



Welcome to LAON's 2026 Annual meeting

Our Lakes

- Health
 - Successes
 - Challenges
 - Needs
 - Individual Roles

Record

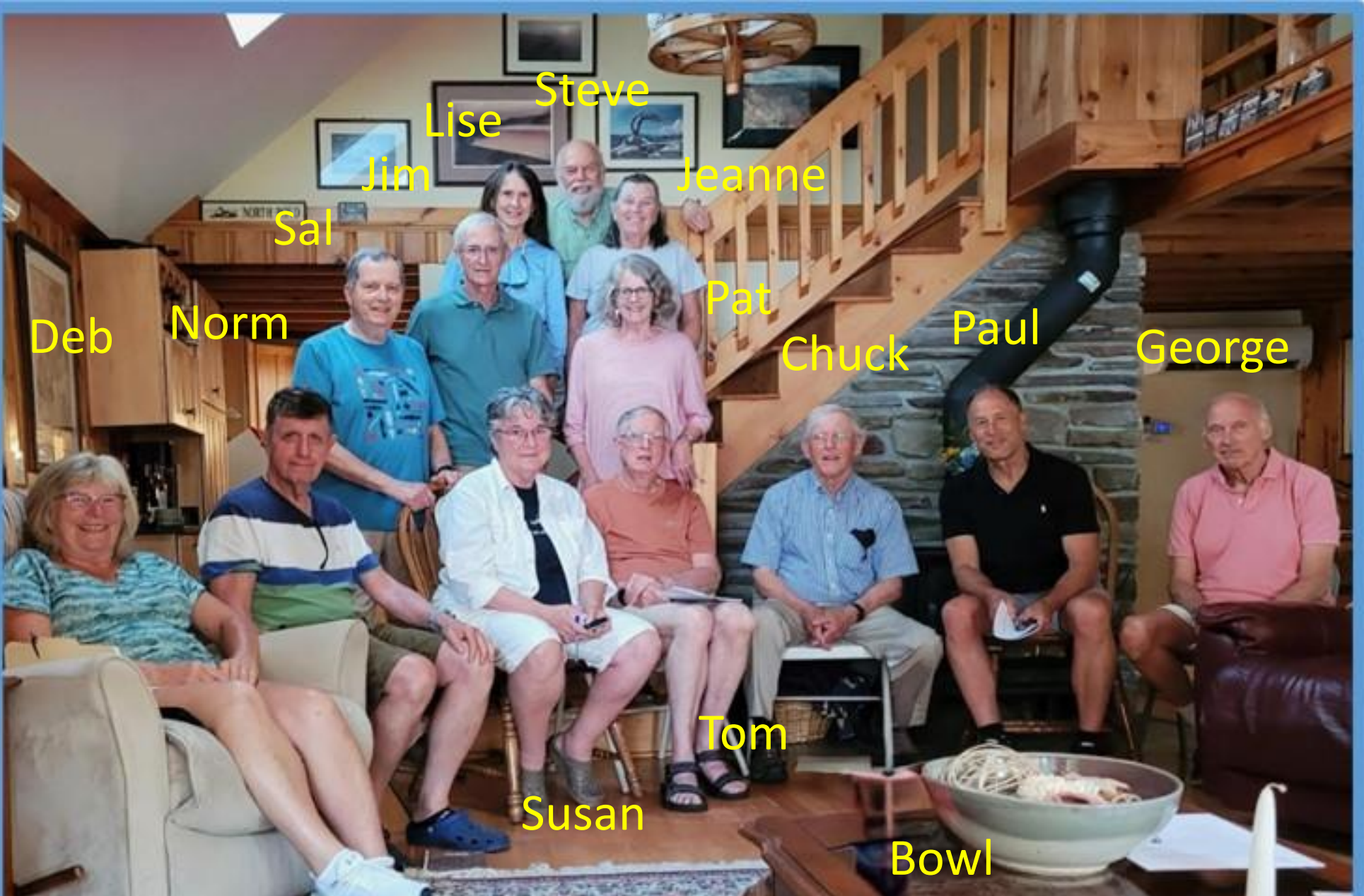


LAON Board of Directors

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



LAON Board of Directors





Getting started

- Need motion to accept last year's minutes (presentation), and 2nd.
- Might be "Preaching to the choir," but...
As Lake Advocates, you can reach others: Friends, neighbors, visitors.
- Engaging and complete agenda
 - The things we do protect our lakes and are community building activities.
 - Aiming for 90 minutes, but...
- Hope you all can find the time to attend this full meeting.



Agenda

- Brief Update – State of the Lakes
- Challenges
 - Hobbs Pond
 - Succession
- Guest speaker : Tristan Taber (LSM)
- 2026 Outlook
- Update on the Dam
- Financial Report
- Elect officers

**PLEASE USE CHAT TO ASK QUESTIONS OR COMMENTS
WE WILL REVIEW THE CHAT AFTER EACH SECTION.**

If needed, will respond via email



LAON - Why, How, What

Like it or not, our lakes face relentless threats - excessive nutrients & invasive species that are greatly magnified by human activity.

- Why LAON: People can either hope for the best or do something. We feel it is critical to do – act to protect lakes- not to rely on chance. It's why we exist!
- How: We face those threats by the hard work of dedicated volunteers. People with a passion. People who give up some time to protect our lakes. ***We have had great success, but challenges never end.*** Involved people allow LAON to exist.
- What: Our programs should be familiar to you
 - Aquatic & Shoreline Invasive Programs
 - Water Testing
 - Watershed Protection
 - Outreach
- Help LAON continue its mission. You will be HOW the lakes are protected



Snapshot of the 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

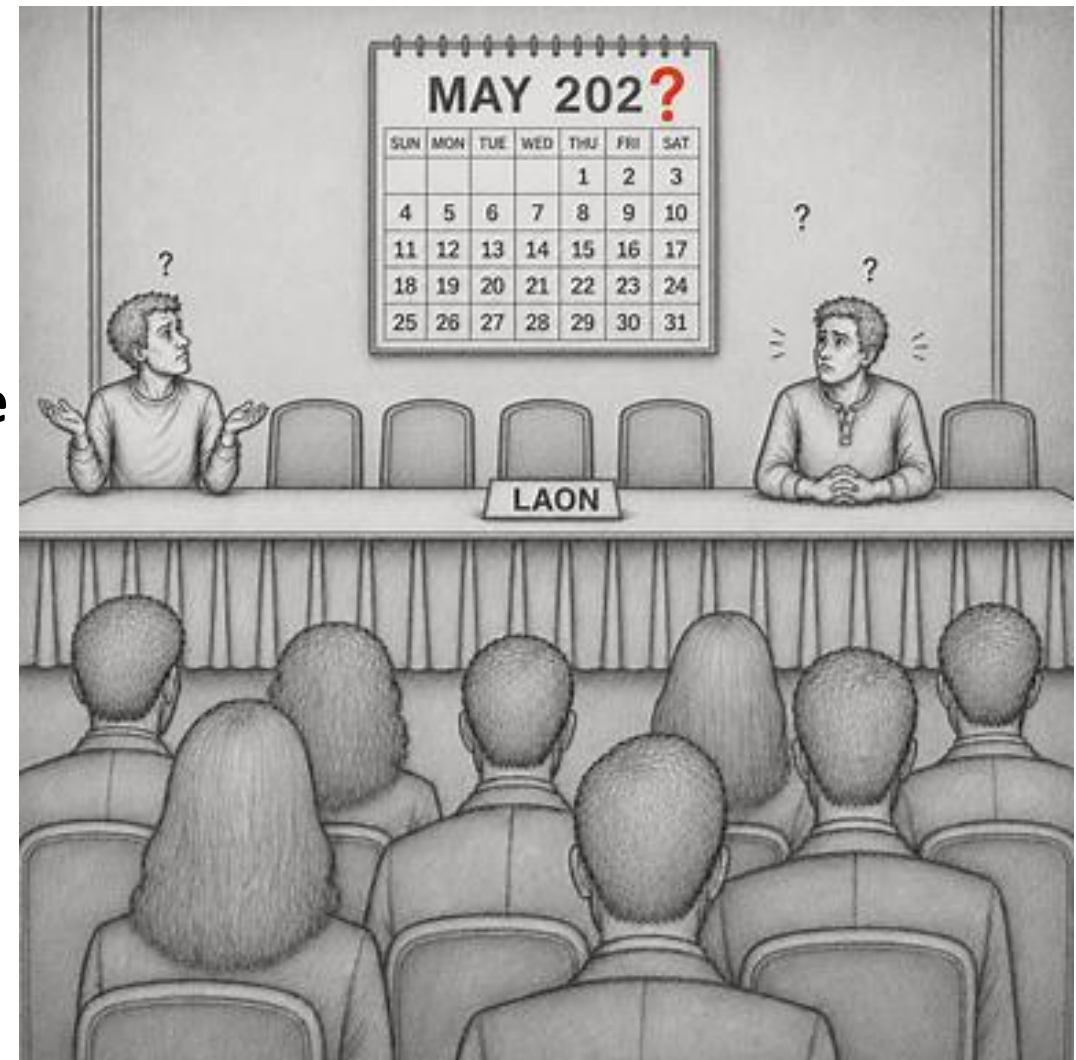
— No aquatic invasives found

— Going well, more to do
- Water quality — Some concerns
- Watershed Protection — Successes/Opportunities/Challenges



Significant Challenges

- **Hobbs Pond**
 - Suffering from cyanobacteria
 - Effects of high phosphorus levels from multiple sources
 - Can happen anywhere
- **Succession of LAON leadership**
 - Need to tee up new officers
 - Need people who can work into key positions (President, Treasurer)
 - Want to avoid a sudden void with inadequate transition.
- **More on these a bit later**





Guest Speaker – Tristan Tabor

- **Lake Stewards of Maine (LSM) works to protect Maine lakes and to promote lake stewardship through widespread citizen participation.**
 - **Trains/certifies/supports hundreds of citizen scientists annually**
 - **Supports Invasive species programs**
 - **Collects data (ex, water quality, ice-out)**
 - **Longest-standing state-wide citizen lake monitoring program in the U.S.(1971)**
- **Tristan:**
 - **LSM's Water Quality Program Director, Technical Director, Aquatic Scientist**
 - **Biologist and landscape architect focusing on water resources.**
 - **Wrote the article that was summarized in our Newsletter**



Thank you Tristan

LSM is a great resource. Consider supporting them.

Chat Questions?



Updates

- Water Quality
- Watershed Protection
- Invasives (aquatic & Shoreline)
- Succession
- Outreach – At the end because it supports the above topics
- Town Dam



Water Quality Overview – A Mixed Bag

- + Chlorophyll declining in all lakes (less so in Hobbs).
- + Sand Pond: P has declined.
- + North: Total P has been steady. However, recently showing slight increase.
- + Penn's top P trend declining, however...
- + Hobbs Pond surface shows some improvement, however...
- Penn's Bottom P has been recently increasing ***Warning***
- Hobbs: Bottom P increasing ***Troubling – likely cause of algae blooms***



Conclusions

- 1. Bottom Phosphorus concentrations are increasing in all our deep lakes (can cause release of stored P).**
- 2. This could lead to algal blooms in any of our lakes in the future.**
- 3. That could mean loss of property values, and/or possible large expenses to treat the water.**
- 4. We all have to be more vigilant about how phosphorus is entering the lakes and try to prevent it.**

If in doubt, see above!



Polling Question 1: Water Quality Testing

Need testers & someone with a boat on North and Sand Pond once/month even if not doing testing

1. Can you become part of the water quality testing team?
 - a). Yes Testing
 - b). No Testing
 - c) Yes, have boat on North, willing to carry testers each month
 - d) Yes, have boat on Sand, willing to carry testers each month
 - e) Maybe

If testing:

- No special skills required
- Two training sessions.
- Test up to once per month



Watershed Protection

- Grant Supported
- LAON Supported
- Self Supported



Why Watershed Protection?

Directly tied to Water Quality

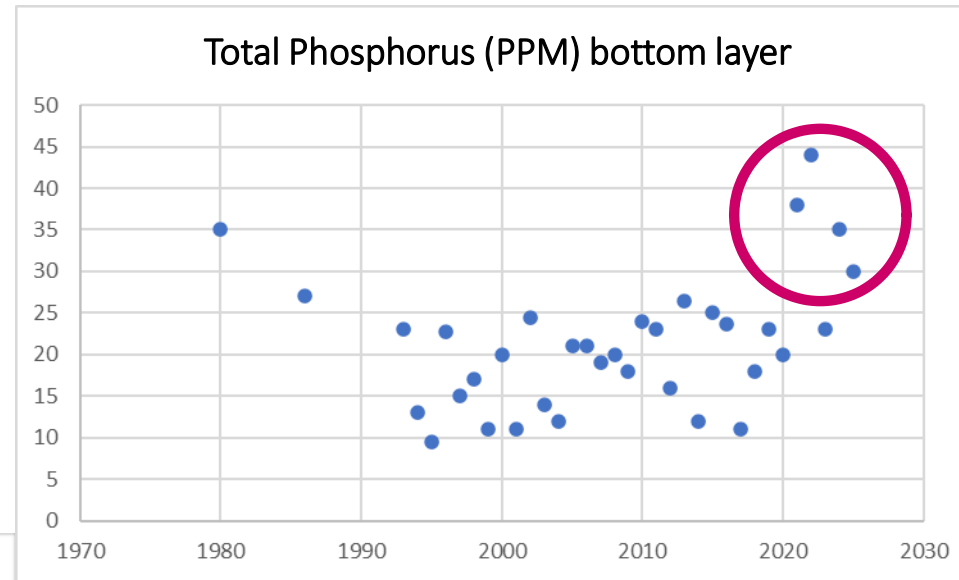
The consequences of issues are significant!

We are seeing some now!

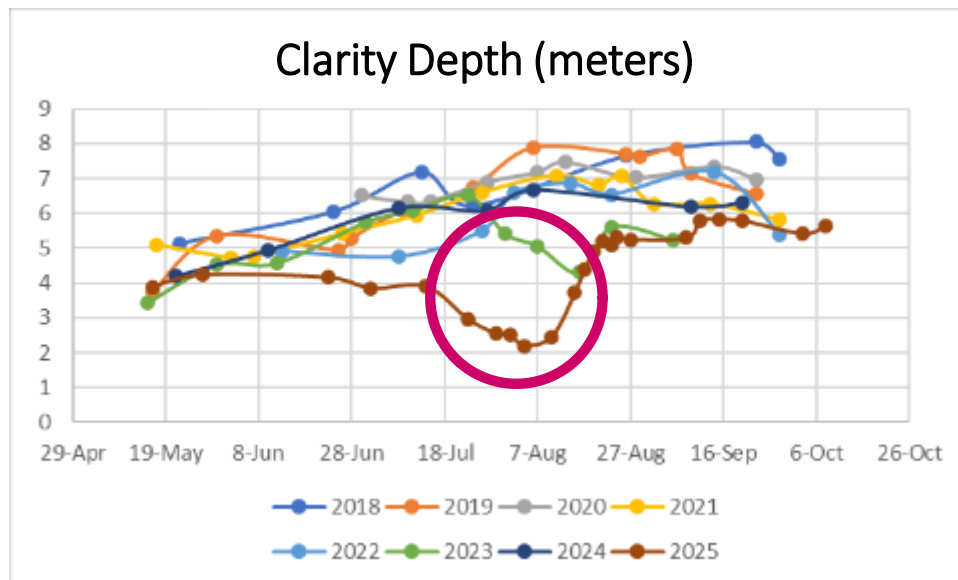


Hobbs Pond

Cyanobacteria Blooms and High Phosphorus Levels Persisted Through 2025



Down is Good



Up is Good





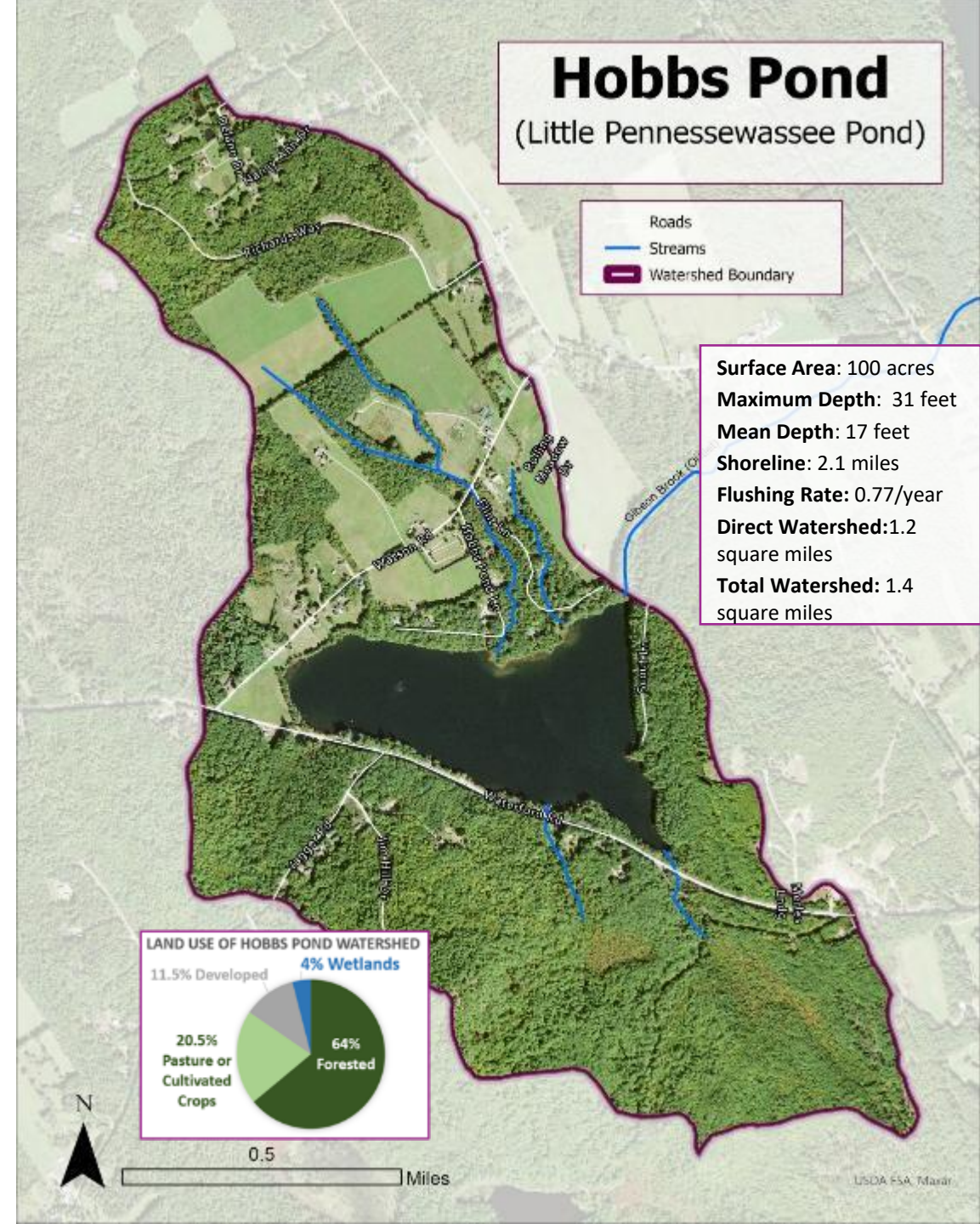
Hobbs Pond Watershed

Challenges:

Runoff from fertile soils & roads elevated the P levels in the feeder streams

Solutions:

- Stream buffering
- Camp road and culvert improvements
- Town road shoulder improvements
- Public access site erosion improvements
- Homeowner erosion control /Buffering/Septic Systems



Hobbs Pond Watershed Remediation Projects

Watson Road Farm
target start Fall 2026

Watson Road
target start Summer 2026

Hobbs Pond Lane
target start Summer 2027

Rte. 118 Public Access
target start Summer 2026

Hobbs Pond (Little Pennessewassee Pond)

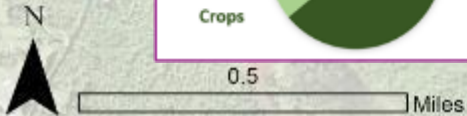
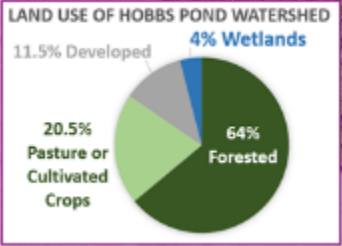


Surface Area: 100 acres
Maximum Depth: 31 feet
Mean Depth: 17 feet
Shoreline: 2.1 miles
Flushing Rate: 0.77/year
Direct Watershed: 1.2 square miles
Total Watershed: 1.4 square miles

Residential
(misc locations)
target start Summer 2027

Flint Lane
target start Summer 2027

Scout Lane
target start Fall 2026





Watershed Protection

- **Keeping Nutrients out of our lakes is essential**
- A forever issue - all lakes... all the time
- Since 2017 - received four EPA grants & helped town get one
 - Total of \$370,000 of construction money
 - Completed ±80 remediation projects on North Pond and Lake Penn
 - Town's \$150,000 grant replaced culvert under Greenwood Rd
 - Kept over 500 tons of eroded material per year from lakes
 - Latest grant for Hobbs Pond - remediation starting in 2026
- Not sure when next to apply for next Penn grant (succession)
- Where do we go from here?



Where Do We Go From Here?

- **We the people (nearly 500 of us)**
 - **Can create erosion issues**
 - **Can have mitigation opportunities**
 - **Are needed to identify and resolve those opportunities**
- **LAON's self funded Watershed Protection Program can help**



Watershed Protection Program – WPP

Jon Jacobsen

GOAL: Incentivize more erosion prevention projects than Federal funding allows by matching up to half of the cost to private property owners

PROCESS:

- Applies to lake impacting issues
- Property owners, road associations, or other stakeholders identify potential sites to the WPP Manager (Jon Jacobsen – jonjacobsen72@gmail.com)
- Trained volunteers perform preliminary site assessments and pass on to Jon
- Jon and other LAON Board members follow up and approve the plan and funds, as appropriate

NEEDED: Volunteers - Sign up today!



On your property (including roads and driveways)

Look for these conditions:

- Any size gullies or depressions going to lake that indicate eroded soil/gravel
- Bare dirt that runoff flows over on its way to your lake.
- Eroded footpaths to your lake/dock.
- Exposed tree roots (usually a result of the soil being eroded).
- Erosion along your roof drip line that can get to your lake.

Be proactive:

- Create robust buffer plantings to filter nutrients & protect your shoreline.
- Divert runoff into vegetated areas
- Don't fertilize your lawn or, if you must, use non-phosphorous fertilizer.
"Lakes Like Less Lawns." (Also, be sure not to use insecticides!)
- Pump your septic tank at least every third year. Look for any malfunctions.
- Contact Jon for recommendations and assistance and check [our website](#).



Polling Question 2: Watershed Protection Technical Support Team

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

We will not have program without a team.

a). Yes

b). No

If you signed up for this in the past, and are still interested, please sign up again.



Chat Questions?

Invasives



Aquatic (live mostly under water)



Shoreline (live mostly above water)



The Good News

- >2,000 Inspections
- 7 Plans Found-Not Invasive
- All Set for 2026



Lesson (All of us & guests):

- It's not only power boats!!!
- Kayaks, canoes, jet skis are risks.

The Bad News

- Kayak had milfoil and visited 2 Maine lakes.
- Infested Maine lakes increased by 50% in 10 years.
- Most invasives are carried from Maine Lakes.



YELLOW IRIS



PURPLE LOOSESTRIFE



WATER FORGET-ME-NOTS

Shoreline Invasives

Japanese Tree Lilac ???

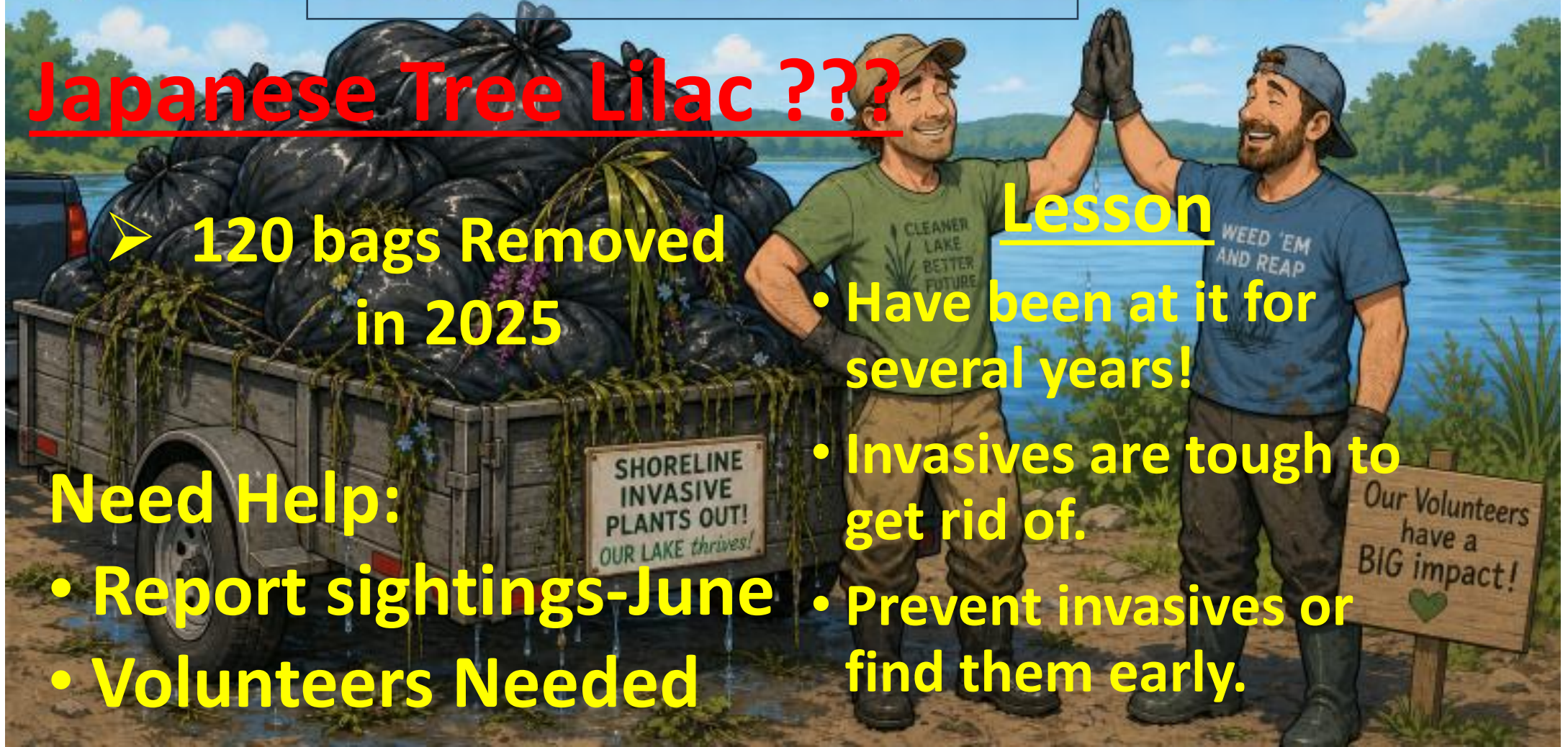
➤ 120 bags Removed in 2025

Need Help:

- Report sightings-June
- Volunteers Needed

Lesson

- Have been at it for several years!
- Invasives are tough to get rid of.
- Prevent invasives or find them early.





Polling Question 3: Shoreline invasives

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

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

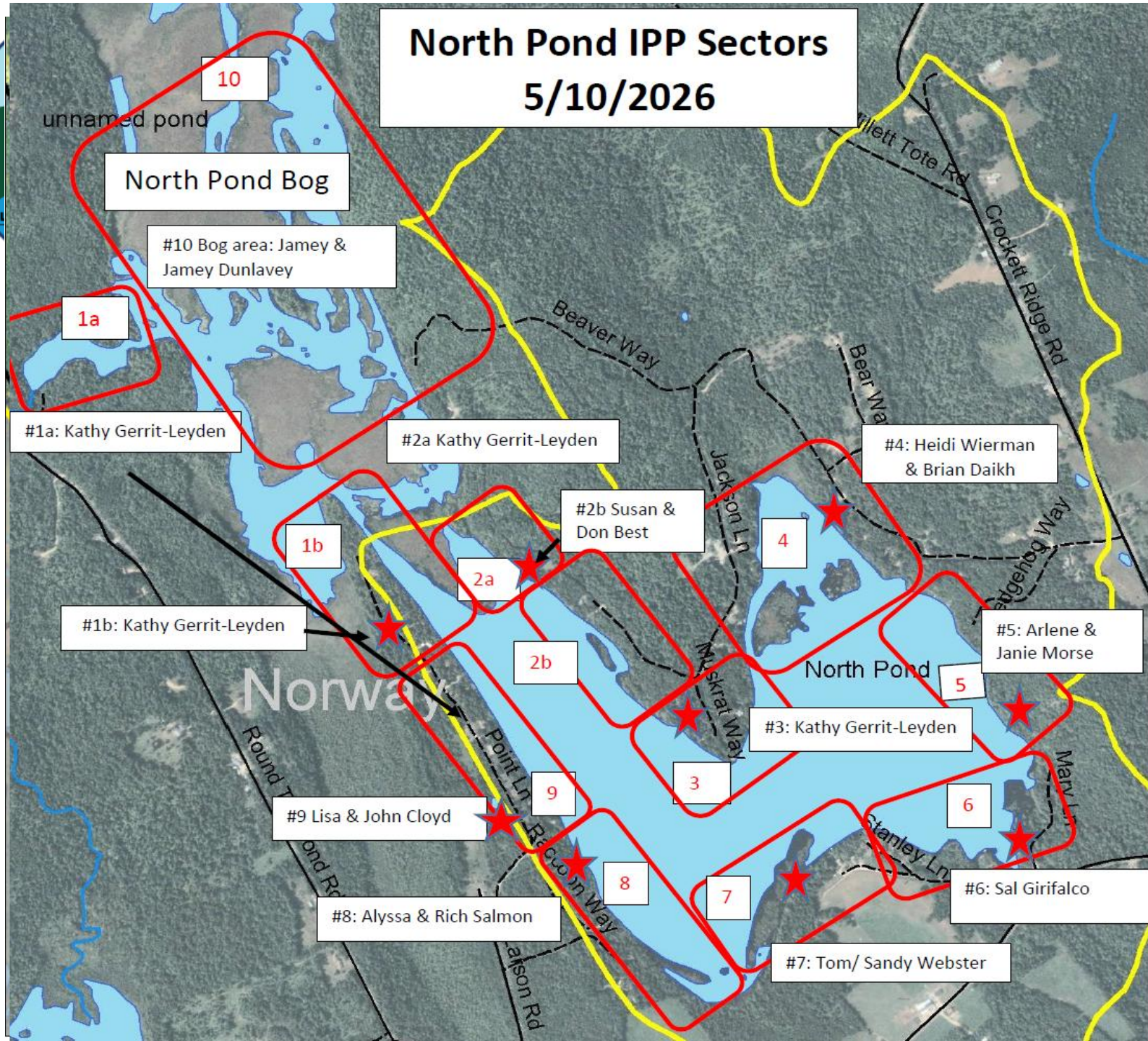


Invasive Plant Patrol (IPP)-Heidi Wierman

- Small effort – a couple of hours on a small part of your lake
 - Kayak/Canoe/Boat
 - Snorkeling
 - Once or twice/year
- 2 hours of training – how to assess plant risk, not identifying
- Looking for suspicious plants – Don't let them get a foothold
- Each area is small – 4 lakes divided into 29 sectors
- Some unpatrolled & over-extended volunteers. Also - turnover
- Need more Patrollers – *“More Eyes on the Lakes”*

North Pond IPP Sectors 5/10/2026

IPP Sectors





Polling Question 4 (IPP)

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

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

- Small effort – a couple of hours on a small part of your lake
 - Kayak/Canoe/Boat
 - Snorkeling
 - Once or twice/each year
- 2 hours of training



Chat Questions?



LAON Succession Planning (Keeping Lake Stewardship Going)



SUPPORTING LAON'S FUTURE

- ✓ Board Members & Volunteers engage in roles based on LAON & interests
- ✓ For all of us, it was *"Learn as you go"*
- ✓ This time – Mentoring is the plan

PATHS TO LEADERSHIP - OPTIONS

- ✓ Join a program – lots of choices within Water Quality, Erosion Control, Invasives, Operations, Outreach
- ✓ Lead a Program
- ✓ Become a Director or Officer

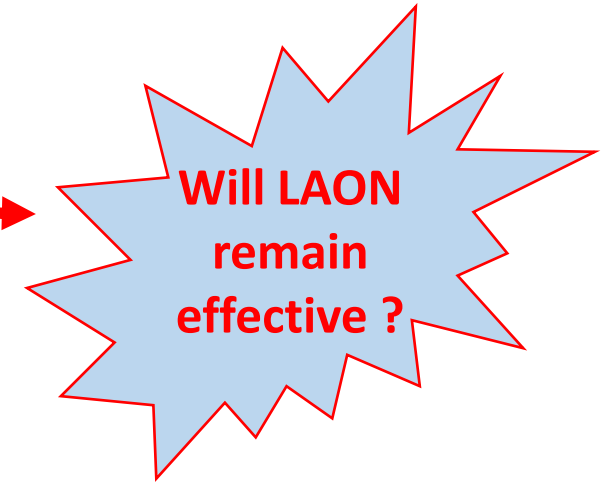


LAON Succession Planning (Keeping Lake Stewardship Going)

RISKS

Invasives
Runoff/Nutrients

Complacency:
*"I'm glad someone is
taking care of the risks!"*



Volunteers needed, including some who can move into leadership roles.

Approaching this now so mentors can support smooth transitions.

Can you engage with us? A broad range of options are available.



- What do you need to volunteer?
Commitment, Some Time, Effort
- Jon & Heidi are great additions, but we are looking for more of you
- The secret sauce – A **PASSION** for our lakes

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





Need Now

Treasurer

- Tom Webster wears 2 hats: Treasurer and database manager
- Can split out database manager, if needed (not as efficient)
- Desire a planned transition
- Need candidates now for 2027
- Tom will Mentor candidate



Polling Question 5 (Treasurer)

5. Currently Treasurer is also database manager. While it's most efficient for one person to fill both rolls, if necessary, they can be split. Treasurer/database. Would be mentored by Tom.

How can you help?

- a) Both Treasurer and database manager
- b) Treasurer only
- c) Database manager only
- d) No, cannot help here.



Outreach – Communications is Essential

- Understanding leads to support and involvement
- Many forms
 - Newsletter
 - Kiosks
 - Emails
 - This Meeting
 - Town Events
 - Targeted Documents

Let's help preserve our lakes

We're committed to maintaining the lake's health and beauty and trust that you will join us in that effort.

There are three major and related threats to our lake:

- Runoff carrying nutrients such as phosphates into the water which contributes to algae blooms
- Invasive plants and animals that are introduced from other lakes and rivers.
 - Erosion on our shoreline from boat wakes

Recent torrential rain storms and higher temperatures have intensified runoff and algae growth. Invasives spread easily but are difficult and very costly to eradicate. Strong waves from boats driven too fast near the shore cause significant erosion.

What can you do? BE LAKE SMART!

- Be sure none of the products you use contain phosphates.
- Your boat could be carrying invasives if it has been on any other body of water and not been cleaned properly. Even a dried out fragment getting wet again can create an invasive problem weeks later.
Clean your boat, canoe, kayaks and fishing gear before launching. See reverse.
- No wake on a motor boat within 200' of the shore. Strong waves hitting the shore cause erosion which enables harmful pollution to wash into the lake.
 - Walk on defined paths to protect vegetation, a lake's best friend.



These threats are present at all lakes, so be lake smart wherever you go! If you want more information about boat inspections, erosion control and invasives, check LAON's website.

www.NorwayLakes.org

CLEAN. DRAIN. DRY.

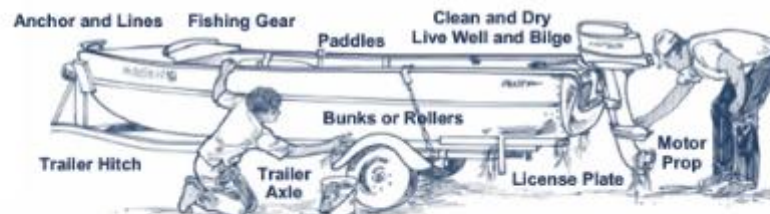
Do your part:
Protect Maine waters
from invasive plants
and animals.



**STOP AQUATIC
HITCHHIKERS!**

Maine Law (Public Law 2023 Chapter 190) states: Prior to entering a water body and when preparing to leave launch sites, boaters are required to remove or open any devices designed for routine removal/opening (for example, hull drain plugs, bailers, live wells, ballast tanks) to encourage draining of areas containing water (excluding live bait containers). This must be done in a way that does not allow drained water to enter any inland water of the state.

CLEAN boat, trailer, canoe, kayak, and fishing & other lake gear. **DRAIN** and let **DRY**.



Funds from invasive species sticker sales protect native Maine plants, animals and habitat.

To register your boat & get your required sticker please visit the Norway town office or go online to:

www.maine.gov/ifw/fishing-boating/boating/protection-sticker.html



It is unlawful to place a watercraft that is contaminated with an invasive aquatic plant upon the inland waters of the state. (Title 12, Section 1306B-A)

Avoid fines by making sure that you are not transporting aquatic plants.

Up to \$2,500 for transporting **any** aquatic plant

Up to \$250 for failing to affix the invasive species sticker to any motorized craft

CLEAN plant debris, mud and algae from all boating and fishing gear and dispose in trash.

DRAIN live well, bilge water, and engine water away from waterbody.

DRY any gear that comes in contact with water.

LAON Merch is good for every season & every reason



Lake Specific Shirts
Visit our website





8am Sunday, August 16, 2026 Pennesseewasse Park Beach

Enid Dullea Length of the Lake Swim



- 8 am Sunday, Aug 16th
- Individuals, or teams of 2 or 3
- Need Safety Boat volunteers

A relaxed 3.5 mile lake swim honoring Enid Dullea of Norway who swam the length of the lake regularly training for the 1936 Olympic trials.

Swimmers please be accompanied by a kayak, canoe, or SUP. Wetsuits and fins allowed. Visible swim buoys required. Individuals and teams of 2 or 3 welcomed.

\$25 requested donation benefits the Lakes Association of Norway. Sponsorship welcomed, support-party boats needed. Not a timed event, swim safely for fun.

To register contact Susan Jacoby at 617 833 0646 or skjacoby@comcast.net.



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 of 2 or 3)
 - b) Yes, as a safety boater
 - c) No



Polling Question 7 (Skills – 2 parts)

We are fortunate that several members have offered their skills to help LAON fulfill its mission of protecting our lakes. Can you contribute skills?

7. **Some Skills** that I can offer to the association are (These are some we can think of):

- a. Horticulture/Gardening
- b. Communications/Writing/Editing
- c. Accounting/Finance
- d. Database Management
- e. Website design
- f. Project Leadership
- g. Engineering/Science
- h. Carpentry
- i. Something else (You can say more in Question 2, below)

8. Something Else (You can type a short answer)



Reminder - 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.



Lake Penn Dam

- Met with Jill Latham, new town manager – Very positive.
- Deep interest in the issue. Responded to email Saturday night.
- Is studying whole dam management issue
- Considering options:
 - Remote monitoring and control*
 - Using spillway that has debris guard in front*
 - Providing real time observation of water level on an updated website*
 - Establishing person responsible for dam management
- Will take time:
 - Evaluate options
 - Get estimates
 - Budget for it



FINANCIAL SNAPSHOT

- **Financial condition is stable**
- **Dues/donations are on target**
- **Only between 19% and 33% of properties contribute**
- **Engagement is more important than money**
- **\$80,000 contingency fund for Watershed Protection Program with current balance of \$62,854.80**
- **Moderate cost increases**
 - **Water quality testing costs (higher costs + Hobbs Pond Special Testing)**
 - **CBI expenses are higher because of increased minimum wage**
 - **Printing**



DUES BY LAKE/POND

		2025			2026		
Lake/Pond	Potential Donors	Dues Payers	%	Dues Amount	Dues Payers	%	Dues Amount
HOBBS POND	39	11	28.2%	\$1,340	2	0.1%	\$200
NORTH POND	88	17	19.3%	\$1,055	9	0.9%	\$560
PENNESSEEWASSEE	294	95	32.3%	\$16,859	33	0.2%	\$5,392
SAND POND	67	18	26.9%	\$3,320	7	0.2%	\$3,320
TOTAL	488	141	28.9%	\$22,574	51	0.2%	\$9,472
Created:	5/22/2026						



2026 LAON FUND BALANCES

	JANUARY 1, 2025	JANUARY 1, 2026
Total Fund Balance	\$190,563.16	\$236,599.98
	December 31, 2025	May 20, 2026
Total Fund Balance	\$236,599.98	\$244,293.73
FUND BALANCES		May 20, 2026
Watershed Remediation Fund		62,854.80
Water Quality Test Equipment Fund		4,158.45
Water Quality Emergency Remediation Fund		25,000.00
Sunshine Fund		12.26
Operating Fund Balance		\$152,268.22



2026 LAON REVENUE

	2025 TOTALS		May 20, 2026 TOTALS	
Individual Contributions		24,484.55		8,151.89
Includes Memorial & Honor Donations			150.00	
Enid Dullea Swim Donations	490.00		-	
Sponsorships		3,000.00		504.66
Interest		6,151.01		1,893.12
Town Payment		14,000.00		0.00
Grants		1,374.00		8,488.71
Sunshine Fund				145.00
Merchandise Sales		5,080.00		230.00
Other Revenue				0.00
Total Revenue		\$ 54,089.56		\$ 19,413.38



2026 LAON EXPENDITURES

	2025 TOTALS	May 20, 2026 TOTALS
Water Quality Testing	4,692.16	6,305.89
Boat Inspections	65.00	112.00
Buoy Placement & Removal	200.00	
Watershed Remediation	40.00	-
Hobbs Pond Algae		
Outreach	266.70	126.99
Administrative	1,646.49	1,485.47
Sunshine Fund		110.00
Merchandise for Resale	1,151.70	3,469.45
Sales Tax		264.83
Total Expenditures	\$8,062.05	\$11,874.63



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 8 (Election of Officers)

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



Any Questions???

Can always ask questions at norwaylaon@gmail.com

Thank you

Hope you have a great summer