

SQUAM LAKES
ASSOCIATION



OUR 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.




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NOTE FROM THE PRESIDENT



Photo by Whitney Werner, SLA member



When I became President of the Squam Lakes Association three years ago, I half-jokingly told people that my first task was to lower everyone's expectations. At that point, SLA was in the process of growing almost exponentially with the Lakes Region Conservation Corps volunteers giving us full year-round abilities to push us to become one of the premier watershed conservation organizations in the country. Our membership was growing. Our staff and board were fantastic. My biggest fear was that we would eventually have a cold, rainy summer and no one would want to go outside and enjoy our watershed or participate in our wonderful education programs.

I didn't factor a global pandemic into the list of things that I should worry about. But here we are at the end of my term as President. I have managed to shut down the JSLA and sailing programs, stopped boat rentals and have largely closed off the SLA building and Barn to the public. Nice going, eh? Eve Porter-Zuckerman, our Immediate Past President, never thought I could do this bad a job.

Happily, we have an incredibly strong organization that can survive both me and a pandemic, starting with our enthusiastic (and growing) membership. You are the eyes, ears, hands and backbone of the SLA and are the reason we will survive and prosper. We have a wonderful and dedicated staff, who are using their time wisely during this crazy time making sure that we can all enjoy and take care of this treasure that we all love so much. And our board. I told everyone when I started as President that the worst kept secret around here was how much fun it was to be part of a board that is so smart, talented, and great to work with, even when they ask difficult questions. That remains truer than ever.

I sincerely wish to thank everyone for giving me the opportunity to work for you and with you. As I ride off to the eastern shores of Squam, I will miss being so directly involved in this amazing organization. But I am not going anywhere. There's a pandemic, so where would I go anyway?

BOB LUCIC, PRESIDENT



As a Squam Lakes Association supporter

you play a critical role in ensuring a healthy, vibrant future for our watershed. In 2019, your support helped us update our trail map and kiosks, control the growth of invasive aquatic and terrestrial plants, and equip a new cohort of Lakes Region Conservation Corps members with the skills necessary to become future leaders in the field of conservation. Thanks to you, hundreds of participants of all ages connected with Squam through summer camps, Adventure Ecology programs, after-school activities, Science Pubs, and other educational opportunities.

Your partnership and gifts also made possible the publication of the 2019 updated Squam Lakes Watershed Management Plan. This document will serve as a blueprint for our actions as we continue to conserve Squam for generations to come.

The following pages showcase just a few of the ways you helped Squam last year. *Thank you!*



▼ Trails & Access

> The **SLA trail map and guide book** were edited and updated. This version includes the new Brooks Fisher trail on the western side of the Squam Range, insets for our smaller trail networks—the Rattlesnakes, Chamberlain Reynolds Memorial Forest, Belknap Woods, and Whitten Woods—, a trail difficulty rating guide, Squam hiking ethics, and information about the SLA and conservation in the region.

> **Trail junction signs and kiosks** for the trails in the Cotton Mt. and Mt. Livermore networks were updated. We replaced the faded and old trail signs with newly routed cedar signs. Both the junction signs and kiosk content design are models for updating these structures across our trail networks over the next couple of years.

> Working with University of New Hampshire's crew, we completed the **hardening of a section on Old Bridle Path** up to West Rattlesnake. The hardened section makes use of stone steps and rip-rap to armor the trail, decreasing erosion caused by foot traffic.

> We partnered with the United States Forest Service to **relocate a section of the Wentworth Trail** up to Mt. Israel. The former section of trail was located near the outflow of a spring that saturated the trail corridor. The relocation of the trail corridor is positioned uphill of the spring to ensure a dry trail.

> 2019 was the **first full year that the "No Parking" signs were up** on Route 113 around the West Rattlesnake trailhead. Between 2018 and 2019 we saw a 50% decrease in the number of days cars were parked on the side of the road based on our trail hosting data. We see this as a big step for increasing safety at the trailhead.

▼ Lakes Region Conservation Corps AmeriCorps Program

Your gifts help us match the grant that makes this program possible.

> In 2019 the SLA's Lakes Region Conservation Corps (LRCC) spent **over 1080 crew hours on trail work**, covering 155 miles within the SLA's trail network.

> Our LRCC crew spent **618 hours surveying for and removing 271 gallons of Variable Milfoil** from the Squam Lakes and River.

> LRCC members ran education programs ranging in topics, from the history of the region to guided snorkels, **reaching 1,329 individuals with the SLA's mission** along the way.

> The LRCC program successfully **prepared 29 individuals with valuable experience and certifications** relevant to the field of conservation. Program participants leave 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.



▼ Volunteers

> In 2019, **199 individual community volunteers gave over 1,000 hours** of service to the Squam Lakes Watershed.

> **23 Water Quality Monitors volunteered 237 hours** to routinely collect water samples and record lake conditions at 16 sites throughout the Squam Lakes. Our water quality monitoring program began 40+ years ago and today's volunteers continue to enrich our understanding of how we can protect the health of the watershed. Most recently, this information was used to inform future conservation actions established in the 2019 Squam Watershed Management Plan (see page 8).

> **66 volunteers headed out with tools in hand** to dedicate 320 hours to maintaining our network of sustainable trails

> In September, **59 volunteers ensured the success of our popular Ridge Race** by spending 179 hours helping out before, during, and after the event.



▼ Education

Education participation continues to grow each year as our programs adapt to the interests of our members & community needs. From 315 people in 2017, to 1,395 in 2018, and in 2019 we reached 2,166 people through a variety of programs for all ages.

> **Adventure Ecology:** This program has evolved from Fridays during the summer to now year-round programs that include guided hikes, guided paddles, and new this year, nature inspired art. Nature inspired art programs were offered Sundays throughout the fall & winter and provided an opportunity for folks to connect to nature through the arts. Of the 70+ programs offered, the most well attended explored topics such as: Nature Card-making in the Art Nouveau Style, Fall Foliage Guided Hike to Mt. Israel, Ecosystem Expedition Sunset Paddle, and A People's History of Squam.

> **Science Pubs:** These are a collaboration with the Squam Lakes Conservation Society and Squam Lakes Natural Science Center, and continue to be incredibly well attended programs with up to 60 people attending some evenings. In 2019 they focused on local perspectives of the global problem of climate change.

> **Junior Squam Lakes Association:** 2019 JSLA Summer Camp served 192 campers. We offered triple overnights to our oldest campers, which was a huge success and something we look forward to offering again. Squam Olympics continues to be a camp favorite where campers compete in a variety of challenges including: sketching a camp counselor, untying a frozen t-shirt, and canoe relay races —this year Camp Deerwood joined in on the FUN!

> **Community Youth Sailing Program:** 58 campers participated in CYSP camp this summer. For the first time we offered one week that included an overnight camping adventure which allowed some destination sailing around new islands and a night under the stars.

> **Adventure Vacation Camps:** Modeled after our much loved JSLA summer camp, adventure vacation camps are an extension of the summer FUN with a winter & spring twist offered during NH's February & April breaks. Being our first year, we are happy that 10 campers in each session had some awesome outdoor adventures!



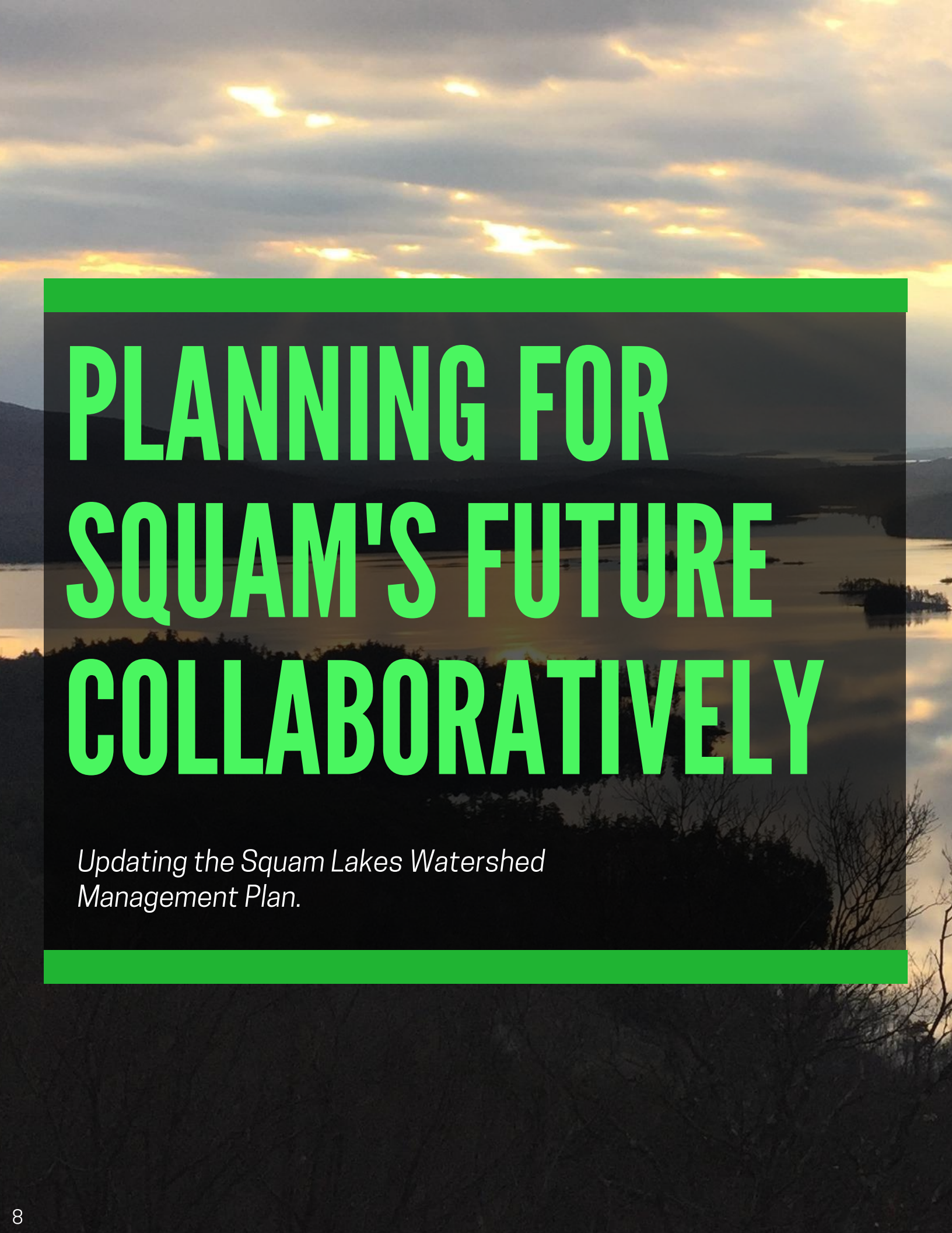
▼ Conservation

> The updated **2019 Squam Lakes Watershed Management Plan** was completed late in 2019. This comprehensive plan outlines how we all can improve the health of the watershed, and implementation has already begun! **See page 8 for more on the 2019 Squam Lakes Watershed Management Plan.**

> Residents of High Haith were instrumental in forming **a community-level Weed Watcher program, led by George and Susan Gurney.** This collaborative effort will be key to invasive species monitoring, increasing stewardship among the lake's users.

> There was clear evidence of the watershed's astounding transformation following the invasive milfoil management efforts of the 2019 dive season. Little to no plants were observed in many historic infestation sites. The majority of variable milfoil was pulled from sites in the Squam River (90.3%), followed by Squam Lake (5.6%), and Little Squam & Channel (4.1%). **In 2019, 271 gallons of milfoil were removed,** compared to 2,284 gallons removed during 2018.





PLANNING FOR SQUAM'S FUTURE COLLABORATIVELY

*Updating the Squam Lakes Watershed
Management Plan.*

The **updated Watershed Management Plan**, completed by former SLA Director of Conservation, Rebecca Hanson, in 2019, outlines our commitment to conserving the natural beauty, peaceful character, and resources of the Squam Watershed for generations to come. This plan would not have been possible without the contribution of our numerous project partners. To everyone involved, thank you!



1

WHAT IS A WATERSHED MANAGEMENT PLAN?

A watershed management plan examines the factors affecting watershed health. It incorporates data on water quality, land use, local economy, and populations, and creates goals to maintain or improve watershed-wide standards. It acts as a guiding document for towns to support watershed and community health across municipal boundaries.

2

WHAT IS THE GOAL OF OUR UPDATED PLAN?

SLA's first watershed plan (1991) was a pilot program for lake management. A lot has changed over 30 years, including the environment, public opinion, and diverse influences on the watershed. Our current decision making, conservation, and management methods need to take these changes into account. The goal of the Squam Lakes Watershed Management Plan is to maintain current in-lake median total phosphorus concentrations (6.5 ppb in Squam Lake and 6.4 ppb in Little Squam Lake). Based on development growth projections (see page 10), this will require the prevention, reduction, and/or offset of 113 kg/year in phosphorus from entering the Squam Lakes over the next ten years.

3

WHAT HAVE WE LEARNED?

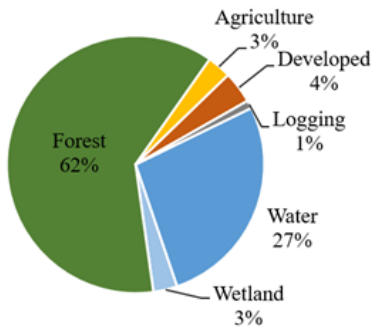
Both Squam Lake and Little Squam Lake have phosphorus levels that are within NH's criteria for oligotrophic lakes. Both lakes retain enough reserve capacity to assimilate additional phosphorus as development increases; however, the Squam Lakes are especially vulnerable to new development (see page 10). A watershed survey completed in 2018 identified 53 erosion hotspots that may carry sediment and nutrients, including phosphorus, into the Squam Lakes. By focusing on these locations we hope to reduce phosphorus loading by 33.4 kg/yr into the lakes.

Continued on the following page →

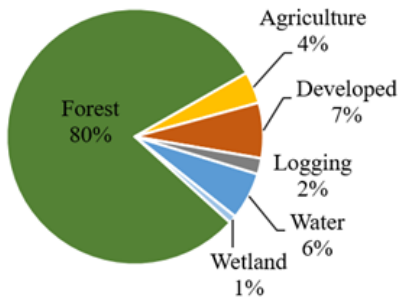
PLANNING FOR SQUAM'S FUTURE COLLABORATIVELY

UPDATING THE SQUAM LAKES WATERSHED MANAGEMENT PLAN

Squam Lake Land Cover Summary



Little Squam Lake Land Cover Summary



PRESENT LAND COVER

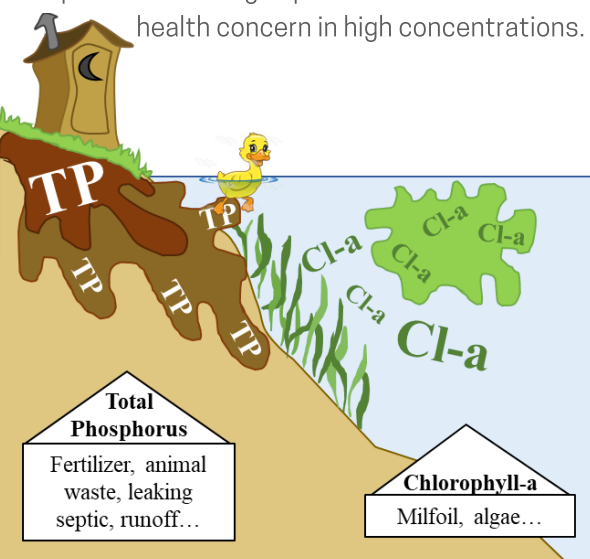
MODELING FUTURE BUILDOUT

Watershed-wide modeling was completed to measure the potential of future development. These are some of the key findings:

-
- 5,175 new buildings could potentially be built in the watershed.
-
- Development is restricted by ordinances and zoning restrictions. In 2019, 46% (13,000 ac.) of the watershed was constrained in some manner.
- The projected timeframe for full buildout—the point at which the maximum amount of development under current zoning restrictions has occurred—is in the year 2148.

WHY FOCUS ON PHOSPHORUS & CHLOROPHYLL?

Total Phosphorus (TP) is one of the major nutrients needed for plant growth. In general, as the amount of TP increases, the amount of algae also increases. Chlorophyll-a (Chl-a) is a measurement of the green pigment found in all plants, such as algae. The higher the Chl-a value, the higher the amount of algae in the lake. Too much algae can starve an ecosystem of oxygen, becoming harmful to many aquatic species. Some algae produce toxins that can be a human health concern in high concentrations.



WHAT ARE SOME RECOMMENDED ACTIONS?

STRUCTURAL

Structural recommendations, further described in the Watershed Survey, include a future shoreline survey and possible septic system upgrades to meet the water quality objective. This is a resource intensive practice.

NON-STRUCTURAL

Non-structural changes are used to address shifts in zoning ordinances and to increase land conservation in the Squam Watershed. While the water quality objective focuses on Phosphorus, the treatment of storm water and sediment erosion will result in the reduction of many other kinds of pollutants—such as nitrogen, bacteria, road salt/sand, heavy metals, etc.—that may also impact water quality. Additionally, historic land-use continues to affect the health of the watershed through residual contaminants, like DDT and PCBs. The SLA is actively working alongside NH Department of Environmental Services, the Loon Preservation Committee, and Plymouth State University to combat this ongoing problem. We have initiated a watershed-wide project assessing stream/road crossings to better understand how sediment is transported into the Squam lakes, including contaminated sediments that have been found to spread throughout the food chain.

2019 Treasurer's Report & Financial Summary

For the calendar year ended December 31, 2019, net revenues from operations totaled \$107,714, a little up from last year. Our operating revenues grew to \$1,019,241 due to increases in contributions and the effort around installing solar, and grants from the Corporation for National Service's AmeriCorps program and finishing the Watershed Plan. The operating revenues exclude any realized capital gains, or changes to the unrealized gain account for our investment portfolio, which totaled \$3,635,785 at the end of fiscal year 2019.

As in past years, the SLA sources most of its operating revenues from donations and member support (34%), program fees (24%), and grants (30%) and other income such as store sales and rent (2%). \$97,868 (10%) of total operating revenue was derived via funds systematically transferred on a quarterly basis from our Squam Lakes Fund investment account. The SLA did not take a third quarter draw in 2019. Other than grants the proportionality of these income streams track closely to the prior year.

The SLA's net assets at December 31, 2019 were \$8,434,197, 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 2019. Also included in our net assets are highly liquid and marketable investment securities of \$3.6 million which represents an increase from 2018 due to the effects of the market in 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 2019 fiscal year. The SLA audited financial statements and footnotes are available on our website.

Respectfully submitted,
Sandy Harris, Treasurer

Operating Revenue

	2019	2018
Program fees	\$ 240,648	244,896
Contributions	220,105	214,006
Dues	131,581	132,311
Transfers from Squam Lakes Fund	97,868	124,981
Grants	306,455	240,757
Other	22,584	34,138
Total	\$ 1,019,241	991,089

Operating Expenses

Program Services		
Outreach and Recreation	\$ 160,058	158,277
Conservation and Education	143,178	153,788
Natural Areas	462,692	455,849
Total Program Services	\$ 765,928	767,914
General Operations	140,484	137,729
Fundraising	5,115	5,089
Total	\$ 911,527	910,732

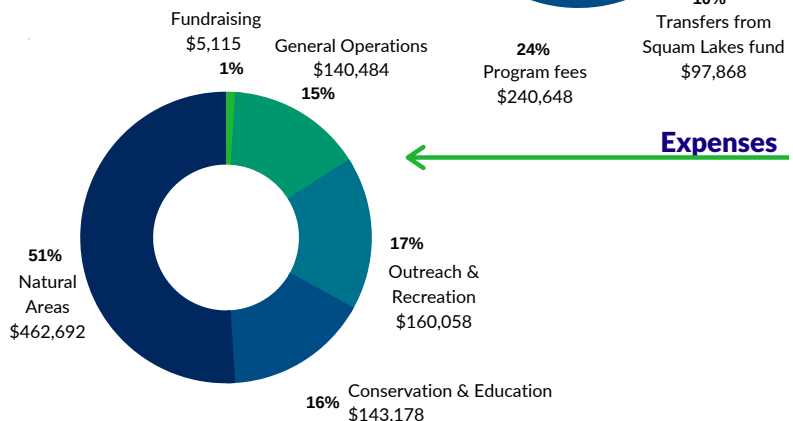
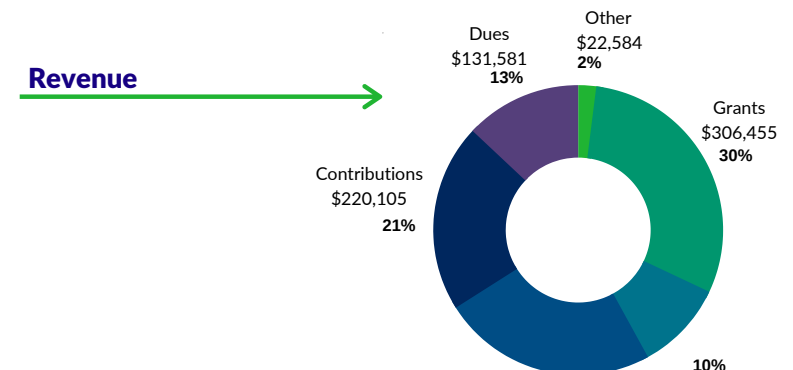
Net Revenue from Operations

Depreciation Expense	\$ (58,595)	((58,641))
Realized & unrealized investment (loss) gains	586,944	(250,368)
Interest and dividends	93,442	81,423
<i>Transfer from Squam Lakes Fund</i>	(97,868)	(124,981)
Increase in net assets for the year	\$ 631,637	(272,210)

Total Net Assets

Net Assets	\$ 9,609,341	8,912,841
LESS: Accumulated Depreciation	(1,069,243)	((1,010,648))
Total Assets	\$ 8,540,098	7,902,193
LESS: Liabilities	(105,901)	(99,633)
Total Net Assets	\$ 8,434,197	7,802,560

Revenue



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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Nicholas & Alison Cabell
Paul & Mary Ann Cahill

This listing includes donors and members who have supported SLA for consecutive years, and who were donors and/or members in 2019 (January 1, 2019-December 31, 2019).

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 2019.*

Photo by Susan Speers Hume,
SLA Director

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Margaret Pearson
Chase Pennoyer
Connor Piechota
Gregg Pitman
Matt Pyster
Julie Ramsey
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Madeline Rowe
Ken Ruhm
Kyle Salmons
Lisa Scott
Leigh Sharps
Sue Smith
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Angela Spain
Jules Stanley
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Chaim Tandler
Sarah Thorne
Bill Tobey
Carolyn Tolles
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James Viar
Joseph VILeck
Kevin Walker
Kierra Walker
Sydney Welch
Amanda Wirth
Barbara Wirth
Ben Wirth
Lindsay Woodward
Carol Zink

SQUAM RANGERS

Completed in bold

Annalee Abelson
Susan Allen
Paul Ambrose
Hugh Antrim
Bill Aulet
Lisa Aulet
Rosa Bailey
Savannah Bailey
Steve Bardus
Jane Beck
Jack Begins
Ann Berry
Ben Berube
Luke Berube
Monique Berube
Richard Berube
Sam Berube
Susan Blake
PJ Blakenhorn
"Sadie" Blakenhorn
David Blank
Bella Bohnsack
Bill Bohnsack
Charlie Bohnsack
Kara Bohnsack
Lucie Bohnsack
Terrie Bowman
Paul Bradshaw
Eliza Brashares
Lewis Brashares
Steven Brook
Paul Brousseau
Patrick Buckley
Lex Bundschuh
Donna Bunnell
Josh Buonpane
Eileen Burnell
Wendy Buzy
Joel Buzy
Tyler Buzy
Jason Buzy
Julia Byers
Sean Canoon
Thomas Card
Catherine Chu
Mira Chu-Shore
Saya Chu-Shore
Alex Ciccolinifoley
Kenneth Cohen
Ken Cutler
Linda Cutler
Ethan DeMaio
Kate Demaio

Mary Demaio
Emily Demaio
Peggy D'Haene
Ashley Dominique
Ed Donohue
Maura Dougherty
Bernice Dunlap
Marc Fiorentino
Joan Forge
Nora Foster
Susan Francesco
Peter Francesco
Toni Galli Sterling
John Gallo
Frank Garcia
Len Gauvin
Diane Giarrusso
Alice Giarrusso
Chuck Gibson
Laureen Gilgen
Rob Gilgen
Paul Gomez
Tom Gormley
George Gurney
Susan Gurney
Kari K. Gurney
Peter N. Gurney
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Sandy Harris
Jason Harvey
Suzanne Hogan
Robin Hogan
Steve Holtzman
Peter Howe
Thomas Howe
Bonnie James
Edwin James
Ruth E. James
Cathy Jaros
Earle Jenkins
Julie Jenkins
Chuck Joern
Sandra Jones
Peter Kampf
Brian Keith
Eric Kelly
Jennifer King
Hunter Knight
Salley Knight
Mark Kramer
Maureen Kuharic
Judith Kuhm
Kelly LaValley
Barb Laverack
Susan Laverack
Wodie Laverack
Cai Lin Portia Lee

Erica Lehner
Carl Lehner
Sandra Lehner
Heather Litchfield
Linda Littlejohn
Scott Littlejohn
Karen Lofstrom
Amanda Loud
Beverly Lowden
Benjamin Luann
Heidi Luscher
Paul Luscher
John Maddox
Tamara Mann
Katie Mason
Ida Mason
Ted Mcleod
Gail Mears
John Messinger
Jo Ellen Milkovits
Arlene Murphy
Dale Murphy
Fran Newton
James Nielsen
Kathleen Norris
Amanda Osmer
Cheryl Ouellette
Lynne Ouellette
Robyn Parker
Connor Peichota
Lynn Porter
William Porter
Duncan Porter-Zuckerman
Eve Porter-Zuckerman
Cai Lin Portia Lee
Skylan Rainier
Jake Reder
Larry Richards
Ramona Richards
Jim Richardson
Larry Richardson
Ramona Richardson
Clarissa Riely
Henry Riely
Laura Robertson
Sara Rothschild
Judith Ruhm
John Rutt
Roy Schweiker
Lou Shipley
Vanessa Shipley
Fran Silvestri
Susan Smith
Bob Snelling
Laum Spalt
Susan Speers Hume
Bryce Stetson

Wyatt Stetson
Frank Stevens
Liz Stevens
 Louis J Stivali
 Karen Strother
 Lisa Stratton
 Lori Sussman
 Christie Sweeney
 Jacobson Teresa
 John Thompson
 Sarah Thorne
Bryant Tolles
Carolyn Tolles
 Enright Tom
Dave Toth
 Laura Usher
Jacob Utrie
 Justin Van Etten
 Peter Van Winkle
 Prudy Van Winkle
 Amanda Vansant
 Ted Vansant
 Candice Vrona
 Tony Wagner
 BJ Warner
 Barbara Warner
 Judy Warren
 Peter Webster
 Fifi Webster Kampf
Catherine Weiss
Margaret "Evan" Weiss
 John Wendell
 Donna Werda
Erica S. Whitcher
 John Whiting
 Anne Whiting
Betsy Whitmore
 Melody Wooster
 Brian Young
Kyle Zollo-Venecek

Common Man Ashland
 Common Cafe & Tavern
 Cottage Place on Squam
 Lake
 CME Medical Consulting
 Ian Cullison
 James Cutler
 Geoffrey & Joanna
 Dellenbaugh
 Dunkin' Donuts
 E&S Insurance
 Joe Elcock
 EM Heath's Supermarket
 Forbes Bakery
 Peter Francesco
 Slava & Elizabeth Gauferg
 Golden Pond Country Store
 Grotto Italiano Pizzeria
 Taverna
 Hannaford
 Hart's Turkey Farm
 Paula Lee Hobson & Paul
 Hackenberry
 Holderness Harbor
 Home Depot
 HPM Insurance
 Sarah & Donald Hundgen
 Inn on Golden Pond
 Blake Ireland
 Liz Kelly
 Kil'n Time
 KTM Auto
 Lakes Region Tent and
 Event
 Sandra & Carl Lehner
 Lowe's Home Improvement
 The Manor on Golden Pond
 Alex Markarian
 Lee and Randy Mattson
 Mega Print
 Meredith Village Savings
 Bank
 Minus 33
 MnM Scoops
 Moulton Farm
 New England Printwear
 Company
 New World Auto
 NH Mobile Marine
 NHHY Marina
 Development, LLC
 Anne Packard
 Panther Pub & Grille
 Peabody & Smith Realty
 Pemi River Fuels
 Peppercorn Natural Foods
 Phat Fish Restaurant

Plymouth Ski & Sports Inc
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 Margaret and H.A. Rey
 Center
 Rhino Bike Works
 Riveredge Marina
 Jeffrey Robinson
 Rockywold-Deephaven
 Camps
 Rubbin' Butts BBQ
 Rumney Animal Hospital
 Rusty Rakes Property
 Management
 Samyn-D'Elia Architects
 Simply Sunflowers
 Sippican Partners
 Six Burner Bistro
 Squam Boat Livery
 Squam River Landing
 Squam Lake Inn &
 Marketplace
 Sunshine & Pa's
 Restaurant
 Thai Smile Restaurant
 Leslie Tognazzini
 Carolyn & Bryant Tolles
 Twin River Landscaping
 Rick Van del Poll
 Walter's Basin
 Wal-Mart - Tilton
 Waterville Valley Ski
 Resort
 Steve Whitman
 Mae Williams
 Winnepesaukee Bay Gulls
 Bruce & Betsy Whitmore
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 1766 Brewing Co.

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Partnerships:

Appalachian Mountain Club
 Camp Hale



Central New Hampshire
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 Corporation for National
 and Community Service
 Eastern Adaptive Sports
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 Conservation Center
 Green Mountain
 Conservation Group
 Lakes Region Conservation
 Trust
 Lakes Region Planning
 Commission
 Lake Winnepesaukee
 Association
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 Moulton Farm
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 Mountains
 New England Forestry
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 Association
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 Environmental Services

NH Department of Safety
 NH Fish & Game
 NH Lakes
 New Hampshire Music
 Festival
 Plymouth State University
 Squam Community Rowing
 Squam Lakes Conservation
 Society
 Squam Lakes Natural
 Science Center
 Nature Groupie
 University of New
 Hampshire
 Volunteer New Hampshire
 White Mountain National
 Forest
 White Oak Pond
 Watershed Association

Towns:

Ashland
 Center Harbor
 Holderness
 Moultonborough
 Sandwich

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SQUAM LAKES ASSOCIATION BOARD OF DIRECTORS 2019

An independent, volunteer board of directors, supported by professional staff, governs the Squam Lakes Association. We are grateful to collaborate with such an experienced team of leaders whose innovation, philanthropy, and stewardship efforts guide and advance our strategic objectives. Each board member deeply values the SLA's mission.

Officers change slates at the Annual Meeting in August

PRESIDENT

Bob Lucic

1ST VICE PRESIDENT

Sandra Lehner *(Term expired August 2019)*
Barry Gaw *(elected August 2019)*

2ND VICE PRESIDENT

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Joe Boyer
Lyle Fulkerson
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Lyndsee Paskalis
Jill White *(Elected August 2019)*
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PRESIDENT EMERITUS

Timothy O. Fisher

COMMITTEES

Trails & Access
Asset Management
Conservation
Development
Education & Outreach
Nominating



OUR STAFF

The Squam Lakes Association is supported by a talented staff with an impressive breadth of professional knowledge and dedication. Through their hard work we appreciate their exceptional commitment to upholding the SLA's mission to protect and improve the Squam Lakes Watershed

EXECUTIVE DIRECTOR

EB James

DIRECTOR OF DEVELOPMENT

Angi Francesco

DIRECTOR OF CONSERVATION

Rebecca Hanson
**In October of 2019 Rebecca moved on to become the Executive Director of the Newfound Lakes Region Association.*

DIRECTOR OF EDUCATION

Leigh Ann Reynolds

TRAILS & ACCESS MANAGER

Katri Gurney

COMMUNITY ENGAGEMENT COORDINATOR

Melissa Leszek
Adel Barnes
**In November of 2019 Melissa moved on to join The Nature Conservancy in New Hampshire as their Donor Communications Associate.*

OFFICE MANAGER

Clayton Smith

LRCC AMERICORPS PROGRAM MANAGER

Emily Gross

2019 FACILITIES & ACCESS STAFF

Katerina Crowley
Elizabeth Schwaner
Amanda Vansant

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Kim Appleby
Adel Barnes
Cole Beale
Amanda Carron
Dawe
Heather Genuise
Sydney Kahl
Danielle Plumlee
John Plummer
Stevie Raymond
Alexander Reiber
Levi Rhoades
Qiyamah Williams

2019 JSLA/CYSP STAFF

JSLA
Tyler Bauer
Sophie Coolidge
Maggie Grant
Jack Tyler
Emma Vieten
Sawyer Wilcox

CYSP
Raoul Posmentier, *Lead Instructor*
Carter Wilcox, *Assistant Instructor*



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