

Lake Lines

Burnett County Lakes & Rivers Association



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Spring/ Summer 2006 Issue

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Lakes Groups Facing Behavior Change Challenge

submitted by Mike Kornmann - UW Extension

What do weight loss and nutrition have in common with lake organizations? Challenges in changing behavior are facing lake organizations as well as the governments and organizations interested in the public issues of nutrition, weight loss, and many other issues. Of these three noted issues, most people have the knowledge of what is healthy conduct, but how many people actually practice what they know? When's the last time you ate your recommended allowance of fruits and veggies? Lake organizations, although often successful in working together on collective issues such as water quality monitoring, are facing the same challenges of behavior change on an individual level. Many issues facing lake organizations require individual property owners to change practices on their property to increase the quality of a lake. Are lake organizations effective in accomplishing healthy lakes?

Last year, UW Extension began working with Burnett County Lakes and Rivers Association (BCLRA) by surveying lakeshore owners. One of the three objectives was to identify the effectiveness of lake organizations by comparing lakes with organizations to those without. Ultimately, these two organizations want to use the information from the study to assist in developing plans for educating lake organizations.

FINDINGS

Knowledge: Specifically, when respondents were asked to rank their knowledge level on eight categories, the respondents on lakes with associations consistently ranked their knowledge level higher than those on lakes without associations for every category. The eight were: knowledge of *aquatic invasive species*, *aquatic plants*, *preservation of shoreline vegetation*, *maintain wildlife habitats*, *controlling rain runoff*, *the study of lake science*, *pesticide affects on lakes*, and *managing recreational use*. On four categories, differences were enough to be statistically significant.

Practices: While differences between lakes with and without associations were apparent for each knowledge category, there were little or no differences or trends between these two lake types with respect to the four measured conservationist practices: *shoreline alterations*, *changes within 35 feet towards the house from the shoreline*, *rain water runoff intervention*, and *lawn care*. The few differences that did exist involve very minor aspects of these greater concepts, and did not meet thresholds of statistical significance.

continued on page 10

BCLRA Update

submitted by Buck Gooding

The Burnett County Lakes & Rivers Association held a meeting on May 20, 2006. Each member lake association was asked to send at least one representative to participate in an open forum discussion of concerns or successes on their lakes. The 24 members who attended the meeting brought interesting and insightful information to share. Part of the discussion dealt with establishing a common web site throughout the county. This could facilitate distribution of information and deal with issues such as the apathy of lake owners concerning conservation or how BCLRA can be more effective in serving its members.

As a result of this discussion, it was decided to ask each lake association to commit to sending at least one representative to our Annual Meeting, which will be held on Saturday, July 15 at 9:00 am at the Government Center. Refreshments will be available at 8:45 am before the meeting.

In addition to the annual reports and business, the main purpose of this meeting will be to establish goals for the 2006-07 year. Attendance and input is needed from all lake associations in setting these goals and forming the committees (if necessary) to deal with targeted issues. Many factors are posing potential threats to the quality of life on our lakes, and we all need to be involved in working together for solutions to maintaining the lakes for the future. It's easy -- just contact your president and volunteer your attendance at this meeting!

BCLRA Annual Meeting
Saturday, July 15, 2006
9:00 am
Burnett County Government Center

Burnett County Lakes & Rivers Association Board Members

Roger Noe

Vice - President &

President-Elect

*

Greta Michaels

Secretary

*

Ralph (Buck) Gooding

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David Dopkins

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Jim McLaughlin

Board of Directors

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Tom Twining

Board of Directors

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Fred Kruger

Board of Directors

*

Susan Wallin

Board of Directors

Managing Volunteers: Keys to Organizational Success

by Michael Kornmann

When's the last time your lake organization accomplished anything without volunteers? When's the last time you spent a significant amount of time thinking about ways to recruit or retain those volunteers? It's a challenge for all organizations and its not easy. However, with some investment into your organization's approach to utilizing volunteers, you can become a more effective organization today and over time.

Needs Assessment. First, identify what your organization's volunteer needs are? What roles do you need volunteers in and what qualifications do they need? Leaders and board members should think about making a list of roles and qualifications for each program or on-going activity. A short job description might even be helpful. Then, find out what interest there is through a survey or more informal methods such as your neighborly chats you may have throughout the year.

Recruit Volunteers. When asked, most people will gladly volunteer. But remember to communicate the role and extent of volunteering you want them to play. The volunteer will be much more willing to volunteer if they know what they are getting into regarding time, commitment, effort, and skills needed.

Train and Evaluate. Everyone who takes on a new job needs some training, so don't treat your volunteers any different. Make sure your new volunteer is

able to work with the previous person or has some guidance of what needs to be done and how. Also, designate someone to check in on the volunteer to make sure things are going well. There is nothing worse than getting a project completed and finding out it was done poorly. In some instances, you may have to remove a volunteer from a project or activity because he/she is just not the right person. Lastly, give the volunteer a chance to evaluate his/her experience. This gives you feed-back on how you did in your job.

Recognition. Everyone likes to be appreciated in some way. Your job as a leader in a lake group is to find those ways each individual volunteer likes to be recognized. Not all recognition has to be monetary, but many people might really enjoy a gift certificate to a local supper club or sporting goods store. You might also ask the members of the lake group to vote for the "most dedicated member". Peer recognition often is most appreciated. However, all recognition does not have to be formal. Sometimes all that may be needed is a pat on the back, hand shake, or heart felt "thank you." The most important thing to remember is through recognition, you will increase your volunteer retention.

Have you recognized your volunteers lately? How effective is your lake group?

ADDITIONAL RESOURCES

"Volunteer Management: Attracting and Keeping the Best" - Video (VHS)- UW Extension Media Collection 18170 (91 minutes). Contact Your UW Extension County Office to loan the video. 715.349.2151.

"Recruiting New Members" 18108 - Video (VHS)- UW Extension Media Collection (10 minutes) Contact Your UW Extension County Office to loan the video. 715.349.2151.

Ellis, Susan. (1996) **The Volunteer Recruitment Book.** Energize Inc. Philadelphia, PA.

Lee, J.F., and Catagnus, J. (1999). **Supervising Volunteers: An Action Guide For Making Your Job Easier.** Energize Inc. Philadelphia, PA.

139 Ways to Say Thank You and Recognize Volunteers. Research by Culp, Schwartz and Campbell: OSU Extension 1996. http://www.four-h.purdue.edu/downloads/ext_ed/pdf/131and139.pdf

Shoreline Ice Damage

submitted by Buck Gooding

Ice can damage our shorelines in several ways. One is quite obvious; it occurs when the ice begins to break up in the spring. High winds during this time can cause significant damage as large ice chunks are pushed up on the shore. This happens most often on large lakes such as Lake Milacs in north central Minnesota or Lake Winnebago in east central Wisconsin.

A more subtle and slower type of damage can occur during the winter months when the ice that covers our lakes expands with temperature changes. We often hear loud cracking or thudding noises as the pressure builds up and ice shears or cracks appear. Sometimes these shears happen close to shore and it becomes difficult for ice fishermen, snowmobilers or four wheelers to get on or off the lakes. If the conditions are just right, this sideways ice pressure is directed to the first few feet of our shoreline property, resulting in significant damage. Several years ago, many lakes in Burnett County experienced this type of damage, which was made worse by the lack of snow cover. Decks along the water were lifted several feet in the air, steps close to the shore were lifted, damaged and cracked, and the actual shoreline was altered by severe heaving that sometimes resulted in tree and shrub damage. Year-round residents are able to observe this movement of the ice on a daily basis, but owners who are seldom here during the winter months are usually shocked to see the end result of the destruction.



How does this happen? In trying to understand the power of ice and the tremendous pressure it can exert, we need to consider the following facts. Water has an unusual property in that it becomes less dense as it gets colder. When the temperature falls below 39 degrees, water begins to expand until it freezes when it reaches 32 degrees. Think of ice cubes as they

freeze; as the water expands during freezing, the ice pushes up in the tray with a "knob" at the top of the cube. Because the ice is less dense than water, it floats. By the time the water reaches the freezing point, its original size has expanded by one-eighth. This is why pipes burst when they freeze. Ice that forms on our

lakes thickens during the winter, but temperature variations cause more expansion. If the temperature increases from 14 degrees to 32 degrees, the ice on a lake a mile across will expand about 32 inches, with forces exerting outward with as much as 32,000 pounds per square inch of pressure. As cracks in the ice appear, they fill with water and the cycle of freezing and expanding repeats itself again and again. In the right conditions, —ice thickness, little snow cover and extreme temperatures— lakes experience the severe damage that occurred several years ago.

If your property is damaged by winter ice, think of making changes to your shoreline for future protection. It is recommended that before undertaking any changes, take a picture of the shoreline damage and contact the DNR for technical assistance.

Managing Aquatic Plants Along Your Waterfront

submitted by Cheryl Clemens

Waterfront property owners frequently consider removal of aquatic vegetation (or "weeds") in front of their properties to "improve" property appearance or to make swimming or boating easier. If you are thinking about removal of aquatic vegetation near your property, please keep the following in mind:

Aquatic plants play an essential role in protecting the lake's water quality by anchoring lake sediments in place preventing suspension of nutrient-rich sediments.

Aquatic plants provide food and shelter for fish and other lake creatures that depend on them for survival.

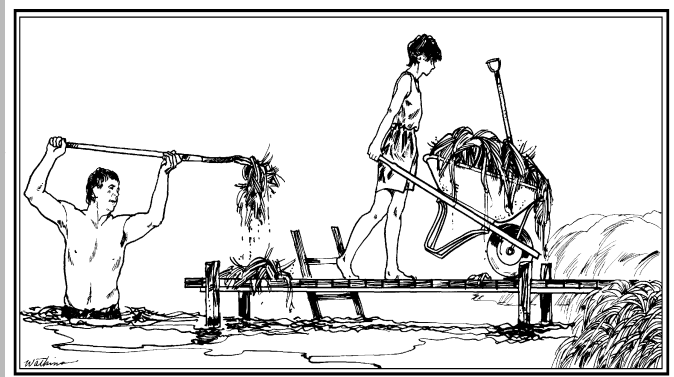
Native aquatic plants prevent the spread of invasive, aggressively growing, non-native plants like Eurasian water milfoil.

Aquatic plants protect your shoreline from erosion by breaking the force of waves.

Caution: just because an aquatic plant product or service is advertised, it doesn't mean it is legal.

You may have recently received offers for weed removal around your dock or seen products such as a new weed roller device to keep your shoreline free of plants. Please keep in mind that Department of Natural Resources permits are required for aquatic plant removal.

This includes any application of herbicide in the water, and any use of a mechanical device with external power for aquatic plant removal. An example of mechanical removal is dragging metal bars with a boat or lawn tractor to remove plants below the ordinary high water mark (which may be above the current water level). Weed rollers that till up the lake substrate cause ecological damage by stirring up sediments and removing important habitat ele-

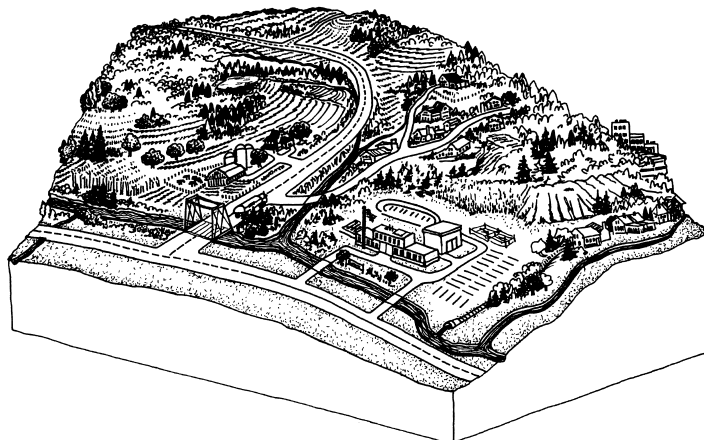


ments on the lake bottom. They are generally not permitted by the DNR.

A permit is not required when a landowner clears a corridor up to 30 feet wide in front of property that they own. Only hand held and operated devices like rakes may be used for this clearing (this means no external power source!). Please keep in mind the ecological and protective function that aquatic plants provide as you are considering what to do with the plants along your shoreline! For more information about aquatic plant management and permits visit www.dnr.state.wi.us.

Open Space Preservation in Burnett County

The Burnett County Board of Supervisors took a big step toward preserving open space in Burnett County by establishing a funding source for a Purchase of Development Rights (PDR) Program at their April meeting. The county will use a portion of the proceeds from tax delinquent land sales to support the program. A PDR program is used to protect farmland, forestland, and other open space from development. Under a PDR program, a landowner voluntarily sells the development rights of a parcel of land. Conservation easements are the permanent deed restrictions used to ensure that land will remain as open space. Stay tuned for more information as the Land and Water Conservation Department and Committee work on development of this important program.



Aquatic Invasive Species Intern Hired

The Land and Water Conservation Department is pleased to welcome Jena Segelstrom as its new Aquatic Invasive Species Intern. Jena is a sophomore biology major at the University of Minnesota Morris. She will live with her family on Big Wood Lake in Burnett County this summer. Jena's responsibilities will include watercraft inspection at public access points, in-lake monitoring for Eurasian water milfoil and other aquatic invasive species, and public outreach and education on invasive species.

Aquatic invasive species prevention is important to the health of Burnett County lakes. Eurasian water milfoil is a species of particular concern here. Eurasian water milfoil is an invasive, non-native aquatic plant that can form dense mats of vegetation and crowd out native aquatic plants. Once established, it is extremely difficult to eradicate. The plant was found in both Ham Lake and Round - Trade Lake. Ham Lake is right in the middle of hundreds of lakes in and around the Town of Jackson. Round-Trade is in the southwestern portion of the county. Lakes near Ham and Round-Trade Lake are particularly threatened by Eurasian water milfoil invasion.



A 50 percent grant from the Department of Natural Resources helps to support Jena's position and related work to prevent invasive species establishment and spread. The Land and Water Conservation Department is currently seeking support for grant matching funds. Contact Dave Ferris at 715-349-2186 for more information about the project.

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Lakes Conference

2006 NWLC Registration Form

Name(s)* _____
 Address _____
 City _____
 State _____ Zip _____
 Telephone # _____
 E-Mail Address _____
 Lake Organization _____

*Submit names and addresses for each registrant.

Conference Registration Fee:

The conference registration fee is \$40 per person. The registration fee includes buffet breakfast, lunch and materials. Limited attendance, first come, first served.

No. Attending: _____ x \$40 each = \$ _____

Thursday Workshops

Monitoring Invasives..... x \$10 each = \$ _____
 Lake Assoc. Mechanics..... x \$10 each = \$ _____
 Dev. Plant Mgt. Plan..... x \$10 each = \$ _____
 BBQ & Social Hour..... x \$12 each = \$ _____

Total Enclosed:..... \$ _____

Make check payable to: **WAL- NWLC**

Credit Card Payment:

Method of Payment: VISA M/C DISC AMEX

Credit Card #

Expiration date

Cardholders name _____

Signature _____

Registration Deadline: Saturday, June 24, 2006

Mail registration form with payment to:

Wisconsin Association of Lakes
 One Point Place, Suite 101
 Madison, WI 53719-2809

or for credit card payments only
 Fax to (608) 833-7179.

For more information or to register, contact the Wisconsin Association of Lakes at 1-800-542-5253 in Wis. or (608) 662-0923 or www.wisconsinlakes.org. Planning Committee contact: John Haack, john.haack@ces.uwex.edu or 715-635-7406.

2006 Northwest Wisconsin Lakes Conference



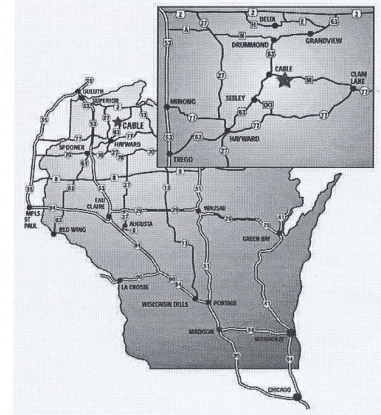
Friday, June 30, 2006
 7:30 am to 3:45 pm

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 Cable, WI

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Telemark Resort & Convention Center

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 Box 609, Cable, WI 54821

East from Cable, WI, on County Road M to Telemark Road.

Thursday, June 29, 2006 Preconference Workshops

10:00 am - 12:00 pm	Monitoring Invasives Beyond the Boat Landing - <i>Laura Herman, UWEX</i> and
1:00 - 4:30 pm	Clean Boats, Clean Waters - <i>Laura Felda-Marquardt, UWEX (\$10 fee)</i>
1:00 - 4:30 pm	Lake Association Mechanics - <i>Bob Korth, UWEX and Jim Brakken, Educator (\$10 fee)</i>
1:00 - 4:30 pm	Why, What, When and How of Developing an Aquatic Plant Management Plan for Your Lake - <i>Frank Koshere and Scott Provost, WDNR (\$10 fee)</i>
5:00 - 7:00 pm	BBQ and Social Hour - <i>Telemark Resort (\$12 fee)</i>

2006 Northwest Wisconsin Lakes Conference

Friday, June 30, 2006 - Telemark Resort & Convention Center, Cable, WI



AGENDA

7:30 am	Registration & Exhibits
8:15 am	Buffet Breakfast
8:45 am	Welcome & Opening Remarks - <i>Roger Dreher, Bayfield County Lakes Forum</i>
9:00 am	Meet Our Lakes Coordinator - <i>Pamela Toshner, WDNR</i>
9:10 am	A Passion for Conservation - <i>Christine Thomas, UW-Stevens Point College of Natural Resources</i>
10:00 am	Session I
	<i>Fish and Woody Habitat - Scott Toshner, WDNR</i>
	<i>Lake Regulation News - Peter Murray and Ezra Meyer, WAL</i>
	<i>Shoreland Restoration and Stormwater Protection - Cheryl Clemens, Harmony Environmental</i>
	<i>Grants to Help Your Lakes - Carroll Schaal, WDNR</i>
11:20 am	Session II
	<i>For the Birds - Richard Pertle</i>
	<i>Zoning 101: Zoning Appeals, Ordinance Amendments and Enforcement - Karl Kastrovsky, Bayfield County Zoning Department</i>
	<i>Protecting Lakes with Land Trusts: A Landowners Perspective - Rick Remington, West Wisconsin Land Trust</i>
	<i>Wis. Lakes Partnership and Lake Leaders - Jeff Bode, WDNR</i>
12:20 pm	Luncheon with Very Special Guests
12:45 pm	June the Loon - <i>Amy Nutt, Student Conservation Speech Contest Winner</i>
1:05 pm	Keynote: What Does a Vanishing "Up North" Mean? - <i>Dr. Richard Stedman, Penn State University</i>
1:45 pm	Meet with DNR Staff, Open Exhibits & Networking
2:45 pm	Session III
	<i>Dragonflies - Robert Dubois, WDNR</i>
	<i>Legislative Happenings - Bill O'Connor, WAL and Rebecca Bauman, Wis. Land & Water Conservation Association</i>
	<i>How Development Impacts Lakes - Carroll Schaal, WDNR</i>
	<i>Aquatic Invasives: What a Lake Association Can Do - Kerrie Cunningham, UWEX</i>
3:45	Adjourn

Wisconsin's New Pier Regulations: What You Need to Know

So why are we hearing so much about piers now? Two years ago, the Wisconsin Legislature updated the regulations for piers and similar structures, and set some size requirements for piers to be exempt from permitting. Since the 2004 law change, the DNR, Governor, Legislators and citizens have been debating new legislation or revised rules to implement the changes. The main goals are to set up a way to grandfather most pre-2004 piers, and to keep our lakes and rivers healthy for future generations. Additional law changes are not yet complete, so here's what waterfront owners need to know for the 2006 boating season.

Most piers are "exempt", meaning no permit or fee required.

Today most piers are exempt from permitting. An existing or new pier can be placed without a DNR permit or fee, if it meets the dimensions added to state law in 2004 (see insert), and a few other requirements. All the exemption requirements are described in DNR's brochure "Pier Planner", available on DNR's website. A 2005 DNR

study showed that 85% of all existing piers already meet these dimensions, so most waterfront owners have exempt piers and don't need to do anything differently.

If your pier is not exempt, but you had the pier before the law changed in 2004... go ahead and enjoy your pier again this summer. Keep doing what you've been doing -- don't expand or modify the pier you had before 2004. Grandfathering is not yet available, but

Sizes for an Exempt Pier

Width - no more than 6 feet wide

Length - the length needed to moor your boat or use boat lift, or the 3-foot water depth, whichever is greater

Number of Boats - 2 for the first 50 feet of frontage, 1 for every additional 50 feet

when it is, most pier owners will need to do a one-time free registration to verify that it's grandfathered. Of course, you can also choose to modify your pier so it's exempt, if you want to be sure you won't need a registration or grandfathering.

If you have a pre-2004 pier with a large deck on it... that deck may be causing harm to habitat, navigation, or your neighbor. None of the proposed law changes would grandfather the very largest decks, so you may want to

talk to DNR staff who can help you determine if the deck is causing those problems, and identify ways to modify it to eliminate impacts.

For new piers... follow the requirements described in the "Pier Planner" to be sure your pier is exempt. New piers can be installed without a permit if they meet the exemption standards. Grandfathering will not apply to piers first installed after the law changed in 2004, so these newer piers should not have large decks or extra boats. Its important to follow today's requirements for new piers in order to be exempt. Permits are required for piers that are larger or have more boats.

Piers can cause "Side Effects"
Navigation - Piers that are too long or have many boats can block other users' enjoyment of the waterway.
Habitat - DNR research shows that large decks on piers block growth of aquatic plants. These plants are an important food source for fish and wildlife, and prevent algae growth.

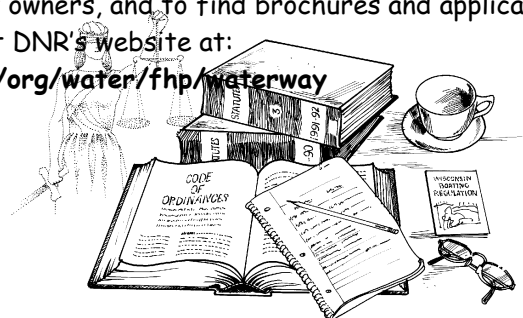
If you already have a DNR permit for your pier or piers, it's still good. Just continue to follow the terms and conditions of that original permit.

If you are selling your waterfront property... and your pier is exempt, the new owner can place the same pier and won't need a permit either. If you got a permit for your pier, the permit automatically transfers with the property, so the new owner can simply follow the conditions of the original permit. If the new owner wants to install a different pier, they can design it to be exempt, or obtain a permit if something different is needed.

If you're thinking of replacing your pier, and you're going to follow the exemption requirements, go ahead. If the existing pier doesn't meet these requirements, consider a different pier design that meets the dimensions to be exempt and minimizes impacts on the lake or river.

To learn more about piers and other issues important to waterfront owners, and to find brochures and application forms, visit DNR's website at:

dnr.wi.gov/org/water/fhp/waterway



Behavior Change (continued from page 1)

IMPLICATIONS

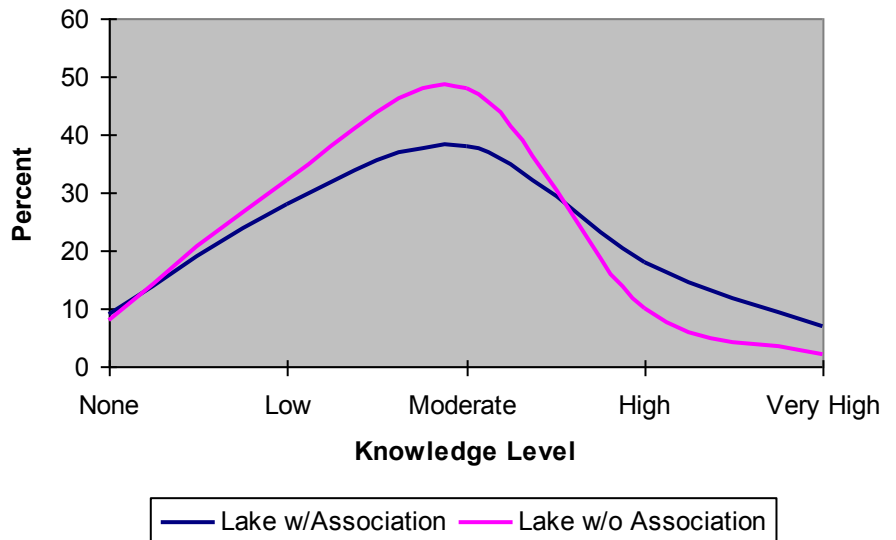
Survey results have shown that lake organizations in Burnett County have had greater results of transferring knowledge of lakes issues to lakeshore owners. Getting to the next step of behavior change, however, is much more difficult. Lake organizations should focus more on organization development efforts and less on "getting the information out." Setting program goals and outcome based goals should be a part of every organization.

Even with a focus on goal achievement, the challenge of behavior change is still overwhelming. The most recent approach to addressing this challenge is one by Professor Mckenzie- Mohr called "community based social marketing." His four step approach focuses primarily on identifying "barriers" (step 1) to behavior change and then implementing a program to address those barriers (step 2). The third step is to implement the program across the community and the fourth evaluate the program.

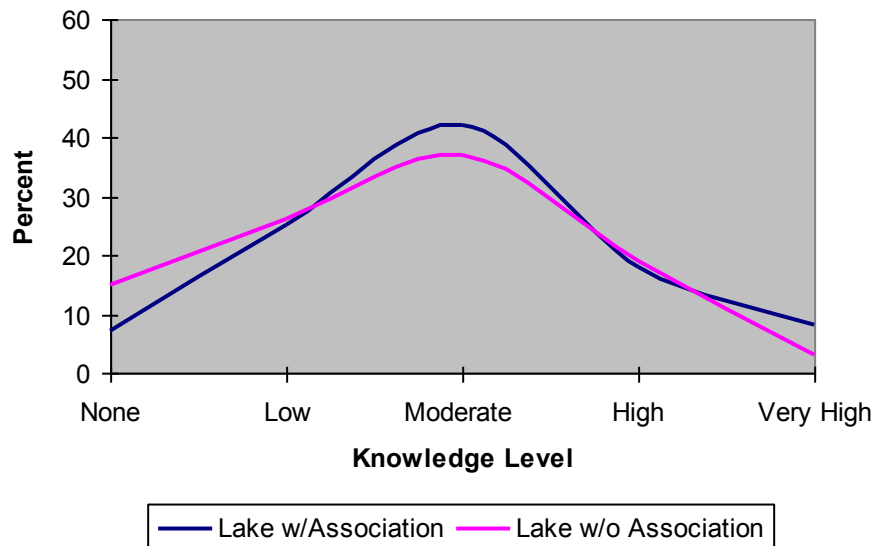
Lake organizations should begin thinking about barriers to behavior change to best management practices on their lakes. What is a barrier to someone restoring a lake shore? Or what is a barrier to someone creating a rain garden? With these questions and McKenzie-Mohr's community based social marketing approach, lake organizations can begin to increase conservation practices on their lakes.

Have you gotten your thirty minutes of exercise today? Why not?

Aquatic Plants **



Controlling Rain Water Runoff *



The 2005 lakeshore owner survey was conducted by a team of UWEX faculty. The results identified other results which can be read by visiting the UW Extension Burnett County Community Development Web site at www.uwex.edu/ces/cty/burnett/ . Questions regarding this study should be directed to Mike Kornmann at 715.349.2102 or Mike.kornmann@ces.uwex.edu.

What's in Your Tackle Box-- Get The Lead Out

Lead fishing tackle kills loons, eagles, swans and other aquatic wildlife dependent on Wisconsin's lakes, rivers and streams each year. All it takes is one lead sinker to kill a loon. For a penny more, this could be prevented with a non-toxic equivalent. Lead is a toxic metal, yet tons of lead is deposited in Wisconsin's environment annually through hunting, fishing, and recreational shooting. Lead deposited in the environment persists indefinitely and will not break down over time into less-toxic compounds. Lead poisoning has been documented in 25 species of water birds. Lead sinkers and jigs used in sport fishing is a significant source of Common Loon deaths, accounting for 46% of deaths in New England, 30% in Canada, 17% in Minnesota. This spring the DNR's wildlife health lab exam-

ined 11 dead loons from across Wisconsin and found that **more than half died from lead toxicity**. Of those with lead poisoning, a high percentage was found to have lead fishing sinkers or jigs in their digestive tract.

You can prevent lead poisoning in wildlife:

- Replace lead jigs and sinkers with non-toxic equivalents made of tin, bismuth, steel or tungsten.
- Ask your sporting goods store to carry non-lead products.
- Dispose of old lead sinkers and jigs properly.
- Instill conservation ethics in your kids and grandkids by outfitting their tackle boxes with non-lead tackle.
- Spread the word. Tell others about the problem and encourage them to switch to non-lead fishing tackle and ammunition. You can help by distributing "Get the Lead Out" educational "rack cards" to your friends, local sporting goods distributors, and sportsman's clubs. Go to <http://www.wisconsinbirds.org/leadpoisoning.htm> to view the card online and obtain cards for distribution.

What's in Your Tackle Box?
Get the Lead Out!

Lead fishing tackle kills loons, eagles, swans, and other aquatic wildlife dependent on Wisconsin's lakes, rivers, and streams each year. All it takes is one lead sinker to kill a loon. For a penny more, this could be prevented with a non-toxic equivalent.

The loon above died from ingesting lead tackle.

Bald eagles and trumpeter swan afflicted with lead poisoning.

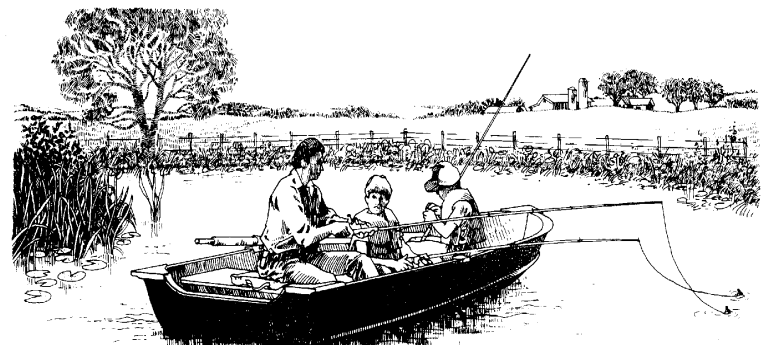
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- Replace lead sinkers and jigs with non-toxic equivalents made of tin, bismuth, steel or tungsten.
- Ask your sporting goods store to carry non-lead products.
- Dispose of old lead sinkers and jigs properly at your local hazardous waste collection site.
- Instill strong conservation ethics in your kids by outfitting their tackle boxes with non-lead tackle.
- Use non-lead ammunition for hunting.

Card prints high quality from web site. This is only an example of layout of card.

Enjoy fishing without poisoning wildlife by using non-toxic fishing tackle.

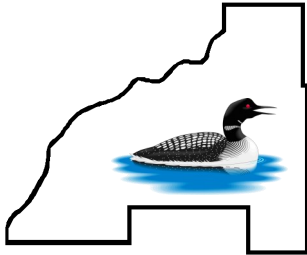
Submitted by John Haack, UWEX, St. Croix Basin Natural Resource Educator



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