

## ANNUAL MEETING OF THE LAKES ASSOCIATION OF NORWAY/MAY 17, 2025

The Annual Meeting (held on Zoom) was called to order at 10:00 a.m. The May 17 date was earlier than the traditional July timeframe with the hope that more people would be able to attend before the “Busy Season” of summer. Seventy people registered for the call. There were 48 zoom boxes with attendees; some of these slots had more than one individual in them. LAON Board directors in attendance were: Norm Baker, Pat Daniels, Lise Dietrich, Chuck Frost, Sal Girifalco, Susan Jacoby, George Morton, Jim O’Brien, Deb Partridge, Paul Shook and Tom Webster. Jeanne Silverman and Steve Zeeman were unable to attend.

**The primary agenda topic focused on Succession Planning to continue support of LAON’s mission of LAKE STEWARDSHIP. COPIES OF THE FULL MEETING PRESENTATION and RECORDING ARE AVAILABLE ON THE LAON WEBSITE. THESE MINUTES PROVIDE HIGHLIGHTS OF THE MEETING.**

Sal talked about LAON’s mission emphasizing that everyone has responsibility for Lake Stewardship on our property and roads. **He reviewed LAON’s journey from 2014 to 2025 highlighting work in the areas of:**

**Water Quality:** In-house water quality testing; Watershed surveys on North Pond, Lake Penn and Hobbs Pond and multiple site remediations; Securing and administering grant funding for 80 erosion sites resulting in 400 tons/year of sediment being prevented! Alice Goodwin was recognized for her proactive work on watershed issues.

**Invasives:** Courtesy Boat Inspection (CBI) at Lake Penn Boat Launch; Shoreline invasives monitoring & mitigation (identification, cutting/removal/disposal); Invasive Plant Patrol (“Eyes on the Lake”) monitoring for aquatic invasives.

**Operations and Communications:** Manage buoys; monitor & report Ice out; install kiosks & fishing line disposal tubes; liaise with Town/State/other lake organizations; manage website, membership, dues/finance, newsletters, emails, annual meetings, Length of the Lake Swim, table at Norway Art Show...and more!

**Jim led the discussion of LAON beyond 2025 emphasizing that the threats to the health of our lakes are ongoing and increasing.** The ongoing effort to respond to threats must increase accordingly. LAON’s stewardship must not fade away as board members move on. **We are approaching a crossroads so planning for continuity of LAON beyond 2025 is critical.** We need volunteers including some who can move into leadership roles. We are doing this now so there can be a transfer of knowledge with mentors to support smooth transitions. The most important things needed from volunteers are: **COMMITMENT, SOME TIME & EFFORT.....a PASSION FOR OUR LAKES** is most important! There are lots of ways to get involved.....and you will be supported by current program leaders and board members and “learn as you go”.

To give people an idea of what it takes to get involved, current Board directors, **Lise Dietrich and Chuck Frost, shared their stories of getting involved with LAON.** They described starting with projects; roles evolving over time; partnering with other Board members and volunteers; doing as much or as little as their time permits; enjoying working with good people who care about the health of the lakes. **Lise and Chuck encouraged everyone to explore and consider opportunities to get involved!**

A question came up about volunteers “from away” who are not in the area full time and how to time their engagement for when they are here. As an example of people not here full time getting involved with LAON, Paul Shook shared that he spends 7 months of the year in Londonderry, NH and 5 months here at Hobbs Pond. For other work needing support, we are hoping to put together **some type of “calendar” showing when the various work needs to be done so people interested in helping out might be better able to plan their visits to the area to coincide with this. Some things, like writing and editing, can be done from anywhere.**

Sal presented a **brief summary of these key programs/areas that support the State of the Lakes in which call participants might like to volunteer and get involved:**

**Adding more volunteers as COURTESY BOAT INSPECTORS** would enable coverage during additional timeframes. We are fortunate that all of the 2024 paid inspectors during prime hours will be back this year.

**SHORELINE INVASIVE REMEDIATION** is an area where we do not yet have a full team for this year. It is easier to find and remediate shoreline invasives (yellow iris, purple loosestrife and water forget-me-nots) than aquatic ones. **We need volunteers to continue this work!**

**INVASIVE PLANT PATROL (IPP)** is important so that we can find aquatic invasives early in shallow water. Lynn Girifalco offers training to volunteers for the various lake sectors on spotting and identifying these invasives. **We need volunteers....the more “Eyes on the Lake” the better!**

**WATER QUALITY MONITORING’s Team** is busy collecting water samples from each lake once per month from May to September. In addition, there is some analysis and sample preparation for submitting them to the state lab. Leslie Taylor was certified last year bringing certified team members to 4. **We need to grow this team.**

**EROSION CONTROL IS A CRITICAL FUNCTION.** Watershed erosion is perhaps the biggest threat to our lakes.. The more volunteer participation the better as it takes time to develop expertise in this area. David Bernard asked about the source of phosphorus entering our lake; he and Paul Shook will talk more about this offline.

**We are looking for help with each of the above programs.....VOLUNTEERS to do the work and PROGRAM LEADERS to manage the work.**

**After this review of volunteer opportunities, a POLLING QUESTION was presented to attendees asking them to indicate which of these programs they are interested in helping (choose one or more)**

**During this segment of the meeting there were also a number of questions raised about:**

Water levels, the dam (the Town controls it)

A possible RV ordinance violation that could impact water quality at Hobbs Pond. (Sal has a meeting with the town Code Enforcement officer so will raise this (and dam) with him.

Getting young people involved in LAON

**A second POLLING QUESTION asked call participants to identify skills they could contribute to LAON in support of its mission to protect our lakes. The Board will follow up with those who replied so we can match them with a volunteer opportunity**

**Tom Webster presented a FINANCIAL SNAPSHOT which indicates a stable financial condition.**

Dues/donations are on target with about one-third of property owners currently donating. Engagement and interest is important!. *A copy of the dues by lake/pond is included in the full presentation posted on the LAON website. Details of 2025 revenue as well as 2025 expenditures/fund balances are also included on the site..*

Interest income has increased. Costs are increasing for water quality testing; courtesy boat inspection and invasive plan survey. The new Watershed Protection Program received a grant of \$17,145 in 2023-2024 for Watershed Remediation.

**The next order of business was the election of LAON Board Officers. The slate presented was:**

<b>President</b>	<b>Sal Girifalco</b>
<b>Vice President</b>	<b>Jim O'Brien</b>
<b>Treasurer</b>	<b>Tom Webster</b>
<b>Secretary</b>	<b>Pat Daniels</b>

**Sal asked if there was anyone else who wished to be considered for an officer role. Since no one indicated an interest in such a role, participants voted on and approved the above slate for one year.**

Susan Jacoby reminded everyone that the **10th Annual Length of the Lake swim will be held on Sunday, August 17, 2025.** This event is always scheduled for the 3rd Sunday in August. **S If you want to swim or help with a party boat (as a safety boater) please contact Susan Jacoby at 617/833-0646 or [skjacoby@comcast.net](mailto:skjacoby@comcast.net).**

**There were no further questions on the call. Sal reminded everyone that they can always ask question at [norwaylaon@gmail.com](mailto:norwaylaon@gmail.com)**

**The meeting concluded at 11:25 am**

**THANKS TO EVERYONE WHO ATTENDED .....HAVE A GREAT SUMMER!!!!!!**

Respectfully submitted,

Pat Daniels  
LAON Board Secretary

