



# Welcome to the 2024 LAON Annual Meeting

July 20, 2024



# Agenda

- **Opening**
- **High level: The state of the lakes**
- **Recognize volunteers**
- **Update on Shoreline Invasives**
- **Maine Lakes in the Era of Climate Warming ... Scott Williams**
- **Succession planning**
- **Some details**
  - **Water quality**
  - **Watershed protection**
  - **IPP**
  - **Outreach**
- **New legislation**
- **Financial summary**
- **Election of Officers**
- **Closing**



# Getting started

- **Need motion to accept last year's minutes (presentation), and 2<sup>nd</sup>.**
- **Might be "Preaching to the choir," but...**

**You can reach others: Friends, neighbors, visitors.**



# Please Remember to Thank & Support our Sponsors

- Granite Ridge Estate & Barn
  - Maine Beer Company
  - Memorable Gateways
  - Norway Savings Bank
  - The Dock Guys
  - The Woods of Maine
  - The Town of Norway
  - White's Marina
- 
- Youngs Camp Road Association
  - Sandy Shores Swim club



# LAON Board of Directors

- **Sal Girifalco – President**
- **Jim O’Brien – VP (Watershed & Water Quality Testing)**
- **Tom Webster – Treasurer (Data Base Administrator)**
- **Paul Shook– Secretary (Water Quality Testing)**
- **Norm Baker (Courtesy Boat Inspections – CBI Coordinator)**
- **Jeanne Silverman**
- **Lise Dietrich**
- **Susan Jacoby (Outreach Chair)**
- **Pat Daniels (Outreach)**
- **George Morton (Shoreline Invasives Chair)**
- **Stephen Zeeman (Water Quality Chair)**
- **Chuck Frost**
- **Deb Partridge**

LAON  
Board of Directors





# State of the Lakes

- Invasives – A multi layered approach
    - Courtesy Boat Inspections (CBI)
    - Aquatic Survey by lake scientists
    - Invasive Plant Patrol (IPP)
    - Control & removal of Shoreline invasives

No aquatic invasives found

Going well
  - Water quality
  - Watershed Protection
- Some concerns
- Opportunities/Successes/Challenges



# Thanks to our Volunteers (\* = Multiple Programs)

## CBI-Data Entry

- Chris Coffin
- Lisa Applegate\*
- Terry Applegate \*

## Website

- Terry Applegate\*

## Watershed Protection

- Jon Jacobsen\*
- Pam Jacobsen
- Lisa Applegate\*
- Barbara Howard
- Jeanne Silverman\*
- Paul Shook\*
- George Morton\*
- Chuck Frost\*
- Tom Webster\*
- Steven Siskowitz
- Heidi Wierman\*
- Tom Brown
- Margaret Innes
- Jim O'Brien\*
- Sal Girifalco\*

## Shoreline Invasives

- George Morton\*
- Jim Gibson
- Jon Jacobson\*
- Chuck Frost\*
- Susan Cyr

## Watershed Surveys

- Many since 2016

## Buoy Monitor

- Frank Kieliszek\*



# Thanks to our Volunteers

## Invasive Plant Patrol

- Lynn Girifalco
- Sal Girifalco \*
- George & Jackie Morton \*
- Joan Frost
- Hillary Ware
- Jon & Pam Jacobsen
- Jack Armstrong
- Frank & Nan Kieliszek \*

## Invasive Plant Patrol

- Lisa Applegate \*
- Deb Felmeth
- Tish Carr
- Jeff & Holly Stuhr
- Terri Ralff
- Judie Cutting
- Wendy Penley
- Steve Mahoney
- Paul & Susan Shook \*
- Leslie & Jeff Taylor
- Jack Howard

## Invasive Plant Patrol

- Sandy & Tom Webster \*
- Alyssa & Rich Salmon
- Ginny Haase
- Martha Whittington
- Suzzane & Don Best
- Heather Sumner
- Heidi Wierman \*
- Brian Daikh
- Arlene & Janie Morse
- John & Carol Elwell
- Jeanne Silverman \*
- Brian Roth



# Polling Question 1 (Attendance)

**1. Are you attending the LAON 2024 Annual Meeting?**

**a) Yes**

**b) No**

Purple  
Loosestrife



Water Forget-Me-Nots

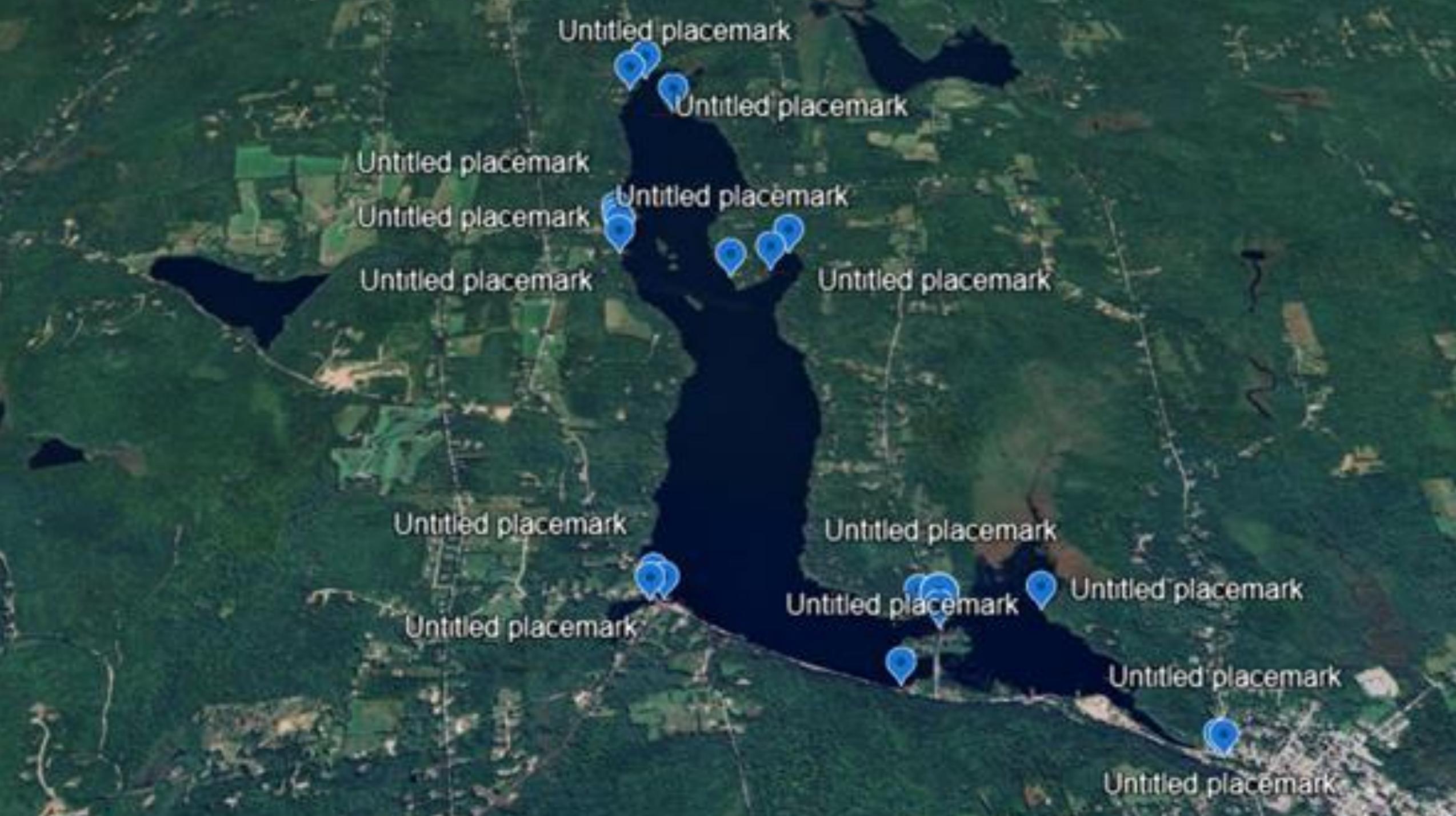


Yellow Iris



## Shoreline Invasives George Morton





Untitled placemark



# Shoreline Invasive Mitigation Program

- **Great strides in 2024 (Lake Pennesseewassee)**
- **110 sites mitigated / Approx 270 plants removed (all known YI sites)**
- **Learned how to identify YI better**
- **Some locations remained YI free since 2023**
- **Most YI in Bog at North end of Penn cleared**
- **Many bags of rhizomes & seed pods**
- **Volunteer Hours: 88 / OHCHS Intern Hours: 28**
- **Good cooperation from property owners**
- **Goal: 100% survey & action every year**



# Shoreline Invasive Mitigation Program

- **Big lesson: Didn't catch early – Now years of work**
- **Seeds don't give up**
- **Next: Purple Loosestrife and Water Forget-Me-Nots**
- **If sighted, contact LAON**
- **Need volunteers for physical work**
- **Polling question**



# Polling Question 2 (Shoreline invasives)

2. We need volunteers to address shoreline invasives. Can you help with remediation/removal?

- a) Yes
- b) No
- c) Maybe



# Scott Williams

## Maine Lakes in the Era of Climate Warming

### **A Limnologist: Limnology — The study of inland aquatic ecosystems**

- Founding Executive Director - Volunteer Lake Monitoring Program (VLMP) in 1990's
  - VLMP, now LSM was the first citizen lake program in the country and one of the largest. Scott: “There would never be enough professionals to oversee, track and monitor the health of those lakes, so it was important to engage the public in the process.”
    - 5,000+ lake monitoring volunteers trained the past 26 years
- Past-President and long-time Science Advisor of the Maine Congress of Lake Associations
- Co-chair of the Maine Council on Environmental Monitoring and Assessment (CEMA)
- Member - Maine’s Task Force on Invasive Aquatic Species
- Numerous technical advisory committees throughout Maine



# Moving Forward

- **Dealing with the Present**
- **Planning for the Future**



# Succession Planning

Deb Partridge

Lise Dietrich

Pat Daniels

George Morton



# Succession Planning

## How to Keep LAON Chugging Along

- **LAON has grown tremendously**
- **Leadership & Involvement enabled development of essential programs**
  - **In-house water testing**
  - **CBI**
  - **IPP**
  - **Watershed Protection**
  - **Consultation/Training**
  - **Website**
  - **Email communications**
  - **Extended Outreach**
- **Turnover is a fact of life – We need to be ready!**
- **Succession Planning: Preserve continuity & manage change**



# Why Succession Planning???

*The Only Constant is Change*

**Succession Committee:**

- **What are all the things LAON does?**
- **Who does what?**
- **Who should do what?**
- **How to move forward without missing a beat?**
- **Get involved now to build our future leadership team**

**We all have an interest in preserving the lakes**

**We will need you to be involved**

Individual actions dictate Lake health

Our programs need active participants

- Water Quality
- Watershed Protection
- Shoreline Invasives
- Invasive Plant Patrol (IPP)

Your engagement is the key to the lakes' health & future



**LAON NEEDS YOU**

**To Protect Our Lakes**

**-Lake Steward**

**-Lake Advocate**

**-Program Volunteer**

**-Board Member**



# Water Quality

Jim O'Brien

Paul Shook

Steve Zeeman



# Current vs Historical data

Lake	Average 2023 (2022)					Historical Avg (1976-2023)*					
	Secchi	Avg P	P Surf	P Bot	Chl-0m	Secchi	Avg P	P Surf	P Bot	Chl-0m	Chl Cores**
Sand Pond	7.12 (7.21)	8.9 (14.5)	3.8 (4)	14.0 (25)	2.6 (1.4)	7.37	8.41	5.41	15.83	1.66	2.58
Little Penneesseewassee	4.88 (5.29)	14.12 (21.1)	7.5 (7)	20.5 (43.6)	3.0 (2.4)	5.45	13.29	8.93	22	2.48	4.31
Penneesseewassee	4.27 (5.18)	15.4 (14.5)	8.4 (7)	22.4 (22)	4.6 (3.2)	5.72	10.24	8.37	16.3	3.32	4.45
North Pond	3.1 (3.22)	13.17 (19.3)	13.17 (16.5)	NA (23.5)	4.0 (3.8)	2.93	17.62	16.94	29.82	5.18	6.06

Secchi - higher number is better

P - lower number is better

2023 Average vs Historical

Improved

Worsened

Too close to call

\* Historical data through 2018 can be found through :

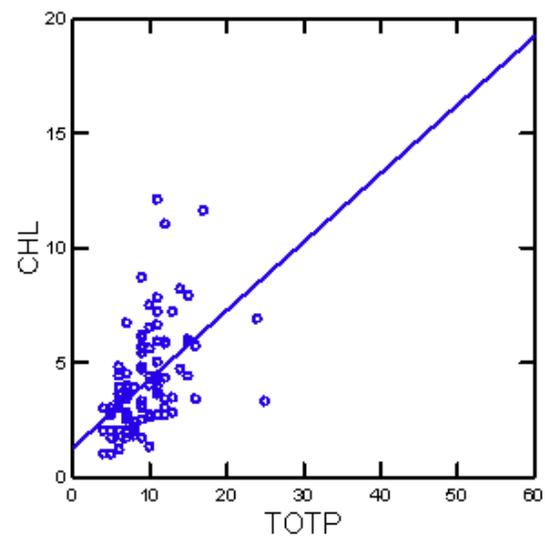
<https://www.lakesofmaine.org/index.html?r=1681319726>

\*\* Prior to 2018 samples were often collected with a "core" (a hose) that extended from the surface to the thermocline (rapid change in temperature) in order to obtain a surface layer average.

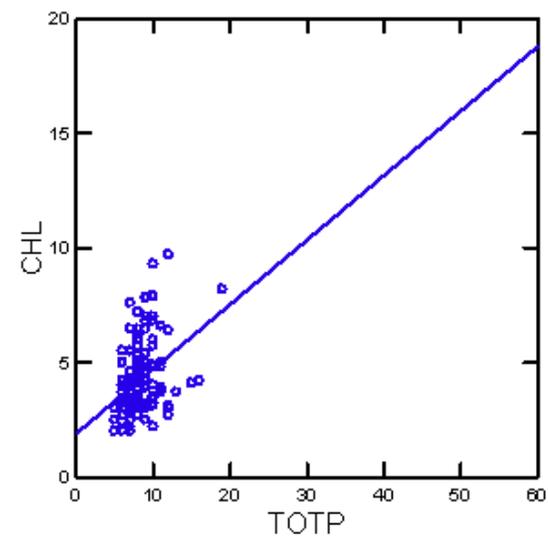


# Chlorophyll response to Phosphorus

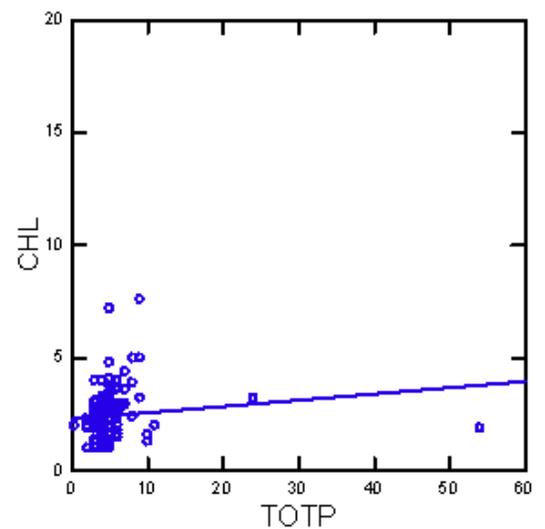
Little Pennesseewassee (



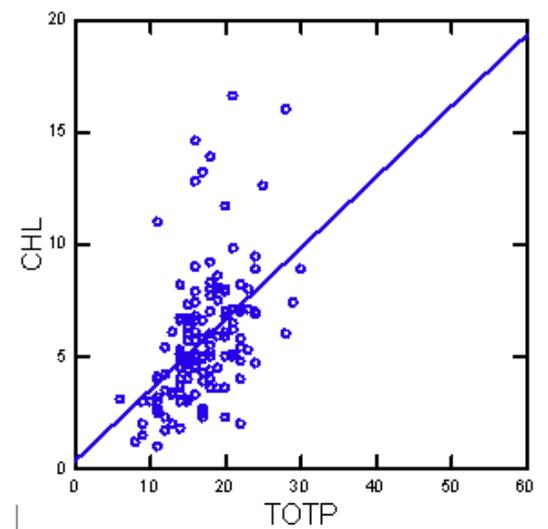
Pennesseewassee (Norway)



Sand Pond



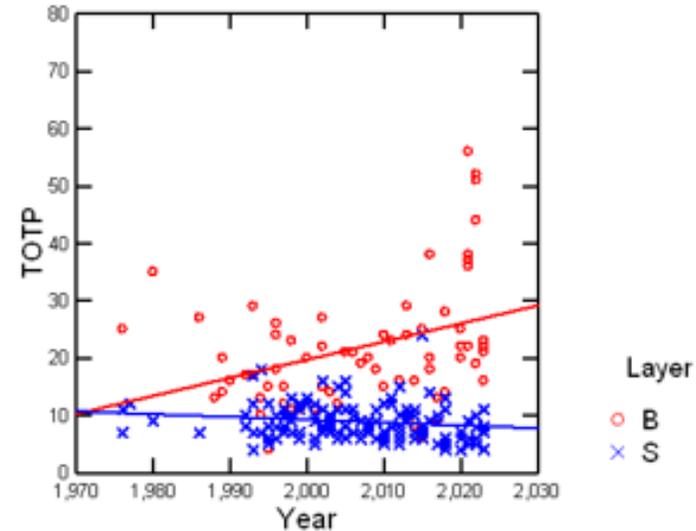
North Pond



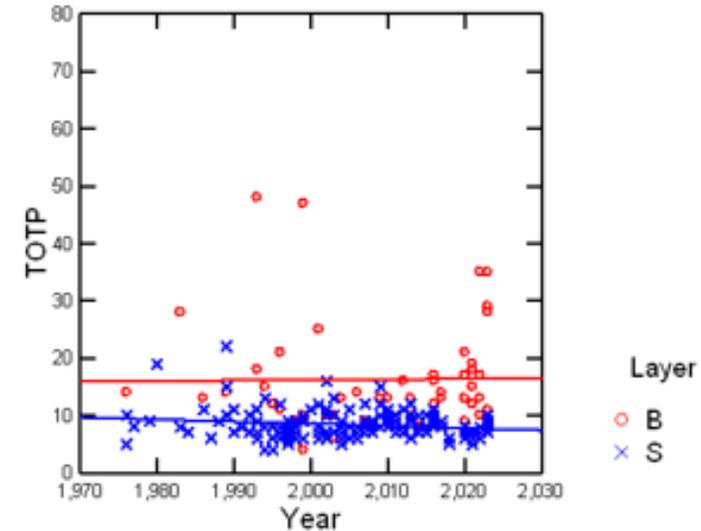


# Surface and Bottom Phosphorus over Time

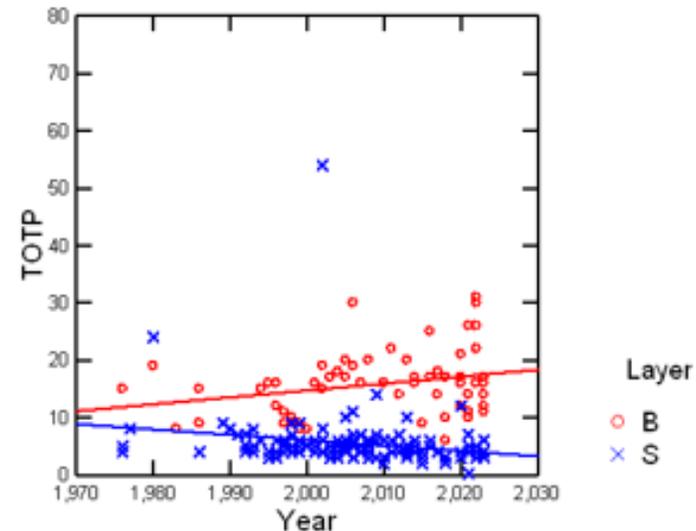
Results for LAKE\$ = Little Pennesseewassee (



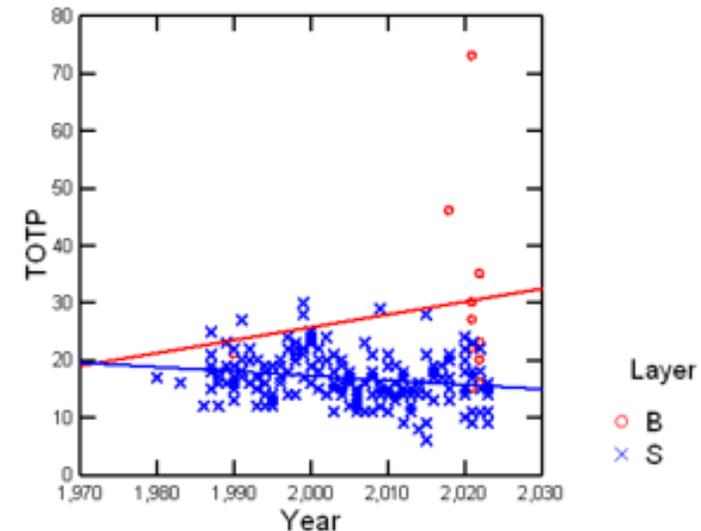
Results for LAKE\$ = Pennesseewassee (Norway)



Results for LAKE\$ = Sand Pond



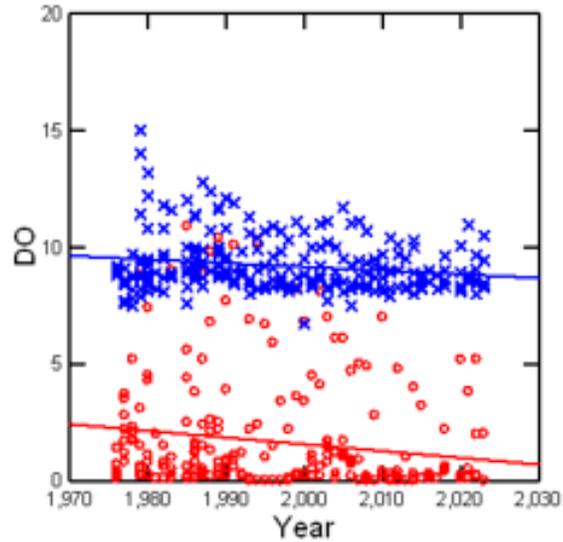
Results for LAKE\$ = North Pond



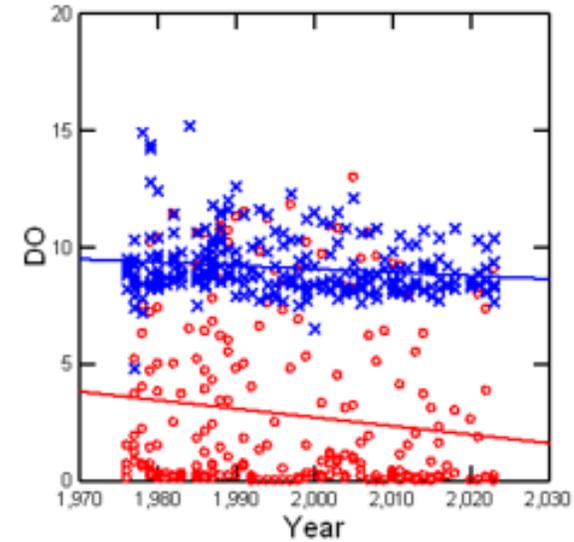


# Surface and Bottom Oxygen over Time

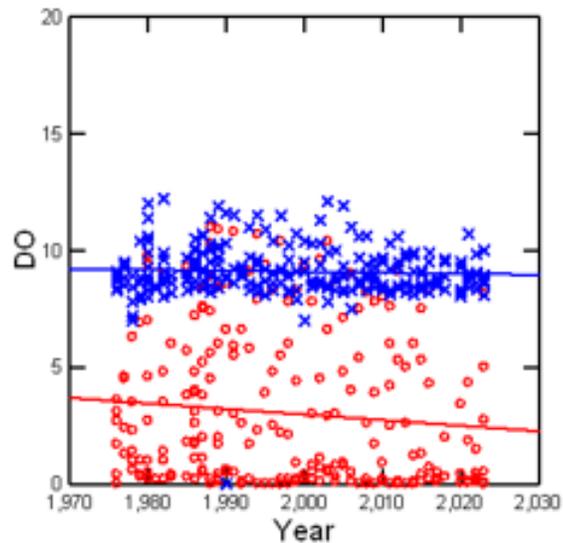
Results for Lake = Little Pennesseewassee (



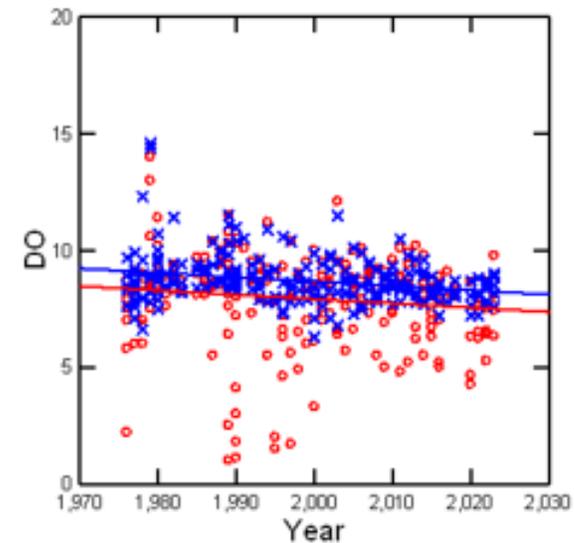
Results for Lake = Pennesseewassee (Norway)



Results for Lake = Sand Pond



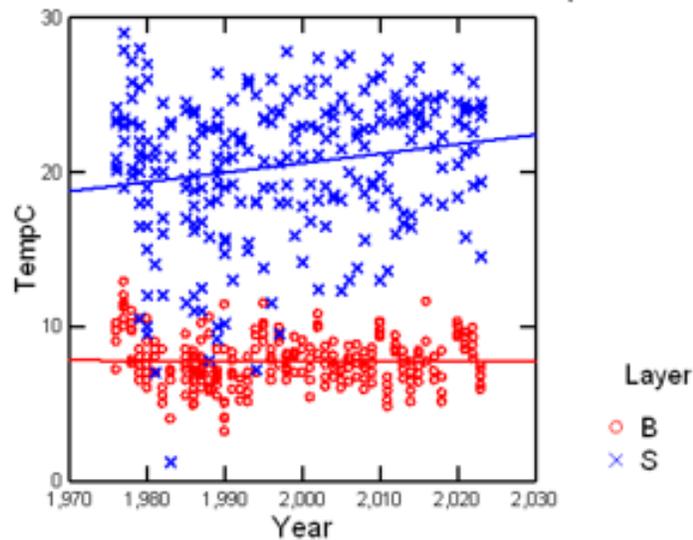
Results for Lake = North Pond



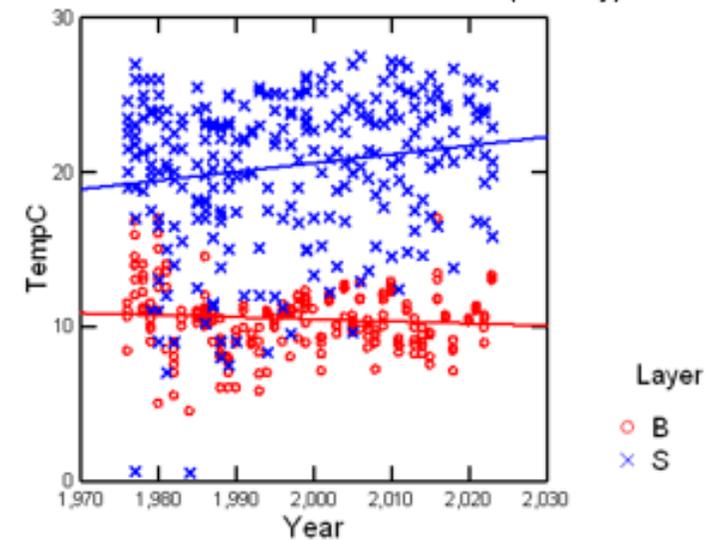


# Surface and Bottom Temperature over Time

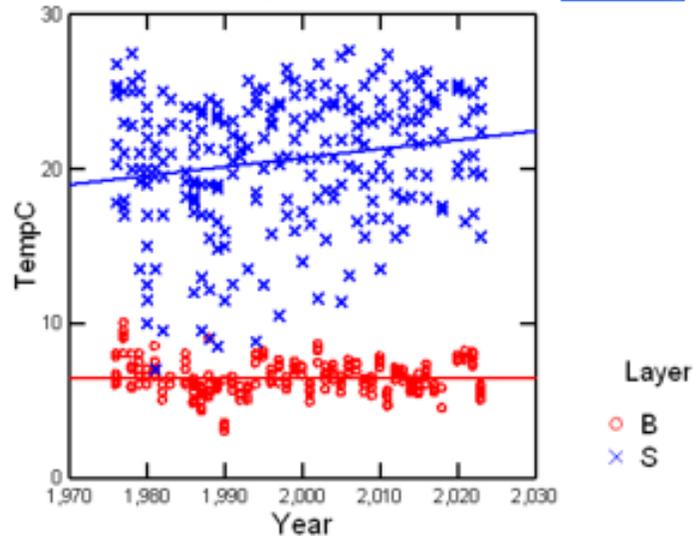
Results for Lake = Little Pennesseewassee (



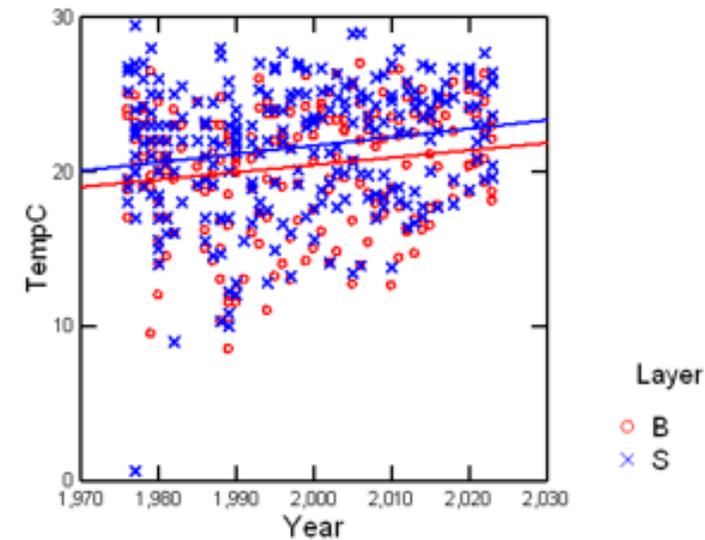
Results for Lake = Pennesseewassee (Norway)



Results for Lake = Sand Pond  
Data for the following results were selected according



Results for Lake = North Pond





# Conclusions

- **Bottom Phosphorus concentrations are increasing in all our lakes.**
- **This could mean algal blooms in all the lakes in the future.**
- **That could mean loss of property values, and/or possible large expenses to treat the water.**
- **We have to be more vigilant about how phosphorus is entering the lakes and try to prevent it.**



# Volunteers Needed

- Let us know if you are willing to volunteer one day a month, May – September to do water quality testing.
- You will need to complete a one-day training with Lake Stewards of Maine to get the basics of sampling.
- You will also need to do a one-day training with us to see our lab work
  - Its not complicated
  - You don't need any special skills
- *Lastly – you can help out even if you can't do it every month, we often can use a substitute if one of us has commitments.*
- Polling question



# Polling Question 3: Water Quality Testing

3. Can you become part of the water quality testing team?

a). Yes

b). No

c). Maybe



# Watershed Protection

- Grant Supported
- LAON Supported
- Self Supported

Sal Girifalco  
Jim O'Brien



# Watershed Protection

## **\*Nutrients feed algae\***

- **One of LAON's primary focus areas – to keep nutrients out of lakes**
- **A forever issue - all lakes involved, all the time**
- **Have made great strides...but, severe weather is getting in the way**
- **Difficult to keep up – Jim & Sal falling behind**
- **Forming Technical Support Team – Headed by Jon Jacobsen**

**Yay, Jon**



# Watershed Protection – Grant Supported

- EPA funds approximately 50% (DEP administered)
- Only lakes on state “Threatened” List eligible
- On our 3<sup>rd</sup> grant (1<sup>st</sup>-North Pond; 2<sup>nd</sup> & 3<sup>rd</sup> -Lake Penn)
- New application for Gibson Brook at Greenwood Rd (Town)
- Will apply for Hobbs Pond in 2025
- Our biggest project ever happening soon: Culvert → Bridge
- More big projects likely (costly/impactful/complicated)
- Projects planned under current Penn grant could be reprioritized



# Watershed Protection – LAON Supported

- **New program introduced last year**
- **Only for pre-approved projects that impact a lake**
- **Established contingency funds to support limited number of projects (up to 50%)**
- **New to us...Need to use money wisely...Going slow**
- **The 4 lakes are represented on an Evaluation Committee**
- **Have a few possible candidates now, holding off on opening it up**



# Watershed Protection – Self Supported

- **With severe weather, it's a constantly changing picture – we can't resurvey**
- **Every property owner should be looking at for algae feeding issues**
  - **Erosion issues**
  - **Nutrient carrying runoff (might not be apparent erosion)**
  - **Septic systems – could require your long term planning**
- **We can help assess and make recommendations**
- **We encourage property owners to can handle what they can (3 simple things):**
  - **Ensure there are buffer plants along shoreline (flowering is best)**
  - **Stop using fertilizer with phosphorus on lawns**
  - **Divert runoff into vegetated areas**
- **With nearly 500 properties, every little bit helps**



# Polling Question 4: Watershed Protection Technical Support Team

4. Will you be part of the Watershed Protection Technical Support team?

We will not have program without a team.

a). Yes

b). No



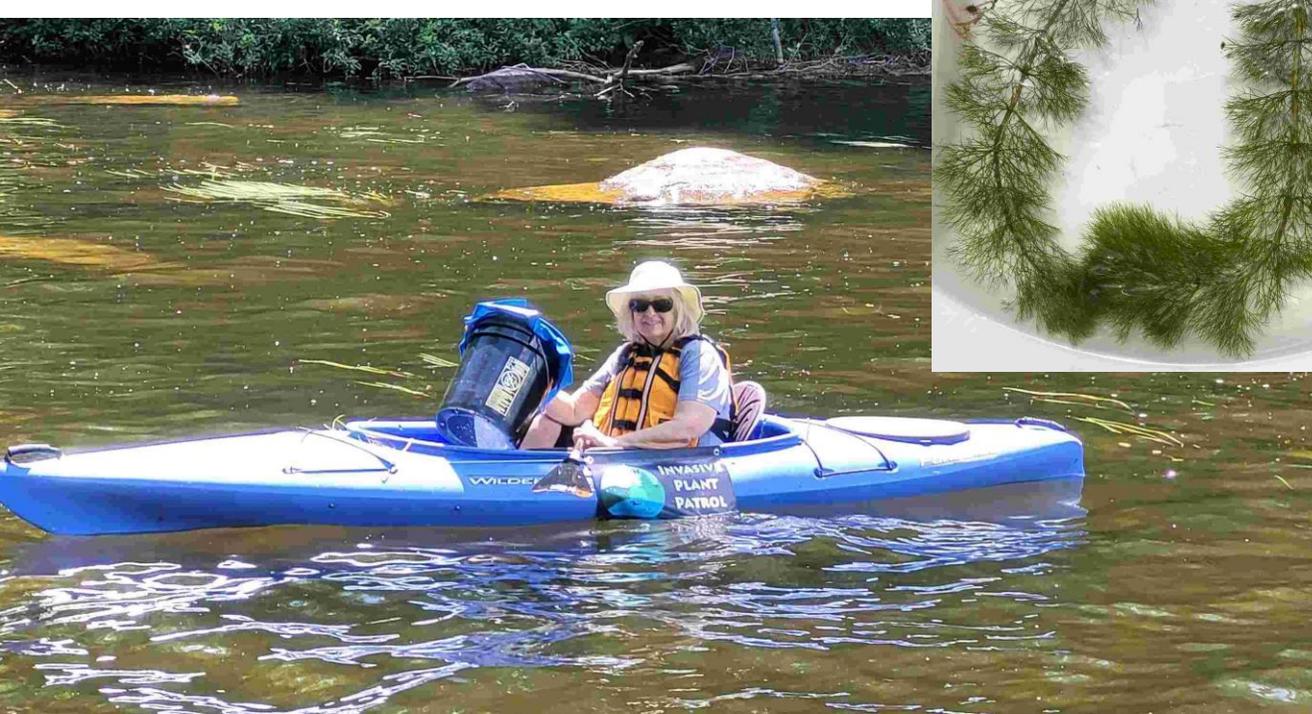
# Invasive Plant Patrol (IPP) Our *“Eyes on the Lakes”*

Sal Girifalco



# IPP Status

- **Small effort – a couple of hours on a small part of your lake once or twice/year**
  - **Kayak/Canoe/Boat**
  - **Snorkeling**
- **2 hours of training**
- **Looking for Invasive Plants – Don't let them get established**
- **Area is small – 4 lakes divided into 29 sectors**
- **Some unpatrolled & over-extended areas - need more Patrollers**
- **Need volunteers**





## Polling Question 5 (IPP)

**5. Would you like to attend an Plant Paddle to help protect your lake (can be either full IPP, or casual observer)?**

- a) Yes**
- b) No**
- c) Maybe**



# Outreach

Susan Jacoby

Pat Daniels



# 2024 Art & Music Festival



Love Where You Live!

Come Learn!

**Look Out For Loons!**



- Stay Away From Loons on the Water
- Avoid Nesting Areas
- Retrieve All Fishing Line and Tackle
- Use Lead-Free Sinkers and Jigs

Loons are protected under state and federal law. If you see anyone disturbing loons, please call the Dept. of Inland Fisheries and Wildlife at 207-255-0000.

MAINE AUDUBON

ESY TOR

KEEPING OUR LAKES HEALTHY



LAON

Come Help!

**Look Out For Loons!**



- Stay Away From Loons on the Water
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MAINE AUDUBON

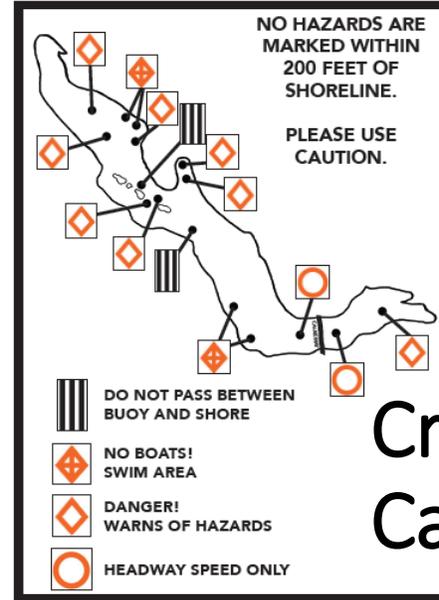
Cool Merch!

# PLEASE HELP US STOP THE SPREAD OF INVASIVE PLANTS

Aquatic invasive species can hide and cling in the nooks and crannies of paddling boats and gear. When leaving the water, always **CLEAN, DRAIN, DRY** by checking for plant debris, mud, and algae from all boating and fishing gear and dispose in trash.



- Invasive plants choke out native plants, make swimming hard, and eventually could destroy a lake.
- Even fragments of invasive plants can take root and spread rapidly.
- Invasive plants are already in Maine. For a list of infested lakes, visit [www.maine.gov/dep/water/invasives](http://www.maine.gov/dep/water/invasives)
- **AVOID FINES!**  
Don't transport ANY aquatic plants!



Crockett Ridge Rd  
Carry-In Boat Launch



The Lakes Association of Norway (LAON) is the only group dedicated to protecting the health of all of Norway's lakes

**TOGETHER WE CAN STOP SERIOUS THREATS**

INVASIVE PLANTS are already in nearby lakes and we need to keep them out of Norway. Our Courtesy Boat Inspectors work to prevent boats from carrying harmful plants into our lakes.

WE NEED the support of everyone who enjoys our lakes to help us fight the threats that impact us all. Our programs benefit our community by protecting the quality of our lakes and the value of our properties.

ALGAE blooms when nutrient rich rainwater flows into a lake from eroded land. LAON is implementing a Watershed Protection Plan to minimize this threat by working with property owners to fix erosion sites. Our website has many suggestions on how to address problems on your property.

[www.norwaylakes.org](http://www.norwaylakes.org)

LAON | PO Box 505 | Norway, Maine 04268



**LEAD TACKLE & MONOFILAMENT LINES KILL BIRDS. PLEASE DISCARD THEM SAFELY.**

**LOOK FOR THIS PIPE BELOW WHEN YOU LEAVE TODAY.**



# Length of the Lake Swim

Sunday August 18th 8am

9th ANNUAL

Pennesseewassee Park, Norway

3.5 mile swim honoring Norway's Enid Dullea, who swam the length of the lake daily training for the 1936 Olympics. Swimmers must wear a visible float and be accompanied by kayak or canoe. Wetsuits and fins are allowed. Not a timed event, swim safely for fun solo or as a team. Weather conditions permitting. FMI 617.833.0646

\$20 suggested donation benefits the Lakes Association of Norway

*XPennesseewassee Lake by Vivian Akers*





## Polling Question 6 (Length of the Lake Swim)

6. Would you like to support the Length of the Swim event?
- a) Yes, as a swimmer (can be teams)
  - b) Yes, as a safety boater
  - c) No



# New Legislation/Regulations

- **Draining boats:** Boaters must drain from their watercraft prior to entering a water body or leaving a launch site. Must be done so water doesn't drain into any inland water body of the state.
- **Boating Safety Course:** Required for those born after Jan 1, 1999
- **Wake Boats:** Wakeboard activities cannot occur in less than 15' of water, or within 300' of a shore. IF&W studying results.
- **Shoreland Zoning:** Modified to protect lakes from clusters of structures.



# FINANCIAL SNAPSHOT

- **Financial condition is stable**
- **Dues/donations are on target although less than last year**
- **Increased Interest Income**
- **Need to increase percentage of properties donating (currently between 25% and 30%)**
- **Increased water quality testing costs (higher costs + Hobbs Pond Special Testing)**
- **\$80,000 contingency fund for Watershed Protection Program**
- **CBI expenses are higher because of increased minimum wage and tight job market**
- **Invasive plant survey expense to increase: 2024 (\$10,500)**





# 2024 REVENUE

			JANUARY 1, 2023	JULY 18, 2024
<b>Norway Savings Bank Balance</b>			<b>\$ 182,776.45</b>	<b>\$ 199,140.71</b>
<b>Revenue</b>			<b>2023 TOTALS</b>	<b>JULY 18, 2024 STATUS</b>
	Individual Contributions		27,896.00	16,778.00
	Includes Memorial & Honor Donations	4,709.00		
	Enid Dullea Swim Donations	520.00		
	Sponsorships		4,075.00	1,400.00
	Interest			1,871.26
	Town Payment		10,213.11	-
	Grants		7,633.00	400.00
	Amazon Smile		192.50	-
	Merchandise Sales		55.00	-
	Other Revenue		56.05	-
<b>Operating Fund Revenue</b>			<b>\$ 50,120.66</b>	<b>\$ 20,449.26</b>





# Nominate & Elect Officers

- **Sal Girifalco – President**
- **Jim O'Brien – Vice President**
- **Tom Webster – Treasurer**
- **Pat Daniels – Secretary**
  
- **Other Candidates???** Please!
- **“Chat” and “Raise Hand”**



# Polling Question 7 (Election of Officers)

- **President - Sal Girifalco**
- **Vice President –Jim O'Brien**
- **Treasurer - Tom Webster**
- **Secretary–Pat Daniels**



**Have A Great Summer**  
**If you are able, Get Involved**