of them into your own organization.

MEMBER PROFILE TERMS

Absolute Emissions: Includes all reported direct and indirect emissions.

Base Year: A specific year (or an average over multiple years) against which an organization's emissions can be tracked over time.

GHGs/employee: Includes only on-site and electricity sources (Scopes 1 and 2).

GHGs/square foot (ft²): Includes only on-site and electricity sources (Scopes 1 and 2).

Green Team (GT): A group of employees within an organization that works on sustainability initiatives.

Large Office: An organization singularly occupying a full building.

Scope 3 Reporting: These are indirect emissions that are optional for reporting.

Small Office: An organization occupying only part of one building.

Sustainability Focus Areas: These are areas in which the organization is undertaking sustainability projects. Focus areas only include those initiatives undertaken in 2010.

MEMBER PROFILES



SUSTAINING PARTNER

Member Since 2010

Reduction Target: 20% in 10 Years

Base Year: 2009

Absolute Emissions in Base Year:
31.97 t CO₂e

GHGs/empl.: 1.3 t CO₂e

GHGs/ft²: 3.8 kg CO₂e

Scope 3 Reporting:

- Water

Org. Type: Consulting

Bldg. Type: Small Office

Total Employees: 23

Sustainability Focus Areas:

- Equipment Efficiency
- Waste
- Sustainable Procurement
- GHG Baseline Establishment

VIRTUAL CAUSEWAY

Ranked on the Profit 100, Virtual Causeway is a premier high-tech sales and marketing services firm that specializes in lead generation, inside sales and primary research services. The company's customers and corporate partners not only include industry leaders, but also some of the most innovative technology corporations in North America.

IMPROVING OFFICE SUSTAINABILITY

Virtual Causeway has undertaken a number of initiatives throughout their office to reduce their environmental impact, including:

- Purchasing Energy Star compliant office equipment
- Recycling old office equipment and furniture
- Installing more energy-efficient windows with appropriate coverings to minimize heating and cooling needs
- Installing a programmable thermostat to reduce heating and cooling inefficiencies and the associated costs
- Installing recycled carpeting that can be replaced by the tile
- Returning old printer cartridges to the manufacturer for recycling.

REDUCING EMPLOYEE TRAVEL

To reduce its carbon footprint, Virtual Causeway takes advantage of videoconferencing programs such as WebEx. With many clients residing in the U.S., WebEx allows employees to have remote meetings over the internet instead of travelling back and forth. The company also encourages its employees to take public transit to the office, located on a main bus route.

www.v-causeway.com

GOLD PLEDGING PARTNER

Member Since 2009

Reduction Target: 100% in 10 years

Absolute Emissions in 2010:

295.8 t CO₂e

GHGs/empl.: 0.8 t CO₂e

GHGs/ft²: 7.4 kg CO₂e

Base Year: 2008

Emissions in Base Year:

254.29 t CO₂e

Scope 3 Reporting:

- Business Travel
- Commuting
- Waste
- Water

Org. Type: Environment/Energy Services

Bldg. Type: Large Office

Total Employees: 101.2

Green Team: The Employee Sustainability Committee

GT Members: 12

GT Projects Completed: 20

Sustainability Focus Areas

- Building Upgrades
- Landscaping and Maintenance
- Commuting & Business Travel



A Grandeur View, Enermodal Engineering's Kitchener headquarters, may be Canada's most energy-efficient office and is a "Triple" LEED Platinum candidate.

ENERMODAL ENGINEERING

Enermodal Engineering is Canada's largest consulting firm exclusively dedicated to creating green buildings and communities. With a professional staff of more than 100 green building specialists in Kitchener, Calgary, Edmonton, and Toronto, Enermodal is currently working on sustainability projects worth more than \$5 billion. Enermodal has a record-breaking 250 LEED projects across North America and is responsible for 40% of all LEED Canada NC certified buildings.

LEED PLATINUM: A GRANDER VIEW

In the fall of 2009, Enermodal's own office achieved LEED Platinum status, using only 68 kWh/m², compared to the Canadian average of 375 kWh/m². The building is currently the most energy efficient in Canada and is now a "Triple" LEED Platinum candidate. This energy efficient office results in energy cost savings of 82% and water savings of 89% compared with conventional offices. Enermodal has been ranked as one of Canada's Top Green Employers and was the first corporate "Smart about Salt" location in Waterloo Region.

REDUCING COMMUTING AND BUSINESS TRAVEL

Reducing GHG emissions from commuting and business travel is a main focus area of the company. Initiatives to achieve this goal include:

- A hybrid car available for employee personal use
- Prizes for employees with the lowest and most improved commuting carbon emissions
- Incentives of \$1,500-\$3,000 to employees who purchase a low-emission vehicle
- 60% reimbursement for public transit passes
- Preferential carpool/hybrid parking spaces
- Video conferencing at all offices.

www.enermodal.com

GOLD PLEDGING PARTNER

Member Since 2009

Reduction Target: 100% in 10 years

Reductions to date:

98.66 t CO₂e (43%)

Absolute Emissions in 2010:

130.49 t CO₂e

GHGs/empl.: 2.1 t CO₂e

GHGs/ft²: 2.9 kg CO₂e

Base Year: 2006

Emissions in Base Year:

229.15 t CO₂e

Scope 3 Reporting:

- Business Travel
- Commuting
- Waste
- Water

Org. Type: Manufacturing

Bldg. Type: Light Manufacturing

Total Employees: 40

Sustainability Focus Areas:

- Equipment Efficiency
- Lighting
- Heating/Cooling
- Water



VeriForm's facility continues to reduce its environmental impact: Electrical usage amounts to just \$0.085 per square foot per month and the company won a 2011 Innovation Award, presented by Federal Minister of State and Technology Gary Goodyear.

VERIFORM INC.

VeriForm Inc. is a trusted metal fabricating company specializing in cut, formed and welded parts for mining, forestry, and machinery building industries. In the late 1990s their experience in metal cutting led them to develop their own brand of VeriCUT Crossflow™ Downdraft cutting table systems for oxy-acetylene, plasma and laser cutting metals. The company is also ISO 9001 certified and Canadian Welding Bureau (CWB) certified.

EMBRACING ENERGY-SAVING TECHNOLOGY

To reduce GHG emissions, VeriForm Inc. is continuing to take the following steps to improve energy efficiency within their office building:

- Installing programmable thermostats linked to a bay door timer system
- Replacing paper towels with hand dryers
- Replacing metal halide and fluorescent T12 bulbs and fixtures with fluorescent T5 bulbs and fixtures
- Reducing the quantity of lighting in office spaces
- Installing capacitors on equipment
- Encouraging employees to turn off power bars and electrical equipment at night.

These initiatives achieve cost savings in excess of \$100,000 annually.

ENERGY-EFFICIENT WATER SYSTEM

VeriForm Inc. has updated its water system to include a soft water system that uses no electricity, 80% less water, and more than 80% less salt. By also adding a filtration system, VeriForm staff no longer buy bottled water and there is a refilling station for plant foundations and a permanent hookup to office and lunchroom water fountains.

www.veriform.ca

GOLD PLEDGING PARTNER

Member Since 2009

Reduction Target: 100% in 10 years

Absolute Emissions in 2010:

485.95 t CO₂e

GHGs/empl.: 2.4 t CO₂e

GHGs/square foot: N/A

Base Year: Average of 2008/2009

Emissions in Base Year:

417.35 t CO₂e

Scope 3 Reporting:

- Business Travel
- Commuting
- Water

Org. Type: Consulting

Bldg. Type: Multiple Small Offices

Total Employees: 80

Green Team: Yes

GT Members: 8

GT Budget for 2010: \$30,000

GT Projects Completed: 7

Sustainability Focus Areas:

- Equipment Efficiency
- Lighting
- Heating/Cooling
- Commuting & Business Travel

XCG CONSULTANTS LTD.

For more than 20 years, XCG Consultants Ltd. has earned a reputation for excellence in environmental consulting services, helping their clients meet their goals with cost-effective solutions in a wide range of service disciplines. As they work to assist their clients in achieving business and sustainability goals, they also integrate sustainability into their own culture and everyday operations.

IMPROVING BUILDING DESIGN

To improve energy efficiency and tackle GHG emissions from its five facilities, last year XCG Consultants Ltd. undertook the following changes in building design:

- Installed LED lighting and motion sensors in their Oakville office
- Installed window film
- Encouraged shutting off appliances
- Emphasized the use of natural lighting in the Cincinnati office
- Reprogrammed the HVAC system in the Kitchener office.

CUTTING CARBON FROM TRAVEL

Since approximately 68% of XCG's carbon footprint is from commuting and business travel, the company has begun to evaluate, prioritize and implement methods to reduce travel, while also supporting telecommuting and teleconferencing. Drafts of telecommuting and teleconferencing policies have been prepared, software solutions are being evaluated, and commuting calendars are currently posted in each office to collect data.

PLANNING FOR THE FUTURE

To achieve their ultimate goal of carbon neutrality, XCG Consultants is planning to finance the capital installation of solar PV or wind systems at some of their facilities. The company is also in the midst of developing a sustainable procurement policy and is looking to expand their baseline to include solid waste.

www.xcg.com



BRONZE PLEDGING PARTNER

Member Since 2009

Intensity Reduction Target: 20% in 10 years (Emissions per Employee)

Absolute Emissions in 2010:
37.73 t CO₂e

GHGs/empl.: 3.3 t CO₂e

Base Year: 2009

Emissions in Base Year: 20.97 t CO₂e

GHGs/empl.: 2.1 t CO₂e

Scope 3 Reporting:

- Business Travel
- Commuting
- Waste
- Water

Org. Type: High Tech

Bldg. Type: Small Office

Total Employees: 11

Green Team: Yes

GT Members: 11

Sustainability Focus Areas:

- Commuting & Business Travel

ATHENA SOFTWARE

Athena Software is a dynamic and innovative company providing software solutions and consultation services to a diverse range of organizations in the human services sector including governments, social and community-based service organizations, mental and behavioural health providers, EAPs and more. Athena Software empowers organizations to achieve new levels of client service, accountability and effectiveness through the use of their world class client information/case management system, Penelope. Founded in 2001, Athena has grown to become a global provider of enterprise-level software with hundreds of clients across the globe.

MOVE TO ONLINE AND TELECOMMUTING

In 2010, Athena further increased the proportion of sales, implementation, training and support activities that are performed remotely through the use of online resources. The sales and support team now provides more than 99% of client services remotely.

In 2011, the company hopes to continue developing online resources and telecommuting to maintain and enhance their capabilities in providing training and support for clients across the globe. This will be critical for supporting a growing Australian client base without increasing their GHG emissions.

www.athenasoftware.net



BRONZE PLEDGING PARTNER

Member Since 2010

Reduction Target: 20% in 10 years

Absolute Emissions in 2010:

320.31 t CO₂e

GHGs/empl.: 1.56 t CO₂e

GHGs/ft²: 9.17 kg CO₂e

Base Year: 2010

Scope 3 Reporting:

- Business Travel
- Waste
- Water

Org. Type: Financial

Bldg. Type: Large Office

Total Employees: 130

Green Team: Yes

GT Members: 6

Sustainability Focus Areas:

- Commuting & Business Travel



A team of Deloitte employees spent their annual Impact Day planting trees at Pride Stables, a charity that offers horseback riding lessons to people with disabilities.

DELOITTE AND TOUCHE LLP

Deloitte Kitchener is an office of Deloitte & Touche LLP, one of Canada's leading professional services firm. The firm provides audit, tax, consulting and financial advisory services through more than 7,600 people in 57 Canadian offices. Clients range from individuals to small start-ups to large multi-national organizations. Participating in the Regional Carbon Initiative (RCI) has allowed Deloitte to build additional relationships in the community with other local organizations.

GETTING STARTED WITH VIDEOCONFERENCING

As 2010 was the "kick-off" year for Deloitte's membership in the RCI and their office's Green Team, they are still in the process of getting organized and gathering information with hopes of setting educational and GHG reduction targets in the near future. One of their first initiatives this year was the installation of videoconferencing, which allowed many people to save travel GHG emissions during the year. The firm also produces sustainability reports at both the national and global level, which are available on the company's website.

IMPACT DAY

Deloitte closes its office once a year so employees can participate in projects run by various organizations in Kitchener. While not directly related to sustainability, these projects do provide much-needed volunteer hours to help other organizations (many of which are not-for-profit) with their missions. For example, one group of Deloitte employees spent the day at the KidsAbility Centre for Child Development doing some much-needed yard work.

www.deloitte.ca

PLEDGING PARTNER

Member Since 2010

Reduction Target: 20% in 10 years

Base Year: 2009

Emissions in Base Year:

184.97 t CO₂e

GHGs/empl.: 1.3 t CO₂e

GHGs/ft²: 3.8 kg CO₂e

Org. Type: Consulting

Bldg. Type: Small Office

Total Employees: 115

Scope 3 Reporting:

- Business Travel
- Waste
- Water

Green Team: EcoCare

GT Members: 6

Sustainability Focus Areas:

- Equipment Efficiency
- Building Upgrades
- Lighting
- Commuting & Business Travel
- GHG Baseline Establishment



Earthwatch volunteers

ERNST & YOUNG LLP

Ernst & Young LLP is a global leader in assurance, tax, transaction and advisory services. Corporate responsibility is integral to their business strategy, values and day-to-day operations. The Waterloo Region office is exemplifying the firm's global mission of promoting education, entrepreneurship and environmental sustainability through its involvement with Sustainable Waterloo and the Regional Carbon Initiative (RCI).

RENOVATING FOR REDUCTIONS

In 2010 the Waterloo Region office consolidated their office space from 37,983 sq. ft. to 24,071 sq. ft. as a means of reducing both operating costs and GHG emissions. Changes were also made to improve the efficiency of office operations, including the addition of light motion sensors, new T8 lighting, as well as the implementation of a hotelling model for work space for professional staff.

SUSTAINABILITY AT A NATIONAL LEVEL

At a national level, Ernst & Young has introduced a premium on kilometre reimbursements for carpooling, invested in video conferencing equipment, and embraced digital holiday cards and other electronic paperless communications.

INSPIRATION FROM EARTHWATCH

In 2010 Ernst & Young sent employees to Costa Rica with Earthwatch Expeditions for the opportunity to learn about environmental sustainability through participation in field research and skills-based volunteering. During this trip, volunteers collected data on bees and pollination patterns and helped the leadership of Coope Tarrazu coffee farmers analyze different financial scenarios.

ECOCARE

The EcoCare committee of the Waterloo Region office is responsible for measuring the carbon footprint of the office, comparing it against RCI reduction targets, and communicating successes to staff and national leadership. In 2010, the Waterloo Region office was successful in completing its GHG baseline.

www.ey.com



**Mennonite
Central
Committee**

BRONZE PLEDGING PARTNER

Member Since 2009

Reduction Target: 20% in 10 years

Reductions to Date:

111.24 t CO₂e (7%)

Absolute Emissions in 2010:

1,514.83 t CO₂e

GHGs/empl.: 2.8 t CO₂e

GHGs/square foot: N/A

Base Year: 2007

Emissions in Base Year: 1,626.07 t

CO₂e

Scope 3 Reporting:

- Business Travel
- Water

Org. Type: Not-for-Profit

Bldg. Type: Mix of Small and Large
Offices

Total Employees: 377

Green Team: Yes

GT Members: 8

Sustainability Focus Areas:

- Building Upgrades
- Heating/Cooling
- Commuting & Business Travel



Ecoworks participants Betty Ann Stagg and Aaron Ens work together to clear leaves from a Langley Township walking path. Ecoworks, an MCC British Columbia Employment and Community Development program, trains workers in landscaping skills.

MENNONITE CENTRAL COMMITTEE

Mennonite Central Committee (MCC), a worldwide ministry of Anabaptist churches, shares God's love and compassion for all in the name of Christ by responding to basic human needs and working for peace and justice. MCC envisions communities worldwide in the right relationship with God, one another, and creation.

EXPANDING ITS BASELINE

MCC established a baseline for its nine main offices in 2007, and is now tracking GHG emissions for its smaller offices as well. For the purposes of comparison, 2010 reported emissions reductions include only those from the main offices.

CUTTING TRAVEL

Current initiatives resulting in GHG reductions include encouraging employees to commute by walking, biking or using public transit. Some offices have reduced their travel budgets by as much as 50%. For example, MCC's West Coast office has reduced business travel emissions from 39.55 tonnes in 2007 to 12.64 tonnes in 2010.

OTHER INITIATIVES

To reduce its environmental impact, MCC has made the following changes to its office building:

- Purchasing electricity through Bullfrog Power
- Improving building design through window replacements and HVAC upgrades.

FUTURE STRATEGIES

Future GHG reductions will come from further improvements to office facilities and strategies to reduce travel, such as videoconferencing. MCC Ontario is also planning to analyze and update their fleet vehicles and design their head office building to be low carbon/carbon neutral.

www.mcc.org



BRONZE PLEDGING PARTNER

Member Since 2009

Reduction Target: 20% in 10 years

Absolute Emissions in 2010:

1,733.95 t CO₂e

Machine Hours 2010: 84,886

Emissions/Machine Hour: 20.68 kg

GHGs/empl.: 23.1 t CO₂e

GHGs/ft²: 16.9 kg CO₂e

Base Year: 2009

Emissions in Base Year:

1,715.81 t CO₂e

Machine Hours in Base Year: 79,236

Emissions/Machine Hour:

21.64 kg CO₂e

Scope 3 Reporting:

- Business Travel
- Water

Org. Type: Manufacturing

Bldg. Type: Light Manufacturing

Total Employees: 75

Green Team: Yes

GT Members: 5

GT Projects Completed: 9

Sustainability Focus Areas:

- Equipment Efficiency
- Lighting
- Waste
- Commuting & Business Travel

PANO CAP CANADA LTD.

Pano Cap Canada, located in Kitchener, Ontario, has 43 years of experience in the manufacture of injection molded plastic caps and container closures. It supplies its products to the food and beverage, chemical-industrial, health supplement, pharmaceutical, nutraceutical, personal care and cosmetic industries.

DECREASING EMISSIONS PER MACHINE HOUR

This year, Pano Cap increased its production schedule from 24 hrs/5 days a week to 24hrs/7 days a week. This resulted in an increase of machine hours from 79,236 in 2009 to 84,886 in 2010 and an overall increase in carbon emissions. Emissions per machine hour, however, decreased by 5% over the past year.

EQUIPMENT UPGRADES

Pano Cap continues to make the following upgrades to its equipment as a means of improving energy efficiency:

- Replacing cathode-ray tube screens with flat screen computer monitors
- Replacing old conventional desktop PCs to Neoware devices
- Purchasing three electric molding machines to replace conventional hydraulic machines
- Ensuring 75% of the company's vehicles are hybrids
- Installing of T8 fluorescent lights.

These projects are also financially beneficial. For example, the installation of T8 lights is estimated to save \$17,000 annually, and the electric molding machines will produce additional energy cost savings.

WASTE DIVERSION

Pano Cap has started a waste-to-energy initiative in which it diverts waste from the landfill to energy production. The company also diverted 596 kg of e-waste from landfills through an employee collection program. By changing the packaging method of one customer, Pano Cap has saved them five shipments annually, greatly reducing another source of waste. In 2010, Pano Cap participated in Kitchener's 20-Minute Clean-up and collected 40 kg of garbage off the streets.

MOVING FORWARD

Future sustainability initiatives include pursuing the implementation of a 130 kWh solar energy system in 2011. Pano Cap will also continue to replace all hydraulic molding machines with electric molding machines and will implement a new VD Drive for the chiller system and a new Variable Frequency Drive (VFD) air compressor.

www.panocap.com

OBSERVING ORGANIZATION

Member Since 2009

Org. Type:

Co-operative Not-for-Profit

Bldg. Type: Residential

Total Employees: 1

Green Team: Yes

GT Members: 10 (Residents)

GT Projects Completed: 1

BRIGHTON YARDS HOUSING

Brighton Yards is a not-for-profit housing co-op. The organization's 10 member "Green Committee" has regular meetings and educates the co-op's members about their living spaces. In 2010 the Green Committee completed an initial round of energy audit trainings.

www.brightonyards.ca

OBSERVING ORGANIZATION

Member Since 2009

Org. Type: Municipal

Government

Bldg. Type: Mixed Building Type

Total Employees: 980

Green Team: Yes

GT Members: 6

GT Projects Completed: 10

Sustainability Focus Areas:

- Building Upgrades
- Lighting

THE CITY OF WATERLOO

The City of Waterloo is an incorporated local municipality, located in the Regional Municipality of Waterloo, with a population of 121,700. It is a modern, vigorous and internationally recognized community with all the amenities of a big city, surrounded by green farmland and small-town warmth. The City of Waterloo is in the midst of calculating its GHG footprint.



The new LEED Silver candidate Fire Station #4 located at 911 University Ave East.

ENERGY EFFICIENT FACILITIES

The City's new Fire Station #4 was designed and constructed to LEED Silver standards (currently awaiting certification). Energy efficient measures have been incorporated into renovations at the Waterloo Memorial Recreation Complex, Albert McCormick Community Centre and Moses Springer Community Centre. The lighting in City Hall has also been recently retrofitted, which will save approximately \$20,000 annually in energy costs.

ENVIRONMENTAL STRATEGY AND ENERGY MANAGEMENT PLAN

The City is anticipating further reductions in GHG emissions through the implementation of the City of Waterloo Environmental Strategy and Energy Management Plan. This living document is divided into five theme areas including energy, air and waste, planning and growth, water resources, greenspace, and environmental awareness/culture. In place is also an Environmental Strategy Implementation Committee, with representatives from across the organization. The City's involvement with the Regional Carbon Initiative ensures the City's GHG inventory and reduction goal remains a high priority for action.

www.city.waterloo.on.ca

OBSERVING ORGANIZATION

Member Since 2010

Org. Type: Insurance

Bldg. Type: Mix of Small and Large Offices

Total Employees: 2,400

Sustainability Focus Areas:

- Waste
- Lighting
- Sustainable Procurement

THE ECONOMICAL INSURANCE GROUP

The Economical Insurance Group is one of the largest property and casualty insurance companies in Canada. The Group's more than 2,000 employees are committed to providing quality home, automobile and commercial insurance products to more than one million policyholders across Canada. The head office is located in Waterloo, Ontario and an additional 19 branches and member companies across the country provide service to their independent broker partners and policyholders.

ENVIRONMENTALLY-FRIENDLY INITIATIVES

The Economical Insurance Group is currently undertaking the following initiatives to reduce their environmental impact:

- Introducing preferred parking for car poolers
- Purchasing chairs with 98% recycled material
- Ensuring environmentally-friendly practices is a criterion for vendor selection
- Recycling used toner cartridges back to the supplier
- Since 2008, endorsing the "Green Fifty" program to reduce the number of deliveries by office supply vendors
- Working with their food services provider to reduce the use of styrofoam and plastic
- Joining the Region of Waterloo's "Smart about Salt" program in the winter
- Installing light motion sensors in a number of meeting rooms
- Ensuring carpet cleaners use environmentally-friendly cleaning products.

PAPER REDUCTION

As Economical is very paper-based, paper reduction is an area that offers a great opportunity for GHG reductions. The following initiatives related to paper reduction are being undertaken:

- Setting printers to the double-sided print function
- Purchasing corporate envelopes manufactured from FSC-certified materials
- Printing marketing materials on recycled paper.

CORPORATE SOCIAL RESPONSIBILITY (CSR)

In 2010, Economical launched a CSR initiative with strong senior management support and the help of Deloitte. This CSR initiative will eventually result in the creation of a Green Team.

www.economicalinsurance.com



OBSERVING ORGANIZATION

Member Since 2010

Org. Type: Insurance

Bldg. Type: Large Office

Total Employees: 65

Sustainability Focus Areas:

- Building Upgrades
- Waste
- Sustainable Procurement

FARM MUTUAL REINSURANCE PLAN INC.

Created in 1959, Farm Mutual Reinsurance Plan Inc. is a 100% Canadian-owned mutual reinsurance company that provides a competitive edge to their members by providing unparalleled underwriting capacity and financial stability. Headquartered in Cambridge, Ontario, FMRP accesses international reinsurance markets to serve their 58 Mutual Insurance Company members across Canada.

MOVE TO A LEED OFFICE

In 2009, FMRP moved its organization into a LEED certified building and is aiming to achieve LEED Gold certification with tremendous support from its employees. The company is also endeavouring to purchase low-impact office supplies when available and has established a recycling centre that also includes composting. The company is also looking to re-establish its Green Team, which was operating before their relocation.

www.fmrp.com

OBSERVING ORGANIZATION

Member Since 2010

Absolute Emissions in 2010:
448.17

GHGs/empl.: 15.9 t CO₂e

GHGs/ft²: 5.98 kg CO₂e

Base Year: 2010

Org. Type: Insurance

Bldg. Type: Large Office

Total Employees: 240

Sustainability Focus Areas:

- Equipment Efficiency
- Lighting
- Heating/Cooling
- Commuting & Business Travel

Gore Mutual Insurance

Gore Mutual has been proudly serving Canadians since 1839. The company provides both personal and commercial insurance through their offices in Cambridge, Ontario and Vancouver, British Columbia. Gore Mutual has been voted the #1 insurance company by the Independent Brokers Association of Ontario for two consecutive years.

REPLACING OUTDATED EQUIPMENT

Gore Mutual has recently replaced all of its old boilers and chillers from one part of their facility, saving an average of 15% on their utilities. They are now working to supply their entire facility from one power plant, which will enable them to remove equipment 55 years and older. The company has also:

- Changed most lighting to T8 fixtures with dimming ballasts
- Installed occupancy sensors
- Raised/lowered the set-point temperatures for heating and cooling
- Elected to use only 4-cylinder vehicles for 90% of its fleet.

INITIATIVES TO ACHIEVE TARGETS

While Gore Mutual's reduction target remains to be set, the HVAC and occupancy sensor projects will help them to reach their future goals. The company is also ensuring the building envelope is tight through the use of proper insulation and by installing a heat recovery system as part of the ventilation system. A move to even more efficient fleet vehicles is also being considered.

www.goremutual.ca

OBSERVING ORGANIZATION

Member Since 2010

Org. Type: Financial

Bldg. Type: Mix of Small and Large Offices

Total Employees: 141

Mennonite Savings and Credit Union



MSCU Headquarters in Kitchener.

Mennonite Savings and Credit Union (MSCU) is a Mennonite financial cooperative serving communities of faith across Ontario. They provide every day banking services to more than 17,400 members with the "barn-raising" mutual aid traditions of the Waterloo County Mennonite community. From their modest beginnings, MSCU has nine full-service branches and five sub-locations offering a complete range of banking, investment and loan products.

PROMOTING GREEN ENERGY

MSCU has launched Creation Care Loans with a 0.5% interest rate discount for solar, geothermal, and other eco-energy upgrades. The company has also promoted solar energy across the province with Mennonite Central Committee's "Mennonite Initiative for Solar Energy (MISE)."

www.mscu.com



OBSERVING ORGANIZATION

Member Since 2009

Base Year: 2006

Org. Type: High Tech

*Bldg. Type: Light
Manufacturing*

Total Employees: 85

Sustainability Focus Areas:

- Building Upgrades

NORTHERN DIGITAL INC.

Northern Digital Inc. is an organization that is devoted to the research and development of solutions in the fields of medicine, industry and life sciences. Headquartered in Waterloo, Ontario, NDI provides services to a global customer base. Northern Digital strives to be a leader of quality products and services with its certification in the ISO 9001 standard for quality management. As the organization pushes the limits of innovation, it aims to enable the people of this world to achieve exceptional solutions and results in their fields of expertise.

REDUCING SPACE

In 2010, NDI reduced its space requirements from 46,000 sq. ft. to 30,000 sq. ft. by reorganizing manufacturing and making better use of space.

www.ndigital.com



OBSERVING ORGANIZATION

Member Since 2010

Org. Type: Insurance

Bldg. Type: Large Office

Total Employees: 320

Green Team: Yes

GT Members: 11

GT Budget for 2010: \$5,000

Sustainability Focus Areas:

- Equipment Efficiency
- Lighting
- Water
- Waste

ONTARIO TEACHERS INSURANCE PLAN

OTIP is a not-for-profit organization directed by a Board of Trustees. As a not-for-profit trust, OTIP serves education employees and their families, tailoring insurance products and services to meet specific needs. OTIP is the leading provider of insurance products, serving more Ontario education employees than any other provider.

LIGHTING UPGRADES

OTIP has signed an agreement to upgrade existing parking lot lighting to an energy efficient system. This change will result in expected GHG emissions reductions of 10 tonnes.

REDUCING WATER USE

In 2010, reductions in lawn watering resulted in a savings of 216,000 gallons of water over the organization's 30-week watering period.

OTHER SUSTAINABILITY INITIATIVES

To further reduce its environmental impact, OTIP has undertaken the following sustainability initiatives:

- Participating in the National Commuter Challenge and placing first across Waterloo Region in its size category (101-500 employees)
- Establishing an ongoing recycling program for e-waste, paper, batteries and fluorescent light tubes
- A waste audit confirmed 72% of waste is now being diverted from the landfill, compared to 54% in 2006
- Participating in the Region of Waterloo's Smart about Salt Program.

www.otip.com

QUARRY

OBSERVING ORGANIZATION

Member Since 2009

Base Year: 2011

Org. Type: Communications

Bldg. Type: Large Office

Total Employees: 100

Green Team: Yes

GT Members: 8-10

GT Projects Completed: 2

Sustainability Focus Areas:

- Lighting
- Heating/Cooling
- Sustainable Procurement

QUARRY INTEGRATED COMMUNICATIONS



Quarry crew participating in the St. Jacobs river clean-up, Earth Day 2010.

Quarry is a marketing communications organization that helps clients convert branding into buying for highly engineered products and services. Quarry helps design the brand to fit the customer and create interactions with the brand that are motivating and comfortable—accelerating the buying journey.

IMPROVING OFFICE SPACE

In 2010 Quarry moved into a new facility and is planning to accumulate data for their base year in July 2011. When moving into their new office building, Quarry made the following improvements to the space:

- Recycled front door from elsewhere in the building
- Reused almost 30 large interior lighting fixtures from the original building
- Used energy-efficient LED lighting in meetings rooms and signage
- Used low VOC paint
- Installed a modern, efficient AC system
- Used environmentally low-impact soaps in kitchen and washrooms.

SUSTAINABLE SEATING

Toronto-based Gus* Design Group Inc. was selected to design Quarry's new upholstered seating. Gus* manufactures upholstered seating with 100% FSC-certified wood products in support of responsible forest management.

www.quarry.com



OBSERVING ORGANIZATION

Member Since 2010

Base Year: 2011

Org. Type: Construction

Bldg. Type: Mixed Building Type

Total Employees: 4.5

QUIET NATURE



Quiet Nature (formerly Naturally Maintained), located in Ayr, Ontario, is an award-winning landscape design and construction firm focused on the creation of sustainable landscapes, ecological restoration projects, water features, natural stonework, and walkways and patios. The firm also operates a small native plant nursery which provides many of the grasses, perennials, and shrubs required for their landscaping projects.

GREENING OPERATIONS

Quiet Nature promotes native-plant landscapes as an alternative to lawns for their residential clients. In the future, they are looking to provide zero emission gardening and lawn care services, and to undertake efficient logistics planning when completing landscape installation projects.

Quiet Nature will be establishing their baseline in January 2011 and will be reducing their emissions in the following ways:

- Carbon offset plantings within the local area
- Exploration of bio-fuel use in machinery
- Adoption of battery powered and alternative fuel equipment.

www.naturallymaintained.com



Region of Waterloo

OBSERVING ORGANIZATION

Member Since 2010

Base Year: 2009

Org. Type: Regional Government

Bldg. Type: Mixed Building Type

Total Employees: 3,100

Green Team: Yes

GT Members: 12

Sustainability Focus Areas:

- Building Upgrades
- Lighting
- Heating/Cooling
- Waste
- Commuting & Business Travel

REGION OF WATERLOO

The Region of Waterloo is a Regional Municipality providing a wide variety of community programs and services such as water and wastewater treatment, garbage and recycling collection, police and ambulance, public health and social services, local transit, affordable housing and seniors facilities, museums, road construction, traffic lighting, and community and transportation planning.

LEED BUILDINGS

The Region has a policy to follow LEED guidelines for construction of new Regional Facilities over 500m², and is looking to complete five new LEED buildings over the course of 2010-2011. Two existing LEED buildings had energy performance evaluations this year with up to 65% energy savings noted.

REDUCING CARBON FROM TRANSPORTATION

The Region has also undertaken the following initiatives to reduce carbon emissions from transportation in their operations and the community:

- Use of hybrid vehicles
- Right-sizing of vehicles at the procurement stage
- Ongoing transit expansion to improve service
- Retrofitting traffic signal lights (which have resulted in savings of approximately 1,200 tonnes of GHGs and \$500,000 per year).

GREEN BINS

The introduction of the Green Bin program by the Region has been successful in reducing the amount of community waste going to the landfill. The Green Bin diverts organic materials which contribute to the production of methane in landfills, a potent greenhouse gas.

www.region.waterloo.on.ca



OBSERVING ORGANIZATION

Member Since 2010

Base Year: 2011

Org. Type: Social Services

Bldg. Type: Small Office

Total Employees: 15

Green Team: Yes

GT Members: 2

GT Projects Completed: 3

Sustainability Focus Areas:

- Equipment Efficiency
- Waste

UNITED WAY OF KITCHENER-WATERLOO AND AREA

As the largest funder of social service programs outside of government, United Way is best known for their partnership with workplaces and annual workplace campaigns. United Way is a catalyst for local social change, targeting the source of challenges to fix problems at the root. Through their proactive business model, United Way works strategically to address the community's needs on a long-term basis.

REDUCING ENERGY USE

United Way of Kitchener-Waterloo and Area has undertaken the following initiatives to reduce their energy use:



- Making efforts to turn off computers and monitors
- Buying Canadian-made copier paper to reduce delivery distance
- Moving to electronic delivery methods
- Encouraging double-sided printing and printing fewer publications and marketing materials to decrease paper use and costs.

PAPER RECYCLING WITH THE KITCHENER-WATERLOO HUMANE SOCIETY

Staff at United Way of Kitchener-Waterloo and Area have been motivated to recycle through their project of shredding paper in-house and providing it to the Kitchener-Waterloo Humane Society for animal bedding.

www.uwaykw.org

OBSERVING ORGANIZATION

Member since 2010

Absolute Emissions in 2010:

63.24 t CO₂e

GHGs/empl.: 7.905 t CO₂e

GHGs/ft²: 15.81 kg CO₂e

Base Year: 2010

Scope 3 Reporting:

- Business Travel
- Commuting
- Waste

Org. Type: Energy

Bldg. Type: Small Office

Total Employees: 8

Green Team: Yes

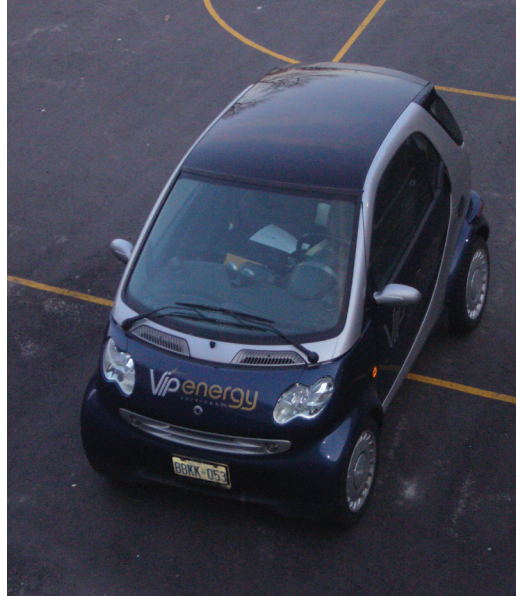
GT Members: 2

Sustainability Focus Areas:

- GHG Baseline Establishment

VIP ENERGY SERVICES INC.

VIP Energy Services Inc. is a full-service energy consulting company offering unbiased and professional assistance on audits, web-based bill and metered reporting, procurement, energy and resource awareness, project design and customized management. Their turnkey approach looks at all utilities to help their customers manage and cut costs.



A car from VIP Energy's fleet of fuel-efficient vehicles.

OFF TO A GOOD START

Recently establishing its baseline in January 2010, VIP Energy Services Inc. is still in the process of reviewing its baseline data with the aim to set an achievable carbon reduction target. Areas of their organization offering the greatest opportunity for GHG emission reductions include fleet vehicles, building automation and business travel.

www.vipenergy.ca



Wilfrid Laurier University

WILFRID LAURIER UNIVERSITY

Founded in 1911, Wilfrid Laurier is a premier university and is renowned for attracting students who want to succeed.

AN ENVIRONMENTALLY-CONSCIOUS CAMPUS

In January 2010, the university saw the creation of its first ever Sustainability Office, dedicated to improving the university's environmental impact on all three of its campuses. This past year, initiatives in which the Office participated include:

- Introducing a new composting program and centralized recycling program in two residences
- Co-hosting a World Water Day event
- Participating in a task force that is exploring the ban of plastic water bottle sales on campus
- Working to achieve LEED Silver certification at the Laurier Brantford Research and Academic Centre
- Hosting a Dean's forum to discuss the integration of sustainability into the curriculum
- Partnering with Laurier's Community Service Learning Centre to involve students in community sustainability projects
- Conducting a STARS evaluation to form a baseline for sustainability practices and identify areas for improvement
- Replacing bottled water coolers with Point-of-Use or Bottle-Free water coolers
- Creating an Energy Management plan that identifies opportunities for reductions in energy and consumption costs
- Installing 20 new post and ring bike racks for the Waterloo campus and five for the Brantford Campus
- Producing a monthly newsletter called EcoReads.

www.wlu.ca

OBSERVING ORGANIZATION

Member Since 2010

Org. Type: Educational

Bldg. Type: Mixed Building Type

Total Employees: 1,339

Green Team: Sustainable Campuses Committee

Members: 15

Sustainability Focus Areas:

- Building Upgrades
- Waste
- Water
- GHG Baseline Establishment

REGIONAL CARBON INITIATIVE SUSTAINABILITY AWARDS



This year Sustainable Waterloo introduced its Regional Carbon Initiative (RCI) Sustainability Awards. These five awards were presented to RCI members who made significant achievements in the past year. The five categories awarded include:

ROOKIE OF THE YEAR

This award recognizes the most active and ambitious new member of the Regional Carbon Initiative in 2010. The criteria for the RCI Rookie of the Year included making a public commitment to reduce GHG emissions, attending Sustainable Waterloo events, and participating in MemberLink discussions.

- Winner: *Ernst & Young*

GREATEST GHG REDUCTION

This award recognizes the member of the Regional Carbon Initiative that has reduced the most GHG emissions in a one year period (based on percentage).

- Winner: To be awarded in 2011

MOST ACTIVE MEMBER

This award recognizes the most active member of the Regional Carbon Initiative in 2010. The criteria for the Most Active Member included attending the most events in the 2010 event season, making efforts to reduce their commuting impact to the events, and participating in MemberLink discussions.

- Winner: *The Region of Waterloo*

MOST ACTIVE GREEN TEAM

This award recognizes the member of the Regional Carbon Initiative with the most active and effective Green Team. The criteria for the Most Active Green Team included successfully completing measurable sustainability projects, engaging their colleagues, and establishing support from their organization.

- Winner: *Enermodal Engineering*

HONOURABLE MENTION

This award recognizes members of the Regional Carbon Initiative that have made a unique effort to improve the sustainability of Waterloo Region. Winners are selected based on entries of the 2010 Member Survey.

- Winner: *Mennonite Central Committee*

In 2010 MCC showed tremendous dedication to understanding their GHG footprint by completing both their 2007 and 2010 inventory. Their footprint crossed 10 jurisdictional areas each with their own activity data and measurements. In this time MCC reduced their GHG emissions by 111.24 tonnes - 7% of their total emissions and more than a third of the way to reaching their carbon reduction target of 20% by 2017.

- Winner: *VeriForm Inc.*

Since establishing its baseline in 2006, VeriForm Inc. has reduced its GHG emissions by 43% with innovative approaches to reducing their heating and lighting consumption (among various other projects). VeriForm is well on its way to achieving its target of 100% reduction in 10 years.

*Congratulations to the
2010 RCI Sustainability
Award winners!*

2010 IN REVIEW



GREENING THE GAMES WE LOVE

Canadians love their hockey and can be seen all across the country lacing up their skates and hitting the ice. Indoor rinks and other sports facilities, however, are large consumers of both water and energy. Recognizing the environmental impacts of these buildings, Canadians are beginning to see the development of eco-friendly arenas and community centres. The City of Kitchener has received an award from Natural Resources Canada for “best practices in energy management,” along with awards in energy efficiency for the Stanley Park and Chandler Mowat community centres. The city’s Activa Sportplex facility has also achieved LEED Gold certification.

www.kitchener.ca

2010 was The Regional Carbon Initiative’s first full operating year and Sustainable Waterloo’s second. And while there weren’t as many firsts, this year certainly had “more” than last year: More members, more press, more projects, more GHG reduction commitments, and more events. Here are some highlights.

HIGHLIGHTS

REGIONAL CARBON INITIATIVE MEMBERSHIP

- Membership almost tripled, from 10 members in 2009 to 29 members in 2010
- As this document celebrates, our members have reduced 65 tonnes and have committed to total GHG emissions reductions of 1,676.95 tonnes.

COMMUNITY PRESENCE

- Sustainable Waterloo partnered with Exchange Magazine for their June 2010 issue on Sustainable Business: Motivations for Action
- Sustainable Waterloo and our members hit the airwaves with three minute-long radio spots on 96.7 CHYM FM and KIX 106.7, courtesy of Rogers Kitchener Radio Group, to promote the RCI and our members’ actions towards sustainability
- The Sustainable Waterloo team blog was launched to add to the local dialogue on business sustainability and to share personal commentary on the culture, successes and challenges faced by Sustainable Waterloo
- MemberLink, an online community for RCI members, was launched to provide a central collaborative space for members to share ideas and resources relating to environmental sustainability
- Waterloo residents submitted unique photos of Waterloo Region during Sustainable Waterloo’s first annual photo contest. Our 2009 Report showcased these inspiring photos of our community.

LEADERSHIP

- Sustainable Waterloo inspired the formation of similar organizations in two other communities in Ontario: the Niagara Sustainability Initiative, and Sustainable Hamilton
- For the second year in a row, Sustainable Waterloo achieved 100% participation and tied for first place in our category for the Commuter Challenge in Waterloo Region.

ORGANIZATIONAL GROWTH

- Helena Kwiecinski joined the team as our full-time Events Manager
- Our Board of Directors and volunteer team established the first strategic direction for Sustainable Waterloo since the organization’s original business plan, with a focus on three strategic approaches to achieve our mission: Facilitate collaborative dialogue, measure action and celebrate impact
- Sustainable Waterloo developed additional resources in areas requested by the RCI membership. Our new “Directory of Sustainability Initiatives” shares insights on members’ successful sustainability projects, and our “Green Team Guide” helps members form and maintain an effective Green Team
- We were pleased to work with 52 phenomenal volunteers throughout the course of the year.



KEY CONTRIBUTORS

SUSTAINABLE WATERLOO VOLUNTEERS

Victoria Alleyne, Human Resources Support
Scott Arnald, GHG Services Project Coordinator
Sue Baker-Proud, Fundraising Researcher
Deb Bald, Marketing Manager
Claire Bennett, Long-Term Office Strategy Researcher
Lois Bowman, Project Management Advisor
Sean Campbell, Web & IT Manager
Patrick Carr, Ambassador Program Manager
Jenn Carreiro, PR Coordinator and Social Media Manager
Lisa Chapman, Events Advisor
Nicholas Cloet, Living Documents Coordinator
Megan Costelec-Saunders, Web Coordinator
Guillaume Courillard, GHG Services Researcher
Eric Davis, Legal Advisor
Miles DePaul, Business Development Advisor
Nathan Douglas, Web & IT Manager
Kwab Fordjour, IT Developer
Ben Garcia, Research Coordinator
Catharine Gerhard, Business Development Manager
Erin Gratton, HR Generalist
Janet Grondin, Marketing Manager
Quinn Hanam, Web and IT Coordinator
Pam Hartman, HR Manager

Jennifer Henry, General Volunteer
Caitlin Howlett, Ambassador Program Manager
Joanna la Fleur, PR Manager
Julie Le Pham, Graphic Designer
Brendan Lowther, Audio Visual Coordinator
Ryan Magee, Controller
Eric Mallia, 2010 Report Support
Gary Marsh, Business Support Manager
Amanda Martin, Outreach Coordinator
Ashley McDonald, Living Documents Coordinator
Mark McLean, Marketing Resources Coordinator
Kelly McMath, PR Manager
Thomas Merry, Research Coordinator
Jody Miller, Web and IT Manager
Jen Owens, GHG Services Researcher
Pauline Richards, Administrative Coordinator
Meaghan Robinson, Marketing Resources Coordinator
Jody Ruttan, IT Accounts and Systems Coordinator
Philip Sahula, Finance and Payroll Coordinator
Daniel Shaw, Web and IT Manager
Gagan Singh Anand, Web and IT Coordinator
Aaron Stauch, Sponsorship Coordinator
Henry Sum, Finance Coordinator

Daya Underwood, Graphic Designer
Jessie VanRoboys, GHG Services Directory Coordinator
Rebecca Vollmer, Finance Manager
Dhara Vora, Web and IT Coordinator
Nic Wright, Business Development Researcher
Kris Yungblut, Budget Lead

CO-OPS

Gary Marsh, Winter 2010
Corey Wells, Winter 2010
Miles DePaul, Summer 2010
Tasha Barzso, Summer 2010
Andrew Adams, Fall 2010
Andrew Palmer, Fall 2010
Lucy Ho, Fall 2010

STAFF

Lisa Chapman, Events Manager (Jan-Aug.)
Matthew Day, GHG Services Manager
Mike Morrice, Executive Director
Helena Kwiecinski, Events Manager (Aug.-Present)

WLU MBA NOT-FOR-PROFIT PRACTICUM INTERNS

Michael Hope, Governance Research
Mark Sullivan, Water Initiative Research
Paco Carillo, Compensation Research

BOARD OF DIRECTORS

Dr. Barry Colbert, (Chair), Director, CMA Centre for Business and Sustainability, Wilfrid Laurier University

Dale Brubacher-Cressman, P.Eng, President, Vigor Clean Tech Inc.

Chris DePaul, Co-founder, Sustainable Waterloo

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Theresa Sauren, Co-Founder and Executive Director, The Reduce the Juice Project

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Dr. Steven B Young, Interim Director, School of Environment, Enterprise and Development (SEED), University of Waterloo

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ADDITIONAL SUPPORT

Research In Motion

2010 REPORT SUPPORT

The Kitchener and Waterloo Community Foundation - The Alice (Braley) Judges - Walter Judges Fund

WATERLOO REGION COMMUTER CHALLENGE 2010

Waterloo Region placed first in Ontario and second in its population size category for the 2010 Commuter Challenge. 1,440 people signed up for the Challenge, and by walking, biking, taking public transit or carpooling, managed to save 94,910 kilometres travelled and 27,157 kilograms of greenhouse gases.

www.region.waterloo.on.ca

EVENTS

Our events create a foundation that fosters a community built on action. We host nine core events that include four educational forums, four technical workshops, and our annual Evening of Recognition that celebrates the achievements of our members. *In addition, we continue to build relationships with other community leaders to co-host valuable events centred around sustainable business practices. We have enjoyed event partnerships with Communitech, the Greater Kitchener-Waterloo Chamber of Commerce, our local distribution companies, and reThink Waterloo.* 2010 also saw the launch of MemberLink, our new online community, which allows members to continue the dialogue started at events. Members can post questions and comments to each other and to our event speakers on the MemberLink Forum. Below is a list of all the speakers and sponsors that made our 2010 event season successful:

EDUCATIONAL FORUM: THE IMPLICATIONS OF COPENHAGEN

Dr. Radoslav Dimitrov, Associate Professor of Political Science, University of Western Ontario

Laura Zizzo, Environmental Advisor & Principle, Zizzo Allan Climate Law

Sarah English, Sustainability Coordinator, Wilfrid Laurier University

TECHNICAL WORKSHOP: ENERGY AUDITS

Scott Martin, President, Efficiency Engineering Inc.

EVENING OF RECOGNITION

Lisa Chapman, Sustainable Waterloo

Mike Morrice, Sustainable Waterloo

Stephen Carpenter, Enermodal Engineering

Mayor Brenda Halloran, City of Waterloo

Anna Marie Cipriani, City of Waterloo

Jennifer Smith Grubb, Sustainable Silicon Valley

Bruce Klawter, Applied Materials

EDUCATIONAL FORUM: FEED-IN TARIFFS (FIT)

Sarah Simmons, Business Analyst, Feed-in Tariff Program, Ontario Power Authority

Erik Veneman, Manager of Distribution Engineering, Waterloo North Hydro Inc.

Terry Boutilier, Senior Business Development Officer and Brownfield Coordinator, City of Kitchener

TECHNICAL WORKSHOP: FINANCIAL INCENTIVE PROGRAMS

Steve Mooney, Commercial Segment Manager, Ontario Power Authority (OPA)

Melanie Nunez, Business Analyst, Conservation Division, Ontario Power Authority

John Thomson, Supervisor of Key Accounts and Data Acquisition, Kitchener-Wilmot Hydro

Sarah Colvin, Conservation Consultant, Waterloo North Hydro and Cambridge and North Dumfries Hydro

EDUCATIONAL FORUM: GREEN TEAMS

Joe Solly, Senior Manager, Enterprise Risk, Sustainability & Climate Change, Deloitte

Adrienne Lo, Manager, Corporate Engagement, WWF-Canada

Matthew Day, GHG Services Manager, Sustainable Waterloo

TECHNICAL WORKSHOP: IMPROVING OFFICE BUILDING SUSTAINABILITY

Chris Black, MArch Candidate, University of Waterloo

Elena Wiersma, Architect, The Walter Fedy Partnership

Kevin Henry, P. Engineer, The Walter Fedy Partnership

Ian Miller, P. Engineer, Read Jones Christoffersen Ltd.

Bill Gladu, . Engineer and Principal, Read Jones Christoffersen Ltd.

EDUCATIONAL FORUM: LEADERS IN SUSTAINABILITY

Nadine Gudz, Director, Sustainable Strategy, InterfaceFLOR Canada

Jim Sinclair, Operations Manager, Pano Cap Canada

TECHNICAL WORKSHOP: OVERCOMING CHALLENGES IN GHG INVENTORIES

Gordon Reusing, Vice President, Conestoga Rovers & Associates

Julie Matthews, Director, Carbon Advisory Services, e3 Solutions Inc.

Antoni Paleshi, Project Manager, Building Energy, Enermodal Engineering Ltd.



MEMBER EVENT ADVISORY COMMITTEE

Shane Paleshi, Quarry Integrated Communications

Antoni Paleshi, Enermodal Engineering Ltd.

Cathy Snyder, United Way of Kitchener-Waterloo and Area

Jeff Buchhaupt, Gore Mutual Insurance Company

Sarah English, Wilfrid Laurier University

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University of Waterloo's School of Environment Enterprise and Development (SEED)

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2011 EVENING OF RECOGNITION MEDIA SPONSORS

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Rogers TV

Waterloo Chronicle

Waterloo Region Record

SAVING ENERGY ONE COMPUTER AT A TIME

The Climate Savers Computing Initiative, an international coalition headed by CSC, Dell, Google, HP, Intel, Microsoft, and the World Wildlife Foundation, encourages the adoption of computer power management, new efficiency standards for computing technologies and the development of higher-efficiency computing equipment. In July 2010, a benchmark study conducted by Natural Logic concluded that since its formation in 2007, the Climate Savers Computing Initiative has contributed to the reduction of CO₂ emissions associated with IT equipment by more than 32 million tonnes worldwide. This amount is equivalent to removing nine coal fired power plants, or more than \$2 billion in annual energy savings.

www.climatesaverscomputing.org

CELEBRATING A LOCAL SUSTAINABILITY COMMUNITY BUILT ON ACTION



"In order to create systemic change, communities need to work collaboratively and think beyond the organizational level. We need a place to foster greater connectivity and creativity, enabling community organizations and groups to test ideas with new and unconventional partners that support fundamental change and courageous experimentation. If we intentionally work together, we will create safe spaces to learn, risk, and experiment that will create fundamental shifts in how we collectively respond to community issues."

*~ Tracey Robertson
Program Manager,
Ontario Trillium Foundation*

Environmental action is the currency of the low-carbon economy. It is the "boots on the ground" that builds community and a sustainable future. Environmental action is also how we at Sustainable Waterloo assess our impact and the reason why we are fortunate to be part of a community with so many engaged environmental leaders who are reporting inspiring results. Here are a few examples:

- Our local utilities - **Cambridge and North Dumfries Hydro, Kitchener-Wilmot Hydro and Waterloo North Hydro** - have worked with the local business community to achieve 4.5MW of demand reduction in 2010
- In 2010, **REEP Green Solutions** conducted 3,278 home energy audits. Participants reduced an estimated 6,350 tonnes of greenhouse gas emissions through their home energy retrofits and will now save more than \$1.5 million in energy costs each year
- In the summer of 2010, the **Reduce the Juice** team received 550 pledges from members in Waterloo Region who have committed to reduce their carbon footprint by a collective total of 3,342 tonnes
- The average CarShare member reduces their driving by 50% once they join a CarShare organization. In 2010, approximately 150 people decided to make the switch to **Grand River Car Share**, a growth rate of 40%
- It is estimated that the 550 people using **CREW's** Power Saver Network to conserve energy have saved 1,100 tonnes of greenhouse gas emissions
- **My Sustainable Canada** is working with the Ontario health care sector to incorporate local food into the more than 115 million meals they serve to patients every year
- **The Sustainability Technology Education Project (STEP)** installed a 1.95kW solar photovoltaic (PV) system on the University of Waterloo's Federation Hall in 2004, which has since fed approximately 16.849 MWh of electrical energy to the grid. This amount of electricity equals 11.34 tonnes of GHG emissions saved.

Together, these figures not only show a palpable community-wide appetite for environmental action, but they also draw the sustainability community together by creating a portfolio of successes. A University of Waterloo undergraduate thesis completed in 2010¹ found groups like these are collaborating in ways ranging from the sharing of information and resources to promoting the profiles of fellow organizations at public events. These links are creating a broad structure of support for building sustainability in Waterloo Region.

In fact, our environmental leadership structure is becoming so effective at aligning goals and values that active partnerships are emerging. The Waterloo Region Climate Collaborative is one fitting example. This proposed partnership among the Region of Waterloo, REEP Green Solutions, and Sustainable Waterloo will lead to the establishment of a community-wide GHG inventory



and reduction plan across Waterloo Region. Though still in the early stages of development, this project has great potential to unite local municipalities, businesses, institutions, and local residents in collectively reducing our community's carbon footprint.

Sustainable Waterloo has also been fortunate to partner with the Region's two universities on three productive projects. The University of Waterloo's fourth year Environment and Business class provided three working groups to research and develop supporting resources for the Regional Carbon Initiative. At Wilfrid Laurier University, Sustainable Waterloo was excited to be one of four community organizations to work with a new third year Environment, Psychology and Action course to establish an integrated community service and learning component. And finally, Sustainable Waterloo was honoured to contribute its opinion in 2010, along with 40 other national leaders, to the Advisory Committee for the Climate Change Adaptation Project: Canada. This collaboration, co-led by Intact and the University of Waterloo's School of Environment, Enterprise and Development, is in the midst of identifying key areas and courses of action that must be engaged within Canada to limit current and future impacts to industry and disciplines that would otherwise result due to climate change.

Sustainable Waterloo is proud to be working alongside such a strong group of environmental leaders to help foster a community built on action across Waterloo Region. Our community is well supplied with action-based projects that collectively add to our growing knowledge and appetite for sustainable change. And with these strengthening collective values, we're experiencing the potential for an upward spiral of even more integrated and exciting partnership opportunities.

¹ Gunst, Julia. (2010). The Network of Collaboration between Groups and Organizations Working towards Climate Change Mitigation in the Waterloo Community: Executive Summary for Participants. Faculty of Environment, University of Waterloo.

THE NIAGARA SUSTAINABILITY INITIATIVE

The Niagara Sustainability Initiative (NSI) is a new not-for-profit organization with a mandate to connect government, industry, community and academia to improve environmental and economic performance in the Niagara Region. Modelled after Sustainable Waterloo, NSI will form partnerships with local businesses, track carbon emissions with specialized software, provide learning opportunities for achieving reductions, and issue annual reports to celebrate businesses' reductions and successes. The organization is currently focused on the Carbon Project, a program where members voluntarily commit to managing and reducing their organization's carbon emissions.

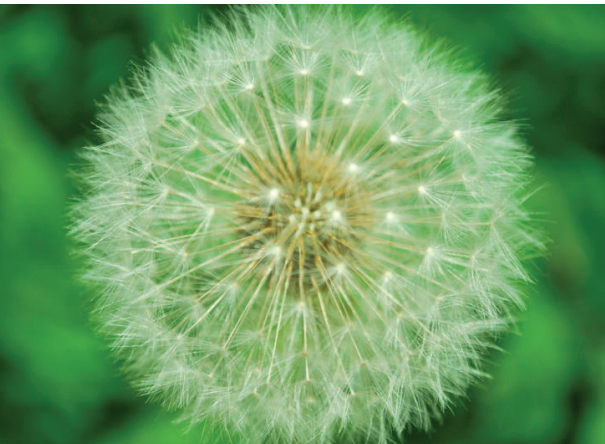
www.niagarasustainability.org

COLLABORATIVE LEADERSHIP

By: Rosemary Smith
CEO, The Kitchener and
Waterloo Community
Foundation



*...each of these creations
was fueled by creative
and innovative thinking
and community-wide
collaboration.*



In Waterloo Region, we share a desire to build the best community in which to work, live, play and raise our families. We also share a tradition of commitment to standing shoulder-to-shoulder in working collaboratively and using every available skill from each citizen to turn our visions into realities.

Whether it was the establishment of the University of Waterloo, the rise of the manufacturing sector, the development of the Waterloo Region Airport, the blossoming of the high tech sector or the development of Capacity Waterloo Region, each of these creations was fueled by creative and innovative thinking and community-wide collaboration.

We are a multi-sectoral community. We benefit from the talents of academia, business, government and non-profits as we consider the many options which lie ahead for Waterloo Region. We also benefit from collective wisdom and determined leadership. These are the fundamental qualities which we have come to represent and are delivered within Waterloo Region in a manner we have come to refer to as “collaborative leadership”.

Some of the most important learning I have done in my current role is understanding that success is not possible if all constituents involved in a problem do not work together to find a solution. People support what they create so their voice is incredibly important on the journey to a solution.

Collaborative leadership is a fine balance of education, citizen engagement, advocacy, setting a community table where every voice is heard, building a community action plan with inclusive multi-sectoral input, and inspiring the necessary action to be taken which leads to success. This collaborative leadership has been delivered in exemplary fashion in the important work of Sustainable Waterloo and their results continue to amaze and grow, primarily because of their success in delivering on this type of leadership. This organization is inviting and welcoming. In one year, they have almost tripled their membership. Sustainable Waterloo continues to find ways to encourage and engage all of us to learn about the importance of reducing our greenhouse gas emissions and has helped us post exciting results in this reduction.

As a citizen of this wonderful community, I recognize that we are a growing and flourishing community. I recognize, too, from the work of Waterloo Region’s Vital Signs, how inextricably linked are the 11 areas identified in the report as being necessary for a healthy community. One of those areas is that of the environment. What will we leave our future generations if we don’t consider the environmental health of our community? Who will choose to live or work or play in a community that does not possess the talent and commitment of wrestling environmental challenges and creating solutions for sustainability? The brightest and the best that this community has historically attracted and retained will not be interested in living in a community with rampant pollution and declining levels of health. And without a doubt, our



youth identify strongly with this issue and have a passion for environmental sustainability. Since they are our future, we need to pay attention to their goals for our community.

We need to establish current baseline readings, create an action plan for emission reduction and commit to making it happen. We need to do more than talk since we know that what gets measured gets done. And we need every organization and every citizen to participate in this important job. We need to come forward and support Sustainable Waterloo in their efforts on behalf of our entire community. Each of us has an important role to play in reducing our

We benefit from the talents of academia, business, government and non-profits as we consider the many options which lie ahead for Waterloo Region

carbon footprint. We need to step forward now and take individual responsibility to learn about environmental issues, to set personal or corporate plans, to act, and to measure our results. Sustainable Waterloo needs your commitment to move forward. As the historic call-to-action goes: ***“If not now, then when? If not you, then who?”***

“It’s exciting to be living in our region these days. People are taking action in government, business and at the grass roots level. The Region is bringing our transit system into the 21st century. The cities have adopted the Pedestrian Charter. There are small to large businesses dedicated to green building and renovations. There’s an active local Transition Town movement. And those are just a few examples.”

~ Pauline Richards
Administrative Coordinator, Sustainable Waterloo





PHOTO CREDITS

Every photograph in this report was either submitted to Sustainable Waterloo by members of the Regional Carbon Initiative, volunteer photographers attending Sustainable Waterloo's 2010 events or, most commonly, by contestants in the 2nd Annual Sustainable Waterloo Photo Contest. We would like to send out a big thank-you to all of these photographers.

Sustainable Waterloo's Photo Contests not only allow us to showcase the local beauty and talent in our region, but they also reinforce our philosophy of collaboration and community building. We're happy to connect with a wider population that without the Photo Contest we otherwise would not have the opportunity. Winning photographs were determined from an online vote in three categories: Natural Environment, Sustainable Behaviour, and Community Action.

WINNING PHOTOGRAPHS ARE LOCATED ON THE BACK COVER AND ARE:

Taylor Jackson, A Backyard Beauty (Natural Environment)

Graham Day, Shared Discovery (Sustainable Behaviour)

Brian St. Denis, Bike in Alley (Community Action)

PHOTO CONTEST PHOTOS THROUGHOUT THE REPORT ARE:

Taylor Jackson, A Backyard Beauty - Cover page

Brian Douglas, Reflections – p. 2

Carrie Warner, Oh, How this Community Has Changed – p. 4

Carrie Warner, There's Sustainable Living – Right down the Road – p. 7

Amy Vandenberg, Home Garden – p. 8

Brian St. Denis, Backyard Garden – p. 9

Wesley K. Reimer, Happy Spring – p. 11

Brian Douglas, Union St. Wild Gardens – p. 28

Graham Day, Hike in the Fall – p. 30

Graham Day, Looking for Green – p. 34

Isabelle Goulet, Untitled – p. 36

Brian St. Denis, Kitchener-Waterloo Skyline – p. 37

Brian St. Denis, Synchronized Swans at Victoria Park – p. 38

Brian St. Denis, Bike in Alley – p. 39



ENVIRONMENTAL IMPACT STATEMENT

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- 68 kg of 100% post-consumer paper
- Printed on Rolland Enviro100 Print 60 lb. text

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Wastewater: 2.95 cubic meters	Wastewater: 3.35 cubic meters
Solid waste: 40.36 kg	Solid waste: 24.5 kg

* Environmental impact estimates were made using the Environmental Defense Fund Paper Calculator www.papercalculator.org.



Report Design by: Julie Le Pham



Environmental Leadership in Waterloo Region

