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Results of Lake Plan Survey 2014

Lake Links Workshop 2014

prepared by

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1. Introduction

In preparation for the 2014 Lake Links workshop in Perth, a survey was sent out to learn about the experience of lake associations in preparing and implementing their lake plans. The intent was to present the responses at the Lake Links workshop. The content of responses was excellent, and the Lake Links Organizing Committee felt that it should be summarized and provided to others to learn from.

The survey asked the following eight questions:

1. What is the name of your lake association or lake?
2. Is your lake community working on or completed a lake plan? If Yes, please explain the reason why you are working on or completed a lake plan.
3. Please describe the greatest challenge that you faced PREPARING your Lake Plan? What did you do to overcome the challenge?
4. Please describe the greatest challenge that you faced IMPLEMENTING your Lake Plan? What did you do to overcome the challenge?
5. What lessons have you learned from developing or implementing a Lake Plan?
6. What is the best outcome of preparing or completing your Lake Plan?
7. Please describe some activities that have been successfully implemented on your lake.
8. Please describe your most successful approach to get people engaged in a fun way in activities on your lake.

In total 80 responses were received from a total of 68 lakes. In some cases multiple response were received on one lake. About 2/3 of the respondents (62.3%) indicated that their association was either working on or had completed a lake plan.

Responses highlighted in this document have been selected as a representation of content from all the responses. Not all individual responses have been included in this summary.

List of Lakes that Participated in Survey

✓ Adam Lake	✓ White Lakes	✓ Property	✓ Paudash Lake
✓ Ashby Lake	✓ Farlain Lake	✓ Lake Francis	✓ Peninsula Lake
✓ Bagot Long Lake	✓ Farren Lake	✓ Lake Manitou	✓ Pike Lake
✓ Baptiste Lake	✓ Property	✓ Lake Rosseau	✓ Raven Lake
✓ Battersea	✓ Fourteen Island	✓ Lake Simcoe -	✓ Redstone Lake
✓ Loughborough	✓ and Mink	✓ Thorah Island	✓ Ril Lake
✓ Bennett and	✓ East Lake	✓ Leech Lake	✓ Rock Lake
✓ Fagan Lake	✓ McFarlane Lake	✓ Livingstone Lake	✓ Round Lake
✓ Big Basswood	✓ Geneva Lake	✓ Long Lake -	✓ Salerno (Devil's)
✓ Big Clear Lake	✓ GHLCOA	✓ Sudbury	✓ Lake
✓ Black Donald lake	✓ Horseshoe Lake	✓ Long Point	✓ Big Bob Lake
✓ Black Lake	✓ Jack's Lake	✓ Mattagami Lake	✓ Sharbot Lake
✓ Buck Lake	✓ Kahshe Lake	✓ Miskwabi Area	✓ Skeleton Lake
✓ Canonto Lake	✓ Kashwakamak	✓ Lakes	✓ Coalition of
✓ Christie Lake	✓ Lake	✓ Mississippi Lakes	✓ Haliburton Lakes
✓ Davern Lake	✓ Kawagama Lake	✓ Mountain Lake	✓ Upper Rideau
✓ Dunlop Lake	✓ Kawartha Lake	✓ North Otter Lake	✓ Lake
✓ Elbow Lake -	✓ Kennebec Lake	✓ Otter lake - Parry	✓ Wanapitae Lake
✓ Parham	✓ Kennisis Lake	✓ Sound	✓ Wood Lake
✓ Clear, Stoney and	✓ Knowlton Lake	✓ Otty Lake	
	✓ Lake Bernard	✓ Oxbow Lake	

2. Motivations for Preparing a Lake Plan

Question 2 - Is your lake community working on or completed a lake plan? If Yes, please explain the reason why you are working on or completed a lake plan.

There were 77 responses to Question 2 and almost 2/3 of the respondents (62.3%) indicated that they were either working on or had completed a lake plan. There are three key reasons why associations were motivated to prepare a lake plan.

- A. Current Threats And Issues On The Lake
- B. It Is The Right Thing To Do - A Plan For The Future
- C. To Better Communicate With Others

A. Current Threats And Issues On The Lake

- The lake plan was initiated following an algae bloom and the threat of commercial development in 1998. The principal reason is the protection of the environment of our lake, both natural and social. *Peninsula Lake*
- The Official Plan (OP) of Prince Edward County (PEC) recommends lake plans for all the inland lakes of the county to monitor environmental concerns and development capacity. Since none had ever been undertaken and it seemed highly unlikely that they ever would be funded by the county because of budget constraints, FOEL applied for and obtained a grant from the Ontario Trillium Foundation (OTF) and a supplementary grant from Community Futures Development Corp. The plan has been developed/guided through a partnership between Quinte Conservation, PEC and FOEL, with French Planning acting as consultant. The plan advocates that decisions for future development maintain the character and natural environment of East Lake and it is hoped that the county will use the plan to direct/guide planning decisions on and around East Lake, through its recognition in the revised OP for PEC. *East Lake*
- We completed a lake plan in order to address our concerns for future development of our lake. We are a lake with no crown land and the possibility of development by a developer. *Canonto Lake*
- The purpose is to have the lake recognized as a self sustaining lake trout lake. If it does qualify it would prevent the harvesting of our forest within 120 meters of the shoreline. *Geneva Lake*
- Our association decided to complete a Lake Plan for the new millennium and to provide guidance to the local Committee of Adjustment on requests from our lake's property owners for minor variances and zoning amendments. *Kahshe Lake*
- There was substantial data collected over the years but no comprehensive sorting and analysis. In addition we wanted to be able interact with the municipality from a position of strength in questions of planning and development. *Kennebec Lake*
- We had been noticing changes in the lake environment and were anxious to draw people's attention to consequences of our actions. To get consensus on goals and actions toward the sustainability and improvement of the lake, by stressing stewardship and leadership was important. *Mountain Lake*

B. It Is The Right Thing To Do - A Plan For The Future

- We embarked on this journey to help us effectively achieve the association's objectives and mandate. We were convinced that lake plans are the best tool for improving lake stewardship and promoting community involvement. *Farren Lake*
- A lake plan seemed to be a good way to identify the values of the lake community and form a basis for taking positive steps to ensure that these values would be taken into consideration by local councils when issues of concern arose within the lake community. *Solerno Lake*

- Lake Plan completed this year and it provides a snapshot of where we are and a template for the future. *Miskwaki Area Lakes*
- Focus on conservation of water quality and natural heritage, strategic planning, community engagement and policy review in ensuring the long-term sustainability of the lake. *Clear, Stoney and White Lakes*
- The PLCA completed a Lake Plan in 2006 to determine significant features of the social, natural and physical features of our lake and surrounding community, and to determine actions we can collectively and individually undertake to protect these unique features, to ensure the sustainability of our ecological heritage, protect our water quality, and try to ensure that development will be balanced now and in the future between the economic needs of the community and the environmental protection of the natural environment. We sought to determine those actions which could be undertaken by members of our lake community and recommendations we could urge our local municipalities and councils to adopt in order to ensure development goals and practices sustain our natural environment over time. *Paudash Lake*
- The purpose of the development of the lake plan was to determine what the residents of the lake felt about the physical aspects of the lake, what needs to be improved, if anything and what can be done to preserve and protect those aspects of the lake and its surrounding that the lake residents value. *Baptiste Lake*
- To create a 'road map' for future lake community volunteers to focus on resource protection and enhancement priorities for the lake and its immediate watershed. *Farlain Lake*
- To give our association a written set of standards outlining the qualities of our lake that were identified by our members as important to them. This allows us to speak to elected officials and government officials at all levels with a unified voice in order to protect our lake. *Livingstone Lake*

C. To Better Communicate With Others

- Our lake association decided to undertake a lake plan when we found ourselves at a point in time where the lake association, the lake community and both the local municipalities were all working in different directions each proclaiming that the health of the lake was important- but not prepared to work together to ensure the future health of the lake. We had to find a way for these parties to become partners with a common goal We'd heard something about lake plans and this sounded like a good mechanism to accomplish what we knew we needed to do! *Otty Lake*
- We completed our lake plan in order to articulate a vision for our lake, to develop specific goals and to identify concrete projects to achieve those goals. Our main goal is to maintain and improve the health of our lake. *Elbow Lake*
- The purpose of the Lake Plan was to provide an opportunity for all property owners to identify their values, what they hold near and dear and to identify issues and concerns that they believed should be addressed by the Executive of the KLCA. *Kawagama Lake*
- The lake plan was a chance for lake residents to articulate systematically a set of lake development goals and limits, and to do it in a way that the township and other development authorities would recognize and respect. In addition, it presented an opportunity to establish mechanisms such as a stewardship committee, which would monitor lake development using the goals and limits as criteria and make recommendations for action where necessary. The plan therefore gives the Property Owners Association authority when speaking to development agencies. *Adam Lake*
- To improve owners' understanding of the importance of a healthy lake and shoreline. *Paudash Lake*
- The Lake Stewardship Guideline is intended to be used as an educational resource or tool to assist Lake residents in developing and maintaining responsible, sustainable and effective stewardship practices for the preservation of the Lake's unique characteristics and its watershed and ecosystems. The Directors believe that the vast majority of Lake residents - each of whom has a substantial investment in his or her property and a direct financial interest in the Lake's well-being – are, and wish to be, responsible stewards of the

jewel we know as “Christie Lake”, its watershed and ecosystems. Additional regulation is not required to ensure good stewardship. *Christie Lake*

- We wanted to find out what were the main concerns of the cottagers, both in now and for the future. Those concerns were then categorized into four main areas, researched and several drafts were written and discussed. The Lake Plan/Lake Stewardship is meant to be a document for our municipal governments to use in their planning and as an educational tool and guideline for cottagers in order to preserve our lake for future generations in a way that respects the history but also takes into consideration future development. *Skeleton Lake*

3. Addressing Challenges Preparing a Lake Plan

Question 3 - Please describe the greatest challenge that you faced PREPARING your Lake Plan? What did you do to overcome the challenge?

There were 37 responses to Question 3. The following are the key challenges identified by the respondents:

- Getting Started
- Forming A Steering Committee
- Assembling Information
- Gaining Consensus
- Engaging The Community And Keeping Them Interested
- Securing Funding
- Gaining Agency Support ... Especially Municipalities.
- Volunteers And Writing The Plan

A. Getting Started

- Our greatest challenge was perhaps our first challenge. We had to learn what we needed to do to develop a lake plan! We had the will and the volunteers - we needed the technical expertise. We were not alone - other local lake associations were in a similar situation. We joined together with the Friends of the Tay Watershed, local conservation authorities, local municipality and stewardship council to apply for funding to develop a program that would assist local lake associations in moving through the steps of developing a lake plan. *Otty Lake*
- We learned from those lakes engaged in the lake planning process before us on what worked and didn't work. These lakes, in particular Bobs and Otty, generously shared with us not only what they learned but their tools such as the property owners' survey questionnaire. Lastly, the educational, planning, and consultative resources provided by the consultants of the Rideau Valley Conservation Authority's Lake Planning program, funded by Trillium, were pivotal to our success. Their participation and contribution helped bring our association membership on-side and provided the framework and rationale for this important endeavour. *Farren Lake*
- Engage professional help - None of the committee members were professional planners. Engaging a consultant allowed us to translate the lake community ideas into planning terminology, which was essential in communicating with municipal planners. *Kahshe Lake*
- The greatest challenge was to integrate the diversity of priorities of lake residents and cottagers. We overcame it by hiring Randy French to conduct a survey and to facilitate the discussion of its results at an open workshop. *Peninsula Lake*
- We involved a lot of members within our community to make sure we had diversity in inputs. So, perhaps it was organizing the responses. We had learnings/best practices from other lakes to use as models. *Pike Lake*

- We used Paudash Lake Plan as a model. *Jack Lake*
- Refer to the Lake Planning Handbook for Community Groups and the CD of sample plans and surveys.
- Design and clearly define what the process and products are in order to match your needs and wants and finances and resources. Remember, not everyone needs a comprehensive lake plan.

B. Forming a Steering Committee

- We formed a multi-stakeholder Lake Plan Steering Committee, we enlisted excellent planning consultation, biological and GIS expertise from French Planning Services *Clear, Stoney and White Lakes*
- As for preparing the actual plan, FOEL considers itself very fortunate. As it had always been hoped that a lake plan would be a county initiative, FOEL felt that the plan should be overseen in such a way that when presented to the County, it would be taken seriously. For that reason, a steering committee was set up consisting of three FOEL executives, representatives from Quinte Conservation, and one representative from the County, a staff member from the Planning Dept. French Planning was hired to oversee the execution of the plan. For this reason, FOEL was able to hand over the details and leave the collection/analysis of data to a group a great deal more experienced than we were. *East Lake*

C. Assembling Information

- Assembling information for the initial 'state of the lake' report which formed the foundation of the 'Lake to Sky' community management plan. Gaps in information were filled by undertaking studies (e.g. recreational capacity study, etc) pertinent to the needs of the lake community . As the 'Lake to Sky' plan evolved over a six year period, community outreach was an ongoing process. Lake community residents were informed of the need, purpose, and focus of the plan. Residents and stakeholders were provided with updates as the plan development progressed. *Farlain Lake*
- Having surveys completed by the residents was a challenge, especially those who don't belong to the Association. We had some great work done by committee member and we did numerous follow ups with residents to make sure surveys were completed. *Miskwabi Lakes Area*
- We did a survey of all waterfront property owners initially and thought we understood their priorities. We should also have involved them at a brainstorming meeting of priorities and actions they thought the JLA should be involved in. Reassurances that there was no intention to tell them what to do on their properties. Explaining the idea of best management practices would have helped. We hired Randy French to conduct a couple of workshops helped to overcome some of the concerns mentioned above. *Jack Lake*

D. Gaining Consensus

- Building a consensus amongst widely divergent interests on the issues the plan would address, the strength of the wording of its recommendations, and the degree to which the organization would take active steps to implement all of the recommendations. Maintaining that consensus and buy-in and sense of Plan ownership. We consulted widely and constantly with all stakeholders that we could reach - we maintained the latest Plan draft in detail on our website, viewable to all, and we provided links where anyone could submit comments and suggestions to the editors. *Skeleton Lake*
- The biggest challenge was in reaching consensus on social and lot size recommendation issues. Where consensus could not be achieved all opinions were reflected in the LSP. *Canonto Lake*
- There were a few areas that were somewhat controversial and it took time to get a consensus. *Skeleton Lake*

E. Engaging The Community And Keeping Them Interested

- It takes a great deal of effort to find motivated and skilled volunteers who are willing to 'own' particular responsibilities and stay engaged and it takes personal contact (e.g. telephone) to get community members out to meetings. *Mississippi Lake*
- The other great challenge in preparing our lake plan was to find ways to work with members of the community so that the lake plan was their lake plan. We talked to people, we sent out surveys, we met in small groups, we met in large groups, we listened and we worked together to finally come to some consensus on the issues of concern to the community. Having done that we went back to the community - and the community partners again, to ask for their input on what they felt we, as a community, should do to address the issues - this input became the lake plan recommendations. *Otty Lake*
- The residents' input was very successfully obtained by designing an effective questionnaire. The other actors never did come to the party in any substantial way. *Raven Lake Cottagers' Association*
- The greatest challenge was getting the engagement of lake residents, who are usually largely indifferent to "bureaucratic" exercises of this sort. We overcame the challenge by developing and carrying out a multi-year public consultation program. The consultation program included opinion surveys, information mail-outs (largely electronic), presentations at AGMs and a series of public face to face meetings on individual sections of the lake. We communicated and consulted using one or other of these methods as appropriate at each stage of plan development, reported what conclusions we had reached, and asked for reactions to what had been concluded so far. Responses were always systematically documented and reflected explicitly in the next stage of development. In other words, all lake residents were given ample opportunity to participate in formulating the plan's content. *Adam Lake*
- Maintaining interest in the process was a challenge. We distributed regular updates and other useful information, and used the AGM as a forum for progress reports. *Fourteen Island and Mink Lake*
- Our greatest challenge in the preparation of our Lake Plan was the continued engagement of the lake community to establish their ownership of the plan and its implementation upon completion. To overcome this challenge we developed a community-based, interactive approach that facilitates and encourages maximum involvement of the lake community. An overview of our lake stewardship planning process included the following milestones:
 - 2006 - Endorsement to start the planning process at AGM
 - 2006 - Survey of property owners (67% response rate)
 - 2007 - Conference with community partners
 - 2008 - GM workshop on results of property owners' survey
 - 2009 - Results and visioning workshop with property owners
 - 2010 - Survey on specific issues such as: land use development; septic systems; boating
 - 2011 - Approval by membership of proposed actions on land use and development, septic re-inspection and boating
 - 2012 - Lake Stewardship Action Plan tabled at AGM.



This six year process culminated in a Lake Plan endorsed by the association's membership. During the process, we also did the following: reported and discussed all critical steps and decisions in our Spring and Fall newsletter; posted on our website all Lake Management Planning reports and AGM minutes; and

delivered the State-of-the-Lake Report and Farren Lake Stewardship Action Plan to the door of each property owner. *Farren Lake*

- Ensuring that the process was as democratic as possible; developing exemplary documentation that the lake community would read and understand; and holding workshops and focus groups to ensure that the community was engaged. *Kennisis Lake*
- It is important to manage your expectations. There are many different people out there, and they all come to the lake for different reasons. Most people do not want to go to meetings and be involved and many people would prefer it if others did the work. Yet almost everyone supports the efforts. Sometimes we need to rationalize (lower) our own expectations in terms of who is going to actively participate. *Fourteen Island and Mink*

F. Securing Funding

- The PLCA was a very expensive process, since we undertook it prior to the development of the templates, and due to the fact that there was massive documentation to review resulting from our extensive prior activity: undertaking a major biological study of the lake to have wetland complexes declared provincially significant, a shore land restoration project, intensive water quality evaluation by the Ministry of the Environment, a cottage pollution control project (inspecting septic), and a prior campaign to decommission uranium mines. Finding funds was the initial big challenge. We successfully applied for a Trillium Foundation Grant, we raised funds from the local community and most important, we developed a close working relationship with Community partners: two County Councils, two local municipalities, the Ministry of Natural Resources, the Ministry of the Environment, the Crowe Valley Conservation Authority, the Department of Fisheries and Oceans which all provided in-kind support for our project. *Paudash Lake*
- The greatest challenge for FOEL was the work involved in preparing the grant application to OTF, but we were very lucky and were accepted on our second attempt. The amount granted was close to what we had asked for. *East Lake*
- The financial resources to create a professional Lake Plan and time was a challenge. We used some of our reserves to hire a consultant to assist us with the process, but the final product was created by our Committee members. They spent a great deal of their personal time moving this forward. *Kawagama Lake*
- The biggest challenges in regard to the preparation of the lake plan were obtaining the funds necessary and ascertaining the views of the stakeholders in the lake. We conducted several fundraisers, including a gala dinner and silent auction which raised a significant amount of funds. We also canvassed lake residents and received donations from them (each of whom were acknowledged in the final Lake Plan document). We conducted an extensive survey of property owners and had a statistically significant response. *Baptiste Lake*
- We faced challenges understanding the funding/budgeting for building the lake plan. What should we expect from the 'professionals' involved from Sustainable Watersheds/ French Planning/ the Conservation Authority/ the Municipalities? The roles and budgets for activities need to be clearly established. *Mississippi Lake*
- We supported the 3 year process by applying for funding from Trillium Foundation and the Stony Lake Heritage Foundation, as well as from our 5 lake associations. *Clear, Stoney and White Lakes*
- Consider a variety of approaches to raise funds.
 - Apply for an Ontario Trillium Foundation grant - In past many lakes were provided with funding to conduct.
 - Other foundations and even government funding can be available, and people like Watersheds Canada and Sustainable Eastern Ontario
 - Lake Simcoe - Ladies of the Lake calendar raised \$250,000

- Cook Books (Bobs and Crow and Rebecca)
- In-kind participation of partners – conservation authorities, municipalities, stewardship councils, government agencies all have expertise and resources that can be tapped

G. Gaining Agency Support ... Especially Municipalities

- Get them on Steering Committee or Planning Team. *Otty Lake, East Lake, Mississippi Lake*
- Make sure they are invited to all your open houses/workshops – both staff and political representatives and go to them – present at council meetings before, during, after the plan – *East Lake, Farren Lake*
- Over the 3 years lakeshore owners' opinions were sought and acted upon, resulting in one voice when speaking to Council, which changed that relationship. *Mountain Lake*

H. Volunteers and Writing the Plan

- The greatest challenge was going from the writing of the various committees responsible for the different chapters to a finished product with consistent style. *Skeleton Lake*
- The biggest challenge was in recruiting volunteers to work on the plan. Some people volunteered but then found they were too busy or didn't have the expertise to contribute. In the end, we relied on a core group of only 3 people who had the necessary time and skills. Because our team was so small, we relied heavily on help and guidance from Rideau Valley Conservation Authority. *Elbow Lake Association*
- The greatest challenge was the lack of skilled human resources to design and implement the survey, to mobilize volunteers to complete the large quantity of work to carry out the survey, to analyse the results, and to research and write the plan. We had a team of committed volunteers from the Friends of the Lake committee (a sub-committee of the Board). We used a professional who dealt with data analysis as part of her job and who resides on the lake in the summer to assist in reviewing the results of the survey. We hired a student from the Queen's University School of Urban and Regional Planning to research and produce the first draft of the lake plan. There are two members of the Friends committee who are also trained planners. *Buck Lake Association*
- This was a volunteer initiative and during the 2 years preparing the Lake Plan, some of the volunteers were not able to continue to contribute to the development of the Plan. When you are working with a small volunteer committee of 6 to 8 people, this has a major impact on moving forward, and usually means that other members of the Committee must be willing and able to take on more work. *Salerno Lake*

4. Addressing Challenges Implementing a Lake Plan

Question 4. Please describe the greatest challenge that you faced IMPLEMENTING your Lake Plan? What did you do to overcome the challenge?

There were 38 responses to Question 4. The following are the key challenges identified by the respondents:

- A. Keeping Up The Momentum After The Lake Plan Is Finished
- B. Finding Volunteers To Do Work
- C. Involving Municipalities
- D. Funding For Larger Projects
- E. Other

A. Keeping Up The Momentum After The Lake Plan Is Finished

- We are pleased to say that implementation of our Lake Plan was not an issue. It was significantly implemented during the process of its development. This happened mostly through an iterative process through the flow and feedback of information with our lake community and our various community partners. A good working relationship with Tay Valley Township resulted in a collaborative quest to come up with appropriate development and land use polices for Farren Lake. This was aided and abetted by active representation by executive at meetings of the Committee-of-the-Whole and Council on issues relevant to Farren Lake. *Farren Lake*
- So far, we haven't had problems implementing our plan. The Plan identifies specific projects which we have been carrying out slowly, only one each year. We seem to have the support of the community to do so. However, there are still some residents who are not involved and ignore the results of projects like the lakeshore survey. We are hoping that as they see the results that more involved residents achieve on their properties, they might be more inclined to make improvements to their own. *Elbow Lake*
- We have had no issues implementing the plan since we have the support of the Rideau Valley Conservation Authority and the Township. That said there will always be a few people on the lake who see no use for an association to be involved in such matters. *Pike Lake*
- The greatest challenge was to keep moving forward - to continue to draw upon the communication strategies that we developed during the lake planning process - to find out from the community what they felt were the priorities amongst the issues and whether they felt these priorities were being addressed. We had to keep the community engaged! We developed communication and education tools e.g. we developed a shoreline handbook that was hand delivered to all property owners to provide 'at hand' information; educational articles on good stewardship for maintaining lake health are regularly included in the lake association newsletter; members of the community were encouraged to submit photos of the lake and lake area for stewardship calendars in 2010, 2012, 2014 (stewardship messages were included throughout the calendar). We organized many activities which engaged the community (see answers to Question #7). *Otty Lake*
- The biggest challenge we faced with respect to implementing our Lake Plan was the sense of being overwhelmed by the identification of well over 100 recommendations. Plus the fact that our volunteers who had participated fully in the three year process of the lake plan were somewhat burnt out. Appeals for new volunteers were not producing results. So we slowed down a bit, created a spread sheet of all our objectives, strategies for implementing them, time lines, and assessed priorities. We also created a new position on our Board. We already had a Lake Steward but we added the position of Environmental Steward to try to share out the load. Some of our recommendations for water quality protection were simple: continue testing for phosphorous and oxygen levels and accelerate the articles in our Newsletter to members providing tips on best practices to protect shoreline and best practices for boating, etc. We initiated a new Dock Talk Program with the help of FOCA, and we starting a benthic testing program for our

newly identified streams flowing into Paudash Lake. This we did with the help of the Crowe Valley Conservation Authority and our local municipality and our own volunteers. Paudash Lake

- There are a number of recommended actions that involve various organizations (e.g. Ontario Ministry of Natural Resources and Forestry, County of Simcoe, Township of Tiny, Severn Sound Environmental Association, Farlain Lake Community Association, etc.) that have a vested interest in the long-term sustainability of the lake and its ecosystem. Presenting the draft 'Lake to Sky' plan to Township Council was a challenge because this was the first time a community based organization presented a long-term management strategy to the Council. The implementation philosophy is to ENGAGE....EDUCATE....INVOLVE. Support for the plan is strengthened through the implementation of actions and reporting on the outcomes of those actions. For example, one of the 'Lake to Sky' plan recommendations pertain to aquatic invasive species monitoring. In 2012 a small infestation of Eurasian watermilfoil (EWM) was identified during a submerged aquatic plant study of the lake. To address the invasive species issue a three year EWM management strategy was developed. This past summer, the first year of the management strategy, over 1300+ EWM plants were removed from the lake through the hand harvesting control project. This hand harvesting project, the first organised hand harvesting project in Ontario, involved 3 commercial divers and 55 volunteers. Financial support was provided by lake community residents, local businesses, and the Township of Tiny. Project plans are being developed for 2015 that will involve additional hand harvesting projects, courtesy boat inspections, and the training of shoreline property owners as volunteer 'weed watchers.' *Farlain Lake*
- After a four year struggle to complete the plan document, a challenge was to get membership approval for its publication, and finally distribute it in its final form to the membership, we are now about to take the first step in implementing it, a formal presentation of the plan to the local planning authorities. The Board has committed to doing this, but there is still resistance to taking this step from some members and delays persist. *Skeleton Lake*
- The lake plan is being implemented rather sporadically and perhaps that is the greatest challenge. About 33% of the residents on the lake completed the survey and we have had several meetings to engage lake residents about the results as well as continuing articles in our newsletter. But there has been no overall engagement of the plan either on the lake or through the County council. We are in the process of considering next steps including another survey to see how individuals have used the plan to make changes to their individual properties and any ways that they have changed their behaviours with regard to the lake and its water quality. *Buck Lake*
- The committee was tired by the time printing, passing, distribution were completed. We were lucky to have been implementing during the process. [Need a short break before the rest of the implementing begins]. *Mountain Lake*
- One of the greatest challenges is spreading the word. Often we find that the new members on the Lake are not aware of the Plan, nor do they have the time to read it and understand the issues. To overcome this we spend a lot of one-on-one time with the new members. *Kawagama Lake*

B. Finding Volunteers To Do Work

- The Lake Plan was well received and a number of recommendations were in the process of implementation by the time the Plan was adopted. It was a great help to have a member of the SDLCA who set-up an environmental web-page and links to information as recommended in the Lake Plan, when she updated and 're-vamped' the association's web-site. However, several recommendations may be delayed in implementing unless members of the Salerno Lake Community and/or SDLCA come forward expressing an interest in undertaking them and seeing them through to completion. Persons interested in undertaking any of the recommendations identified in the plan, were asked to contact the SDLCA. There is a post on the public section of the SDLCA web-site's Salerno Lake Lake Plan page where they may send an e-mail directly to the member of the lake association who co-ordinated/chaired the Lake Plan Committee. *Salerno Lake*

- Since most of the lake community is seasonal, engaging residents to volunteer their time to implement projects was the biggest challenge. Overcame the challenge by focusing on fewer specific projects that we felt we could succeed Kennisis Lake. *Kennisis Lake*
- Maintaining the long term interest and commitment of volunteers was difficult. We used continuing workshops related to the tasks identified in the Plan with restricted success. The enthusiasm was restricted to a small fraction of the lake users that made us feel like preaching to the already converted. *Peninsula Lake*
- The greatest challenge for the PLCA has been the difficulty of attracting volunteers and new members from the next generation and new cottage owners. We need them to continue and accelerate the implementation of our Lake Plan. This is a long term project. One of the recommendations in our Lake Plan was for the PLCA to develop more opportunities (apart from our Annual Rock Bass Derby, our Annual Meeting and our Annual Regatta) for people on the lake to meet and socialize. We added an event this year on Canada Day in order to try to engage more residents on the Lake. We are on the move. *Paudash Lake*
- One of the greatest challenges in implementing the lake plan are getting volunteers to do the necessary work and also get buy-in from the local government. We have one person, who sits on the board, who is the lake plan implementation co-ordinator. The lake plan implementation co-ordinator works to get volunteers for various activities and also co-ordinates an update on the lake plan for each newsletter and each Annual General Meeting. We have found that it is best to pick one particular subject area each year to concentrate on (i.e., land use planning, water quality etc). *Baptiste Lake*
- Perhaps the greatest challenge is maintaining a robust constituency of volunteers to conduct the project, planning, communications and research that is required on a long-term basis. We are managing, to date, with a very small nucleus of active volunteers but we need to focus almost exclusively this year on capacity building. *Stoney, White and Clear Lakes*

C. Involving Municipalities And Agencies

- Our future challenge may be convincing the Municipal Councillors to accept it into the Official Plan. Till now, our challenge has been to maintain interest in the Plan when residents/cottagers have become very cynical about their local government. *East Lake*
- Our biggest challenge was keeping focus on our goals during the long (10 year plus) process of developing the plan and integrating it into the municipal Official Plan, and their appropriate By-Laws. Fortunately we had some continuity within the Lake Planning & Implementation Committee and we were lucky to have another association in the same municipality that worked on their Lake Plan at the same time and had similar objectives. A second significant challenge was gaining support from the municipal politicians for our objectives. We spent most of our time working with the municipal planning staff. In hindsight we should have also spent about the same amount of time with the local councillors. *Kahshe Lake*
- Our lake is in two townships. One readily accepted the concept of making the plan part of the official plan. The other council dragged their feet and showed no inclination for this to happen. *Raven Lake*
- We have held a number of workshops with the Mayor and Council of the local municipality and each of them receives a copy of the Lake Plan. We are slowly moving towards a greater degree of co-operation with the local government. We now have other lake associations joining with us to provide a larger voice to Council. *Baptiste Lake*
- The greatest challenge in implementing the plan was to establish the stewardship committee to monitor lake development, without making it appear like the "development police", a concept that would not have the support of the lake residents. We solved this problem by having the development committee act as a neutral reporter to the association executive, which would then seek township assistance in determining any reaction to a given development issue. In this way, we neutralized the "nosy neighbour" syndrome and any suspicion that we were arrogating powers unto ourselves that properly belonged to the township

planning authority. In general, the plan supports the township development policies, and lobbies for any changes through long term negotiation with the township, so the stewardship committee's role is limited to supplementing the township's capacity to monitor development and ensure compliance with existing policies and by-laws. The township has frequently made the point that it relies on lake associations providing it with such information, since its resources in that regard are never fully adequate. *Adam Lake*

- We had to prioritize the recommendations and be flexible when a forest management plan was issued for parts of our watershed. The research we did for the lake plan helped with our responses. *Jack Lake*
- There was a hiatus after distributing the LSP, now a committee to execute the Plan's deliverables has been formed, a mixture of people on the drafting committee and new members. Tasks have been assigned, and starts have been made. One objective in the Plan was the preservation of local Township facilities for the lake and local community. This objective has been met through civic action and several of our members working closely with the Township on committees and offering 'pro bono' services. *Canonto Lake*

D. Funding For Larger Projects

- Finding funding for identified actions is a continued significant challenge. We continue to chase foundations for money, but too many have conditions we can't meet. We are looking to some (e.g., conservation authority, township) to help with "in kind" assistance. *Fourteen Island and Mink Lake*

E. Awareness of Plan

- Getting members and residents to even know the Plan exists is itself a challenge. Plans such as ours seem to become background noise for those who will do what they want to do anyway. *Sharbot Lake*
- Garnering support and help to implement goals and action strategies to preserve our lake environment has been and remains a challenge. Continued education and sharing of information through annual general meetings, development of a website, distribution of semi-annual newsletters and sharing of key news and events via email. *Christie Lake*

5. Lessons Learned from Developing or Implementing a Lake Plan

Question 5 - What lessons have you learned from developing or implementing a Lake Plan?

There were 38 responses to Question 5. The following are the key lessons learned identified by the respondents:

- A Guide For The Future And Must Evolve Over Time
- Opportunity For Community Building And Gain Better Understanding Of The Lake, Its Value And Its Needs
- Helps To Build Relationships With Municipal And Other Government Partners
- Working With Volunteers
- Seeking Help From Others
- Other Hindsight

A. The Plan Provides A Guide For The Future And Will Evolve Over Time

- It is a living document and needs to be reviewed regularly. It is part of the educational process for association members. Since an association has no rights to impose rules and regulations it is the closest we can come to providing guidance and education on issues that affect lake residents. *Pike Lake*
- The 'Lake to Sky' plan will evolve over time as resources (e.g. financial, volunteer, equipment) become available. Successful projects emanating from the plan demonstrate the value of a vision for the future and long-term doable initiatives. Adopting the mantra of ENGAGE....EDUCATE...INVOLVE in every aspect of the

approved plan will sustain long term interest and support by lake community residents and stakeholders.
Farlain Lake

- The Lake Plan was necessary to convey the vision of the lake community to the authorities with the power to help us protect the lake. *Peninsula Lake*
- The main lesson is that you cannot prepare a lake plan and put it on a shelf. Until we had a dedicated Lake Plan Implementation Co-ordinator not much was done to implement the recommendations in the plan. Having a person dedicated to that is an absolute necessity. *Baptiste Lake*
- The Friends committee was aware that having a lake plan does not guarantee that any change in the overall approach to preserving the water quality of the lake will take place on the part of residents. What we have learned is that it is not enough to have a plan in the hands of a Lake Association - to make a significant impact it requires a strategic approach by the Board to taking it forward over the long term and to raise the profile of the plan at every opportunity. I think we have the right approach to the plan in that we clarify the challenge facing the lake as more development takes place on it, as well as provide ways in which individuals can address that challenge. It is clear that we need to keep at it and possibly reorienting residents to its existence and implications. *Buck Lake*
- The greatest lesson is that a lake plan is not worth anything unless you have the support of your lake community - and your community partners. Work on implementing a lake plan does not end. The needs of the lake and lake community will change over time. The lake plan will need to be reviewed and accomplishments acknowledged - and there will need to be identification of the work that still needs to be done. We worked on this last year through a five year review report of the lake plan. A good plan takes a lot of work and involves making a lot of contacts. *Otty Lake*
- Engagement of lake residents is crucial. The plan must be able to demonstrate that it has the solid support of lake residents. The second thing we learned is that hiring a consultant appears to be a waste of time. Consultant prepared plans that we analyzed before beginning ours were full of fluff and filler, including descriptions of the flora and fauna of the lake, potted histories, and even geology. Our plan, prepared by members of the association executive who had expertise in these things, focused on documenting residents' concerns, proposing policies based on the concerns, and developing action items for resolving those concerns. There was very little fluff. *Adam Lake*
- We should have started earlier before we heard that the timber harvesting was soon to come. *Geneva Lake*

B. The Process Provides A Lake Association With An Opportunity To Do Serious Community Building And To Give The Community A Better Understanding Of Their Lake, Its Value And Its Needs

- There is no greater asset to a lake association than a strong working relationship with community partners. There is a cross-fertilization of ideas and objectives which can be of critical importance in the development of the plan and in its implementation. From an organizational point of view, one lesson we have learned is that it is important to build the capacity of the lake association - new board members, new committees - at the same time that the community consultations take place. Association members tend to be very busy people who are over-extended at their work places, and it is a major commitment for them to devote time and energy to a lake association. Implementing a lake plan is a long-term and intensive endeavour, and you have to build the resources necessary to accomplish your objectives. *Paudash Lake*
- It is important to include as many residents as possible in both developing and implementing a Lake Plan; communications is a critical feature, and while we certainly addressed that issue, there may be additional components that would engage more folks to take an active role in best management practices or participation on the Environment Council. There are hundreds of passive cottagers on our lakes! And we are tiring of preaching to the converted! *Stoney, White and Clear Lake*
- We have learned the importance of keeping all residents informed about the projects being undertaken and as a result we have put more effort into our website and newsletter. *Elbow Lake*

- People value different things and aspects of the lake and community. It is difficult to maintain momentum on all issues and initiatives. It is easy to develop a sense of fatigue among the lake community. It is important to share and solicit input from everyone on a frequent basis. It is also important to listen to feedback and be willing to change/modify/discard plans. *Christie Lake*
- Communication is key! Surveys are one aspect of gaining values and knowledge, but surveys can also pose problems if they are not done correctly, for example, asking the right questions. *Kawagama Lake*
- Every property owner on the lake has a different opinion and as much as they want to do the right thing, they look after what is best for them first, regardless of what the committee might suggest. *Bernard Lake*
- The importance of engagement of all stakeholders - lake community, lake partners, local municipality, provincial and federal governments. The importance of engaging and working effectively with volunteers to produce a Lake Plan. The importance of a planning methodology that facilitates buy-in and participation. The effectiveness of the iterative flow and feedback of information for facilitating implementation. The importance of science e.g., establishing water quality. The importance of partnerships and collaboration. *Farren Lake*
- We learned that it is important to communicate to all people on the lake. We felt that by reaching out to all lake members they had a better understanding of what we were trying to achieve. *Canonto Lake*
- We have broad acceptance of the Lake Plan in our lake community, however there remain a few very vocal opponents that feel the Lake Plan is somehow restricting their freedom to do what they want to their properties and shorelines. It is important to keep up the momentum for community involvement. *Kennisis Lake*

C. The process provides an opportunity to build good relationships with municipal and other government partners

- The original notion, was that the Lake Plan could be incorporated into the local Municipal governance. This was an unrealistic expectation. We have however worked closely with the Municipality and County to develop a strong relationship and used the Lake Plan many times to influence Official Planning, By-Laws and variance applications. *Kennisis Lake*
- We learned that the municipal planning process is very long and that you need to have a very long term time horizon (20 years plus) when starting a lake plan. That is a big challenge for most folks, so involving expert consultants and leveraging municipal planners is essential for the development of a plan. Implementation, in our case also involved understanding the political process and gaining councillor support. *Kahshe Lake*
- The importance of constant contact with your municipal government - cooperation and improvement of working relationship with them was obvious and worthwhile. There is a great deal of knowledge and resources which would have gone untapped if we had not worked together on a Lake Plan. *Mountain Lake*
- Changing behaviour without a supportive government that is prepared to enforce appropriate regulations (even established bylaws on construction) is a problem. To turn residents into snitches is not a good solution. *Sharbot Lake*
- It is not something that the County or Township took a serious look at and they did not know how to use it. We have used it to prioritize our lake stewardship projects. *Jack's Lake*
- The mayor of Muskoka Lakes attended our 2014 AGM and she was pleased to see that our Lake Plan was before the membership to be voted on. She assured us that the council would be pleased to receive the Plan and to use it. *Skeleton Lake*
- The benefits of working together, and active engagement is better than stubborn opposition. *Canonto Lake*
- Do everything possible to involve as many players as possible. *Raven Lake*

D. Volunteers

- 1. It takes a great deal of effort to find motivated and skilled volunteers who are willing to 'own' particular responsibilities and stay engaged. 2. It takes personal contact (e.g. telephone) to get community members out to meetings. *Mississippi Lake*
- Maintaining a small group of dedicated individuals as a planning committee was a critical element in our success. You can expect a majority of property owners NOT to be directly involved; however, they represent a silent majority of supporters who are following progress without attending meetings and workshops. Keep sending them information. *Fourteen Island and Mink Lake*

E. Seeking Help from Others

- It is a major undertaking, but if you persist and keep it manageable, it can be done. The key is to conduct a survey of your lake community and based on the results determine areas of concern and/or interest. Not everything needs to be done at once. Focus on the area(s) of most concern to your lake community and begin from there. The rest can be completed as volunteers, time and resources permit. When conducting the survey, we tried to ensure that only one survey per property was completed and tried to ensure that owners of multiple properties within the lake community only received one survey, so as not to 'skew' the results. *Salerno Lake*
- You eventually need the skill set and resources of professional environmentalist groups and in most cases this is our Conservation Authorities. City of Kawartha Lakes is a shining example of success with their Sturgeon Lake Management Plan. The lake plan regime is a good prelude to Lake Management Planning. But to attract the resources necessary to implement our action plans, you need professional skills and township financial resources and infrastructure. *Kawartha Lake Stewards*
- That there is lots of information available and having a consultant to guide the executive is invaluable. There are also lots of excellent NGOs that share information and resources. *Livingstone Lake*

F. Other Hindsight

- We learned that we are in great shape. That we had great leadership. *Miskwabi Area*
- That it is a very slow process, but it is a very good one! *Kashwakamak Lake*

6. Best Outcomes from Preparing a Lake Plan

Question 6 - What is the best outcome of preparing or completing your Lake Plan?

There were 36 responses to Question 6. The following are the key outcomes from preparing a lake plan:

- A. A Plan And Guide For Our Future
- B. Better Understanding Of Lake Ecology
- C. Improved Communication
- D. Adopted By Municipalities
- E. Engaged And Activated People

A. A Plan And Guide For Our Future

- The best outcome is that we have a clear set of goals for the lake and a detailed vision of what our lake community wants and does not want from development. The vision is set out in operational terms that we can use as criteria for judging development proposals that may arise and change in the Official Plan and policies of the township. The association does not have to organize itself from scratch each time to respond to specific proposals. *Adam Lake*

- We have a guideline to which everyone on the lake subscribes. *Raven Lake*
- Being able to provide our members with practical advice on minimizing their impact on the lake. *Livingstone Lake*
- The best outcome is revisiting the Plan in several years and finding that the Board and the membership continues to believe in the values contained in the Plan several years later. The next step will be to understand how the membership chooses to update the Plan in the future. *Kawagama Lake*
- The future! We had a great response from the local Council who said it was the best one they have seen. *Miskwabi Area Lakes*
- With regard to executive business, to not have a Plan is to always have an item of unfinished business on each meeting agenda. *Sharbot Lake*
- It is the "bible" for showing that the association has listened to its members and paid serious attention to issues that affect the lake and its residents. It can be referred to as representing the views of the membership. It can and has been used by the Township for consideration in its strategic planning process. *Pike Lake*
- Having the review adopted by the lake association. *Otty Lake*
- Tangible results to show our members that we have something. *Leech Lake*

B. Better Understanding Of Lake Ecology

- Looking at the big picture in terms of land development pressures, hydrology, geology, fisheries, wildlife, climate change, human interaction, and other related factors provided insight into the ongoing change that is occurring in the lake and its surrounding shore lands. 'Connecting the dots' between the natural, physical, and social (e.g. values, issues, etc.) of the lake and its shoreland helped clarify the actions that needed to be taken to protect, preserve, and restore the natural resources of the watershed. *Farlain Lake*
- We have been very productive and successful in completing wetland and Species at Risk evaluations. Hundreds of hectares of previously unevaluated wetlands were then designated by MNR as Provincially Significant Wetlands or Wetland Complexes and mapping was then included in the municipal planning schedules.. We are co-founders, together with MNR and the Kawartha Land Trust, of the regional Kawarthas Naturally Connected, a natural heritage strategy for the County of Peterborough and City of Kawartha Lakes, currently in its implementation phase. This GIS mapping strategy provides the basis for improving policy protection and stewardship for natural Cores and Corridors in our region, including the north shore of our lake system. *Stoney, Clear and White Lakes*
- We have made a start and folks are aware that it is not business as usual as far as the health of the lake is concerned. This has taken place at the Board level as well as across the population of permanent and summer residents. *Buck Lake*
- A core group of residents who are committed to preserving the valued features of our lake and who have much more knowledge about how to do so than they did before. *Elbow Lake*
- Our lake planning work has led to a greater understanding of the lake and watershed area. Part of the lake planning process was the development of a Report on the State of the Lake and its Watershed and this has provided the lake association with a strong reference document. *Otty Lake*
- I learned a ton of stuff on lake management and the environment that I never knew before. Hopefully, some of this will spill over onto others. *Bernard Lake*
- To date, the amount of information we have gathered for our State of the Lake Report. *Kashwakamak Lake*
- We understand more about the health of our natural heritage features in the watershed and can have informed discussions with the Townships, MNR and forestry company. *Jack's Lake*

- We have not begun to monitor many aspects of the lake (water quality, shore line buffer zones etc) so that we have a baseline for comparison and we can rely on scientific data rather than perceptions of changes. *Baptiste Lake*

C. Improved Communication

- Raising awareness in the Lake Community of the importance of shoreline health and septic systems. *Kennisis Lake*
- Keeping the owners informed and involved. *Geneva Lake*
- It builds a sense of community. It is a great learning experience. It has an influence in terms of encouraging better practices amongst many of the property, owners who might not have had the same level of awareness beforehand. It provides an excellent guide for the Lake Association. *Skeleton Lake*
- Conversation is good.....need to know more about what is legal and what is not. *Big Basswood Lake*
- Strongest membership during the development and issuing of the Plan. Working together toward a common goal builds a strong organization. Better practices regarding aspects of natural shorelines, night lights, regard for wildlife and worthwhile. It must be noted that new owners who missed the process aren't as keen. *Mountain Lake*
- It has been well received by the Salerno Lake Community and received very positive comments from the local council representatives. One councillor asked if he could use it as an example for other lake associations interested in doing a lake plan and if they could contact the Co-ordinator/Chair of our lake plan for further information, which we thought was a great endorsement for our lake plan. Several members of the lake community have commented on how wonderful it is to have a document with so much information on the lake at their 'fingertips'. We offered print copies of the lake plan dependent on numbers requested, and had enough interest to order 50 printed copies. The lake plan was 126 pages, including all appendices, was printed in colour with a coil/spiral binding, and cost \$10 per copy. It was also posted on the SDLCA web-site. *Salerno Lake*
- Some influence on locals to volunteer, some awareness of the issues, lots of "this is a great report", some influence on town councils and official plans but not really much real impact. The participants in the lake plan exercise gain a tremendous amount of background with respect to the issues and to this day continue to pursue environmental goals. *Kawartha Lakes*
- We have included some property owners from our smaller upstream lakes in FIMLA. The lake plan became a symbol of the "professionalism" of FIMLA. More community members became involved in projects. The plan allowed for a clear identification of important issues. The "Action Plan" has provided a guide for FIMLA activities for a 5-10 year period. The lake plan provided people in the community a list of specific tasks they might want to involve themselves with - i.e., the Action Plan - and people became more involved following completion of the plan. *Fourteen Island and Mink Lakes*
- It has enhanced the sense of community around the lake, resulted in better communications and improved social functions. *Christie Lake*
- Raising awareness in the Lake Community of the importance of shoreline health and septic systems. *Kennisis Lake*
- We've built good working relationships with our community partners. Strong communication and community involvement as part of the lake planning process has provided an opportunity for members of the community to grow in their understanding of the factors involved in ensuring that our lake remains a healthy lake -and encouraged them to be involved. *Otty Lake*

D. Adopted By Municipalities And Agencies

- The Lake Plan was incorporated in the Official Plan of both jurisdictions of our lake. It was effective in winning a major OMB battle. *Peninsula Lake*
- We were ultimately successful in having most of our Lake Plan elements included in the municipality's Official Plan. In addition, new set-backs, size and height restrictions for waterfront buildings have now been included in the Comprehensive Zoning By-laws, and they seem to be working very well. (in place since 2010) *Kahshe Lake*
- We have a compass and a map. We have immediate, medium-term and long term priorities. We have earned the respect of our local levels of government. That means that when we sit on a Fish and Wildlife Committee or Forest Planning Committee of the MNR, we are heard. We have more recently developed a good relationship with the Haliburton Home Owners Association, which is very productive. We believe we have more to bring to the table in all our community relationships as a result of having completed our Lake Plan. We believe our relationship with the Municipality of Highlands East has helped in some measures they have undertaken, such as protection of a shoreline buffer zone from excessive tree-cutting, and protection of water quality and fish habitat, by restricting development by zoning the lake bed. We are hopeful that, if the current Council is re-elected, that their priority for establishing a mandatory septic inspection program will be implemented. Two of our board members sit on the Environment Committee of the township. *Paudash Lake*
- We do now believe that we can work from strength in municipal planning and development issues. *Kennebec Lake*
- The best outcome will be to present the plan to our council as one which reflects as far as possible the original recommendations of the County's Official Plan; to have the recommendations implemented, and the template to be taken up (preferably by the County) for other inland lakes. *East Lake*
- Our objective of having the lake plan incorporated in local official plans was never really successful. Perhaps unrealistic. *Kawartha Lakes*
- The mandatory septic re-inspection program established by Tay Valley Township. *Farren Lake*

E. Engaged and Activated People

- The formation of a network of concerned citizens who will get involved when necessary to promote the health of the lake. *Mississippi Lake*
- Cohesion among association executive members has increased. *Sharbot Lake*
- The friendships developed during the activity, and the development of a community spirit within the Association. The positive links that have developed through working with the Township on local issues. *Canonto Lake*
- Working with the rest of the board of directors was a great experience. We have an excellent board and members have many different backgrounds and experiences which contributed to the finished product. *Skeleton Lake*

7. Successful Activities

Question 7 - Please describe some activities that have been successfully implemented on your lake.

Question 8 - Please describe your most successful approach to get people engaged in a fun way in activities on your lake. (55 responses)

There were 51 responses to Question 7 and 45 responses to Question 8. Since most of the responses were similar, they have been merged. A subsection on extra fun activities is provided. The following are the activities that have been successfully implemented:

Communications and Stewardship

- ✓ Lake Plan and State of the Lake
- ✓ Newsletters
- ✓ Website
- ✓ E-blasts
- ✓ notices of events on a mobile sign board
- ✓ History of the lake book.
- ✓ 911 signs
- ✓ "Be a Mountain Lake Hero" posters and fridge magnet
- ✓ AGMs have included guest speakers or videos on a variety of matters
- ✓ Strong communications committee.
- ✓ Updated Map of the lake.
- ✓ Dock Talk Program
- ✓ Information evenings to update residents on issues stewardship is working on.
- ✓ Stewardship table at annual events
- ✓ Annual stewardship workshop for kids (e.g., Bats, Monarch Butterfly)
- ✓ Sessions about wildlife and fish, awareness of invasive species
- ✓ Guided walks
- ✓ Shoreline restoration workshops (e.g., native plantings, erosion control, improvement of habitat for wildlife and best management practices)

Clean Up

- ✓ Arsenic cleanup program for old gold mine leaching into the lake.
- ✓ Shoreline, community or road cleanup days
- ✓ Adopt a Highway Program (MTO)
- ✓ Annual hazardous waste event.

Science and Research

- ✓ Conduct shoreline classification shoreline survey
- ✓ Assess importance of our wetlands and have them designated
- ✓ Conduct a benthic study to act as a base line to monitor water quality
- ✓ Develop a data base of sightings of the flora and fauna in the watershed
- ✓ Conduct comprehensive vegetation study.
- ✓ Water quality monitoring (Lake Partner Program)
- ✓ Conduct additional water testing of some sites where contamination was likely
- ✓ *E. coli* testing
- ✓ Lake Capacity Study

- ✓ Fish re-stocking assessment
- ✓ Fish assessment and walleye spawning enhancement,
- ✓ Algae Study
- ✓ Invasive species monitoring.
- ✓ BioBlitz
- ✓ Identification and protection of provincially significant wetlands
- ✓ Oxygen level measurement and temperature testing as an indicator of the health of lake trout habitat

Recreational Boating

- ✓ Installed proper marine buoys throughout the lake, to identify shoals and rocks etc.
- ✓ Signage at boat launch about safety speed, garbage
- ✓ Promote safe boating practices (No wake zones, speed limit zones)
- ✓ Improve access and docks
- ✓ Conduct boat surveys
- ✓ Identifying "no wake" areas to protect loon nesting sites each spring for boaters
- ✓ Regular columns in Newsletter on Best Boating Practices and Safety.
- ✓ Restrict motors to 40 HP maximum

Stewardship Activities

- ✓ Love Your Lake program
- ✓ Workshops on topics such as wetland identification and turtle habitat (in partnership with the Toronto Zoo).
- ✓ Conduct walleye watches in the spring that led to spawning bed rehabilitations.
- ✓ Implement Eurasian milfoil control program
- ✓ Provide shoreline evaluations for people seeking assistance in naturalizing their shorelines
- ✓ Rehabilitate fish spawning grounds
- ✓ Fish stocking (MNRF program)
- ✓ Fish habitat improvement program (fishsticks).
- ✓ Cormorant cull operations
- ✓ Community trash clean-up disposal
- ✓ Conduct "MAPLE" Survey
- ✓ Implement Neighbourhood Watch program
- ✓ Encourage land donations to conservancy
- ✓ Re-naturalize areas as an example for others to follow
- ✓ Septic re-inspection programs through summer students trained by Health Unit
- ✓ Shoreline planting and spring plant giveaways.
- ✓ Canadian loon count
- ✓ Great Canadian Lake Dip In
- ✓ Plant identification workshops (native aquatic and invasive species)
- ✓ Junior Stewardship program for the kids.
- ✓ Youth projects - built out of wood - e.g. bird house, bat house, toy sailboat, small bench).

Social Events in both summer and winter

- ✓ Annual Regatta - swimming, sailing, canoeing, sea fleas
- ✓ Annual summer BBQ
- ✓ Kids' regatta and concerts.

- ✓ Corn roast
- ✓ Art show
- ✓ Music night
- ✓ Summer dances
- ✓ Community yard sale
- ✓ Wine and cheese get together.
- ✓ Family Fun Day
- ✓ Boatilla
- ✓ Fishing derbies - Rock Bass Derby
- ✓ Run a KidsCops and Canadian Tire fishing derby.
- ✓ Hotdog social
- ✓ Golf tournament
- ✓ Family Environment Day
- ✓ Community Hikes
- ✓ Movie night with programs geared to families
- ✓ Engaged "Out to Learn" for children's sessions (animals at night, owls, star gazing).
- ✓ Curling carnival on Family day in February
- ✓ Potlucks/socials
- ✓ Annual Cottage Picnic
- ✓ Casual Cocktail outing with prizes and auctions
- ✓ family education evening each summer in which we have a guest speaker. Topics have covered - reptiles, birds, bees and their populations, ticks, raptors, coyotes, fish. Children and parents alike enjoy the talk, discussion and social aspects of the evening.
- ✓ Meet and Greet

Other Accomplishments

- ✓ Lobbying for mandatory septic inspections.
- ✓ Successfully stopping a private company from retrieving underwater logs left over from a logging mill which operated on the lake several decades ago.
- ✓ Getting an updated fish survey done by the Ministry of Natural Resources (MNR) by volunteering members to assist the biologist in setting nets. Also assisting the MNR in an examination of trout spawning beds to identify shoreline areas where we might enhance the beds.
- ✓ Implementing a fire plan and subsidizing the purchase of water back tanks by our members to try and contain fires while waiting for the fire department to arrive.
- ✓ Constant communication with the MNR and local municipalities.
- ✓ An engineer's report has been completed on our outlet dam, along with a detailed plan for its rehabilitation.
- ✓ Improved communications and liaison with 2 youth camps on the lake.
- ✓ Stewardship steering committee strives to keep in touch with residents on development issues that could affect water quality.
- ✓ Mandatory Septic Re-inspection Program
- ✓ Increased buffer for forestry cutting to 30 m. from 10 m. from the high water mark of the lake and stream based on visual impact and social heritage.
- ✓ Successful lobbying of municipality to improve environmental protections in zoning bylaws.

- ✓ Annual partnering with Fleming College to give hands-on practical experience to environmental sciences students and in return we gain their labour for water sampling, testing, and summarizing data in a report for our members.
- ✓ Work with other community associations (i.e., Historical Society) in sponsoring and promoting community events (i.e., ball tournament, Wild Game Dinner, etc.).

Extra Fun Activities and Lessons

- ✓ The Eurasian Water Milfoil (EWM) control hand harvesting project involved volunteer recognition. All volunteers received a 'Farlain Lake Weed Warrior' t-shirt. The EWM control project included a 'project headquarters' with pop-up-tents for shelter and portable toilets. Food and refreshments (donated by the local Real Canadian Superstore) were provided to volunteers during their work breaks. *Farlain Lake*
- ✓ The annual boat parade is a fun event for both participants and shoreline spectators. Local businesses (e.g. marine services, Canadian Tire, Home Depot, etc.) provide donated items (e.g. gift certificates, life jackets, etc.) that are used as prizes for the various winning entries. EVERY BOAT ENTRY WINS A PRIZE. *Farlain Lake*
- ✓ Canada day celebration fireworks and boat floatilla.
- ✓ BBQ after work events.
- ✓ The walleye spawning enhancement project, which was carried out in the winter by placing the rocks on the ice in the appropriate spot, attracted a lot of help from fishermen who had not previously been involved. The day was capped off with a meal at one of the cottages. *Elbow Lake*
- ✓ We engaged some teenagers in learning about and assisting with stewardship of our conservation lands. They were very keen and engaged and enjoyed the activities. Many folks seemed to benefit from other workshops focused on septic system maintenance, etc. However, the overall participation rate is still very low. So....we would benefit greatly from learning how other groups/associations approach this critical subject.. *Stoney, Clear and White Lakes*
- ✓ Electronic media is important to engage younger families. It should go beyond the website and include such things as Facebook, Twitter, e-mail newsletters, etc. The AGM seems to draw the same number of people and, in general, they attendees tend to be an older demographic. *Kawagama Lake*
- ✓ For the benthic count day we encourage our young naturalists with much better eyesight and faster reflexes to help count and collect the required specimens for the analyses. They are given prize coupons for collecting with which they purchase prizes donated by the organization. With the children on board they will be our next generation of supporters for the environment. *Leech Lake*
- ✓ We have a very attractive magazine printed twice a year. We updated the appearance and function of our website and have a Twitter and Facebook account. We had four sign boards constructed to post a JLA calendar of events. We advertised swimming lessons and worked with the township parks and recreation department to have them run the lessons. *Jack's Lake*
- ✓ Basically, programs involving young families have been most successful. Our Annual Regatta and Fund Day draws a large crowd and offers competitions for water and beach activities. Our annual Rock Bass Derby also draws a large contingent of young anglers and their families. For the last two years, we have also initiated a movie night for people with young families. As well, this year, we initiated a Canada Day Boat Parade (decorated with Canadian flags, etc.) toured the Lake and ended with a barbeque at one of our lakeside restaurants. We would love to be able to say that this has resulted in a boost in attendance at our Annual General Meeting, where we can get people truly engaged! Unfortunately, this is not the case. We have a lot to learn from other lake associations about how to boost this to the next step! *Paudash Lake*