



LAKESIDE

A QUARTERLY PUBLICATION OF NH LAKES - Volume XXX, No. 1, Spring 2020

Advocating for Lakes through Protected Shorelands, Wetlands, and More

During the 2020 New Hampshire legislative session, NH LAKES is diligently advocating for bills that will keep our lakes clean and healthy, now and in the future. Our top legislative priority for 2020 is to protect our lakes and ponds from polluted runoff water, which can contribute to the increased occurrence of toxic cyanobacteria blooms and declining water quality. The primary bill which we are advocating for is:

Senate Bill (SB) 491, relative to shoreland water quality. NH LAKES strongly supports SB491, as originally introduced, because it would increase the natural woodland buffer standard (set in place by the Shoreland Water Quality Protection Act) from 25% to 50% on lots larger than one-half acre. We consider this increase essential for reducing polluted runoff water which can carry phosphorus and other pollutants into our lakes. A natural woodland cover of 50% would be more protective of lake health while still allowing property owners to enjoy shorefront homes, views, and protect their investment.

On Thursday, March 5, the New Hampshire Senate voted to table SB491. Tabling a bill means that it is set aside and it will not move forward in this legislative session. Senate Bill 491 was amended a few weeks ago in committee in a manner that we felt undermined our goal of improving the standard of vegetation in the

woodland buffer area. We worked hard with the bill's prime sponsor, up to the last minute, to get SB491 on to the Senate floor in its original form, but were unsuccessful. We will continue to seek common ground with the bill's opponents and will continue to persevere in our efforts to improve the natural woodland buffer standards to better protect lake water quality.

Other bills that NH LAKES is advocating for that will protect water quality include:

Senate Bill (SB) 713-FN, regarding winter maintenance of paved roads and other areas and reducing road salt. NH LAKES supports SB713-FN because it would expand the Green SnowPro program to municipalities. Currently, only commercial entities can participate in the full program. Through the Green SnowPro program, salt applicators are trained to use salt in ways that reduce its impact on lakes and other water resources. It also helps relieve some liability associated with using less salt on roads, sidewalks, and parking lots. This is an important opportunity for municipalities to use road maintenance practices less harmful to water quality.

House Bill (HB) 1124, relative to the definition of a prime wetland. NH LAKES supports HB1124, which would increase the area of a wetland eligible for a prime wetland designation. The goal of this

legislation is to include the "fingers and toes" of a wetland that meet certain exceptional function criteria. Wetlands help protect and improve water quality, provide wildlife habitat, and reduce the impacts of floods.

Throughout the year, and especially during this fast moving legislative session, we need your help to make sure these lake-friendly bills pass and become law. The best way to get involved is to sign up for the NH LAKES Advocacy Alert, a periodic e-newsletter, at nhlakes.org. Thank you for your support!



New Hampshire State House in spring.

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NH LAKES

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From the President...



Spring is that season when the animals that hibernated, or slowed down into a seasonal torpor, emerge into the warming world

around them. It is a season of growth and, yes, sometimes mud (the fifth New England season). For NH LAKES, spring is a season of transition, from our legislative advocacy work at the State House (thank you, Kelly Buchanan!) to rolling out our lake conservation programs, preparing for another amazing Lakes Congress, and, looking forward to working with people like you in this upcoming warm weather season to keep our lakes clean and healthy.

At this time last spring, NH LAKES was preparing to launch three new programs! Our LakeSmart lake-friendly living program, was adapted from the nationally-recognized LakeSmart program in Maine. It is an education, evaluation, and recognition program and it's free, voluntary, and non-regulatory. We were excited to be doing a 'soft rollout' of LakeSmart, eager to get feedback from the first people willing to try it out. The response was better than expected, with nearly 100 property owners from 28 lakes statewide participating in the program. In the first year, 30 properties earned the LakeSmart Lake-Friendly Living Award.

Along with introducing LakeSmart last summer, we participated for the first time in the Lakes Region Conservation

Corps AmeriCorps program run by Squam Lakes Association. This was an impressive program to take on, but the payoff in our expanded outreach efforts was worth it! Oh, and while we were doing all that, we also launched our Aquatic Invasive Species Spread Prevention Best Tech program by way of the CD3 (clean, drain, dry, and dispose, to be precise)—a mobile, solar powered waterless cleaning station for boats and aquatic gear.

Now, with all that we learned last summer, and with your continued participation and support, we are ready to hit the ground running this coming summer, doing even more than before. We are currently recruiting AmeriCorps volunteers for the 2020 season and have brought back Jessica Sayers, now as our year-round Conservation Program Assistant. We have also welcomed Renee Johnson to our team as our bookkeeper and office coordinator.

Everything that we do for our lakes, we can do only with your participation and your support. Thank you for all that you do and for helping us to accomplish more. Together, we are NH LAKES. Together, we will ensure our lakes are clean and healthy.

On behalf of NH LAKES,

Tom O'Brien, President and Policy Advocate

Leave a Legacy

Please remember NH LAKES in your will. To do this, simply share this sentence with your attorney or financial planner:

I bequeath \$___ or ___% of my estate to:
New Hampshire Lakes Association, Inc.,
17 Chenell Drive, Suite One
Concord, NH 03301.

Our tax identification number is 22-2668396. If you have chosen to include NH LAKES in your estate plans, please let us know. Thank you!



**NH LAKES operations are funded in part
by a grant from the New Hampshire
Charitable Foundation.**

2020 Municipal Advocacy Survey Results!

In November of 2019, we distributed the annual Municipal Advocacy Survey to our members. This survey is designed to help inform NH LAKES' local, municipal level advocacy work around the state for the coming year. While NH LAKES is available to assist local groups, associations, and neighborhoods to develop and adopt policies and practices designed to keep lakes clean and healthy, we also recognize the outstanding work of local groups already supporting this same goal.

Our 2020 survey found that most respondents are interested in establishing expendable municipal

trust funds for aquatic invasive species prevention and management, developing polluted runoff water management plans, and establishing septic system regulations and oversight in their municipality. Approximately 30% of respondents requested assistance with establishing lake-friendly local policies. Respondents indicated that advice on lake-friendly policies and providing sample model ordinances are the best ways NH LAKES can provide assistance on the local level.

NH LAKES also heard from many respondents that increased enforcement of current regulations,

both in the protected shoreland area and on the lake, is a top priority. Respondents noted that the negative impacts of polluted runoff water, such as toxic cyanobacteria blooms, are a threat to their communities.

Keeping our lakes clean and healthy can start at the municipal level. Often, state regulations are not protective enough of local water resources. If you are interested in pursuing lake-friendly local policies in your city or town, please contact Tom O'Brien, President of NH LAKES, at tobrien@nhlakes.org or 603.226.0299.

Call for Nominations: 2020 Morten Award for Exemplary Lake Stewardship

In September 2002, a special award was created in honor of the late John F. Morten (1914-1989), in recognition of his lifelong work to protect New Hampshire's lakes and ponds. It was his vision and grassroots efforts that helped create the Lakes Region Federation, which later became the New Hampshire Lakes Association (NH LAKES) upon its merger with the New Hampshire Lakes Legislative Coalition. It was John Morten who saw the value of a statewide umbrella organization to represent lake interests with both the legislature and state agencies.

Mr. Morten exemplified selfless dedication to the lakes he loved so much, giving generously of his time, talents, and financial resources to help protect them. He was a person who made things happen—the creative idea man, leader, and activist who was organized, determined, and persistent in the achievement of any task. It is in tribute to his vision, dedication, commitment, and vigor that NH LAKES established the John F. Morten Memorial Award for Exemplary Lakes Stewardship.

If you would like to nominate an individual for the 2020 Morten Award, visit the NH LAKES website at nhlakes.org to download a nomination form, email info@nhlakes.org, or contact the office at 603.226.0299. All nominations must be submitted by June 1, 2020. You can also re-nominate someone who has been nominated before.



Mark Lorenze (right), Franklin resident, was awarded the 2019 John F. Morten Award for Exemplary Lake Stewardship.

In Memoriam

Chris Devine passed away on January 29, 2020. Chris had served as a long-time Executive Director of the Squam Lakes Association and as a NH LAKES Board Member. He most recently served as the Executive Director of the Rangeley Lakes Heritage Trust in Maine. "Chris' passion for lake conservation was an inspiration to many, particularly those of us working in the field," commented Andrea LaMoreaux, NH LAKES Vice President of Programs and Operations. A celebration of his life will be planned for spring.



Chris Devine

Kick off summer with us at the 27th Annual Lakes Congress!



What: Our annual education, training, and networking event.

When: • **Thursday, May 28: 7:00 p.m. – 8:00 p.m.**

Celebrating New Hampshire's Freshwater Boating Heritage – a presentation by Martha Cummings, Executive Director of the New Hampshire Boat Museum

• **Friday, May 29: 8:00 a.m. – 2:45 p.m.**

The day will kick-off with the keynote presentation "Lakes as Sentinels of Climate Change" by Dr. Craig Williamson, leader of the Global Change Limnology Laboratory and member of the United Nations Environment Programme Environmental Effects Assessment Panel. In this inspiring keynote, you will learn how we can use the knowledge of how lakes are responding to climate change to improve the effectiveness of our ability to protect and preserve water quality and wildlife in lakes.

Where: Church Landing at Mill Falls in Meredith

Session Tracks and Topics Include:

- Resources for Lake Associations
 - "On Background": How to Talk to the Media with Sam Evans-Brown, NHPR
 - Taking the Lead: Lake Associations' Roles in Watershed Management Plan Development and Implementation
 - Building a Better Membership Program from the Lakebed Up
- Advocacy & Public Policy
 - The State of Lakes and National Policies
 - The State of Lake Advocacy in New Hampshire
 - Connecting Climate Change Impacts and Lake Health: Taking Steps to Promote Resiliency
- Hot Topics
 - New Hampshire's Shoreland Act
 - Cyanobacteria and New Hampshire's Lakes
 - Aquatic Invasive Species Open Forum – Q&A
- Lake-Friendly Living
 - Septic Systems and Lake-Friendly Living
 - Putting Our Lakes on a Low Salt Diet
 - NH LAKES LakeSmart Lake-Friendly Living Program
- Lakes and Climate Change
 - Paleolimnology: Studying the Past to Conserve Our Lakes into the Future
 - Climate Change and New Hampshire's Loons
 - Communicating about Climate Change with Eric Eckl of Water Words That Work

For More Information & to Register: Registration will open in mid-April.

Visit nhlakes.org/lakes-congress.

As of this printing, Lakes Congress 2020 is still on. We are monitoring information from the CDC and state officials about public gatherings. We will notify you with any updates as soon as they are available.

Join Us at Lakes Congress on Thursday Night! "Celebrating New Hampshire's Freshwater Boating Heritage"



Kick off Lakes Congress with us on the evening of Thursday, May 28, by exploring the evolutionary history of boating on New Hampshire's fresh waterways with Martha Cummings, Executive Director of the New Hampshire Boat Museum. She will discuss everything from muscle and wind-power to combustion engine-powered boats. Martha will also share highlights of NHBM's 2020 exhibit "Locally Produced" and you'll hear what the museum is all about. This discussion will be held from 7:00 to 8:00 p.m. Register at nhlakes.org/lakes-congress. (\$5 per person).

Meet Our Featured Lakes Congress Presenters



Craig Williamson is the Ohio Eminent Scholar of Ecosystem Ecology at Miami University in Ohio where he leads the Global Change Limnology Laboratory. His expertise is in the ecology of ultraviolet radiation and climate change, with a current focus on the effects of changing water clarity on lakes. His research extends worldwide. He is the Chief Scientific Adviser of the Pocono Lake Ecological Observatory Network. He is active in the Global Lake Ecological Observatory Network, and he serves on the United Nations Environment Programme Environmental Effects Assessment Panel. He spends time at Pleasant Lake in New London, New Hampshire, most summers. At Lakes Congress, Craig will deliver the keynote address, "Lakes as Sentinels of Climate Change."



Lisa Borre is a senior research specialist at the Cary Institute of Ecosystem Studies and is involved with numerous lake-related organizations at the local, national, regional, and global levels. She is president-elect of the North American Lake Management Society and an active member of the Global Lake Ecological Observatory Network. She was the Vermont coordinator of the Lake Champlain Basin Program (1990-1997) and co-founder of LakeNet, a world lakes network. She has also written about global lake topics for National Geographic's Water Currents blog. She currently lives in Annapolis, Maryland. At Lakes Congress, Lisa will discuss the state of lakes and national policies.



Sam Evans-Brown has been working for New Hampshire Public Radio since 2010, when he began as a freelancer. He shifted gears in 2016 and began producing "Outside/In," a podcast and radio show about "the natural world and how we use it." His work has won him several awards, including two regional Edward R. Murrow awards, one national Murrow, and Overseas Press Club of America's award for best environmental reporting in any medium. He studied politics and spanish at Bates College, and, before reporting, was variously employed as a Spanish teacher, farmer, bicycle mechanic, ski coach, research assistant, wilderness trip leader, and technical supporter. At Lakes Congress, Sam will discuss how to talk to the media.

Your Vehicle Purchase Could Support the 2020 Lakes Congress!

Fourth Generation Steward, Amanda Grappone Osmer, has committed Grappone Automotive's support to the 2020 Lakes Congress if they can tie the sale of 10 vehicles to NH LAKES! If you have purchased a vehicle from Grappone since June 2019, please let us know—contact us at info@nhlakes.org or 603.226.0299.

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Stay the Night in Meredith!

Lakes Congress registrants are encouraged to stay the night in Meredith before Friday's program. Registrants will receive a special discounted rate to stay at any of the Mills Falls Inns on Thursday, May 28. To reserve a room, call 800.622.6455 and mention that you will be attending Lakes Congress.

The Concerns about Ballast Boats, Invasives, and Water Quality

by Amy P Smagula, *Limnologist/Exotic Species Program Coordinator, New Hampshire Department of Environmental Services*

Ballast. What is that? Ballast is something heavy added to the bottom compartment of a boat to help it sit lower and be more stable in the water. It could be something solid like weights or cargo added into the vessel, or more commonly, it could be surrounding water that is drawn into holding tanks on the vessel. The latter allows for quicker and more precise adjustment of weight, as water can be drawn in or pumped back out as needed.

Ballast has commonly been a term applied to large vessels, like cargo ships and ocean liners, which must sit low in the water to cross oceans and other large bodies of water safely. But, increasingly, ballast is a term used to describe a type of boat that is becoming popular on our lakes and ponds—ballast boats (also known as wake boats). These vessels are outfitted with water-holding devices (hard tanks or soft bags) with holding capacities ranging from 80 to 600

liters and plumbing to pump water in and out.

While this may seem convenient and harmless, there is great concern about ballast water being a significant vector in the spread of aquatic invasive species, particularly microscopic organisms. A study from the Great Lakes Region (Campbell et al. 2016) examined ballast bags from 13 different vessels that had been docked for at least seven days. They found these bags could not be fully drained and contained residual amounts of water ranging from 1 to 87 liters. Of the 13 bags they examined, nine contained live aquatic organisms, two of which included live zebra mussel larvae.

This means that these vessels, with incomplete discharge of their ballast intake and typically no filtration or disinfection capabilities for the ballast system, could move water (and potentially harmful organisms) from

one waterbody to another. We know a drop of lake water can contain thousands of organisms—liters of water can contain hundreds of thousands of potentially problematic organisms!

In addition to moving volumes of water, these boats under the weight of ballast are heavy and sit low in the water. At operating speed for towing boarders and skiers or creating waves for surfers, they displace a lot of water, sending a series of tall waves across portions of the waterbody on which they are operating. These waves have several times more energy than waves produced by un-ballasted ski vessels. This could lead to stirring up bottom sediments, shoreline erosion, nutrient loading and plant fragmentation, depending on how close to shore these vessels are operated.

To help understand positive and negative uses of ballast boats on our



surface waters, a legislative study commission was formed in 2019. The commission was tasked with evaluating the science and mechanics of ballast boats and making recommendations to mitigate any potential impacts these vessels and their related ballast systems have on our surface waters. The commission is expected to report out in 2020.

As always, we encourage boaters to clean, drain, and dry, boats, trailers and gear using best available technologies and equipment to prevent the spread of invasive species. We encourage lake residents and other stewards to practice early detection activities by monitoring lakes for new infestations early, and to monitor for and document any sedimentation, erosion, or other concerns related to the multi-uses of our lakes.

References

Campbell, T., T. Verboomen, G. Montz and T. Seilheimer. 2016. Volume and Contents of Residual Water In Recreational Watercraft Ballast Systems. Management of Biological Invasions: Volume 7.

Wake (Ballast) Boat Study Commission

NH LAKES serves as an appointed member on the wake (ballast) boat study commission established by House Bill 137. This study commission is examining the possible effects of wake (ballast) boats on the spread of aquatic invasive species, shoreline erosion and impacts to private property, the economic impact of recreational boating and the popularity of water sports among families in New Hampshire, and the safety of swimmers and other boaters. As a member of this study commission, NH LAKES advocates for appropriate and responsible on-water uses that help keep our lakes clean and healthy.

Bringing AIS Spread Prevention Technologies to a Ramp Near You

Did you know? A new law went into effect on January 1, 2020, that provides increased protection to your favorite lake from the spread of invasive species (AIS)! In 2019, House Bill 325 became law and requires boaters to use AIS spread prevention technologies at public boat access facilities, if the technologies are available for use. This is an important addition to existing clean and drain requirements and will further help to prevent the spread of AIS in New Hampshire.

NH LAKES sees this new law as a “carrot” for boat access facility owners to invest in AIS prevention technologies, like waterless cleaning stations and other methods, since those owners can now be sure their investment will be used by the public.

Are you interested in helping local ramp owners find out what tools and technology could be installed to help boaters do more? This summer, we’re offering a new service to our members and friends! The NH LAKES AmeriCorps team is available to visit the boat access facility in your community to assess the site and its logistics to help determine what technology for AIS prevention, if any, would work best.

If you’re interested in finding out what tools and technology could be offered at local boat ramp to help boaters prevent the spread of invasive species, fill out an inquiry form on our website at nhlakes.org/AIS-Best-Tech, email info@nhlakes.org, or call 603.226.0299.



The NH LAKES CD3 Waterless Watercraft Cleaning Station

Join the Statewide Effort to Make Lake-Friendly Living the New Norm!

The health of our lakes, and our enjoyment of these irreplaceable natural resources, is threatened. NH LAKES has found that most property owners are not aware of how their actions affect the health of lakes—we have also found that property owners generally want to do the right thing to help keep the lakes they enjoy clean and healthy! The LakeSmart Program is the beginning of an exciting journey about learning what it takes to ensure our lakes remain clean and healthy, now and in the future.

A Successful Pilot Year

During the 'soft launch' of the LakeSmart program in 2019, nearly 100 property owners from 28 lake communities participated. Property owners scoring high through the lake-friendly living evaluation were recognized in their community as being 'LakeSmart' to inspire friends and neighbors to become LakeSmart, too! Some property owners immediately took action to become more lake-friendly—including Steve Avery from Deering Lake who planted native shrubs on an eroded patch of shoreline and will have his property re-evaluated this summer for LakeSmart status!

What is LakeSmart?

LakeSmart is a free education and recognition program that provides the opportunity for property owners, local groups, and businesses to come together to create a conservation ethic around caring for our lakes. Property owners receive personalized recommendations and are provided with a directory of lake-friendly living service providers to help them adopt lake-friendly living practices.

How YOU can Participate!

In 2020, NH LAKES is fully launching the program statewide and we need

your help to make it work! There are three ways to join in and support the effort to make LakeSmart the new norm in your lake community:

- **Property owners:** Receive tailored recommendations about how to implement lake-friendly living practices in your home, on your property, and along and on the lake, year-round.
- **Local community groups:** Use LakeSmart to complement the unique qualities, local expertise, and activities already taking place in your lake community.
- **Service providers:** Demonstrate that you value clean and healthy

lakes and have your business listed in the LakeSmart directory of lake-friendly living service providers.

Visit nhlakes.org/lakesmart or email lakesmart@nhlakes.org for more information. Or, attend the LakeSmart session at the 2020 Annual Lakes Congress! Krystal Costa Balanoff, NH LAKES Conservation Program Coordinator, and Steve Avery, President of the Deering Lake Improvement Association, will discuss how communities are using the social science behind the LakeSmart Program to establish a new conservation ethic of lake-friendly living.



Property owner, Steve Avery, and the Deering Lake Improvement Association LakeSmart Team. From left to right, Jessica Sayers of NH LAKES, Betsy Holmes of the Deering LakeSmart team, Steve Avery, Deb Degan of the Deering LakeSmart team, and Devin Hogan of NH LAKES.

Lead Tackle Buyback Program to Expand in 2020

by Harry Vogel, Senior Biologist and Executive Director, Loon Preservation Committee

The use of lead fishing tackle affects our lakes and the wildlife that inhabits them—including our loons. The sale and freshwater use of lead fishing sinkers and jigs weighing one ounce or less (the size range recovered from dead loons) has been banned since 2016. Since then, the annual rate of lead tackle mortalities has decreased; however, lead tackle still kills New Hampshire loons every year and still impacts our loon population. In 2019, seven adult loons in New Hampshire were confirmed to have died from lead poisoning from ingested fishing tackle. This is likely an underestimate of the true number of lead tackle mortalities last year. Many dead loons are likely never found, and others are found with ingested lead objects that were probably tackle but were too eroded to identify.

The yearly peaks of loon deaths from ingested tackle coincide with the peak of fishing activity on New Hampshire's lakes. This and other evidence indicates that illegal lead tackle remains in active use. In an effort to

address this problem, the Loon Preservation Committee (LPC) teamed up with New Hampshire Fish and Game to launch an innovative Lead Tackle Buyback Program. This program offers anglers the opportunity to safely dispose of their lead fishing tackle that is no longer legal to use and provides a financial incentive to do so. Buyback participants can exchange one ounce or more of old lead fishing tackle at participating tackle shops for a \$10 voucher, which they can use at that shop to purchase loon-safe, non-lead tackle or other fishing supplies. The program was piloted in 2018 with two participating retailers, and its outstanding success prompted an expansion to nine participating retailers in 2019 and a continuation of the program this year.

Since 2018, the Lead Tackle Buyback Program has resulted in the collection of **over 14,800** lead sinkers and lead-headed jigs. Had they remained in circulation, any one of these pieces of tackle had the potential to kill a loon or other lake wildlife. This year the program will include new retailers,



online retailers, and lead tackle buyback tables at several events throughout the state, including the NH LAKES 2020 Lakes Congress. If you attend Lakes Congress, be sure to bring your old lead fishing tackle—turning in an ounce or more of that tackle will earn you a \$10 voucher redeemable at participating retailers!

For more information about the program, including a list of participating retailers, please visit LPC's Loon Safe website, loonsafe.org.



Lead tackle collected as part of the Lead Tackle Buy Back Program.

Meet NH LAKES Legacy Society Members John-Michael and Kristin Giral

John-Michael and Kristin Giral had a vision for getting their children, ages 6, 8, and 10 years old, thinking about charitable giving early. John-Michael currently serves as the Secretary to the NH LAKES Board of Directors.

Late last year, they established a donor advised fund with Schwab. "It made sense to establish a specific fund with a set amount," John-Michael explained. "Then, we designed a three-step process for each one of our children to select a charitable nonprofit and choose how much to contribute."



John-Michael and Kristin Giral with their family.

The first step involved nine flash cards with areas of charitable service like the environment, education, and health. Each one of them selected a card. "Next, we all sat together to look at lists of local New Hampshire nonprofit organizations in those services areas." Two of their three children selected local nonprofits. The third one's passion for giraffes necessitated an international choice.

For the next step, John-Michael and Kristin will help each of their children make a call to the executive director of their chosen charity. From the directors, they will learn more about the mission, vision, and values of that organization.

Then, finally, as a family they will decide how much money from the fund should be directed to each organization.

The Giral Family are members of the NH LAKES Legacy Society. The NH LAKES Legacy Society is an important group within the NH LAKES community. These are people who value New Hampshire's lake traditions, culture, and way of life. Each one of them have chosen to make a lasting gift to the lakes they love. John-Michael and Kristin joined the Legacy Society by naming NH LAKES as the sole beneficiary of their donor advised fund when they set it up. Do you have a donor advised fund? Have you thought about naming NH LAKES as its beneficiary?

If you are interested in learning more about the NH LAKES Legacy Society, please contact Martha Lovejoy, Director of Finance and Development, at 603.226.0299 or mlovejoy@nhlakes.org.



NH LAKES Staff Happenings

Welcome back, Jessica!



Please join us in welcoming back Jessica Sayers! Last summer, Jessica joined us as our seasonal Conservation Program Assistant, helping us with the management of the Lake Host Program and kicking off the LakeSmart Lake-Friendly Living Program. This year, NH LAKES is lucky to have Jessica join us year-round as our Conservation Program Coordinator! As our conservation

programs have grown, we have realized the need to keep a staff person on year-round to help with these efforts. We couldn't be happier for that person to be Jessica! Not only does she already have knowledge of our organization and programs, she brings an amazingly positive attitude and fun energy to our office!

Jessica graduated from New England College with a Bachelor of Science in Environmental Studies. She worked at the New Hampshire Department of Environmental Services in the Watershed Management Bureau helping with river water quality sampling before joining NH LAKES last summer.

Best of luck, Kelly!



NH LAKES' Advocacy Program Coordinator, Kelly Buchanan, has moved on to new opportunities. Kelly served NH LAKES as Research Assistant in the summer of 2017 and greatly enjoyed more than two years serving as Advocacy Program Coordinator. She's certainly sad to say goodbye to NH LAKES, but is looking forward to an exciting new position as Director

of Regulatory Affairs at Clean Energy NH. While Kelly isn't going too far, we'll certainly miss her in the office and as our advocate at the State House and beyond. Best of luck in all your future endeavors, Kelly!

Welcome aboard, Renee!



NH LAKES is happy to announce the recent hire of a Bookkeeper/Office Coordinator. Renee Johnson has joined the team in this new year-round role! Renee is a graduate of Northeastern University in Boston where she received a Bachelor of Science in Business Administration and Accounting. Most of her professional experience has been in the legal industry as a firm

administrator, responsible for the overall management of firms, which included accounting, insurance and benefits administration, and human resource management. She also worked at the Florida Restaurant Association as an accounting coordinator and was active in the Association's political action committee.

Please join us in welcoming Renee to the NH LAKES team!

Congratulations, Andrea!



Andrea LaMoreaux has recently been promoted to Vice-President of Programs and Operations! Pursuant to its strategic plan, and enabled by its Campaign for New Hampshire's Lakes, NH LAKES has recently increased in size from four to nine year-round employees, with approximately 300 seasonal employees and 400 volunteers, including two AmeriCorps volunteers. As part

of this growth, and to position itself for the future, NH LAKES has promoted its longest-tenured employee, Andrea LaMoreaux, to this co-executive position alongside current President, Tom O'Brien.

This promotion comes on the heels of Andrea's 13th work anniversary! She's looking forward to many more years of helping to keep the lakes we all love clean and healthy. We are extremely lucky to have Andrea on our team!

Is Your Watershed Protected by Warriors?!

Bring the Watershed Warrior Program to your next community event, free of charge! Kids (and their families, too!) experience hands-on fun while learning about lake ecology and simple everyday things that can be done to help keep lakes healthy. At the end of the circuit, participants can become a 'Watershed Warrior' by pledging to adopt one lake-friendly activity. To find out more, contact our Outreach Program Coordinator, Erin Mastine, at emastine@nhlakes.org, or fill out an inquiry form online at nhlakes.org/watershed-warrior/.



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Membership Matters

New Members: December 10, 2019 – March 2, 2020

Individuals

Chris Albert

Sylvia Anderson

Judi Anthony

Celeste Baker

Dan and Dale Barnes

Charles and Diane

Beaulieu

Don and Deb Beckwith

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Roe Coit

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Donald and Carmen
Gagnon

Boo Gershun

Chip and Karen Hagy

Jim Hall

Andrew Hatch

Arlene Hawkins

Ted Hilton

Bruce and Bernadette

Ilgen

Carol Lambert

Tony Leeds and Rana

Klug

Brenda LeMay

Patricia and Curtis Ley

Dr. Richard Lobban

Lynden Magnoli

The Honorable Harry C.

Merrow

Julia Pakradooni

Jeff Proehl

Peter Proko

John and Jean Rich

Christopher Riesbeck

Gregg and Beth Roark

Ken Rodbell

Carol Rykin and Ned

Rightor

Deborah Samoissette

Christine and David

Savukinas

Joshua Siegel

John Strauss

Laura and Ralph

Swanson, Jr.

Anne Tarryk

Kenneth and Aridia

Twombly

Phil Valenti

Paula Wanzer

Sarah Webb

Lynn Wittman

Matthew Zanderigo



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