

**President: Laurie Gee**  
**Treasurer: Ann Hunsicker**  
**Secretary: Susan Czerepak**

**Board Members:**  
**Holly Bull**  
**Steve Gratton**  
**Lori Kempton**  
**Pam Koenigsbauer**  
**Carol Martin**  
**Samantha Stevens**

## **ECHO LAKE PROTECTIVE ASSOCIATION**

### **Board of Directors Meeting**

### **May 15, 2021**

#### **This meeting was conducted remotely through a Google Meet**

Prior to the meeting, members submitted relevant reports for review and consideration.

#### **Present:**

Laurie Gee, Ann Hunsicker, Holly Bull, Samantha Stevens, Carol Martin, Lori Kempton, Pam Koenigsbauer, Susan Czerepak

#### **Welcome: Laurie Gee**

Laurie called the meeting to order at 9:00.

#### **Secretary's Report: Susan Czerepak**

Link to January 16, 2021 Secretary's report – <https://www.echolakeassociation.net/wp-content/uploads/2021/01/ELPABoardMtgMin-1-16-21.pdf>

Motion was made and seconded to accept the minutes of January 16, 2021. All in favor. Approved.

#### **Treasurer's Report: Ann Hunsicker**

Ann submitted the May 14, 2021, Treasurer's Report which included the Income/Expense Statement and Balance Sheet, which are included at the end of these Minutes.

This is year 2 of creating a budget for ELPA. It is also year 2 of COVID restrictions which brings with it many unknowns for our finances.

We know our grant award amounts which as usual is the bulk of our income. The Town of Charleston voted again to support our efforts with a \$1,000 grant. The Color Challenge has again been cancelled so we will not have that fund-raising income this year. Most of the rest of our income comes from dues and donations. Having been surprised by the support from members in 2020, it is difficult to project what these numbers will look like for 2021.

On the expense side the greeter program is our largest expense and we can make a fair estimate for the greeter expenses. We can base this number on the greeters beginning work on the Friday before Memorial Day and working through Labor Day so if we decide to extend the season that would be an additional expense. This year's regular season is shorter than last year, due completely to the way the calendar falls, resulting in a lower cost. Ann has also included paying them for the required state training

as well as working on Memorial Day, July 5<sup>th</sup> and Labor Day, all Mondays when they normally don't work. We need to discuss the pay rates as the minimum wage in Vermont will go up in 2022 and this will require a change in what we pay our greeters. 2021 Vermont minimum wage = \$11.75, 2022 = \$12.55

The proposed budget assumes we will be having the picnic in person with a band. We also assume that ELPA will make its usual donations (NorthWoods, VCE & FOVLAP). The expenses related to our website vary from year to year as we subscribe to multi-year contracts. In 2021 we will not incur any website expense.

Ann has included an amount equal to what we have committed in the past for the ed programs. She believes the Board is ready to support these programs as long as the money is available. We are nearing \$50,000 in the Contingency Fund, half of what we set as our initial goal. The question is about fully funding the school programs or getting to that goal more quickly. At our last meeting we discussed trying to find other funding for the school programs and this would obviously make this decision simpler. The exact amount we add to the fund will be determined in September, at the end of the greeter season.

#### *DISCUSSION*

To date we have received \$3,200 of the Watershed Grant.

We discussed the greeter coverage cost and timing. It was determined that we will let the greeters know early in August if we will extend coverage beyond Labor Day, as we did last year.

We also discussed pay rates for the greeters. Currently we pay Cheryl, as supervisor, \$13.00 per hour and the other two greeters \$12.00 per hour. There will be no change in the pay rates for the year 2021, but for 2022 the minimum rate will increase to \$12.55. We will determine pay rates for 2022 at our January 2022 meeting

Motion was made and seconded to pay Cheryl \$13.00 per hour and the other two greeters \$12.00 per hour for 2021. All in favor. Approved.

We reviewed the items in the budget for the coming year. There was discussion about the funding of the education programs. There is a relationship between what we put into our Contingency Fund and what we pay for the education programs. We have not received income from the Color Challenge for this year and last due to the COVID-19 pandemic. The expectation is that in 2022 the Color Challenge will be reinstated and we will have more income to earmark for the Contingency Fund. In the meantime, we will continue to support the education programs. Ann will request proposals from Siskin and Northwoods, through Jean Wilson, for the 2021-2022 school year. Those will be discussed and approved or not by the Board via email.

Motion was made and seconded to continue supporting the education programs conducted by NorthWoods and Siskin. All in favor. Approved.

Motion was made and seconded to approve the proposed budget for 2021. All in favor. Approved.

Motion was made and seconded to accept the May 14, 2021, Treasurer's Report as submitted. All in favor. Approved.

#### **Membership– Tracey Shadday and Ann Beams (Ann, Holly, Lori, Steve Gratton)**

Nothing new was reported. We will send dues reminders following same schedule as last year. After the Annual meeting the Membership Committee will make personal appeals to members who have not yet paid dues.

#### **Lake Reclassification: Holly Bull**

Holly has been leading an investigation into the prospect of petitioning the Vermont Agency of Natural Resources (ANR) for a reclassification of Echo Lake as an A(1) lake. VT DEC's Lakes and Ponds has decided to give more priority to protecting lakes with high water quality. The 5-year plan is to reduce phosphorous levels.

We are currently classified as a B(2) lake. Currently, Seymour Lake, also a B(2) lake, is also considering reclassification. They will be meeting with the Town of Morgan Planning Board in May to garner town support. The process of reclassification requires support from land-owners, farmers, and the community at large.

It was determined that we need a committee to investigate all aspects of this opportunity. It was proposed that Holly head up a committee and that the committee arrange for a presentation to be made at a Town of Charleston town meeting in the near future. Sam suggested that Sarah Damsel and Emily Irwin, who work for the Conservation District, might speak on our behalf to the Charleston Board of Selectman explaining the issues and the program. Sam will contact them. Caspian and Maidstone Lakes have gone to their respective Select Boards regarding reclassification. Additional public hearings may also be required.

A motion was made and seconded to have Holly form the committee to study the possibility of reclassification. All in favor. Approved.

Holly will lead the effort to set up the Reclassification Committee. Year-round residents are considered most suitable to serve on the committee. Potential candidates are: Peggy Stevens, Peter and Nancy Engels, Dean Bennett, Jeannine Bennett, Elaine Carpenter, Hap Eliason, Tommy Moulton, Larry Martin, Steve Gratton.

The committee will provide regular reports to the ELPA Board.

Motion to form a committee to study the possibility of reclassification was made and seconded. All in favor. Approved.

It was suggested that at the ELPA Annual Meeting we have someone from the state, such as Oliver Pierson or Ben Copens give a presentation on reclassification. Holly will pursue this.

## **Water Quality – Lake Monitoring-LaRosa: Holly Bull**

Prior to the meeting Holly submitted her Water Quality Report which shows increased phosphorous levels, which is attached below.

### *DISCUSSION*

Holly will start sampling water every two weeks until September. The LaRosa Grant program has chosen four sites for water sampling – Bennett Brook, Dickey Brook, the Inlet, and the stream located at the intersection of Barney's Pebble Road and E. Echo Lake Road.

## **Grants: Laurie Gee**

Laurie's Grants Report is attached below.

Prior to the meeting Laurie submitted her Grants Report - This year's Watershed grant is \$4,000 of which \$3,200 will be the first installment. The Aquatic Nuisance Grant of \$11,134 is based on our actual expenses and in-kind volunteer hours.

## **Access Greeter Report: Laurie Gee**

Laurie's Access Greeter Report is attached below

We will be receiving a new "loaner" iPad from the DEC which we can use to enter all the data about launches and retrievals. There are some logistical issues such as battery life and getting the iPad to the next greeter at the end of the day.

Tracey Shadday is joining as a Volunteer Greeter. The Volunteer Greeters will be Maryanne O'Brien (Vol Coordinator), Karl Koenigsbauer (Coordinator of Paid Greeters), Pam Koenigsbauer, Margie Vinton, Mike Vinton, Jim Brophy, Peter Bestenbostel, Laurie Gee, Keith Gee and Tracey Shadday.

Paid Greeters are Cheryl, Steve and Dean. They will be working Wednesday through Sunday and 3 Monday holidays.

## *DISCUSSION*

Before switching to the iPad greeters will initially track information the old-fashioned way on paper.

Connectivity at the landing is not required, Information can be uploaded later. Charging may be an issue. We could buy a charger but question remains as to how the charger gets transferred from one greeter to the next.

Greeters will start this year the Friday before Memorial Day. Hours will be to be tracked on a new state forms. Laurie will look into this.

The Kiosk at the landing looks ratty. It was suggested that we all take a look at the Kiosk and see if we have ideas about sprucing up. (We can't touch the State kiosk.)

Some immediate suggestions were:

- Kid activity program photos could be posted.
- Invitation to send photos of fish caught etc. for posting on our Facebook page.
- We could post a request for donations with our website address and PO Box address
- Posted materials would need protection. Notebook protectors or would Charleston School help us with laminating. Sam will contact the school.

## **Charleston Elementary School/Siskin – North Woods Update: Jean Wilson**

No update

## **ELPA Facebook Page: Lori Kempton**

Lori is managing the Facebook page. She will post information about AmazonSmile

## **Youth Member: Samantha Stevens**

There has been no progress on initiating a program for youth members. Currently, with the aftermath of COVID-19 school focus is in learning and helping students to catch up. They are currently overwhelmed.

## **Grant Opportunity – NEK Fund of Vermont Community Foundation : Samantha Stevens**

We can apply for up to \$5,000. We could apply for \$2,500 for the school programs and \$2,500 for youth access greeters. Application must be made between June 7 and August 9 for use in 2022.

Sam has offered to make the application and will pull information from Jean's School Programs provided by Siskin and NorthWoods and from Laurie's grant application for the greeter program. Sam will talk to Maria at NorthWoods about the prospect of a youth leader to mentor the youth access greeters.

## **Web Site –**

- Laurie has spoken with Kristen Wilson who has agreed to take on the responsibilities of the web site this summer. Susan will clean up her notes on managing the website and pass these on to Kristen .
- Ann raised the issue of the web site online payment process through PayPal. Currently it is not possible to pay dues and make a donation simultaneously. Perhaps Kristen will have a solution for this.

## **Other fund-raising ideas - AmazonSmile –**

There was discussion of the use of AmazonSmile. We want to take advantage of part of AmazonSmile Foundation's program without specifically endorsing Amazon or using the Amazon logo. 'We agreed that

we can just include a link to the AmazonSmile web page. Susan will add an AmazonSmile topic to our website under Support ELPA. And Lori will add the same language to the ELPA Facebook page.

### **Potluck Picnic Planning–**

We discussed planning for the Annual Potluck Picnic scheduled for Saturday August 7. Rain date will be Sunday August 8.

- Picnic will start at 4:30
- L'il Deb and Big Wind will play from 6 to 8:30 (The band will not be available for the Sunday rain date)
- The Picnic will follow the then current CDC guidelines
- Ann will provide the Port-a-Potty and canopies. We will need help setting up the canopies
- Grills are available
- There was a discussion as to who would provide the meat (hotdogs and hamburgers)
- Rain date Sunday. Need to check with landowners
- Ann will form a group to set up for the picnic.

### **NorthWoods Trails: Carol Martin**

Carol had nothing new to report. She will get out to the trails after the black flies are gone and see what work might need to be done. She will reach out for volunteers as needed.

### **Invasive Non-Aquatic Weeds: Holly**

Phragmites continues to grow down by Moulton farm. NorthWoods has worked on this in the past. It is not known if they have a plan for continuing this work. Ann noted that she has been cutting down the phragmites on her property for the past few years and now there is very little remaining.

### **Agenda Building and Planning for Annual Meeting:**

We discussed setting up the Annual Meeting in hybrid mode so that people can either attend in person or dial in remotely. Sam is willing to host the meeting outside at her home with internet connectivity and a microphone so that even while socially distanced people will be able to hear. It is to be determined whether a speaker will give Phosphorous and Reclassification presentation in person or remotely. Sam will be able to configure the microphone so that people attending in person will be able to hear remote presentations.

The proposed agenda for the meeting is:

- Welcome – Laurie Gee
- Secretary's Report – Susan Czerepak
- Treasurer's Report – Ann Hunsicker
- Grants and Appropriation Report – Laurie Gee
- Access Greeter Report – Laurie Gee
- Lake Bed Survey – Peggy Stevens
- Lake Wise – Steve Gratton
- Lake Monitoring and Water Quality – Pete Engels
- NorthWoods Trails – Carol Martin
- Membership Committee – Tracey Shadday

- investment Committee – Peter Bestenbostel
- Charleston School Outreach Program -- Jean Wilson
- Echo Lake Maps – Laurie Gee
- Volunteer Sign Up Sheets – Laurie Gee
- Phosphorous and Lake Reclassification – Oliver Pierson or Ben Copens?
- Questions and Discussion

### Upcoming Dates

- Annual Meeting – Sat., July, 17, 2021
- Annual Picnic – Sat., Aug. 7, 2021
- Board Meeting – September 18, 2021

Adjourned: At 10:54

Submitted by Susan Czerepak: May 28, 2021

## 2021 Balance Sheet - As of 5/14/2021 (Cash Basis)

<b>ASSETS</b>	
Cash and Bank Accounts	
Savings Account	\$21,274.48
Checking Account	\$7,767.79
Payroll Account	\$124.81
Contingency Fund CD	\$48,627.94
<hr/>	
Total Cash and Bank Accounts	\$77,795.02
<hr/>	
<b>TOTAL ASSETS</b>	<b>\$77,795.02</b>
<b>LIABILITIES &amp; EQUITY</b>	
<b>LIABILITIES</b>	
Payroll / Taxes	
<b>TOTAL LIABILITIES</b>	\$0.00
 <b>EQUITY</b>	 \$77,795.02
<hr/>	
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>\$77,795.02</b>

## 2021 Income/Expense Statement - As of 5/14/2021 (Cash Basis)

	Actual 1/1/19- 12/31/19	Actual 1/1/20- 12/31/20	2021 Proposed Budget	Actual 1/1/20- 5/14/21
<b>CASH CARRIED FORWARD FROM 2020</b>				<b>73,958.66</b>
<b>INCOME</b>				
Dues <sup>1</sup>	4,100.00	4,355.00	4,000.00	1,800.00
Donations	3,635.00	5,175.00	4,000.00	3,250.00
Charleston School Program Donation	750.00	750.00		
Color Challenge	5,823.00	600.00		
Color Challenge - held for 2022 <sup>2</sup>		1,650.00		
Charleston Appropriation	1,000.00	1,000.00	1,000.00	
Watershed Grant - 1st payment <sup>3</sup>	4,000.00	4,000.00	3,200.00	
Watershed Grant - 2nd payment	1,000.00	1,000.00	800.00	
Aquatic Nuisance Grant - 1st payment <sup>4</sup>	3,425.00	3,844.00	4,454.00	
Aquatic Nuisance Grant - 2nd payment	5,138.00	5,765.00	6,680.00	
Map Sales	630.00	120.00		
Interest from Savings	602.73	835.74	385.00	127.86
<b>TOTAL INCOME</b>	<b>30,103.73</b>	<b>29,094.74</b>	<b>24,519.00</b>	<b>5,177.86</b>
<b>EXPENSES</b>				
Payroll Costs <sup>5</sup>	13,470.21	14,608.03	12,073.40	
Access Monitor Expenses	131.00	60.29	100.00	
Liability Insurance	550.00	550.00	550.00	
Workers Comp. Insurance	1,296.00	1,296.00	1,296.00	
Copying			60.00	
Postage		30.40		
Color Challenge Expenses	278.75	21.00		
P.O. Box Rental - 1yr.	56.00	56.00	56.00	
Web Site Costs	438.91	107.98		
Picnic <sup>6</sup>	60.00		360.00	
Gift Bags/Membership Expenses	29.75			
Maps				
PayPal Expense	27.70	56.61	75.00	21.50
Misc.	20.00		20.00	20.00
Charleston School Program	2,100.00	1,742.95	2,400.00	1,300.00

<sup>1</sup> 33 Family, 6 Individual

<sup>2</sup> \$1,650 in 2020 is money raised in 2020 and held for 2022

<sup>3</sup> 2021 grant is \$4,000, \$1,000 less than 2020

<sup>4</sup> 2021 grant is \$11,134, \$1,525 more than 2020

<sup>5</sup> Increase for coverage after Labor Day?

<sup>6</sup> Assumes music and in person picnic

NorthWoods Lakeshore Buffer Program	150.00			
NorthWoods donation	100.00	100.00	100.00	
FOVLAP (membership)	50.00	50.00	50.00	
VCE donation	100.00	100.00	100.00	
<b>TOTAL EXPENSES</b>	18,858.32	\$ 18,779.26	17,240.40	1,341.50
<b>GAIN/(LOSS)</b>	11,245.41	10,315.48	7,278.60	3,836.36
<b>TOTAL CASH ON HAND</b>			\$ 77,795.02	



## Water Quality Report – Prepared for the ELPA Board Meeting,

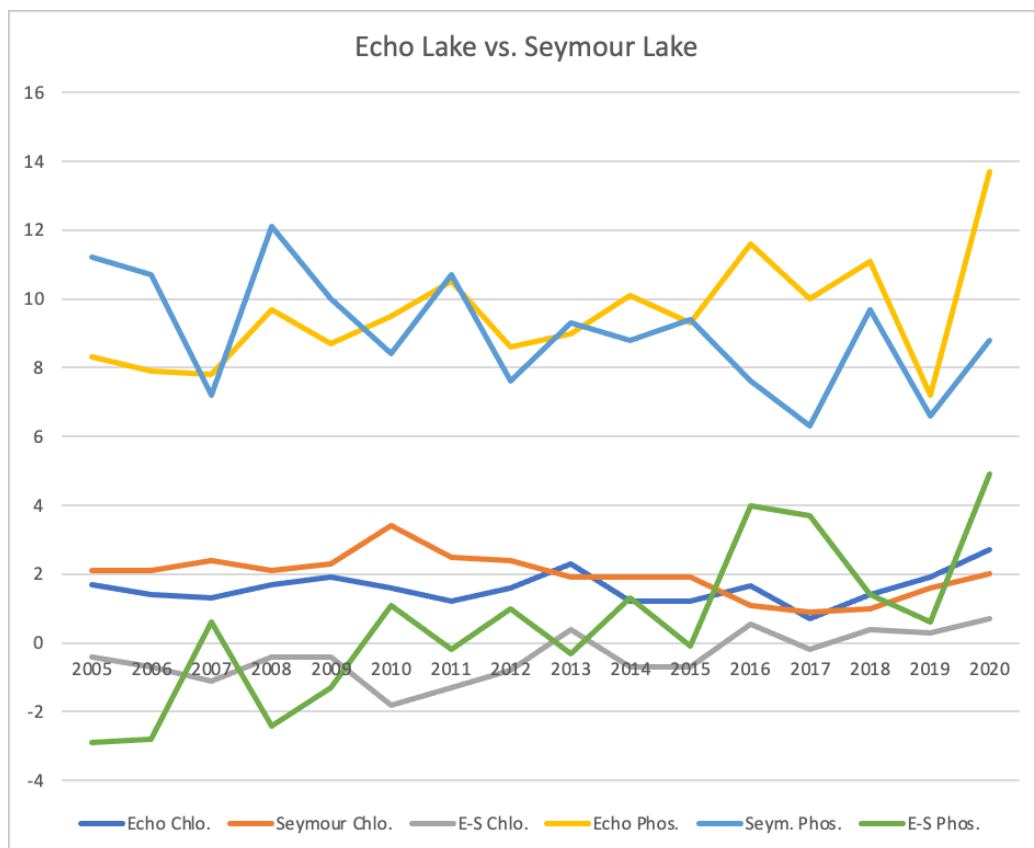
May 15, 2021 – Holly Bull

For my report I thought that I would include this graph that Peter Engels sent to me. It makes me grateful that we received a LaRosa grant, which can be a start to figuring out why our Phosphorus levels are rising. Here is what Peter had to say about the graph:

“Having nothing better to do, I decided I’d like to know how the levels of Phosphorus and Chlorophyll compare between Echo Lake (which gets most of its water from Seymour Lake), and Seymour (all of who’s water exits to Echo Lake). Phosphorus is a major chemical in the creation of plant life; Chlorophyll in the lake water is a measure of how active the resultant growth of plant life in a lake. What is important in the graph below are the lines you see in grey and green. Green shows that the amount of Phosphorus in Echo Lake is increasing, relative to that in Seymour Lake, since about 2015; Grey shows that, as a result, the Chlorophyll level in Echo Lake is now increasing, whereas that in Seymour seems to be more constant.

There is nothing definitive here; but it does indicate that we need to look carefully at how to decrease Phosphorus in the lake, which comes mainly from runoff.”

As Peter points out, the green and gray lines, showing the difference between the two lakes’ yearly average, are not as constant as we would assume they would be.



## Grants and Access Greeter reports- Laurie Gee

### **Watershed Grant--**

This year's Watershed grant is \$4,000, the first \$3,200 of which should be in Ann's hands this week or next.

### **Greeter Program/Aquatic Nuisance Grant--**

Our Aquatic Nuisance grant is \$11,134. DEC configured this year's grant process differently and is making it clear that we will receive "up to" this amount, based on our actual expenses and in-kind volunteer hours. We will need to have every volunteer (who is involved in water quality, access greeter program, lay monitoring, phosphorus studying, VIP, relevant newsletter or report writing, erosion control, LakeWise) keep track of every hour they volunteer. Each may have to fill out a separate Form 430-M for the state to document hours. I'm hoping that I can reduce paper waste and list everyone on the same form with total hours for each person--but I won't know which procedure we have to use until I take the refresher training May 17. Our contact person at DEC is doing the jobs of several people again this year and is trying not to avoid receiving a lot of email or phone calls with questions. All returning and new greeters must complete an online training session and follow COVID protocols--which, of course, may change frequently. I cannot submit the deliverables to receive our first 40% of grant funds until after I have confirmation that all participated in a training session, so that's holding things up for a couple more weeks.

We are receiving a new "loaner" iPad from the DEC which we can use to enter all the data about launches and retrievals, whether we end up having greeters do that at the access or have a coordinator enter the data from greeter data sheets. We are definitely starting the season with paper data sheets. I do think, now that we have access to the Survey 123 app, that the process will be easier and quicker than when Patti and Maryanne were having to enter everything on a spreadsheet. I will be picking up the pre-loaded iPad in the next couple weeks and will have to return it at the end of the season. Obviously, there are quite a few logistical issues with using the iPad at the access--battery life and getting the iPad to the next greeter at the end of the day chief among them. We'll see!

Tracey Shadday is joining as a volunteer greeter this year during the time she's here, probably for most of the month of July. Otherwise, we're happy to have the same crew we had last year:

Paid Greeters: Cheryl, Steve and Dean Wed-Sun and 3 Monday holidays

Volunteer Greeters: Maryanne O'Brien (Vol Coordinator), Karl Koenigsbauer (Coordinator of Paid Greeters), Pam Koenigsbauer, Margie Vinton, Mike Vinton, Jim Brophy, Peter Bestenbostel, Laurie Gee, and Keith Gee

Payroll: Carol Martin

Supplies and other assistance: Ann Hunsicker