



Country Pond Lake Association 1st Annual Meeting

Dedicated to preserving and protecting Country Pond
and its magnificent natural environment.

Welcome All!

Introductory Remarks

Tully Zipkin – President

- Thank you for expressing interest in the stewardship of Country Pond's natural environment
- Hard cutoff time at 11:15
- We have two very important guest speakers today
 - Tom O'Brien, President NH Lakes Association
 - Sally Soule, Coastal Watershed Supervisor, NH Dept. of Environmental Services
- Must get through voting after presentations
- Please hold questions until after the presentations
 - There will be limited time for questions after presentations
 - There will be more time for questions after the voting and other business
 - We are also available after the meeting
 - Always available by email at countrypondla@gmail.com and personal interaction.

How we got started – August 2017

- NHDES Speaker at Wilder's Grove Cottage Association Meeting
- Discussion about organization of Pond/lake-wide effort to address water quality issues
 - Identified need for an organization specifically dedicated to the stewardship of Country Pond
 - Full community support needed from all around the lake and community
- Notices for September exploratory meeting placed on docks

September 2017 Meeting

- 30+ people attended
- Main interests - invasive weeds, cyanobacteria, water quality
- Accomplishments:
 - Formed volunteer board
 - Named organization *Country Pond Lake Association*
 - Set date for first board meeting - Sept 30
- Commenced research on how to start non-profit company

Our Team

- Tully Zipkin - President
- Gregory Senko – Vice President
- Jennifer West – Treasurer
- Jeannie Cashin – Secretary
- Linda Foss – Board member, Communications Coordinator
- Alicia Geilen – VLAP Coordinator
- Tobi Howell – Social Media Coordinator
- Bill Cashin – Special Projects Coordinator

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Gregory Senko – Vice President



Next Steps

- Held bi-weekly Board meetings to fast track startup by 2018
- Created CPLA's mission statement for Articles of Incorporation
- Established By-laws based on similar organizations and legal requirements
- Created NH non-profit corporation, registered with IRS for tax-exempt status
- Obtained bank account, email and created Facebook page
- Established website – countrypondlakeassociation.org

Funding provided by Board member donations

Making a Plan

- Met with town Conservation Commissions, NH Lakes Association and NHDES
- Met with Rockingham Planning Commission and NHDES to learn about Pow Wow Watershed Collaborative and how to participate
- Distributed flyers door-to-door to build interest and membership
- Created budget for 2018 and 2019

Putting Our Plan into Action

- Enrolled in NHDES VLAP water monitoring program – last in!
 - Attended NHDES VLAP workshop – 6 volunteers
 - Training and first sampling – June 12
- Held successful Earth Day cleanup in and around Country Pond
- Planned for first Annual Meeting
- Updated Newton boat ramp signs to current Clean, Drain and Dry
- Attended NH Lakes Congress – 3 volunteers

Our Guest Speakers

- Tom O'Brien, President NH Lakes Association
- Sally Soule, Coastal Watershed Supervisor NH DES

Key Things We Have Learned

- Federal Clean Water Act lists Country Pond as “impaired” due to periodic cyanobacteria blooms
- No exotic invasive weed species but there are native invasive plants
- Phosphorous levels must be reduced to address these problems
- State and local agencies can help but require a local lake association partner
- Water sampling in the past was performed infrequently – data is limited

CPLA needs more support and resources to address these issues

Goal #1 – VLAP Water Sampling

- A watershed management plan identifies sources of pollution and prioritizes the fixes by effectiveness and cost
- Grants are available to develop a watershed management plan – Section 604b
- Grants are available to implement improvements – Section 319 – requires local matching
- An active lake association is needed to work with NHDES to obtain and implement these grants
- We have a headstart - *The Rockingham Planning Commission has already started a project for our watershed!*
- Regular water sampling is necessary for effective watershed management - *our first priority*

Goal #2 - Invasive Non-Native Species Prevention

- Sources of non-native exotic invasive species are all around us (Pow Wow Pond and Kingston Lake)
- Remediating non-native exotic invasive species is costly
- Lake Host programs help prevent introduction of invasive species
- Requires many hours of volunteer time to monitor ramps
- Evaluating the best way to implement a Lake Host program
- Non-native weed infestations can be stopped if caught early
- Volunteers needed for *Weed Watcher* program

Goal #3 - Invasive Native Species

- There are areas of Country Pond experiencing rapid plant growth
- Rapid growth of invasive native weed species adds to phosphorous levels during seasonal die off
- The plant growth is interfering with boating and swimming access
- Exploring short term options for controlling invasive weed and algae growth – *our third priority*

Serve our Members

- Inform and educate members and community
- Represent our members to get resources to protect Country Pond
- Adjust plans and goals based on member feedback
- Build more member involvement and support
- Be an organization that benefits Country Pond long-term

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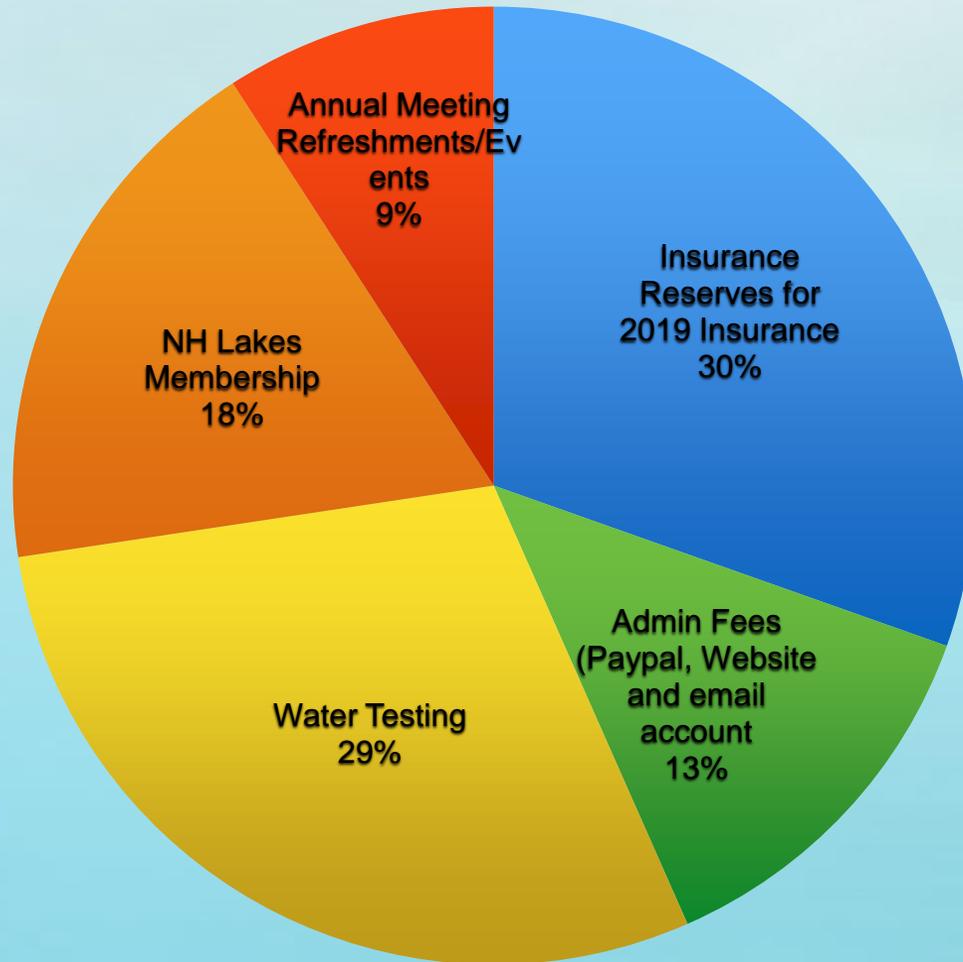
Jennifer West – Treasurer



Budget 2018

Country Pond Lake Association	2018 Budget	Actual	Notes
INCOME			
Carry Over Checking Balance from 2017	\$742	\$742	
Conservation Commission Contributions	\$0	\$0	We have approached Newton and Kingston Conservation Commissions but were not in their 2018 budgets
Interest Income	\$0	\$0	
Member Dues	\$950	\$250	\$700 still needed by year end
TOTAL INCOME	\$1,692		100% of funds so far is from members
EXPENSE			
Admin Fees (Paypal, Website and email account)	\$233	\$1	
Water Testing	\$480	\$0	
NH Lakes Membership	\$300	\$0	
Annual Meeting Refreshments/Events	\$150	\$0	
Insurance Reserves for 2019 Insurance	\$500	\$0	
Total Expense	\$1,663	\$1	
Net Income/Loss	\$29		If \$700 additional dues received

Budget 2018



CPLA By-laws

- Legal requirement for non-profit company
- Govern how the *organization* operates
- Based on other local lake associations' by-laws, plus NH State and IRS requirements
- Address all basic operational issues the Board could foresee
- CPLA By-laws are:
 - A working document which can be refined over time
 - Future amendments may be voted on at annual meeting

CPLA By-laws

- A Lake Association is *not* like a homeowner's association
- CPLA By-laws do not include:
 - Rules about boating, swimming, fishing or other lake activities
 - Rules about property use
 - Rules about noise or traffic
- We do not have time to edit the By-laws at this meeting

For today's voting, do we have an acceptable starting point?

- Comments and suggested changes can be submitted by email to *countrypondla@gmail.com*

Voting on Board

- Board members serve staggered terms of two (2) years
- President, Secretary and board members' first terms are one (1) year, thereafter two (2) years
- Vice President and Treasurer first terms are two (2) years followed by terms of (2) years
- Officers and Board members may not serve more than three consecutive terms in office
- After a year off, Officers and Board members may be permitted to hold the same office again.
- For a smooth transition, terms start in October

Voting on Board

- This volunteer Board has enjoyed serving you during CPLA's startup
- We have done an excellent job of establishing CPLA
- The entire Board wishes to serve you again for an official first term
- First, we will vote to elect the entire panel
- If the majority does not accept the panel, we will vote office by office

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Thank you for your attention !

