

ANNUAL MEETING OF THE LAKES ASSOCIATION ON NORWAY/MAY 30, 2026

OUR LAKES' HEALTH, SUCCESSES, CHALLENGES, NEEDS, INDIVIDUAL ROLES

Sal Girifalco called the Annual Meeting to order at 10:30 a.m. with 53 participants on the Zoom call. He reviewed the names of the LAON Board of Directors. Those on the call were: Norm Baker, Pat Daniels, Lise Dietrich, Chuck Frost, Susan Jacoby, George Morton, Jim O'Brien, Paul Shook, Tom Webster, Jim West and Steve Zeeman. Deb Partridge and Jeanne Silverman were unable to attend.

A motion to accept the minutes of the May 17, 2025 Annual LAON meeting passed. Sal presented the meeting agenda and encouraged participants to use *chat* to ask questions or make comments which would be reviewed after each section of the meeting. He encouraged everyone, as Lake Advocates, to reach out to friends, neighbors and visitors to promote healthy lakes.....we are HOW the lakes are protected!

These minutes provide summary highlights of the meeting. Copies of the full meeting presentations and recording are available on the LAON website.

Tristan Tabor of Lake Stewards of Maine (LSM) was the meeting's guest speaker.

He is LSM's Water Quality Program Director, Technical Director and Aquatic Scientist. Tristan is a biologist and landscape architect focusing on water resources. He is the author of the article summarized in LAON's Spring 2026 newsletter.

He reminded us that it is much more costly to get back to a healthy lake and that lake protection starts on our property. Tristan presented important information and details of a wide range of programs and initiatives to help protect our lakes. He encouraged us to think not just about shorelines but also streams and culverts that pass downstream to our lakes. His complete presentation/slides can be found on the LAON website

You can contact LSM at www.lakestewardsofmaine.org , by phone at 207/783-7733 or by email: stewards@lakestewardsmaine.org

UPDATES FROM THE VARIOUS LAON PROGRAMS FOLLOW:

The **WATER QUALITY overview showed a mixed bag**. Chlorophyll *ia* declining in all lakes (less so in Hobbs). Phosphorus (P) has declined in Sand Pond. Total P has been steady in North however recently showing slight increase. Penn's top P trend declining however bottom P has been recently increasing (**Warning**). Hobbs Pond surface shows some improvement however Bottom P is increasing (**Troubling -likely cause of algae blooms**). **We all have to be more vigilant about how phosphorus is entering the lakes and try to prevent it.**

WATERSHED PROTECTION is directly tied to Water Quality. Keeping nutrients out of our lakes is essential...this is a forever issue....all lakes....all the time! The consequences of issues are significant.

Paul Shook updated everyone on **Hobbs Pond** where cyanobacteria blooms and high phosphorus levels persisted through 2025. **The Hobbs Pond Watershed has challenges:** runoff from fertile soils & roads elevated the P levels in the feeder streams. **Solutions include:** stream buffering; camp road and culvert improvements; town road shoulder improvements; public access site erosion improvements; homeowner erosion control /buffering/septic systems.

There are a number of remediation projects for the Hobbs Pond Watershed starting in 2026 and continuing in 2027.....stay tuned! (see website for details including grant supported initiatives)

LAON's self-funded Watershed Protection Program's goal is to incentivize more erosion prevention projects than Federal funding allows by marching up to half of the cost to private property owners. **Volunteers are needed to perform preliminary site assessments. Contact WPP Manager, Jon Jacobsen (jonjacobsen72@gmail.com) with questions and to learn more about WPP.**

Check the LAON website or contact Jon for recommendations and assistance of what you can do on your property (including roads and driveways) to protect the watershed.

INVASIVES pose a serious threat to lake quality. LAON has a multi-layered approach to address invasives: Courtesy Boat Inspection; Shoreline Invasives and Invasive Plant Patrol.

Courtesy Boat Inspection (CBI) is led by Norm Baker. Last year, at the Lake Penn boat launch, CBI did more than 2,000 inspections and the 7 plants found were not invasive. The bad news is that it is not only power boats that can carry invasives. Kayaks, canoes, jet skis are all risks. A kayak had milfoil and visited 2 Maine lakes. Infested Maine lakes increased by 50% in 10 years. LAON's courtesy boat inspectors are all set for 2026!

Control and removal of **Shoreline invasives** is going well but there is still more to do. **Chuck Frost chairs this group and is looking for volunteers now** as sightings of invasives (yellow iris, purple loosestrife and water forget-me-nots) occur in June. See the LAON website for more information.

Invasive Plant Patrol led by Heidi Wierman is looking for more patrollers/"More Eyes on the Lake" to cover Norway's 4 lakes which are divided into 29 sectors. Volunteers receive training on how to assess plant risk, look for suspicious plants so they do not get a foothold. **If you want to be part of this initiative, contact Heidi at IPPatLAON@gmail.com**

Sal talked about **LAON Succession Planning and Keeping Lake Stewardship Going.** LAON is looking for people who are interested in becoming a program volunteer, Board Director or Officer. We are looking for candidates now for the Treasurer/data base manager role that will likely need to be filled in 2027.

Pat Daniels (Outreach) updated the group on a **new lake home communication piece** that will be ready soon. It will give important information to help everyone protect and preserve our lakes. The **lake-specific long sleeved t-shirts and sweatshirts** that were sold in 2025 were quite popular. **Order forms are available on the LAON website. The Enid Dullea Length of the LAKE SWIM will be held at 8:00 am Sunday, August 16 for individuals or teams of 2 or 3 swimmers. Safety boat volunteers are needed. Contact Susan Jacoby at 617/833-0646 or skjacoby@comcast.net for more information or to register.**

Sal reminded everyone about **Legislation/Regulations** for draining boats; water safety course and wake boats. See LAON website for details. He reported on the recent meeting he and Jim O'Brien had with Jill Latham, Norway's new Town Manager, to talk about the Lake Penn dam. **It was a positive meeting...stay tuned!**

LAON's Financial condition is stable. Dues/donations are on target for 2026. Only between 19% and 33% of properties contribute. Engagement is even more important. LAON's \$80,000 contingency fund for the Watershed Protection Program has a current balance of \$62,854.80

The final order of business for the Annual Meeting was the election of LAON Board Officers. The slate presented was:

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

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

Sal reminded people that should they have any LAON related questions they can always ask them as norwaylaon@gmail.com

The meeting concluded at 11:50 am

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

Respectfully submitted,

Pat Daniels
LAON Board Secretary