



SQUAM LAKES
ASSOCIATION

2020
Annual
Report

The Squam Lakes Association is a watershed conservation non-profit that has served the Squam Watershed since 1904 through efforts in conservation, access, and education. We strive to maintain the exceptional beauty, natural health, and quality of life for those living near and visiting this watershed.

Mission

The Squam Lakes Association is dedicated to conserving for public benefit the natural beauty, peaceful character, and resources of the watershed. In collaboration with local and state partners the SLA promotes the protection, careful use, and shared enjoyment of the lakes, mountains, forests, open spaces, and wildlife of the Squam Lakes region.

Equity & Inclusion Statement

Like the natural world, diversity makes organizations and communities stronger, more resilient, and more innovative. The SLA's mission is rooted in fostering diversity and inclusion. We are committed to sharing and conserving the region for the public, which includes all people, regardless of their individual characteristics. We are working to nurture a diverse staff and inclusive work atmosphere, broaden the reach of our programs and access to all of the public, and foster a safe space for all to develop a deep respect and curiosity for nature. The SLA recognizes that there are barriers to inclusion within the field of environmental conservation, and we are actively trying to overcome them. This work is ongoing, and we are learning from and collaborating with other organizations, our community, and beyond to build a more diverse and equitable future.



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LETTER FROM THE PRESIDENT & EXECUTIVE DIRECTOR

Dear SLA supporters,

2020 was challenging and taught us a lot about ourselves and our community. Here in Holderness and on Squam Lake we were extremely fortunate to have weathered well the events of the year. We moved into 2021 stronger and more focused on supporting all that makes Squam special: people and place.

From a mission delivery standpoint the SLA had ups and downs, but overall we still had a very good year for conservation. We were the only AmeriCorps program (the Lakes Region Conservation Corps or LRCC) in the state of New Hampshire that was able to run at full capacity throughout the entire pandemic. We weren't able to run summer camps and in-person programming, and we missed our in-person relationships. Our digital platforms, however, saw participation like we have never seen. So much so that even as we return to a full slate of in-person programs, we are keeping a strong presence online. It helps those of you who are not here stay connected to the lakes and mountains.

Use of the lake and trails was up. Dramatically. Lakes Region Conservation Corps members were spread throughout the watershed, acting as our boots on the ground for in-the-field conservation work. They were the ones you saw out maintaining trails, lake and trail hosting, campsite caretaking, and doing what could be done to ease what pressure we could and deliver the message of conservation. We were even able to bring another AmeriCorps group, the National Civilian Community Corps (NCCC), out in the fall to build trails, making our trail effort higher in 2020 than it has ever been. The work accomplished by this team was incredible, an excellent leverage of the strong support we received from you, our supporters. Incidentally, we were one of the few places nationally that were able to safely get an NCCC group here and keep them healthy for the duration of their service term.

Danielle Plumlee, our AmeriCorps Program Coordinator, wrote a successful grant to the Corporation for National and Community Service for the next three years of AmeriCorps. We have operated four successful years of the program; we are approved for another three, which means nearly 100 more budding conservationists will have the opportunity to serve the Lakes Region and beyond.

For the first time since we began, we could not get a crew of divers certified for either diving or milfoil removal. We were, however, able to train the crew in snorkel surveillance and paired their efforts with our three fully certified staff members to hold the line against milfoil. We saw huge social pressure on the lakes and on the trails. The emergence of larger numbers of wake boats, large capacity boats, many more personal watercrafts, and congestion at every level of lake use has really highlighted the necessity for us, as a community, to work together to figure out how to manage the many uses of Squam. Together we can make sure our common values—clean water, unspoiled views and forests, enjoyment and civility—remain in the Squam Watershed.

2020, challenging as it was, was a successful year for the SLA. Including the fact that our entire staff and all 28 residential and visiting AmeriCorps members remained healthy throughout the year. We are moving through 2021 with a full slate of programs and conservation effort. This year we are working to bring our campus into alignment with our 2019 Watershed Plan along with staff and program growth to provide an even better platform for protecting Squam and advancing our mission of conservation, education, and public access to these beautiful lakes and mountains.

See you on the Lake!

Barry Gaw
Barry Gaw,
President



Edie B James
EB James,
Executive Director



YOUR GIFTS AT WORK

2020 Highlights



As a Squam Lakes Association supporter **you** play a critical role in ensuring a healthy, vibrant future for our watershed. In 2020 your support helped build new trails in the watershed, stay on top of invasive aquatic and terrestrial plant removal efforts, connect with hundreds of participants near and far through digital educational programming, and more.

THANKS TO YOU, WE WERE ABLE TO CONTINUE OUR WORK OF PROTECTING THE HEALTH AND WELL-BEING OF THE WATERSHED AND SURROUNDING COMMUNITIES THROUGHOUT THIS CHALLENGING YEAR.

The following pages showcase just a few of the ways your partnerships and gifts helped Squam in 2020. *Thank you!*

Lakes Region Conservation Corps

The Lakes Region Conservation Corps (LRCC) is an AmeriCorps service program that places members at environmental nonprofits throughout the Lakes Region. Members help drive conservation missions forward at their nonprofit host site, and are prepared with the certifications and experiences relevant to continue in the environmental field. Your gifts help us match the grant that makes this program possible.

- In 2020 we were able to provide housing for half-year members serving from May to October through **a partnership with Betsy's Park**. It is thanks to them that we were able to host members amidst the pandemic.
- The LRCC program successfully prepared **18 individuals with valuable experiences and certifications relevant to the field of conservation**. Program participants left with the skills and confidence necessary to continue growing towards a career in the field, furthering the reach of the mission of conservation as they pursue positions all over the country.
- LRCC members continued to provide educational programming for the SLA community. Virtually and in-person, Squam Lakes Association LRCC members **developed and led 49 conservation education programs**.
- The SLA's Lakes Region Conservation Corps spent over **780 crew hours on trail work, covering all 55+ miles within the SLA's trail network**.
- AmeriCorps grant funding is awarded in 3-year funding cycles, with our first competitive funding awarded in 2018. In the fall of 2020, **we submitted a new grant application to AmeriCorps to fund the LRCC program from Nov 2021-Oct 2024**. We are pleased to announce that our program was selected for funding and the LRCC will continue driving conservation missions forward in the Lakes Region.



Conservation

- In January of 2020 we welcomed **our new Director of Conservation, Tyson Morrill**, who came to the SLA following his graduate research on Brook Trout in the Merrimack River watershed. In the early months, we worked toward the first steps of implementing the new 2019 Squam Lakes Watershed Management Plan beginning with prioritizing goals and project planning for the coming season.
- Each Lakes Region Conservation Corps members became an expert on their own terrestrial invasive species found within the watershed.



Ongoing management and removal on the SLA campus and during weekend educational lessons resulted in progress against the spread of Bittersweet and Japanese Knotweed.

- LRCC members were instrumental in controlling variable milfoil throughout the watershed. Snorkel surveying allowed us to monitor sites with historic growth, respond to reports from alert citizens such as our Neighborhood Weed Watchers, and help maintain a vigilant presence. Three fulltime staff were utilized for spot-removal, and milfoil growth was again held to only the Squam River.

For more 2020 conservation highlights, view the State of the Watershed on pages 9 & 10.

Trails & Access

- The **8th Annual Squam Ridge Race** was held in a virtual format. Runners and hikers were able to race the course any time during a two week period and report their time via a mobile application. The race was a wonderful opportunity to engage with the community and the funds for the race supported trail work on SLA's 55 miles of trails.



- A **National Civilian Community Corps (NCCC) AmeriCorps team served with the SLA** during September and October. The NCCC team was eight civic-minded young adults who spent their time with the SLA building the Eastman Brook Trail and started the Whitten Woods Bike Trail.

- The SLA partnered with the **Squam Lakes Conservation Society** to build the **Eastman Brook Trail** located in Sandwich, NH. The one-mile trail meanders through a variety of ecosystems and across Eastman Brook. The last quarter mile of trail is along Thompson Road, which hikers can take to the vista at Doublehead Preserve.

- Ground was broken on the **Whitten Woods Mountain Bike Trail**. The NCCC crew completed roughly one-mile of the planned three miles of trail. The **Pemi Valley New England Mountain Bike Association** volunteered on the trail and will continue to partner with the SLA both for building and maintaining the trail.

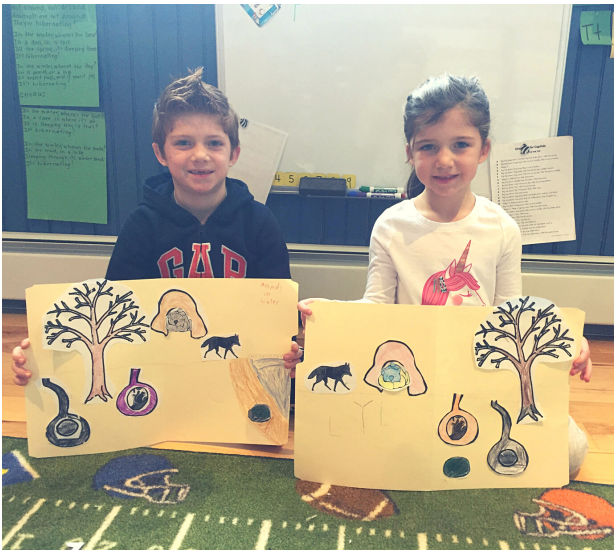


- In addition to ongoing trail work, trail junction signs for the trails along the Crawford-Ridgepole Trail from Mt. Morgan up to Doublehead Trail were updated. We replaced the signs with newly routed cedar signs and will continue to update our trail signs throughout our trail networks.



Education

What stood out the most in 2020 was the importance of connection. Connection to place and people is something we strive to create through our education programs at the SLA.



- In 2020 **over 600 people connected with us** through our virtual and in-person educational programs, deepening their own connections to the Squam Watershed!

- We introduced **Share Learn Adventure**—a collection of videos, photos, activities, games, and prompts that inspire



people to engage with, learn about, and explore a variety of nature topics. **3,903 people interacted with our Share Learn Adventure posts.**

- The **Science Pub Series**, a collaboration between the Squam Lakes Association, Squam Lakes Conservation Society, and Squam Lakes Natural Science Center, continued to be a huge success. In 2020 **we reached 146 people** through our presentations, with the highest numbers of in-person attendance we've seen. Science Pubs went virtual in June as we explored how the global response to the pandemic might inform our community-level action on climate change: How can we capitalize on this pause in carbon emissions? What community-level solutions have we seen in the covid response that could help us build climate resilient communities?

Photos from top to bottom:

- (1) LRCC member, Cecilia, leading a virtual Adventure Ecology program on nature-inspired watercolor painting.
- (2) Take-and-make craft kits made by the Holderness Library to accompany our winter StoryWalk.
- (3) StoryWalk station featuring a page of *Over and Under the Snow* and interactive prompt.

- In the winter we temporarily installed a **StoryWalk® along the trails of the Chamberlain Reynolds Memorial Forest**. The StoryWalk® Project was created by Anne Ferguson of Montpelier, VT and developed in collaboration with the VT Bicycle & Pedestrian Coalition and the Kellogg Hubbard Library. We used Kate Messner's book *Over and Under the Snow* and offered this story walk in partnership with the Holderness Free Library (who provided craft kits), Squam Lakes Natural Science Center, and Innisfree Bookstore.



- Junior Squam Lakes Association Environmental Camp Leader and former camper, Maggie Grant, led **JSLA Virtual Campfires** where over the course of 9 weeks



campers learned about loons, micro-hikes, leeches, bees, mammals, and more!

Volunteers

- In 2020, **120 volunteers contributed 835 hours** towards our conservation, education, and trails and access work in the Squam Lakes Watershed
- **51 volunteers laced up their hiking boots and joined our trail crew for 365 hours** of sustainable trail maintenance. **11 of these volunteers are our Trail Adopters** who have committed to independently maintain their chosen SLA trails throughout the year. Thanks to their help, we have the ability to focus our crew's efforts on larger, more specialized trail projects!
- The success of our 2020 Winterfest celebration was largely due in part to the **13 volunteers** who greeted visitors, took photos, tended the lakeside bonfire, and served 9 unique chilis donated by local restaurants.



- Whether in a boat or on top of the ice, throughout the year **22 Water Quality Monitors spent 222 hours** on the lake collecting water samples and recording lake conditions at 16 sites throughout the Squam Lakes. The information they've collected contributes to our records of 40+ years of water quality data, which continues to inform our conservation efforts in the watershed.
- **31 High Haith Neighborhood Weed Watchers** dedicated nearly 60 hours to actively searching their local coves for Variable Milfoil and other invasive aquatic plants. This collaborative effort helps us stay on top of our milfoil removal efforts and fosters community-based stewardship among the lake's users.



Volunteering in 2020

"Looking back on the Covid months, we feel fortunate that one of the things we could continue to do during that time was to volunteer for the SLA. Water quality monitoring, neighborhood invasive aquatic plant monitoring, terrestrial invasive removal, and trail adopting were all easily done with little interaction. Our most involved project was shrub pruning and bittersweet removal along the roadside border at SLA Headquarters. Continued maintenance of this area is essential; join the fun, and you can appreciate your contribution every time you pass the SLA. New projects to create pollinator and rain gardens at SLA are underway; come and help with these conservation efforts!"

- George & Susan Gurney, SLA volunteers

STATE OF THE

Water Quality

The start of 2020 began with the 4th year of winter water quality monitoring and concluded with a successful 48th year of summer water quality monitoring! We are fortunate to have so many devoted, experienced volunteer monitors committed to the program, which allowed us to continue sampling with assistance from the community. By late March, a hands-free drop off/pick up station was created to distribute equipment and receive water samples, followed by laboratory analysis by Lakes Region Conservation Corps members.



Laboratory access at UNH delayed the analysis of our 2020 water samples. Early indications in the data we've seen show that Squam's water quality remains in the top tier among the other large regional lakes. A moderate statewide drought did not have major effects on Squam - the desired "full" lake level was achieved by early summer, but the lake level did drop lower than normal later in the season. A dry summer allowed the lake's dissolved oxygen levels to decline in some shallower coves, but not low enough to trigger 'fish kills' or widespread Cyanobacteria blooms typically seen in other large waterbodies. In 2020, NH also saw a record year for Cyanobacteria blooms, both in

the widespread nature and the extended duration into late fall, and the Squam Watershed was affected as well. Two Cyanobacteria blooms were documented in White Oak Pond, and advisories were issued by the NH Department of Environmental Services (NH DES). Frequent site visits by SLA staff and calls from alert citizens allowed rapid responses that led to early detections. This allowed the SLA to provide better warning locally by displaying signage at access points, and at the wider scale, through NH DES press releases and on their statewide mapping tool. We have fostered new collaboration with state agencies and regional partners to target action items as outlined in the updated Watershed Plan. This will allow us to further study these blooms and be proactive about preventing more Cyanobacteria blooms in the future. Overall, Squam remained resilient despite stressors.

Fisheries

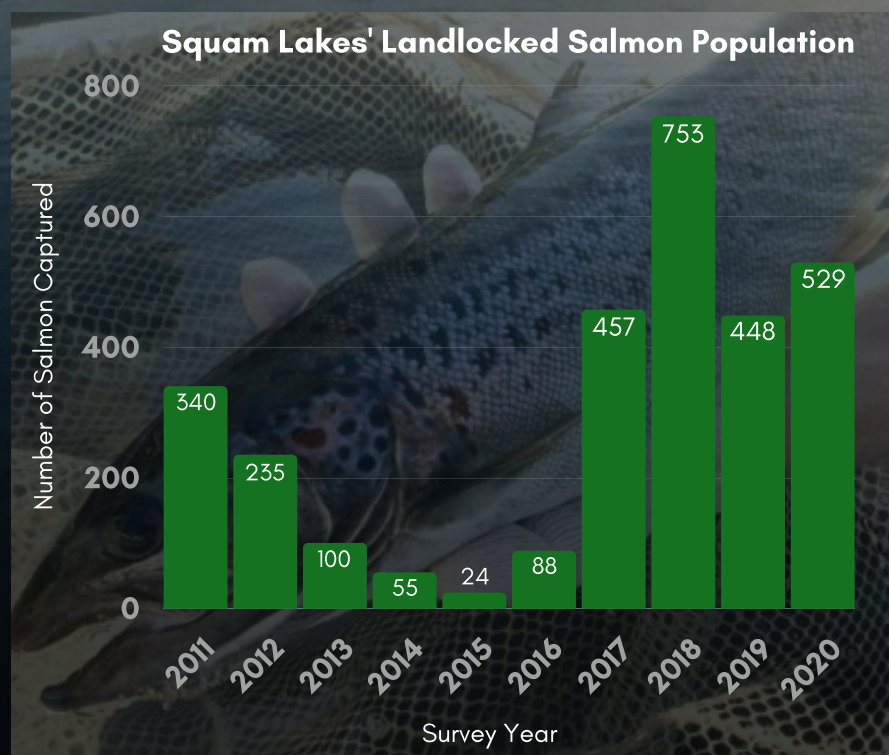
Coldwater Fishery (smelt, salmon, trout)

Fall stocking of Landlocked Salmon (LLS) has ceased; given improvements in hatchery product availability and size, historical spring stocking has resumed. Forager hydro-acoustic and trawl net surveys in summer 2020 clearly indicated reduced smelt abundance; thus 2021 LLS spring stock rates will be reduced accordingly.

- Thank you to John Viar, Regional Biologist II (NH Fish & Game Department) for providing this information

Warmwater Fishery (bass)

NH Fish & Game's annual young-of-the-year bass survey was not conducted on Squam in 2020.

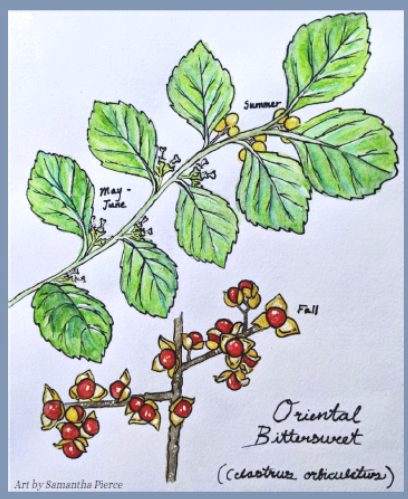
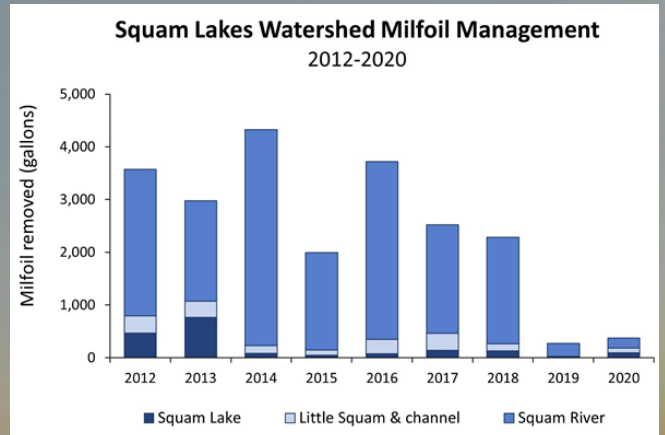


WATERSHED

Invasive Species

Aquatic Invasive Plants

LRCC members were instrumental in controlling variable milfoil throughout the watershed despite the fact that we were unable to certify new weed-control divers. Snorkel surveys allowed us monitor sites with historic growth, respond to reports from alert citizens, and helped us maintain a vigilant presence. Three fulltime staff were utilized for spot-removal, and milfoil growth was again mostly held to the Squam River. Due to minimal or absent regrowth in historic infestation sites, 90% less milfoil was removed in 2020 then the average first three years of the program, all while controlling growth to just above the Ashland dam (see graph -->).



Terrestrial Invasive Plants

Repeated success combatting milfoil has allowed us to devote more effort towards tackling land-based invasive plants. The spring arrival of a new Lakes Region Conservation Corps (LRCC) cohort offered a unique opportunity for members to each become an expert on a different plant species, then use those skills to teach identification and non-herbicide removal techniques to the public. Volunteers were able to test these skills at weekly invasive plant removal days. Following the program's success, LRCC-designed educational videos and graphics were featured in an exhibit at the Museum of the White Mountains titled, *Endangered, Invasive, and Undiscovered [Species]*. The image on the left is one of a series of identification cards drawn by LRCC member, Samantha Peirce, that were featured in this exhibit.

Loons - Provided by the LPC

Of the 11 loon nesting pairs on Squam Lake in summer of 2020, 11 chicks hatched and 8 survived. This survival rate is an encouraging increase from the 4 chicks that survived on Squam in 2019. Unfortunately, a loon was killed in the summer of 2020 by a boat strike. This loss reminds us that loons on Squam continue to face many challenges including boat strikes, lead fishing tackle, fishing line entanglement, contaminants, and increased recreational disturbance.

- Thank you to the Loon Preservation Committee for providing this information

	Squam Lake	Little Squam	White Oak
Territorial pairs (TP):	13	TP: 1	TP: 1
Nesting pairs (NP):	11	NP: 1	NP: 1
Chicks hatched (CH):	11	CH: 2	CH: 0
Chicks surviving (CS):	8	CS: 2	CS: 0



Support Squam Loons! Use only non-lead fishing tackle, reel in fishing line when loons are near, stay at least 150 feet away from loons, respect signed and roped nesting areas, and boat slowly through areas that have loon chicks. Please report any sick, injured, or dead loons to the Loon Preservation Committee at (603) 476-5666 and visit www.loon.org for more information.

2020 Treasurer's Report & Financial Summary

For the calendar year ended December 31, 2020, net revenues from operations totaled \$216,942, up from last year. This net is a result of taking protective actions during the first part of 2020 in the face of expected large shortfalls, as well as the powerful generosity of our supporters particularly during year-end giving. Additionally, pandemic cost have not, even at the time of this reports publication, ended. Our operating revenues grew to \$1,171,694 due to increases in contributions, annual giving, COVID-19 assistance, and grants from the Corporation for National Community Service's AmeriCorps program. The operating revenues exclude any realized capital gains, or changes to the unrealized gain account for our investment portfolio, which totaled \$4,080,345 at the end of fiscal year 2020.

The SLA sources most of its operating revenues from donations and member support (37%), program fees (11%), and grants and Covid Relief support (42%) and other income such as store sales and rent (2%). Percentage of program fees shrank and grants grew in 2020 due to the COVID-19 pandemic. Summer youth camps were not in operation and the SLA received COVID assistance. \$100,311 (8%) of total operating revenue was derived via funds systematically transferred on a quarterly basis from our Squam Lakes Fund investment account. Other than program fees and grants, the proportionality of these income streams track closely to the prior years but it is difficult to compare 2020 to any previous year.

Net assets at December 31, 2020 were \$9,039,735, an increase compared with the prior year end balance. Our largest asset class is real estate (land and buildings), with a recorded value of \$5.2 million at year end 2020. Also included in our net assets are highly liquid and marketable investment securities of \$4 million, which represents an increase from 2019.

The investment portfolio is managed to provide recurring income for operations and to fund projects of the organization, while maintaining a balanced risk profile. Our account is primarily comprised of mutual funds and low cost passive funds linked to market indices for public equity and fixed income securities. All of our investment securities have public valuations that are readily available, and are stated at fair market value. Our investment results continue to track broad market indices, weighted relative to our portfolio allocation by asset class.

Our financial statements are audited by Rowley & Associates, P.C. and are prepared based on generally accepted accounting principles for non-profit organizations. We are pleased to report that the SLA has received a clean audit opinion for our financial statements for the 2020 fiscal year. The SLA audited financial statements and footnotes are available on our website.

Respectfully submitted,
Sandy Harris Treasurer

	2020	2019
Operating Revenue		
Program fees	\$ 127,417	240,648
Contributions	301,926	220,105
Dues	133,130	131,581
Transfers from Squam Lakes Fund	100,311	97,868
Grants/COVID Support	489,727	306,455
Other	19,183	22,584
Total	\$ 1,171,694	1,019,241

	2020	2019
Operating Expenses		
<i>Program Services</i>		
Outreach and Recreation	\$ 163,054	160,058
Conservation and Education	179,098	143,178
Natural Areas	471,692	462,692
<i>Total Program Services</i>	<i>\$ 813,844</i>	<i>765,928</i>
General Operations	135,768	140,484
Fundraising	5,140	5,115
Total	\$ 954,752	911,527

Net Revenue from Operations	\$ 216,942	107,714
Depreciation Expense	\$ (57,561)	(58,595)
Realized & unrealized investment (loss) gains	467,498	586,944
Interest and dividends	78,970	93,442
<i>Transfer from Squam Lakes Fund</i>	<i>100,311</i>	<i>(97,868)</i>
Increase in net assets for the year	\$ 605,538	631,637

Total Net Assets		
Net Assets	\$ 10,252,395	9,609,341
LESS: Accumulated Depreciation	(1,126,804)	(1,069,243)
Total Assets	\$ 9,125,591	8,540,098
LESS: Liabilities	(85,856)	(105,901)
Total Net Assets	\$ 9,039,735	8,434,197

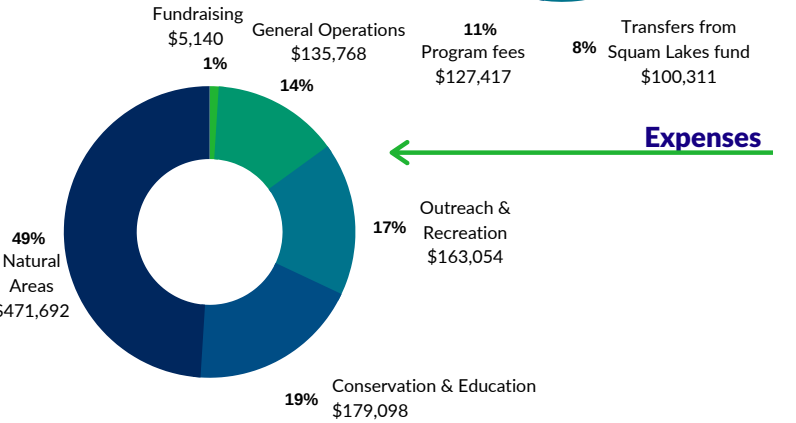
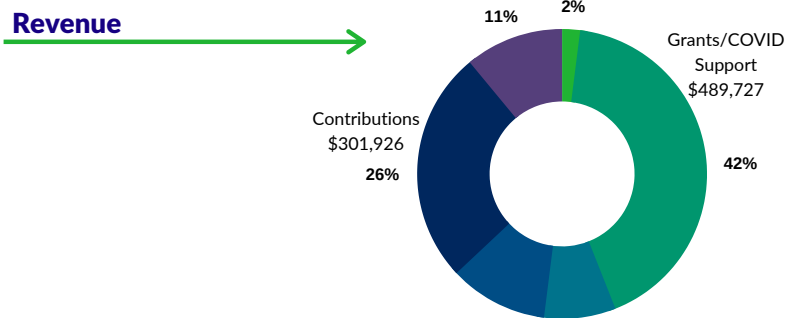




Photo by April Moffett, LRCC member



THANK YOU, DONORS!

The Squam Lakes Association is grateful to acknowledge the members, donors, volunteers, partners, foundations, and businesses who support our work. Thanks to our generous donors we are able to fulfill our mission to conserve for the public benefit the natural beauty, peaceful character, and unique resources of the lakes and surrounding watershed.

SUPPORTING SLA 10 YEARS AND MORE

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*This listing includes donors and members who have supported SLA for consecutive years, and who were donors and/or members in 2020 (January 1, 2020-December 31, 2020). We have made every effort to ensure this list is accurate. Please let us know if changes or updates are necessary. *Indicates a memorial gift received in 2020.*

THANK YOU, DONORS

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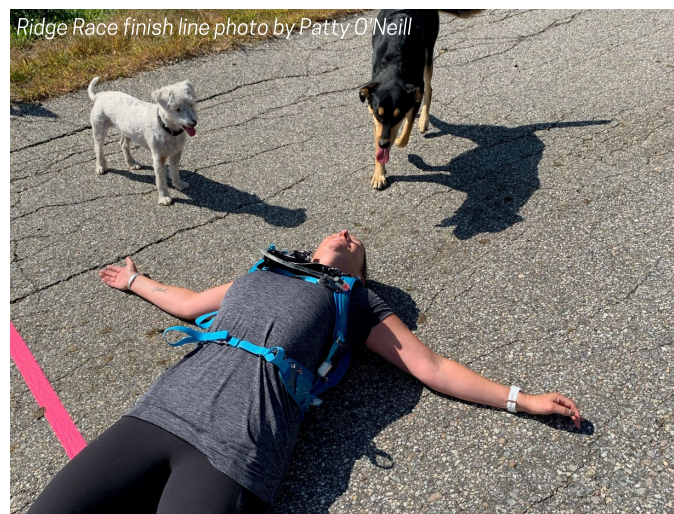
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Artwork shared by David Simons. More of his Squam-inspired art can be found at www.lakeandleisure.com.



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2020 SLA Annual Report design and front cover photo by Adel Barnes, SLA Outreach & Communications Coordinator.



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