



Annual Meeting

Tuesday, October 21, 2025



Zoom protocol

Participants' microphones are muted and video is off.

Post questions in the Q&A section. We will answer questions at the end of the program.

The video of this presentation will be posted at 7LakesAlliance.org.



Welcome

- Treasurer's Report
- Land Conservation & Stewardship
- Lake Science
- Erosion Control
- Invasive Aquatics
- Outreach & Communication
- Advancement
- Q&A
- Thank You



Welcome

CHRIS MONZ
PRESIDENT & CEO



TREASURER'S REPORT

Tom McCandlish
Assistant Treasurer



Treasurer's Report



Photo Credit: Tom McCandlish

STRONG POSITION, UNCERTAIN TIMES

- 7 Lakes ecosystem, committed community, excellent staff
- Current strong financial position
- Climate change, invasives, development threat
- Future funding uncertainty



Treasurer's Report



CAPABLE MANAGEMENT & STAFF

- 14 year-round staff and 74 seasonal staff
- Expertise and commitment to meet the challenges
- Water quality programs and conservation land



Treasurer's Report



7 LAKES CURRENT FINANCIAL STRENGTH

- 2024 Financials clean audit opinion
- 2025 Funding exceeding expenses - in line with Budget
- Almost \$5 million in net current assets



Treasurer's Report



THE DRIVE FOR SUSTAINABILITY

- Anticipated 2026 shortfall
- Demonstrated Community Funding Capacity
- Funding for our Future
- Insurance for our Lakes and Land

LAND CONSERVATION & STEWARDSHIP





LAND CONSERVATION & STEWARDSHIP



Noah Pollock

*Land Conservation
Director*



Dan Woughter

*Stewardship
Coordinator*



Land Program

Conserving the lands and waters of the Belgrade Lakes region for all.

Goals:

- Safeguard water quality
- Provide recreational opportunities
- Protect wildlife habitat
- Foster climate resilience
- Maintain open space, scenic views, and a dark night sky

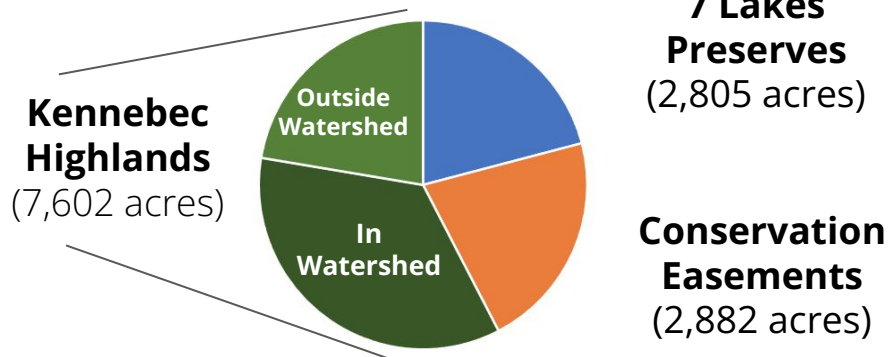


Photo courtesy of Brian Rimm



Land Program

- **13,289** acres of land protected since the 1990s
- **171** acres protected in 2025
- An additional **894** “in the pipeline”



Hoyt Island. Photo courtesy of Alex Wall



Long Pond East Shore Conservation Area

- **171** acres
- **1,250** feet of Long Pond shoreline
- Old growth forest, vernal pools, wetlands
- Land For Maine's Future grant matched by community donations - *Thank you!*

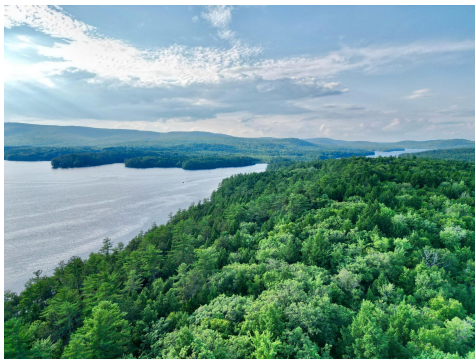


Photo courtesy of Jodi Franklin

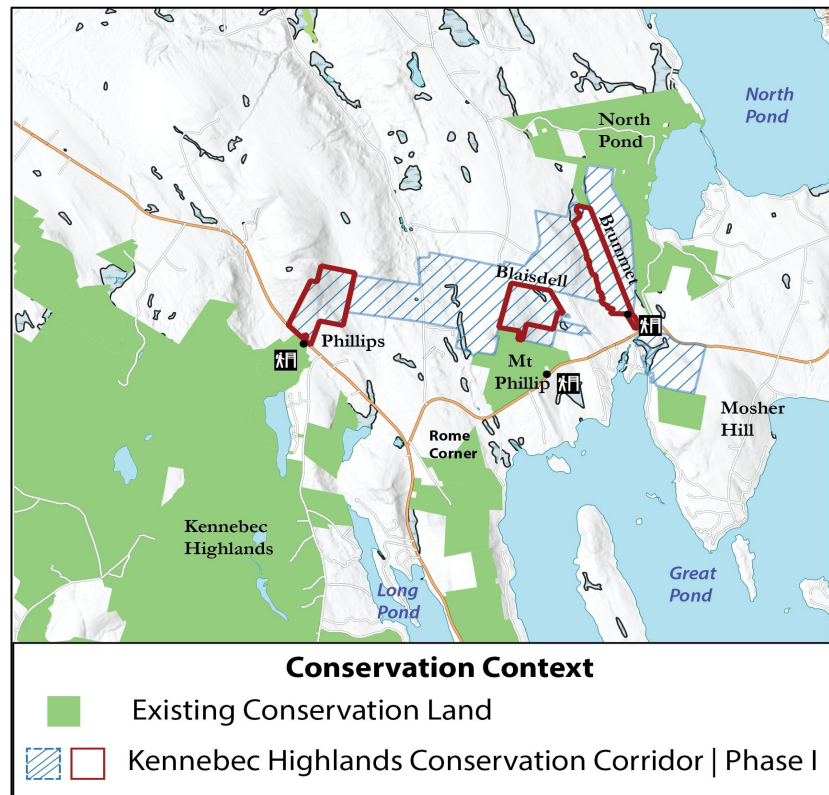


Kennebec Highlands to North Pond Conservation Corridor

- Goal: connect Kennebec Highlands to conserved lands to the east
- Three properties (390 acres) under consideration (Phase 1)



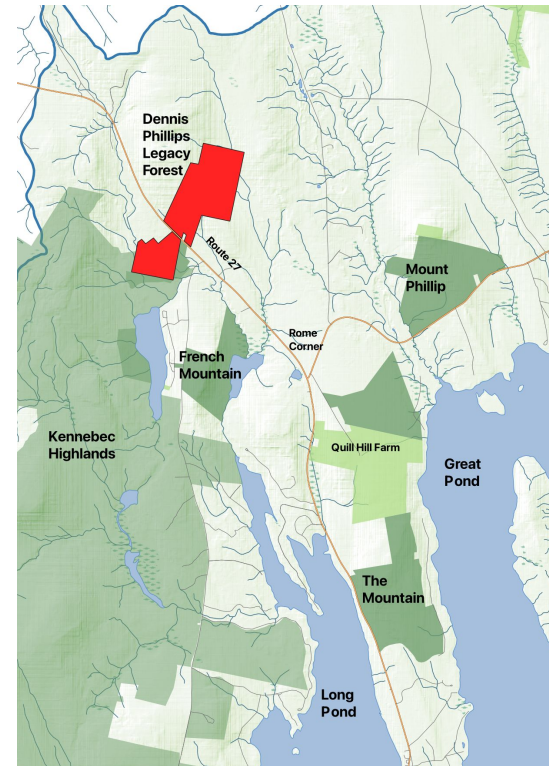
Photo courtesy of Alexander Wall





Denny Phillips Legacy Forest

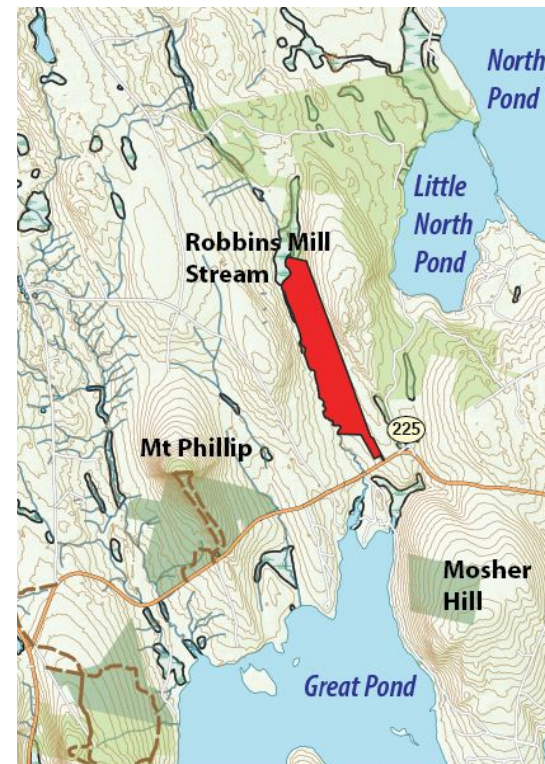
- 151 acres
- Mature forest, Whittier Brook headwaters
- Farmhouse and barn – seasonal staff housing, storage opportunities





Robbins Mill Stream

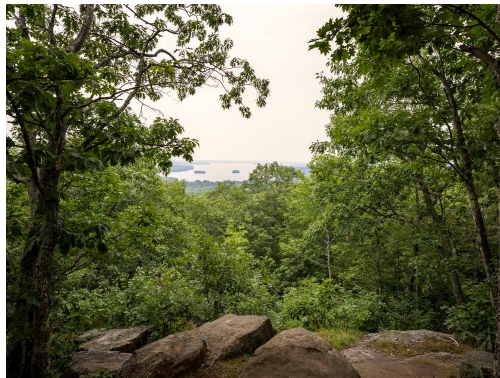
- **140** acres
- 1.5 miles of stream frontage
- Significant Great Pond tributary
- Excellent recreational opportunities





North Side of Mt. Phillip

- **120** acres, including 77 acres of deer winter habitat
- Summit views
- Dispersed recreation opportunities





Land Stewardship / Annual Monitoring

	Acres	# of Properties
Fee Properties	2,805.3	23
Conservation Easements	2,881.7	22





Land Stewardship / Rockefeller Intern



Andrew Bertolini
2025 Rockefeller
Stewardship Intern





Land Stewardship / Trail Projects



10 step staircase on Mt. Phillip

Over 500 hours of
volunteer work on 2025
stewardship projects



9 steps on the Lambert
Trail - volunteer built!



Land Stewardship / Homestead Property



Homestead Trail: 0.3 mile
wheelchair accessible



Homestead Trailhead: Wheelchair
accessible composting privy

LAKE SCIENCE





LAKE SCIENCE



Dr. Danielle Wain

*Lake Science
Director*



Matt Farragher

Lake Scientist



Miles Hagedorn

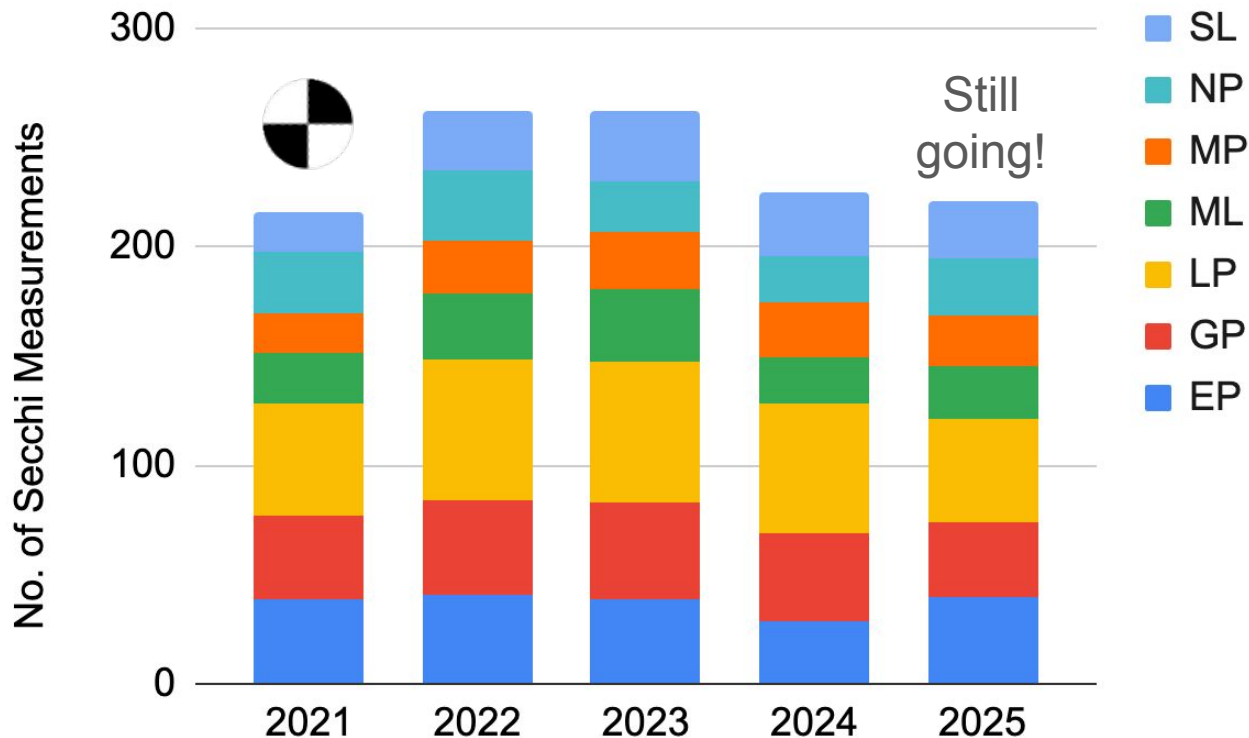
Assistant Lake Scientist



Every year, we are building capacity for monitoring

Thanks to:

Whitney King, Cogan Lawler, Ella Novion, Sam Bunge, Soomin Lee, Elisa Orteaga, Maddy Tran, AJ Held, Makda Tadess (**Colby**); Chris Bradley, Pete Kallin (**BLA**); Mel Croft, Gary Allison (**EPA**); Janna Townsend (**FOM**), Dave and Kim Hallee (**MPSLA**); Karen Ashton (**NPA**); Tobias Verville; Gloeco monitors, new and old!

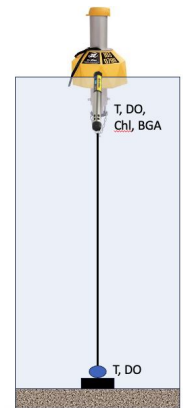




Summer drought led to varied water quality conditions

North Pond had a good year because there was no internal loading

- New data buoy (cost share with NPA) showed the lake remained well oxygenated all summer.



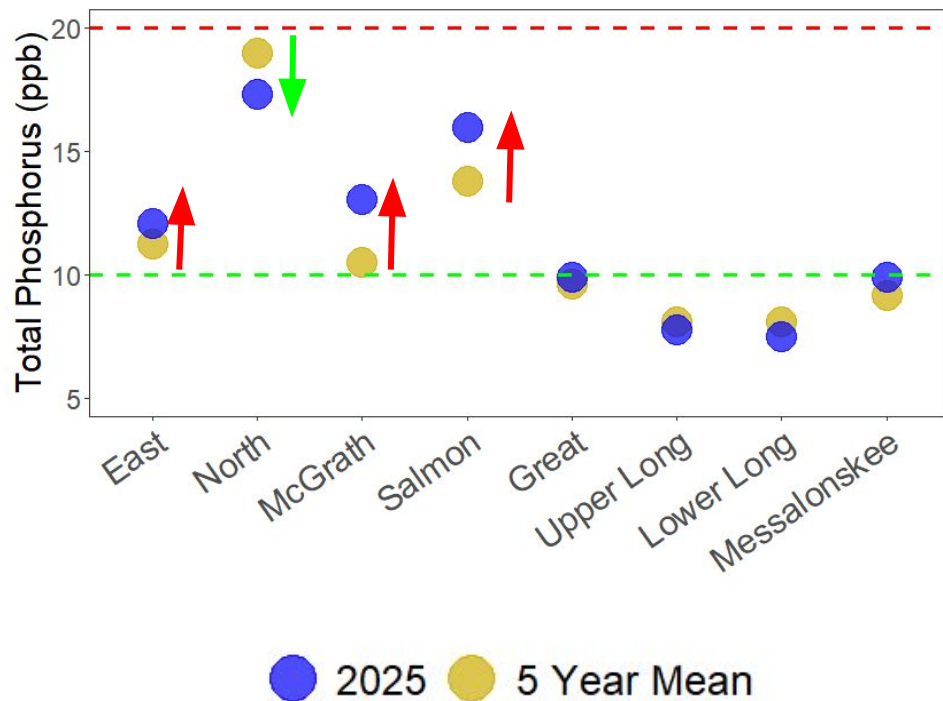
Great Pond and Long Pond had a bad year for Gloeotrichia

- No rain = no runoff = clear lakes!
- Unfortunately, Gloeo gets P from the sediments and likes light!





Phosphorus: 2025 vs 5-year average (2020-2024)



2025 Phosphorus vs. 5-year average (2020-2024)

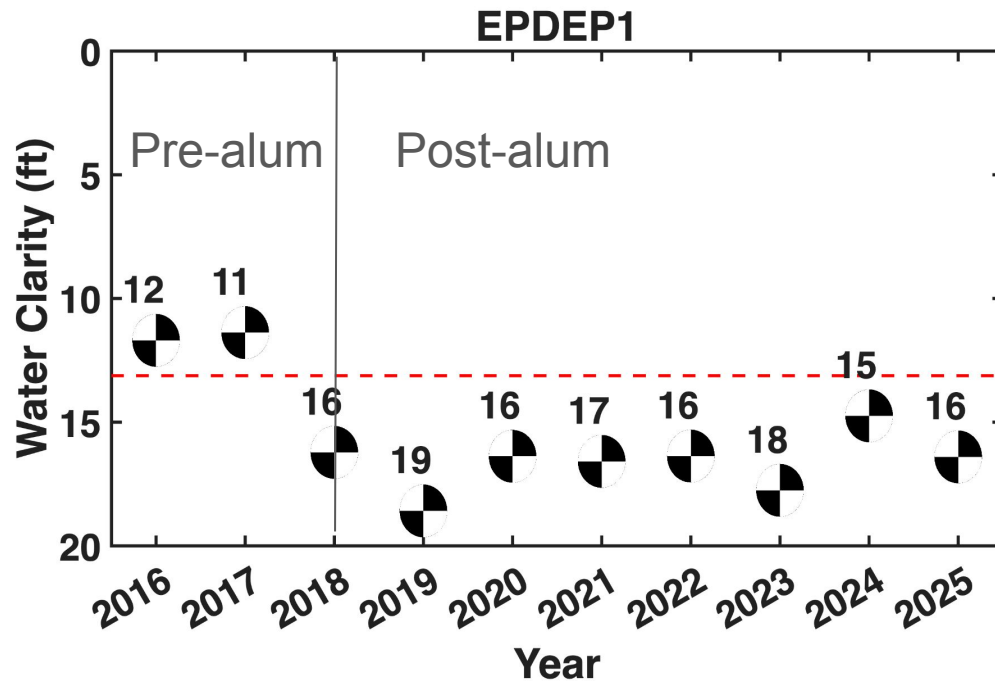
- Increase in East, Salmon, McGrath
- Decrease in North
- Similar in Great, Long, Messalonskee



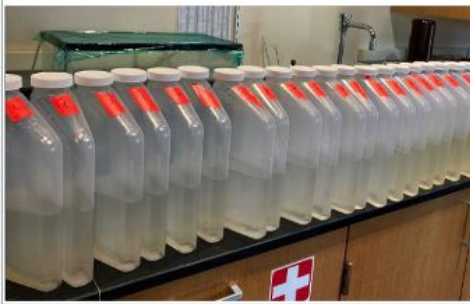
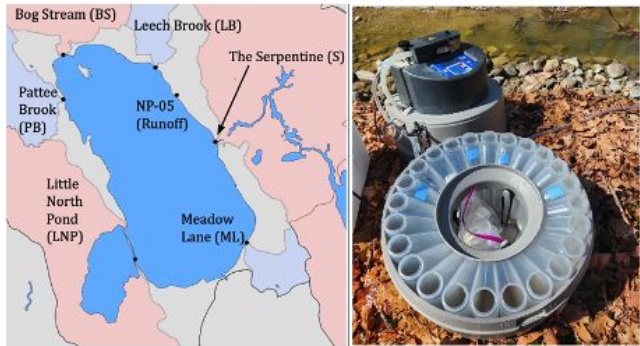
7 years after the East Pond alum treatment...

2018 Alum Treatment:

- We had a bit of concern in 2024, but water quality remains stable.
- Variable summer conditions from year to year make it difficult to predict.
- Alum is always just a temporary solution!



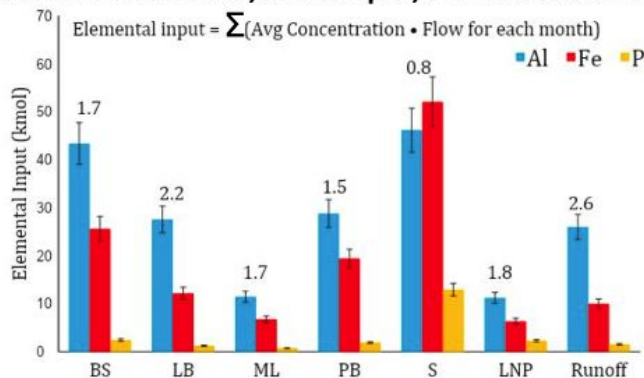
We are working with Colby to understand alum longevity



Stream Sampling

- Autosampler and volunteer samples on the North Pond tributaries.
- How much phosphorus, aluminum, and iron enter the lake over the course of the year?
- Helps us understand how long alum may be effective for.

Stream sites around North Pond, autosampler, and bottles after a rain event.



Mass of aluminum, iron, and phosphorus (P) entering North Pond from various inflows. The numbers are the ratio of Al:Fe, which is ideally above 3 (from Cogan Lawler).

EROSION CONTROL





Erosion Control Team



Lynn Geiger

*Erosion Control
Policy Manager*



Stuart Cole

*Erosion Control
Project Manager*



Erosion Control

Reducing Non-Point Source Pollution Throughout the Watershed

Programs:

- Clean Water Act (319) Grants
- Youth Conservation Corps (YCC)
- LakeSmart (Regional Hub)
- Septic System Effluent Modeling
- Maine Conservation Corps Shore Steward Host



319 Clean Water Act Funding



4 Active Grants in 2025

- North Pond Phase IV (Ending)
- Great Pond Phase II (Ending)
- Long Pond Phase VI
- Messalonskee Phase III

2 New Grants for 2026

- North Pond Phase V
- McGrath - Salmon Phase VI



319 Clean Water Act Funding



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319 Clean Water Act Funding



On track to invest
over \$414,000
across **37** projects
this year

4 Active Grants in 2025

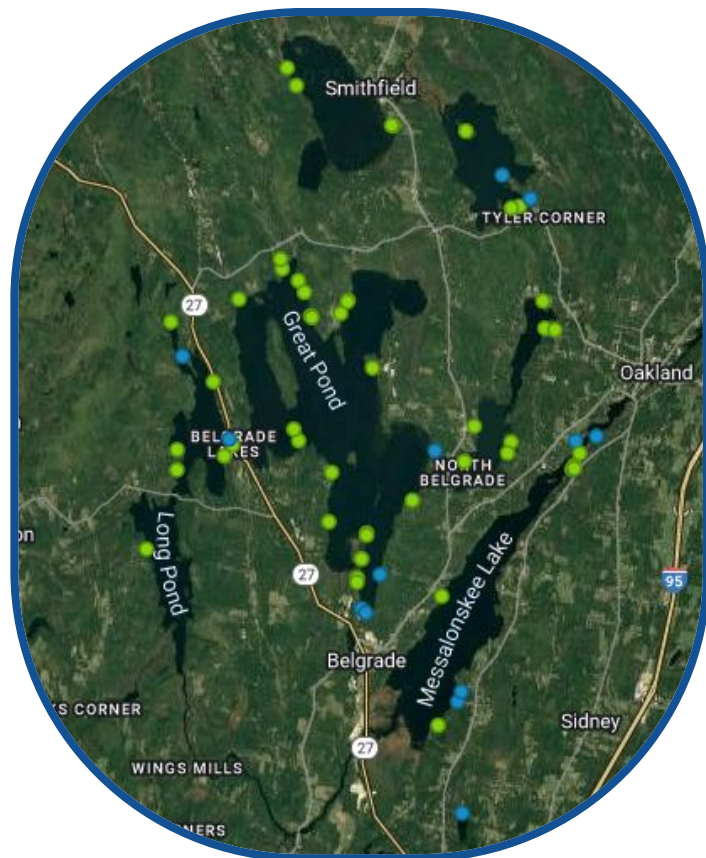
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Youth Conservation Corps (YCC)



2025 Field Season
17 Crew Members
69 Properties
April - October
5682.5 Hours Worked



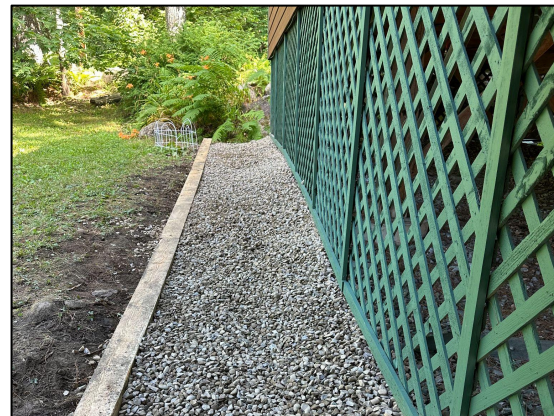


Best Management Practices (BMPs)

BMPs include vegetated buffers, infiltration trenches, rubber razor diverters, infiltration steps, and erosion control mulch.

Totals

- 129 BMPs installed across all seven lakes
- 200 cubic yards of riprap placed
- 284 native plants
- 162 linear ft of rubber razor diverter





Youth Conservation Corps (YCC)

Granite Steps



Asphalt Runoff
Diverter



Infiltration
Path





Maine Lakes' LakeSmart Program

2025 Season Review:

- Reviewed 52 Evaluations
- 27 Awards Given





Want to Arrange a LakeSmart Survey?

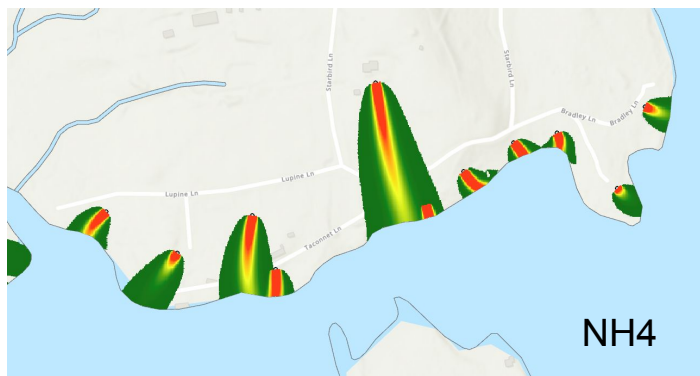
To arrange a LakeSmart survey, contact:

- **Messalonskee:**
Janna Townsend, jannatownsend48@gmail.com
- **McGrath Pond - Salmon Lake:**
Kim Hallee, khallee@gwi.net
- **North Pond:**
Ed Glasheen, eglahe@yahoo.com
- **Great Pond and Long Pond:**
Stuart Cole, stuart.cole@7lakesalliance.org

Thank you to all our lakes evaluators:

Ann Dolbear, Ed Glasheen, Dave Hallee, Kim Hallee, Doug Mather, Katie Meikle, Susan Neilson, Russ Sabia, Don Schassberger, Pat Sheehan, Maryjane Shiverick, Bill Tiernan, Janna Townsend, Emilie Van Eeghen, and Nancy Whyte!





Nutrient plumes from septic fields (Great Pond)

- 2 Interns from Maine Geospatial Institute (MGI)
 - G. Martin & A. Debo
- Nutrient load modeling on parcels close to water bodies throughout the watershed.
- North Pond preliminary analysis complete
- Great & Long Pond in progress (funding from BLA)

Lake	Parcels Modeled
Great Pond	918
Long Pond (ongoing)	377
North Pond (G. Martin)	300
Total	1,555



Maine Conservation Corps Shore Corps Steward

Steward: Daniel Sylvester

May to October

- 4 workshops
- 68 OURSHORE evaluations
- 33 Revegetation Plans
- 72 contractor bags (3,960 gallons) of invasive Japanese knotweed removed from the watershed





Invasive Aquatics



Invasive Aquatics- Remediation, Prevention, and Education



Sharon Mann

Director



Josie Miller

Coordinator



Regional Approach to Lake Conservation

North Pond

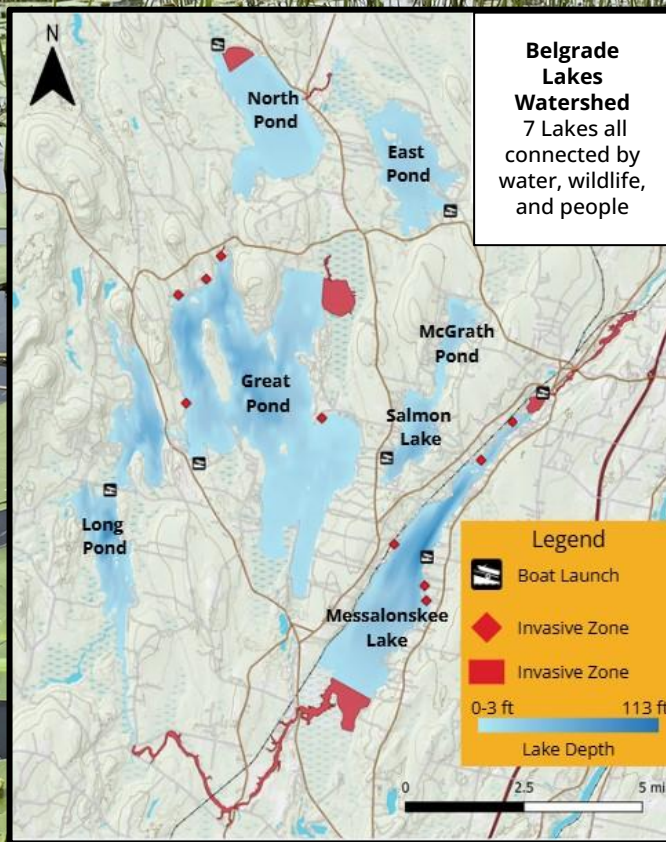
Curly-leaf, 2021, stream and throughout the lake, 2024

Great Pond

Milfoil, GMS, 2010, then spread to 4 more areas 2012, and 2 more in 2023.

Long Pond

Connected to Belgrade Stream by Wings Mills Dam. High risk of spread. **No current infestations.**



Belgrade Lakes Watershed
7 Lakes all connected by water, wildlife, and people

Messalonskee Lake

Milfoil 1990's, 14 areas including Belgrade and Messalonskee stream

East Pond

Curly-leaf, Serpentine, 2021

McGrath Pond

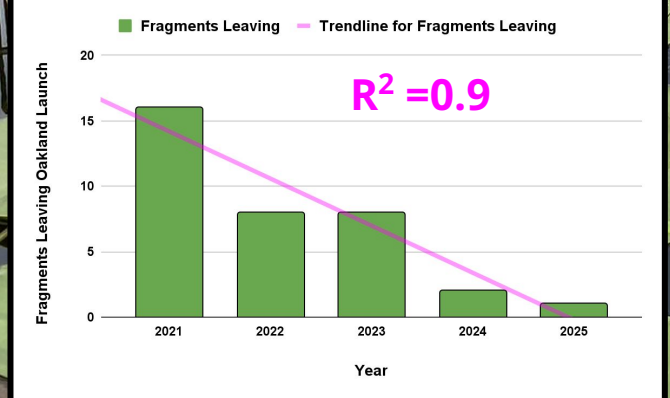
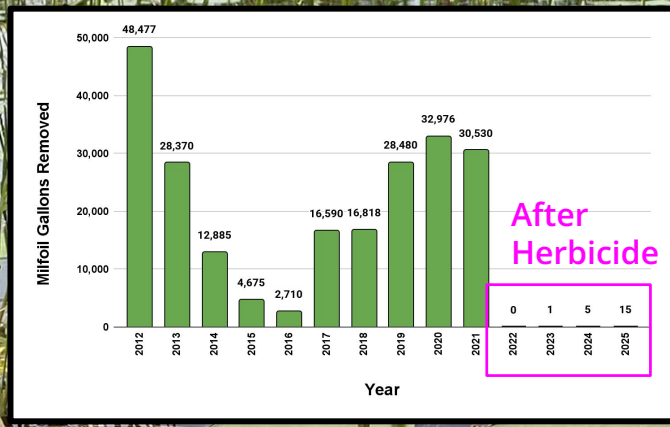
No current infestations.

Salmon Lake

Eurasian milfoil, 2012, treated with herbicide, removed from list 2015.



Variable-Leaf Milfoil- 3,000 hours underwater

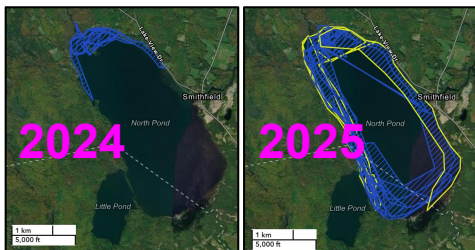




Curly-Leaf Pondweed- 2,000 hours underwater

North Pond

- Open water
- All littoral



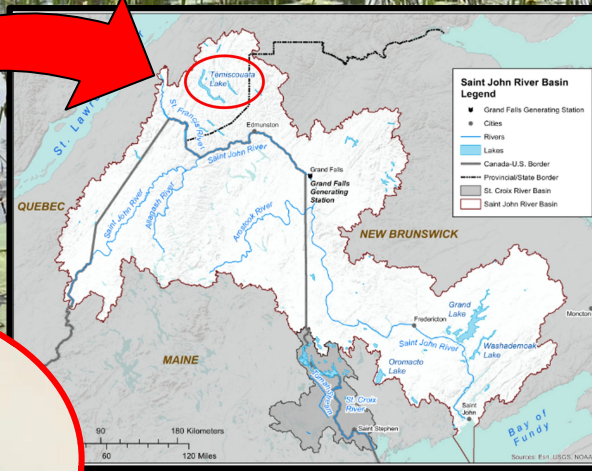
The Serpentine

- 89% reduction since 2021





Early Detection- it's not all about plants!



Zebra Mussel Settling Plate Project

- Zebra Mussels were detected in the Saint John River in 2024
- MDIFW launched program for early detection
- Settling plates were placed and monitored on all seven lakes from May-October
- **No signs of zebra mussels in any of our lakes!**



Expanding our Audience for Aquatic Plant ID



276 People reached

- 9 Aquatic Plant ID classes
 - Attendees from outside our watershed
- Educating on the water
 - Education Boat Tours
 - Plant Paddles
- Visited summer camps and schools
 - Camp Tracy
 - Camp Golden Pond
 - Marti Stevens Learning Center
 - Skowhegan Middle School

OUTREACH & COMMUNICATION





OUTREACH & COMMUNICATION



Sally Whittington

*Community Engagement
Coordinator*



Jean Hazelwood

Communication



Outreach / Year-round Programming

Student Programs

- Atlantic Salmon Raising
- Tree Planting/Live Staking
- Aquatic Plant ID

Public Programs

- Winter Tree ID
- Animal Tracking





Living Classroom of the Belgrade Lakes

- **28** School Students
- **118** Summer Campers
- **132** Public Program attendees

287 Education Boat
passengers, +100 from 2024!





Outreach / Upcoming Events



Friday, Oct. 31 @ 5 pm

Halloween Trick or Treating

7 Lakes Alliance Building

Sunday, Nov. 16 @ 1 pm

Vienna Mountain Hike with Maine

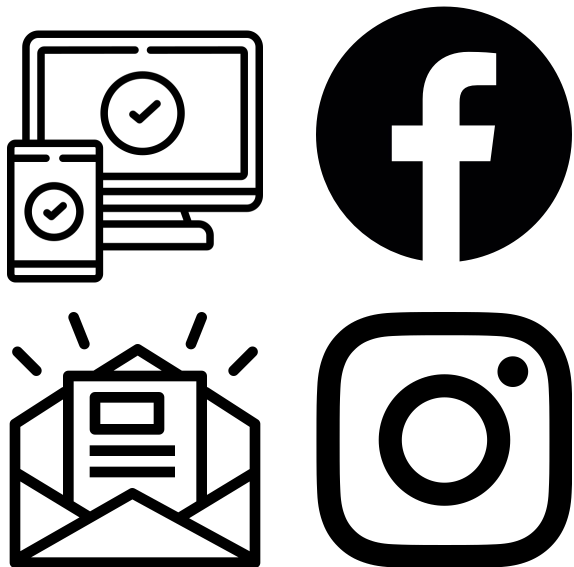
Master Naturalist Liz Koucky



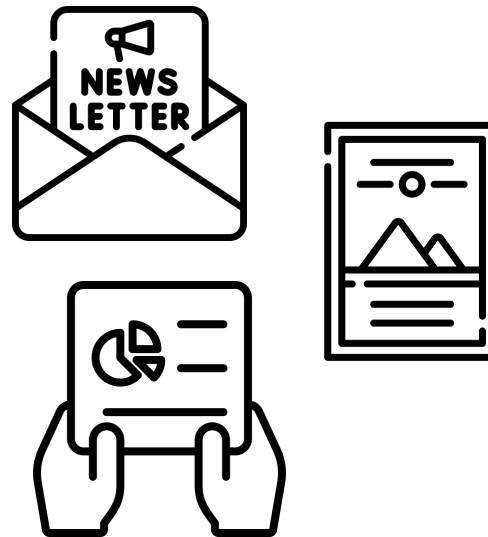


Communication / Channels

Digital



Print





Communication / Social Media Performance

Facebook Top content by interactions **+25% over 2024**

Instagram Top content by interactions **+100% over 2024**



“...the majority of the organic content that **people see on Facebook** falls into the following categories: **friends posts, recommended posts, group posts.**” [Source: Scooter Media](#)



Communication / Email Subscriber Engagement



Open Rate

CTR

Nonprofit
Average

28.59%

3.29%

2025 /
7 Lakes as of 10/15

61%

3%

2024 /
7 Lakes

56%

4%

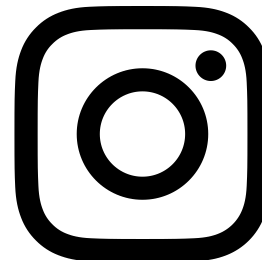
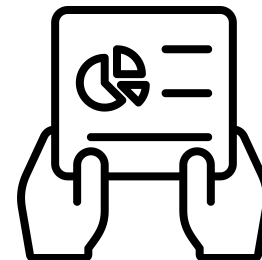
2023 /
7 Lakes

55%

3%



Communication / 2026 Look of Success

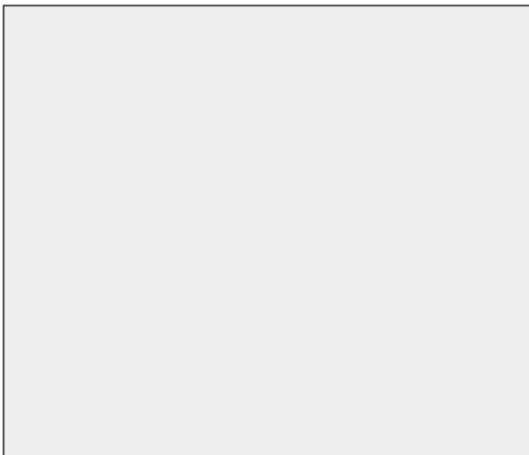


ADVANCEMENT





Advancement



Laurie Raleigh

Development Director



Jennifer Warriner

Development Associate



Advancement / Budget Snapshot

\$3M Annual Operating Budget

- 1/3 Public & Board Support
- 1/3 Programs, Grants & Contracts
- 1/3 Foundations





Advancement / Leadership Circle



- Gifts of \$1,000 or more annually
- Donation can be \$84/month, or \$250 per quarter
- Members are invited to a special Annual Event



A scenic landscape at sunset or sunrise. The sky is filled with horizontal bands of clouds, illuminated from below with warm orange, red, and yellow light. The sun is not visible, but its glow is evident. In the foreground, there is a dark, silhouetted forest of trees. In the background, several layers of rolling mountains are visible, their peaks softened by atmospheric haze. The overall mood is peaceful and majestic.

Q & A

THANK YOU

