

TOWN OF LAC DU FLAMBEAU, WI

COUNTY OF VILAS
PO BOX 68, 54538

FINAL REPORT

AIS Planning Grant

AEPP-130-08

December 2008

This document is intended to satisfy requirements specified in the Aquatic Invasive Species Control Grant Agreement between the Wisconsin Department of Natural Resources and the Town of Lac du Flambeau, Wisconsin, including the items listed therein as Project Deliverables.

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INTRODUCTION & BACKGROUND

Like other towns in northern Wisconsin, Lac du Flambeau has been responding to threats posed by Aquatic Invasive Species (AIS). Purple Loosestrife, Rusty Crayfish and Smelt already infest many lakes in the area while other AIS, like Eurasian Water Milfoil and Curly-Leaf Pondweed, are moving closer to Flambeau waters. Recognizing AIS as a major problem, the Lac du Flambeau Town Board created the Lac du Flambeau Town Lakes Committee (TLC) to protect the lakes from AIS.

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In January 2008 the Town Lakes Committee (TLC) submitted a grant application to the Wisconsin Department of Natural Resources (WDNR) for funds to implement activities designed to prevent AIS. The application was approved and the TLC worked on grant projects from April through December.

This document, the Final Report for Grant AEPP-130-08, addresses the requirements specified in the Aquatic Invasive Species Control Grant Agreement, including the following items listed in the Agreement as Project Deliverables:

1. Completed entry inspection Forms 3200-120 and monitoring Forms 3200-124 onto WDNR Website,
2. AIS educational and outreach activities and products,
3. Copy of public survey and results,
4. First draft of long-term plan, and
5. Final report summarizing CBCW activities, AIS monitoring, and management of AIS.

Deliverables #3 and #4 are in Appendices N and M, respectively. This document is the Final Report, Deliverable #5. Deliverables #1 and #2 follow.

PROJECT DELIVERABLE #1

WATERCRAFT INSPECTION & LAKE MONITORING FORMS

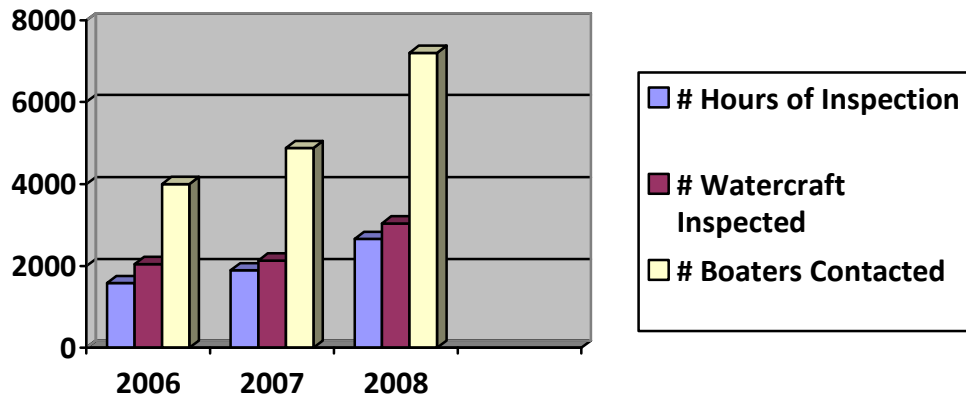
WATERCRAFT INSPECTION FORM 3200-120

The primary focus of the grant was to inspect watercraft at several high use landings while educating boaters about AIS. WDNR Form 3200-120 was used to record watercraft inspection data for the following landings from April through October: Flambeau Lake, Wild Rice Lake, Little Trout Lake, White Sand Lake, Fence Lake, Little Crawling Stone Lake, Gunlock Lake, Squaw Lake, Pokegama Lake, and Middle Sugarbush Lake.

From April through October, watercraft inspectors representing the Lac du Flambeau Town Lakes Committee devoted 2,664 hours to inspect 3,042 watercraft and contact 7,204 boaters. A series of Watercraft Summary Graphs created by the WDNR for the 2008 grant are in Appendix A.

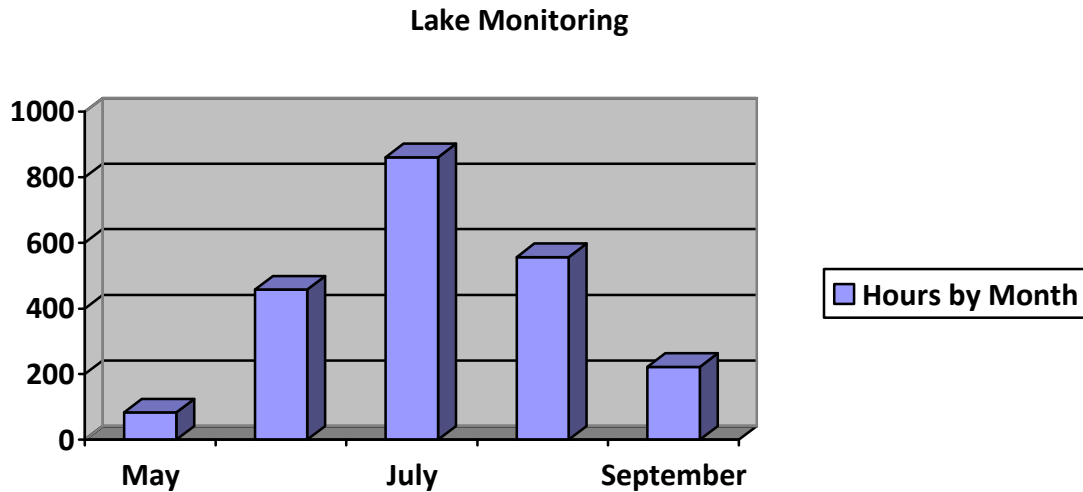
The following graph shows that from 2006-2008 the number of hours of inspection, the number of boats inspected, and the number of boaters contacted increased each year. The data are from the WDNR Clean Boats Clean Waters Database.

Clean Boats Clean Waters



LAKE MONITORING FORMS

Another primary focus of the grant was to monitor lakes by looking for evidence of AIS infestations. WDNR Forms 3200-124 and 3200-130 were used to collect lake monitoring data. The following table summarizes the data as entered in the TLC database for Lake Monitoring from April through October. Overall, volunteers provided 2,180 hours of lake monitoring.



WDNR PROJECT DELIVERABLE #2

AIS EDUCATION OUTREACH ACTIVITIES & PRODUCTS

Introduction

This section of the Final Report includes progress reports on the goals, objectives, and activities included in the original application.

GOAL: EDUCATE AND COMMUNICATE

Objective: Implement the TLC’s AIS Training Program

Activity: Conduct at least one session of the Clean Boats Clean Waters training program, and conduct at least one session on Lake Monitoring: How to identify Aquatic Invasive Species.

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These activities were combined into one workshop conducted by TLC volunteers at the Lac du Flambeau Town Hall on June 19 from 9:00-11:30 am. The first part of the session was on how to inspect watercraft and included a mini lecture and outdoor demonstration. The second part of the session was on how to identify several AIS. Live samples were available for the participants to examine. A copy of the power point presentation used in the workshop is in Appendix B.

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Participants evaluated the workshop by completing a brief questionnaire. On a scale of 0 to 10, with 0 meaning very unfavorable and 10 very favorable, participants provided an average evaluation of 9.4. A summary of the evaluation is in Appendix C.

Activity: Conduct at least one session on How to Establish a Lake Association.

A workshop on establishing a lake association was conducted by TLC volunteers at the Lac du Flambeau Town Hall on July 16 from 2:00-3:30 pm. Eight individuals representing six lakes attended the session. The workshop focused on key information from People of the Lakes, and included discussion and questions/answers. A copy of the power point presentation used in the workshop is in Appendix D.

Following the workshop, representatives from Bobidosh Lake, Pokegama Lake, and Spring (Jerms) Lake, took initial steps to establish lake associations. The Pokegama Lake Association and the Spring (Jerms) Lake Association soon incorporated while individuals from Bobidosh Lake are questioning whether to join an existing association or form their own association. The TLC arranged for the Wisconsin Association of Lakes (WAL) to meet with the new Pokegama Lake Association on October 14. On October 1, Representatives from the Spring (Jerms) Lake Association and Pokegama Lake Association were appointed by the Lac du Flambeau Town Board to serve on the TLC, starting January 2009.

Activity: TLC members or volunteers on behalf of the TLC will attend workshops sponsored by the WDNR and other organizations.

A TLC member attended the Wisconsin Association of Lakes Annual Convention on April 17 and two TLC members participated in the Wisconsin Association of Lakes *Lake Leaders Program* on May 21-22, September 10-11, and October 22-23. Also, five representatives of the TLC completed CBCW training: four in Minocqua and one in Hayward.

Objective: Strengthen Partnership with Local Lake Associations

Activity: Host a Lake Association Rally early in the season.

A rally was held in the Lac du Flambeau Grade School auditorium on June 17 at 1:00 pm. Following an introduction by the TLC Chair, the Director of the Trout Lake Station, University of Wisconsin, Dr. Timothy Kratz, spoke about how and why the lakes in the north woods are changing.

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Activity: Attend professional meetings and workshops.

On behalf of the TLC, representatives from the White Sand Lake Association and the Crawling Stone Lakes Association attended the Wisconsin Association of Lakes Annual Convention on April 17 and two representatives from the Crawling Stone Lakes Association attended the WAL Lake Management Workshop in Rhinelander on June 16.

Objective: Strengthen Relationship with Unaffiliated Lakes & Landings

Activity: Invite selected individuals from non-affiliated lakes and landings to meet with members on the TLC to learn about the TLC, opportunities for volunteering, and the value of establishing a lake association.

Several individuals attended the TLC meetings in July and August. Three subsequently became members of the Town Lakes Committee.

Objective: Issue New or Revised AIS Publications

Activity: Issue two TLC newsletters to the 3500 residents of Lac du Flambeau

The first newsletter was mailed in May to all property owners in the Lac du Flambeau area informing them of the grant activities, Aquatic Invasive Species, and the need for volunteers. The second newsletter was mailed in December to all property owners informing them of the results of the grant, results of the survey, and much of the information in the Final Financial Report and Final Grant Report. The newsletters were posted on the Vilas County website and copies are in Appendix E & F.

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Activity: Submit TLC updates and announcements to the Vilas County webpage.

The following items were submitted to Vilas County: May Newsletter, December Newsletter, TLC Brochure, agendas and minutes of monthly meetings, survey and survey results, draft Rapid Response Plan, draft Strategic Plan, Final Financial Report and Final Grant Report. All of the items are on the accompanying CD.

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Activity: Update the TLC Windshield Card.

This activity was cancelled at the request of the WDNR.

Activity: Update TLC Education Packets.

Packets were updated in April/May and distributed at the landings throughout the season. The packets are small plastic bags containing a variety of AIS educational materials and instructions on how to handle plant samples. Approximately 2000 packets were distributed by volunteers inspecting watercraft and working at the Lakes Fest. Each packet included the following items:

- One small plastic bag to hold a plant sample
- One postcard-sized card instructing how to submit a plant sample and who to contact
- One WDNR/UWEX education card on Eurasian Water Milfoil and Northern Water Milfoil
- One Bureau of Fisheries Management brochure: *Minnows as Bait*
- One WDNR/UWEX brochure: *Help Stop Aquatic Hitchhikers*
- One Wisconsin Wild Card: *Spiny & Fishhook Water Fleas*
- One Wisconsin Wild Card: *Rusty Crayfish*
- One Wisconsin Wild Card: *Zebra Mussel*
- One Wisconsin Wild Card: *Curly Leaf Pondweed*
- One Wisconsin Wild Card: *Purple Loosestrife*
- One Wisconsin Watch Card: *Round Goby*
- One Wisconsin Watch Card: *Rusty Crayfish*
- One Wisconsin Watch Card: *Smelt*

A packet is attached.

Activity: Update the TLC Brochure.

The brochure was updated in April and used as needed throughout the season. A copy was forwarded to the Vilas County website and a copy is in Appendix G.

Activity: Issue Press Releases and Public Announcements.

Press releases and articles include:

- Public Notice for Coordinator job opening, Lakeland Times, April
- Press Release on CBCW (TLC Watercraft Inspection Workshop) May 15
- Press Release on AIS Rally, May 19
- Article on Dr. Kratz speaking at Rally, Lakeland Times, May 31
- Article on reporting AIS findings, Lakeland Times, undated
- Article on TLC's AIS Identification Workshop, Lakeland Times, June
- Article encouraging return of survey, Lakeland Times, June 27
- Article on AIS Workshop and on Rally, Lakeland Times, June
- Article on Volunteer Appreciation Reception, Lakeland Times, August 26
- Article on TLC membership and approval of Rapid Response Plan, Lakeland Times, October 7
- Press Release, Wisconsin Association of Lakes' *Lake Leaders Institute*, numerous local papers including Lakeland Times
- Article on TLC achievements, Lakeland Times, December 2

The items are in Appendix H.

Objective: Provide Key Communicators

Activity: Host a volunteer reception to acknowledge and thank the volunteers for their support.

The Volunteer Reception was held on August 28 at the Lake of the Torches Casino Convention Center in Lac du Flambeau. A copy of the invitation is in Appendix I, and the power point presentation is in Appendix J.

The program included:

- ❖ Welcome & Introduction
- ❖ Review of TLC Mission/Goals/Activities
- ❖ Review of TLC Targets

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- ❖ Presentation on Survey Results
- ❖ A Focus on the Future
- ❖ Final Words of Appreciation

Speakers included Ted Ritter (Vilas County Invasive Species Coordinator), Larry Wawronowicz (Tribal DNR Deputy Administrator), and Ray Wolfe (Tribal Conservation Officer).

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Near the end of the program, attendees were asked to grade the TLC's efforts and suggest direction for the future. When asked to grade the TLC, respondents assigned grades ranging from B+ to A+++, with the majority of grades in the A category. When asked whether the TLC has been doing something that it should stop doing, none of the respondents suggested eliminating any of the recent activities.

When asked to suggest activities for the future, respondents offered suggestions like: more TV coverage, more and bigger signage at the landings, interact with the Vilas County Lakes Association, locate nearby car washes, enforce boating rules, address the offal caused by fireworks, have more paid watercraft inspectors, distribute information through resorts, use laptops at the landings to show pictures of the consequences of AIS, have pump sprayers at the landings and demonstrate how to clean boats, start a class at the local school, more mailings, more participation by lake associations, do something about rental jet skis and boats, use billboards, and invite the "Buck Wild Girls" to volunteer at the landings.

Activity: Participate in the Lac du Flambeau Lakes Fest.

The TLC sponsored a booth at the Lakes Fest on June 14. TLC volunteers distributed AIS brochures and cards and displayed live samples of AIS, including Purple Loosestrife with beetles and Eurasian Water Milfoil. About 300 individuals attended the Fest.

GOAL: PREVENT AIS INFESTATIONS

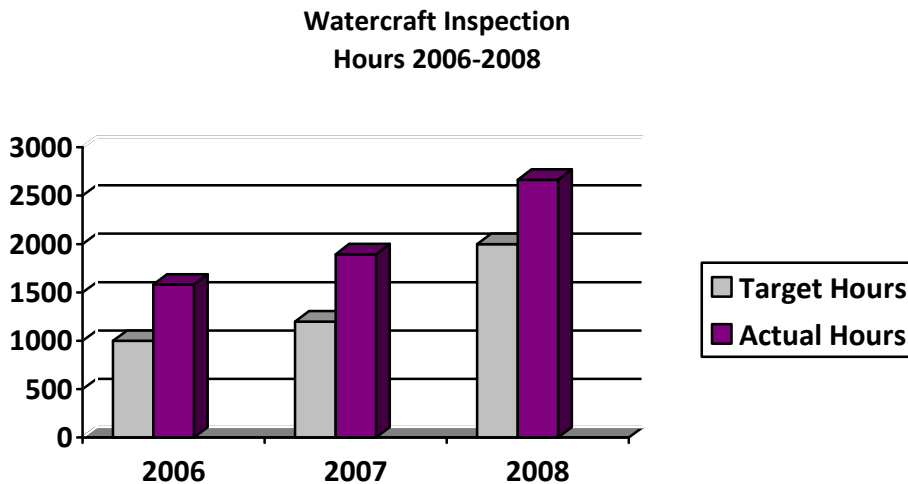
Objective: Increase the Number of Landings Involved and or the Number of Volunteers Inspecting Watercraft.

Activity: Hire coordinators to inspect watercraft and recruit, schedule, and train volunteers to inspect watercraft.

A vacancy notice was issued in April and three coordinators started work by attending a TLC meeting on April 16. The expectation was the coordinators would work up to 600 hours each at \$12 per hour. Coordinator A worked until October 26; Coordinator B until September 14; and, Coordinator C until September 1. In addition to inspecting watercraft, all three coordinators recruited volunteers to inspect watercraft, encouraged boaters to get involved in lake monitoring, helped conduct the TLC’s Clean Boats/AIS Identification Workshop, and gave reports at the monthly TLC meetings. A copy of the Vacancy Notice is in Appendix K.

Activity: Meet the following target: Coordinators and volunteers will conduct at least 2000 hours of inspection, averaging 200 hours over the ten landings.

The TLC pledged to conduct at least 2000 hours of watercraft inspections in 2008. The following table shows target hours and actual hours of inspections for 2006, 2007, and 2008. As targets rose for each of the past three years, the TLC’s actual hours of inspection also rose, exceeding targets in all three years.



Data Source: TLC Database, WDNR CBCW Database. April-October

GOAL: MONITOR THE LAKES

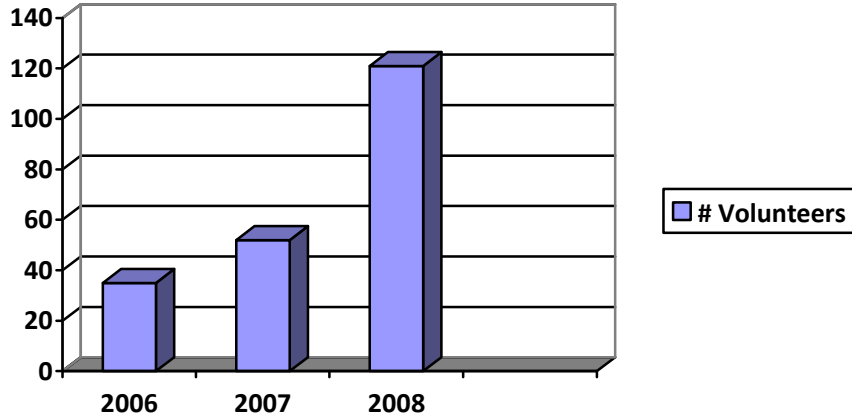
Objective: Increase the Number of Lakes and or Volunteers Involved in lake Monitoring.

Activity: The Coordinators will encourage volunteers to monitor the lakes regularly and effectively.

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While the Coordinators inspected watercraft and recruited volunteers to inspect watercraft, they also encouraged people to monitor the lakes.

The following graph shows the number of volunteers who submitted lake monitoring forms each year since 2006. The charts do not reflect the number of volunteers who monitored as part of a TLC-sponsored group activity, such as a shoreline sweep conducted by a lake association. In other words, there were actually more volunteers each year than are indicated by the graph.

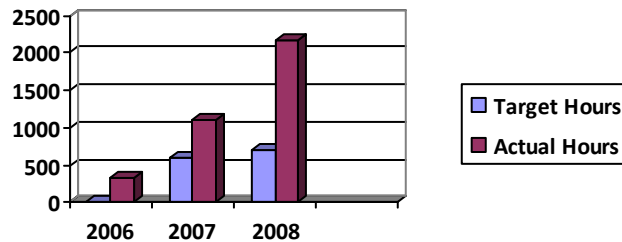


Data Source: 2006-2008 TLC Database; 2008 WDNR Database. April-October

Activity: Meet the following target: volunteers will conduct at least 700 hours of lake monitoring.

Though the TLC has monitored the lakes for the past three years, it set specific targets for the past two years, only. The TLC pledged to conduct at least 700 hours of lake monitoring in 2008. The following table shows target hours and actual hours of lake monitoring for 2006, 2007, and 2008. As targets rose for each of the past three years, the TLC’s actual hours of monitoring also rose, exceeding targets in all three years.

**Lake Monitoring Hours
2006-2008**



Data Source: 2006-2008 TLC Database, 2008 WDNR Database. April-October.

The following lakes were monitored in 2008.

Apeekwa Lake	Big Arbor Vitae Lake	Brandy Lake
Crawling Stone Lake	Fence Lake	Flambeau Lake
Gunlock Lake	Headflyer Lake	Hurrah Lake
Ike Walton Lake	Little Arbor Vitae Lake	Little Crawling Stone Lake
Little Trout Lake	Long Interlaken Lake	Middle Sugarbush Lake
Obercin Lake	Plum Lake	Pokegama Lake
Rainbow Flowage	Ross Lake	Shishebogama Lake
Squaw Lake	Squirrel Lake	Toto Tom Lake
Trout Lake	Turtle Flowage	Twin Placids Lakes
White Sand Lake	Wild Rice Lake	

Data Source: TLC Database, April-October

GOAL: MANAGE INFESTATIONS

Objective: Work on Finalizing a Rapid Response Plan

Activity: The TLC will work with the Tribe and Town toward finalizing a Rapid Response Plan.

Given the high probability that more AIS will infest bodies of water in Lac du Flambeau, the Tribe and Town recognize the need to respond in a timely manner to reports of potential AIS infestations, particularly when most volunteers, local citizens, and lake associations and other water-oriented organizations have had minimal training on identifying AIS and even less on how to respond to infestations. Recognizing this need, the Tribe and Town prepared a *Rapid Response Plan*. The TLC reviewed drafts of the plan at its regularly scheduled meetings on June 18, August 20, and September 17, and approved it on September 17. The plan was endorsed by the Lac du Flambeau Town Board on October 1 and by the Tribe on October 2. A copy of the plan is in Appendix L.

Objective: Educate on the control of Purple Loosestrife infestation.

Activity: Continue supporting education and the control of Purple Loosestrife infestations.

TLC members and volunteer lake monitors looked continuously for new infestations, removed the plants, and raised and strategically placed beetles to control infestations. The TLC displayed a live plant and beetles at the Lakes Fest, and TLC volunteers offered words of education to anyone who would listen at the Lakes Fest and elsewhere. In

October, the TLC approved its first Strategic Plan (*Focus on the Future*) which includes a goal to *Manage AIS Infestations* and an objective to design an Action Plan for managing Purple Loosestrife infestations. See Appendix M.

GOAL: SETTING THE PACE

Objective: Prepare a Strategic Plan to Guide the TLC in Future Efforts to Confront AIS.

Activity: Establish a temporary sub-committee for Planning.

A temporary subcommittee was established early in the season.

Activity: Conduct a review of literature pertinent to AIS and long-term planning.

The following items are samples of literature that has been and is under review.

- ✓ Aquatic Plant Management in Wisconsin
- ✓ Chapter NR 109 – Aquatic Plants: Introduction, Manual Removal and Mechanical Control Regulations [WDNR Management Code]
- ✓ Chapter 107 - Aquatic Plant Management [WDNR Management Code]
- ✓ Aquatic Plant Management in Lakes and Reservoirs [US Environmental Protection Agency]
- ✓ Response for Early Detection of Eurasian Water milfoil [Field Protocol, April 2008]
- ✓ Pre and Post Treatment Evaluation of Aquatic Plant Communities [April 2008]
- ✓ Lake Planning – Cloverleaf [WAL Conference 2008, PDF]
- ✓ Lake Planning – Lake Julia [WAL Conference 2008, PDF]
- ✓ Lake Planning – WAL [WAL Conference 2008, Tim Hoyman, PDF]
- ✓ Lake Planning – Overview [WAL Conference 2008, Kevin Gauthier, PDF]
- ✓ Lake Planning – Long Lake [WAL Conference 2008, PDF]
- ✓ Lake Planning – Controlling Runoff [WAL Conference 2008, PDF]
- ✓ Understanding Lake Data
- ✓ Water Law
- ✓ Champions of the Public Trust [Text & Video]
- ✓ The End of the Line [2006]
- ✓ Your Inner Fish [2008]
- ✓ The Great Lakes: The Natural History of a Changing Region [2007]
- ✓ The Great Lakes Water Wars [2006]
- ✓ The Seven Habits of Highly Effective People, Stephen R. Covey, 2004
- ✓ A Sand County Almanac, Aldo Leopold, 1966

- ✓ Fostering Sustainable Behavior: An Introduction to Community-Based Social Marketing, Doug McKenzie-Mohr & William Smith, 1999
- ✓ Our Land, Ourselves: Readings on People and Place, 1999
- ✓ Section 23.24 of the Wisconsin State Statutes, Protection of the Lakes
- ✓ Section 30.715 of the Wisconsin State Statutes, Boat Launching Law
- ✓ Administrative Regulations, Chapter NR 109 Aquatic Plants: Introduction, Manual Removal, and Mechanical Control Regulations
- ✓ Administrative Regulations Chapter NR 107 Aquatic Plant Management
- ✓ People of the Lakes
- ✓ Waters of Wisconsin
- ✓ Understanding Lake Data

Activity: Solicit input from community members at workshops, landings, meetings, etc.

TLC members collected information informally throughout the season at landings, Lakes Fest, watercraft inspection workshop, Rally, and other activities. Also, some attendees at the Volunteer Reception submitted brief written comments.

Activity: Conduct a survey of community members and groups on their thoughts about the future and planning.

A survey was distributed in May/June with the first TLC newsletter. The results of the survey were presented at the Volunteer Appreciation Reception and submitted to Vilas County. The complete survey and results are in Appendix N. A power point summary of the results used at the reception is in Appendix J.

Activity: Write first draft of the plan.

Drafts of a Strategic Plan were reviewed by the TLC at its meetings on August 20, September 17, and October 15. The plan, *Focus on the Future*, was approved by the TLC on October 15. The document is in Appendix M.

TOWN LAKES COMMITTEE DATABASE

Throughout implementation of the grant, the TLC used a Daily Log Form to collect data on the hours worked by volunteers to complete activities associated with the grant. Data were entered onto a TLC Database. The database shows that 5,317 hours were spent on TLC-related activities and that the TLC generated donations totaling \$50,390 during the grant period. The following table summarizes some of the data entered from April through November. The complete database is on the accompanying CD.

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GOAL: EDUCATE AND COMMUNICATE

Implement the TLC Training Program

	Hours
➤ Conduct the <i>Clean Boats Clean Waters</i> training session.	35
➤ Conduct the <i>Establish a Lake Association</i> training session.	65
➤ Conduct the <i>Lake Monitoring AIS Identification</i> training session.	36
➤ For TLC members' attendance at workshops such as WAL Convention, WAL Leaders Institute.	289

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Strengthen Partnership with Local Lake Associations

➤ Host the lake association rally.	50
➤ Lake association members' attendance at workshops like WAL Convention	66

Issue New or Revised AIS Publications

➤ Preparation of TLC Newsletters.	77
➤ Update TLC Packets.	7
➤ Update TLC Brochure.	9

Provide Key Communicators

➤ Host volunteer appreciation reception.	98
➤ Participate in Lac du Flambeau Lakes Fest.	19
➤ Other speaking: like Lions, public school, lake associations, etc.	138

GOAL: PREVENT AIS INFESTATIONS

Increase Number of Landings and/or Volunteers

➤ Participate in the hiring and supervision of the coordinators.	26
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GOAL: MANAGE INFESTATIONS

Work on Finalizing Rapid Response Plan

➤ Work on Rapid Response Plan.	39
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Educate on Purple Loosestrife

➤ Work on education and control of purple loosestrife.	30
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GOAL: SETTING THE PACE

Prepare a Strategic Plan

➤ Work on Review of Literature.	13
➤ Work on Community Survey.	41
➤ Work on draft of long-range plan.	54

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FINAL COMMENTS

In retrospect, the Town Lakes Committee believes that applying for AIS grant was the correct action to take. Moreover, the TLC believes that it accomplished the goals it set forth in the grant application.

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From the beginning, the Town Board was extremely supportive of the TLC and the grant process, conveying an important sense of trust to the members on the TLC. Also, most of contacts between members on the TLC and representatives of the WDNR were positive and helpful, and all contacts with the Invasive Species Coordinator for Vilas County were positive, professional, and very helpful.

The experience for 2008 has confirmed two important lessons learned initially during the 2006 grant year: there are many people out there who recognize the importance of prohibiting the spread of AIS and are willing to donate what time they can in that effort, and continued support from government agencies at all levels is critical to sustaining any long-term commitment to confront AIS successfully.

Respectfully submitted on behalf of the Lac du Flambeau Town Lakes Committee,

Norman R. Wetzel, Town Lakes Committee
December 10, 2008

Cc Lac du Flambeau Town Board
 Lac du Flambeau Town Lakes Committee
 David L. Ahmann, Chairman, Placid Lakes Lake Association
 Clark J. Albert, Vice-President, White Sand Lake Association
 John Dean, President, Ike Walton Lake Association
 Victoria Doud, President, Lac du Flambeau Band of Lake Superior Chippewa Indians
 Sue Drum, Secretary, Vilas County Lakes Association
 Nancy Edwards, Grant Coordinator
 Tom Koenen, President, Shishebogama-Gunlock Lakes Association
 Jane Malischke, Environmental Grants Specialist, WDNR
 Dan Meyer, State Representative, 34th Assembly District
 Jane Pfeifer, Grant Coordinator
 Ted Ritter, Vilas County Invasive Species Coordinator
 Bob Schneider, President, Crawling Stone Lakes Association
 Ginger Schwanebeck, Clerk, Town of Lac du Flambeau
 Judy Sudbury, President, Lac du Flambeau Area Improvement Association
 Mark Vallier, Grant Coordinator
 Jeff Zanski, President, Squaw Lake Association
 Ron Zimmer, Lac du Flambeau Lions President

APPENDIX

Appendix A

Watercraft Summary Graphs

Appendix B

CBCW & Lake Monitoring Workshop Power Point

Appendix C

CBCW Evaluation

Appendix D

Association Workshop Power Point

Appendix E

Newsletter: May

Appendix F

Newsletter: November/December

Appendix G
TLC Brochure

Appendix H

Articles, Press Releases

Appendix I

Reception Invitation

Appendix J

Reception Power Point

Appendix K
Vacancy Notice

Appendix L

Rapid Response Plan

Appendix M

Strategic Plan

Focus on the Future

Appendix N

Community Survey