



Email: norwaylaon@gmail.com
Website: www.norwaylakes.org

Annual Meeting May 17, 10am on Zoom
See last page for details

Lakes Association of Norway (LAON) - 2025 Newsletter

President's Message

If you're like me, you don't have time to read all the documents you receive. I hope you read this one though as it not only summarizes our 2024 work and our plans for 2025; it also contains two important new topics:

1. People in key LAON leadership positions will retire in the not-too-distant future. Planning for leadership continuity is now critically important since our future depends on it.
2. Our annual meeting will be held in May this year. Succession will be a primary topic, so your attendance is important.

We accomplished a lot last year. We had a positive impact on erosion control, water quality, and controlling invasive plants but our ability to continue at this level depends on more people participating in our committees, in our work groups, and on our Board of Directors. Your active involvement and continued support will help to ensure that LAON's programs to preserve the quality of our lakes will continue.

If you want more information, or can get involved in any capacity, email us.

Annual Meeting on Zoom Saturday, May 17 at 10am

Previous annual meetings were held in mid-July when most of our members were in Norway. Since we can be more flexible on Zoom, we decided to meet earlier. Why? We need more of our members to get engaged **before** our summer projects get into high gear and to also avoid conflicts with other July weekend activities.

If you didn't also receive this newsletter via email, send us your email address so we can send the Zoom meeting link (then Zoom will send you the meeting invitation).

Ensuring LAON's Future – We are at a crossroads

The scope and effectiveness of LAON's work has significantly increased over the past 11 years.

Our gains are due to our active Board of Directors and dedicated volunteers who are passionate about preserving the health of our lakes. Many of our officers and directors have been serving since 2014. Each of them has unique perspectives, knowledge, and skills, and they all share a desire to protect our lakes. But now retirements loom.

Succession Planning- now is the time to plan for our future– it cannot be put off. The threats to our lakes are getting more severe, so our stewardship must not fade away. To ensure smooth transitions, we are actively seeking those who are willing to join or lead programs or to serve on the Board of Directors. We must also look to develop future officers.

What's involved in serving on the LAON Board as a Director?

While Directors are expected to contribute outside of our meetings in support of LAON programs, time commitments vary widely. Some Directors are local residents, some are not. Some still work while others are retired and eager to devote their new free time to contribute to the community.

The full Board meets 3-4 times a year on Zoom. We usually have one in-person summer meeting followed by socializing and an informal dinner.

For many of us, involvement started when we responded to a call for volunteers and then learned as we worked. Some of us have become trained in water quality assessments, erosion management strategies, invasive species identification and mitigation. Some contribute administrative skills while others work on communication and outreach with their design, writing, and editing skills. Members with a flair for planning organize our annual Length of the Lake Swim and our presence at public events. (There is a great testimonial on our website highlighting how one current Board member got involved and grew in the role.)

If you want to be sure that LAON maintains its strength and effectiveness and would like to join a great group of volunteers, contact us (email is best)!

Watershed management

LAON received three EPA grants since 2017, providing over \$150,000 to help property owners remediate 80 erosion sites on North Pond and Lake Penn, annually preventing nearly 400 tons of harmful sediment from entering those lakes.

Lake Pennesseewassee

Last year's newsletter focused on two major erosion sites caused by repeated extreme flooding that had a significant impact on Lake Pennesseewassee. Photos on the next page show some of the completed remediation work, which included replacing an undersized culvert with a bridge, and hardening an eroded canyon. (Excavation work which reshaped the land to withstand extreme rainfall by redirecting water flow and decreasing its velocity is not shown.) Other projects addressed erosion on five private camp road sites and five residential sites.



LAON also helped the Town of Norway secure a \$150,000 grant to replace the culvert carrying Gibson Brook under Greenwood Road with a much larger box culvert (to be done in 2025). The location has suffered severe washouts that dumped tons of phosphorus laden sediment into Lake Pennesseewassee.

This year, we will address a few remaining erosion sites covered by the Lake Pennesseewassee Phase 2 grant and will offer summer workshops on buffer zone plantings and on addressing camp road and driveway erosion. You are all invited.

Hobb's Pond

After volunteers surveyed the Hobbs Pond Watershed and identified 54 erosion sites, we developed a Watershed Based Plan. The acceptance letter from the Maine DEP and US EPA commented that our plan is "well developed and outlines a solid framework to guide installation and maintenance of conservation practices and outreach to promote stewardship of the lake." We will submit a grant application and work with the Town of Norway, property owners and road associations to address erosion sites. This will be a great opportunity for members to get involved with projects to protect our lake for generations to come.



Hobbs Pond Watershed Survey Teams

Watershed Protection Program

LAON expanded our erosion control capability with our Watershed Protection Program which provides technical support and funding to subsidize projects that are not eligible for EPA grant funding. We're training a team of volunteers to inspect erosion sites and make recommendations to property owners. The team is also an excellent way for you to become more involved in protecting our lakes. More details of our watershed management efforts are available on our website.

-Uncertain and Certain-

The challenges we confront will likely mount over the next few years as increasingly intense rainstorms cause severe erosion that requires more costly remediation. If erosion is not continuously addressed, algae blooms will thrive on nutrients flowing into our lakes, impacting lake health and property values. While we are **uncertain** whether we will continue to receive federal funds, we are **certain** that we must rely on ourselves to do what still must be done.

- How You Can Help -

- Look for erosion areas on your property
- Check out the LAON website for techniques to address erosion
- Work with a member of the LAON Water Protection Team to evaluate issues and plan remediation. Funding might be available.

Every property owner's erosion control efforts make a difference!

Water Quality Monitoring (The reason for Watershed Management)

LAON protects our lakes through monthly water quality monitoring.

Water samples are collected from May through September with analysis done both in-house and at a state lab. One of the parameters monitored is phosphorus (P) as high concentrations contribute to increased algae. 2024 indicated increased average P concentrations in three of our lakes over 2023 levels. The exception was Lake Pennesseewassee, which dropped relative to the high levels experienced in the previous two years, along with reduced algal concentrations.

P levels in Sand Pond and Lake Pennesseewassee matched historical averages while levels in Hobb's Pond and North Pond have increased. Increasing P concentrations in Hobb's Pond, especially in samples collected from the lake bottom, and seasonal increases in Cyanobacteria in the last few years led us to complete a watershed survey last year.

A chart comparing past and current phosphorous levels is on our website.

Preventing & Controlling Invasives

Shoreline invasives

summer, a 5-person crew made great gains mitigating three shoreline invasives found on Lake Pennesseewassee (Yellow Iris, Purple Loosestrife and Water Forget-Me-Nots). These colorful plants are highly invasive, spreading into dense mats which crowd out native plants and impair water flow. However, because of their prodigious production of seeds, many invasive plants still exist.

One Purple Loosestrife plant, for example, can produce over two million seeds annually! Our crew is depleted, so we desperately need help this year to prevent the spread of invasives. You can also help by letting us know where you see any of these plants. **Do Not** attempt to remove them before talking with us - incorrect actions will cause them to spread. Contact George Morton 207-838-2821 or

bizmorton@yahoo.com See our website for more information.



Yellow Iris



Purple
Loose-



Water Forget-Me-Nots

-YOU CAN HELP-

- **Join our mitigation crew a few hours per week, when you can.**
- **Be on the lookout for these plants – let us know if you see any.**

Aquatic Invasives – Invasive Plant Patrol (IPP)

Being underwater, aquatic invasives are much harder to discover. Clearly the sooner one is found, the easier it is to control. One of the most effective early detection techniques is to have many “eyes on the lakes” through our IPP program. Volunteers don’t have to become plant experts. We provide training on how to use an easy tool to determine if a plant is suspicious. Email us if you’re willing to check a small sector of your lake just once a year while boating or swimming.

Courtesy Boat Inspections (CBI)

Our CBI team performed 2,425 boat inspections at the Pennesseewassee boat launch last year. They caught 16 aquatic hitchhikers, each of which might have been invasive - fortunately, none of them were. Starting the Friday before Memorial Day, paid inspectors are on duty weekdays when boats are most likely to be launched and from 7am to 7pm on weekends and holidays. More volunteers would heighten our vigilance!

--YOU CAN HELP-

Make sure your boat is free of any plant material and trapped water before it enters the water and clean, drain and dry it when it comes out to get rid of plant materials and to kill possible mussel larva. Ask your guests to do the same before they get to a boat launch, whether they are using a boat, jet ski, kayak, canoe, or paddleboard. Don't forget to check fishing gear – it's a prime carrier!

Some Reminders

Boat Wake should be a continual focus since it erodes our shoreline (adding phosphorus). **Wake Boats** are of particular concern. When used near the shore, their wake has injured people, damaged lake bottoms, supercharged shoreline erosion, and damaged docks and other property.

2024 law: Wakeboard activities cannot occur in less than 15' of water, or within 300' of a shore. It establishes fines (multiple offenses are considered a crime). Let Maine's Inland Fisheries and Wildlife (IF&W) know of violations. Gray office: (207) 287-2345

Waterproof maps for Lake Penn, North Pond, and Sand Pond show wake limits, including a 500' zone for wakes over two feet because large waves need at least that distance to dissipate. Maps are available at the kiosks and by email. Let us know if you would like one to help guide your guests and renters.



10th Annual Length of Lake Swim

Sunday, August 17: This annual fundraiser and celebration of the health of our lakes welcomes individuals, two and 3-person teams. If you want to swim or help with a party boat, contact Susan Jacoby at: 617-833-0646 or skjacoby@comcast.net

LAON ANNUAL MEETING on Zoom Saturday, May 17th at 10am

**Everyone needs to register for the meeting ahead of time to receive the zoom link email
(Don't wait until the last minute. Allow time for Zoom to send you a reply email.)**

Register at: https://us02web.zoom.us/meeting/register/7Lx3RQsZQJqc3_phQ0IERw
or on the LAON website: norwaylakes.org

It's easiest to click on link above, or on our website – saves trying to type it.

If you need help registering, email LAON at: norwaylaon@gmail.com

Member Dues and Support Information

LAON: Protecting Norway's Lakes Since 1971

Yes! I want to help protect Norway's Lakes at the following level.

____ **Benefactor:** \$1,000 or more ^{*}

____ **Patron:** \$500 or more

____ **Steward:** \$250 or more

____ **Friends of the Lakes:** \$150 or more

____ **Family***: \$50 or more

____ **Individual member:** \$30 or more

**We hope you can support this level at a minimum.*

***LAON is a 501(c)(3) organization.
ALL donations are fully tax deductible.***

To make payment:

- Online via PayPal: www.norwaylakes.org under "Support"
- By check: make payable to LAON and mail (include this sheet) to
Lakes Association of Norway, P.O. Box 505, Norway, ME, 04268

(Please print clearly)

Name(s) _____

Lake Address _____

Mailing Address _____

Email Address _____

Thank you for your support.