



North American Lake Management Society

2020 Annual Report

Our mission is to forge partnerships among citizens, scientists, and professionals to foster the management and protection of lakes and reservoirs ... for today and tomorrow.



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Dear NALMS members and supporters,

Given all that happened in 2020, it is quite remarkable that NALMS was able to continue work in support of our mission and even expand into new areas thanks to the support and generosity of our members and partners.

The 40th Anniversary of NALMS turned out to be the ultimate test for recent changes we had made to manage finances. We considered it a major accomplishment to break-even for the year because it meant that we did not need to tap funding reserves that we had been working so hard to restore. Our efforts to diversify revenue sources provided an important buffer to the uncertainties of the past year. We were also grateful for the enthusiasm of donors who helped us “lower the Secchi disk” and exceed our NALMS@40 fundraising campaign goal.

The board adopted a theme for 2020 as the Year of Diversity, and the resulting establishment of a Justice, Equity, Diversity and Inclusion (JEDI) Program will have a lasting impact. Members of the JEDI program are already hard at work to strengthen our commitment to becoming a more diverse, just and inclusive society.

Part way through the year, we made the pivot from planning an in-person symposium in Minneapolis, Minnesota to a virtual symposium with the theme of “NALMS at 40: Advancing Our Mission to Forge Partnerships.” Many NALMS members, along with our dedicated board and staff, contributed time and energy to this successful event.


Our partnerships continued to flourish through collaborative activities with the Consortium of Aquatic Science Societies, Aquatic Plant Management Society, Source Water Collaborative, and other like-minded organizations. This collaborative work is helping us to address lake and watershed management challenges, from joining with more than 100 other science societies to speak out on climate change impacts and the need to reduce greenhouse gas emissions, to finding solutions for the management of harmful cyanobacteria blooms.

We updated our strategic plan with new goals to carry us through to 2024, including a renewed focus on the important advocacy work on behalf of lakes at the national and international level. NALMS continues to lead community science and monitoring activities. An upgraded Secchi Dip-In database was launched in 2020, in partnership with the Oklahoma Water Resources Board and with funding from USEPA. Monitoring program volunteers and staff can now submit Dip-In data to the Ambient Water Quality Monitoring System (AWQMS) where it is then shared with the Water Quality Exchange (WQX) public database.

Past President Perry Thomas chronicled highlights and challenges for the year in her article “Reflections on 2020” in the Winter issue of LakeLine magazine. I would like to echo her heartfelt thanks to all of you who helped NALMS not only survive but also to emerge from 2020 as a more resilient and inclusive organization.



Thank you for all your support!


Lisa Borre

President
2020–2021

Audited Financials as of December 31, 2020

In 2020, NALMS emerged from a challenging year in a relatively strong financial position with only a minor net loss, thanks to the groundwork that was laid in previous years to stabilize the operating budget, begin to restore financial reserves, and diversify revenue sources. Entering 2021, the Board is now focused on the return to more normal operations and supporting our mission of partnering to protect lakes and reservoirs.

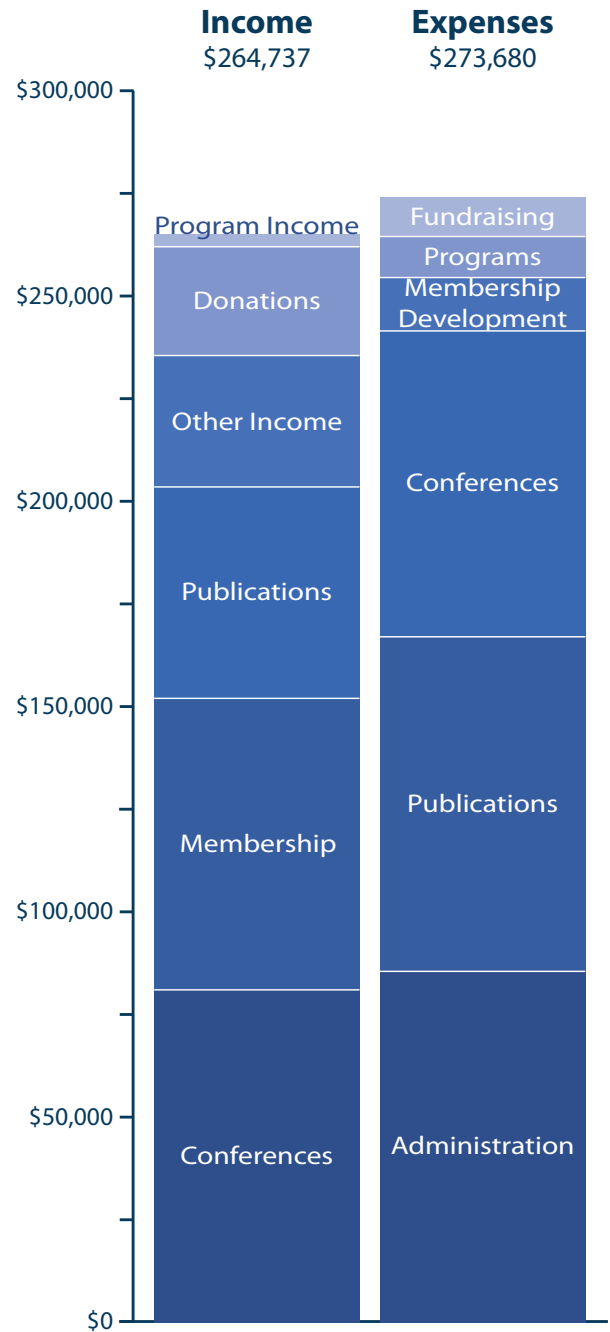
Conferences usually account for the largest portion of income and expenses for the organization, and the overall budget also fluctuates depending on whether it is a one- or two-conference year. NALMS organized one conference in 2020, the first virtual NALMS international symposium held online in November. By moving to a virtual conference platform, NALMS was able to continue the core function of disseminating cutting edge lake management research despite the pandemic eliminating travel opportunities for our membership. The virtual conference was offered at a greatly reduced registration rate, attracted a large number of presenters and attendees, expanded NALMS reach to groups that might not be able to travel to distant conference locations, and engaged new members. The reduced registration rate decreased the conference income significantly, though conference sponsorship continued to grow. By using the virtual platform for the conference, we were able to reduce facilities and food cost proportionately, allowing the conference to show a small net revenue. We consider this to be a successful response to the pandemic as near normal operations were able to continue without significantly impacting the organizations finances.

NALMS continued to increase its membership and income from publications, but due to adjustments after our annual audit, membership income for 2020 was lower than the previous year, causing a net loss of less than \$10,000. A culture of giving is continuing to grow within NALMS, with donations from individuals and organizations in excess of \$26,500 in 2020, and a campaign to donate \$40 in honor of our 40th anniversary achieving and exceeding its initial \$4,000 goal. NALMS continues to make a concerted effort to expand the visibility of the organization through increased social media and outreach activities.

The Board has developed a reserve funding plan with a goal to secure cash on hand to cover core expenses for at least 6 months and to account for inflation.

This report is based on audited financial information. The IRS Form 990 and Audited Financial Statement for 2020 are [posted to our website](#) where you can also find financial information for previous years.

2020 Income and Expenses

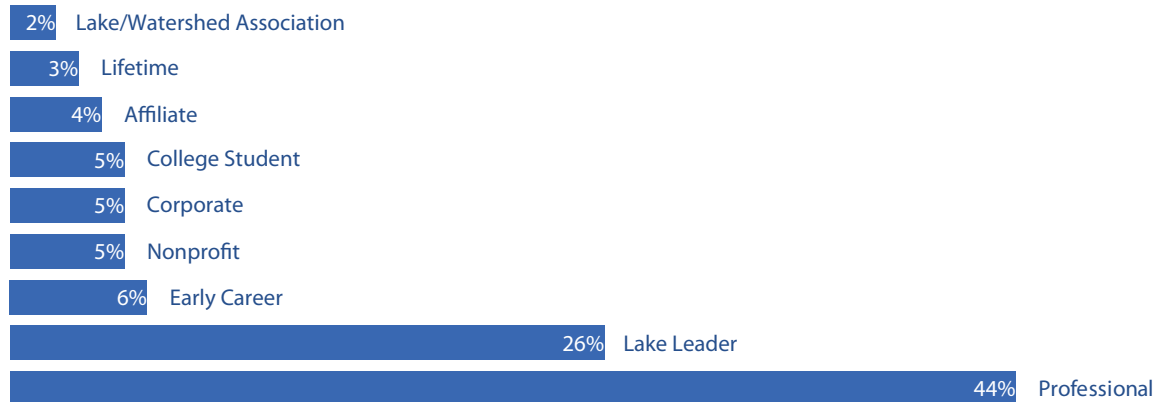


Our Members

NALMS was founded in Portland, Maine in 1980 as an organization with membership open to both professionals and citizens interested in applied limnology and lake management, while other organizations focused on either one or the other. This unique niche is reflected in our mission: *To forge partnerships among citizens, scientists, and professionals to foster the management and protection of lakes and reservoirs for today and tomorrow.*

Our membership serves to bring all stakeholders together welcoming anyone interested. Membership includes professional and citizen scientists, formal and informal educators and academics, national, state/provincial and local officials, students, property owners, recreational enthusiasts, and industry representatives. In 2020, we were pleased to see members signing up for the new categories for early career and Lake/Watershed Associations.

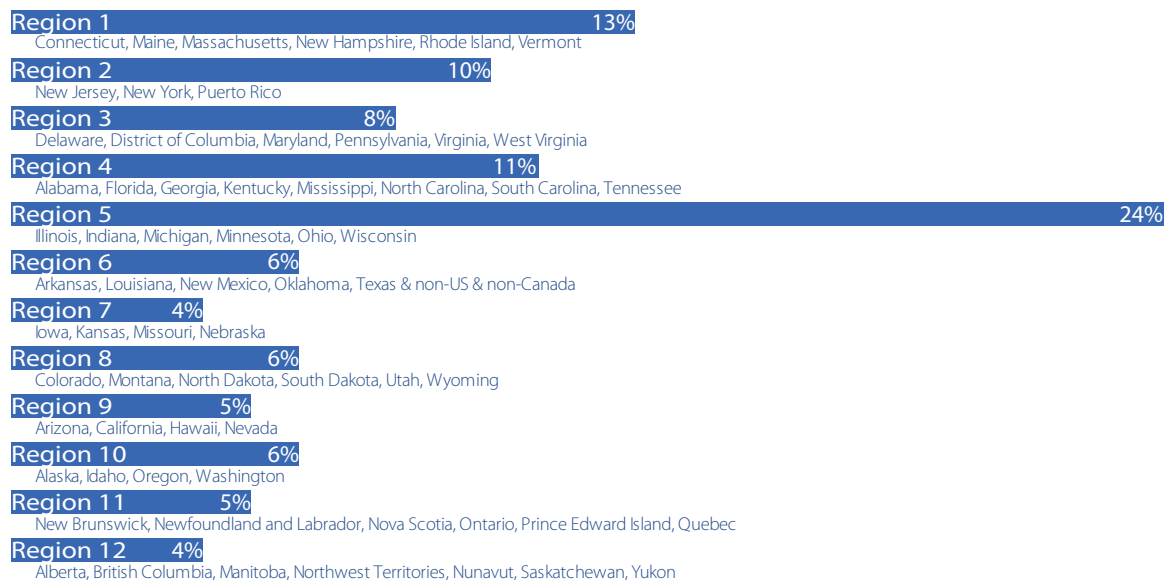
Members by Membership Level



As a lake management organization, our membership is greater in areas with a high concentration of naturally-occurring lakes, *i.e.*, the Great Lakes, New England, and Southeast. NALMS members, however, are found in all areas of the US and Canada as well as internationally. NALMS members live and work not just on natural lakes, but also on reservoirs and in the watersheds that feed lakes and reservoirs.

NALMS' board of directors includes volunteers representing 12 geographic regions in the US and Canada. Members residing outside of the US and Canada are represented on the board by the Region 6 director.

Members by Region



Justice, Equity, Diversity and Inclusion Program

Building off of its prior work, NALMS revised its Strategic Plan and Communications Plan to incorporate the principles established by its Diversity Statement and created a Justice, Equity, Diversity, and Inclusion (JEDI) program to carry out this work.

The first step in improving the diversity of the NALMS membership is to record what its current demographic composition is. Tracking changes over time will be invaluable feedback to assess whether or not JEDI initiatives are successful. Initial demographic questions have been developed to be included in the 2021 NALMS symposium registration process. Professional assistance will be sought to finalize a demographic questionnaire to be distributed to the entire NALMS membership.

Additional efforts were made to promote the 2020 NALMS symposium to historically Black colleges and universities (HBCUs) with relevant coursework. A list of colleges was made, with emphasis on those that have environmental programs.

The 2020 symposium also featured Dr. Ingrid Waldron, a prominent Black Canadian social scientist, as a plenary speaker talking about the legacy of racialized water pollution and the struggle for environmental justice. This work continues as Environmental Justice will be a topic during the 2021 conference in Oklahoma City.

Symposium attendees who are passionate about human interactions with lakes and lake management formed a working group on the topic of urban lakes. A Special Session on this topic was organized by NALMS for the 2021 Ecological Society of America (ESA) conference.

Additionally, two members of the NALMS JEDI program served as representatives of the Consortium of Aquatic Science Societies DEI Committee. Through this partnership with 8 other aquatic science societies, NALMS hopes to increase the impact of the JEDI program. All 9 societies will be working together to streamline DEI initiatives including mentorship programming and workshops in the future.



Dr. Ingrid Waldron, Associate Professor in the Faculty of Health at Dalhousie University, Halifax, Nova Scotia, Canada, delivered a plenary presentation at the 2020 NALMS Symposium.

Harmful Algal Blooms Program

Like so many other activities, COVID-19 reduced the activities undertaken by the Inland HABs Program. Shane Bradt and Angela Shambaugh continued to serve as co-chairs, focusing efforts on maintaining the HABs website.

Angela continued to serve as co-leader of the Interstate Technology and Regulatory Council (ITRC) Harmful Cyanobacteria guidance team as they finalized their document in 2020. She presented an overview during the NALMS 2020 Symposium and the document itself went live in April 2021 in the form of [an interactive webpage](#). Angela notes “the guidance document is a good source of information for those learning about cyanobacteria for the first time as well as for experienced lake managers. Of particular interest for NALMS members are the chapter reviewing in-lake management options for cyanobacteria and Appendix A, which is a visual guide to common planktonic cyanobacteria.” Angela and other NALMS HABs committee members are continuing to work with ITRC as they develop guidance for benthic cyanobacteria.

Shane and other NALMS members participated in updating and testing the bloomWatch App, as EPA adopted the app. EPA bloomwatch allows volunteers to upload images of HABs for review by state HAB experts and EPA representatives. Observations are also automatically included in an ESRI database where they may be viewed on [a new dashboard](#).

Lakes Appreciation Month

For 22 years, NALMS has celebrated Lakes Appreciation Month to focus attention on the value lakes and reservoirs provide to society and the threats they face. Lakes and reservoirs are used for a variety of purposes: water supply for municipal, industrial and agricultural use, recreation, flood control, and aesthetic enjoyment. However, they are often considered “free” resources by users and this can result in abuse and neglect.

July is a time when many folks are vacationing and enjoying lakes and reservoirs. This provides a perfect opportunity to set aside time to celebrate or volunteer to help your local waterbody.

NALMS encourages the public to participate in Lakes Appreciation Month activities such as organizing lake or watershed clean-up events, starting a watershed storm drain stenciling program, hosting a Lakes Appreciation Night at a local restaurant benefiting a local lake association, among many other ideas listed on the Lakes Appreciation Month website.

NALMS brought back the annual Lakes Appreciation Month poster contest with a modern twist - all online. We had close to 60 entries from kindergarten to 12th grade from across the country. Three winners were selected - Eliot Lundt, 9th grade (Colorado) and Isabella Garcia-Whitko, 2nd grade (Ohio), and Annaliese Horvath, 7th grade (Pennsylvania). All winners received a cash reward and were recognized at their schools. All artwork was featured on NALMS.org for all of 2020.

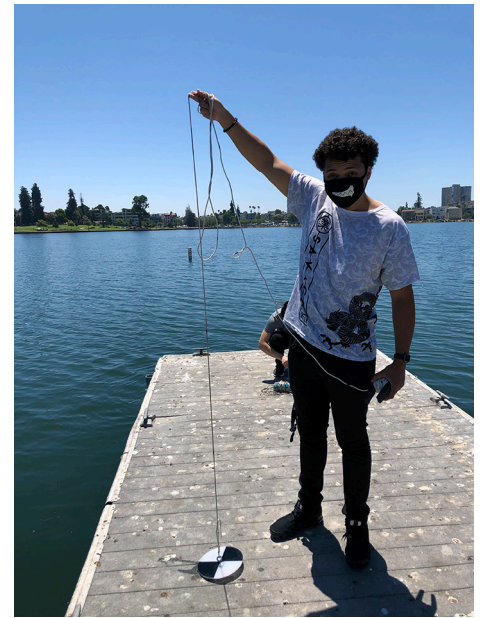


Photo: Katie Noonan

Winner, 1st–4th Grade Division
Isabella Garcia-Whitko
Hawken School, Lyndhurst, Ohio



Winner, 5th–8th Grade Division
Annaliese Horvath
Brandywine Heights Middle School, Tipton, Pennsylvania



Winner, 9th–12th Grade Division
Eliot Lundt
East High School, Denver, Colorado



In 2020, we also expanded the proclamation map to include a running 3-yr showing of those states and provinces that have gotten a LAM proclamation. There were a couple of new partnerships made to help promote and celebrate LAM: Colorado Lake & Reservoir Association and Friends of Reservoirs.

LAM was promoted and shared heavily through social media in 2020. People were encouraged to share photos and include #LakesAppreciation along with tagging NALMS. Many July events occurred under the LAM label. Shoreline cleanups were popular and the nature of social distancing during these cleanups allowed for families to participate.



Photo: Steve Lundt



The 2020 Lakes Appreciation Month was sponsored by the Colorado Lake & Reservoir Management Association and the Connecticut Federation of Lakes.

The Secchi Dip-In

Since 1994, The Secchi Dip-In has demonstrated the potential of volunteer monitors to gather environmentally important information on our lakes, rivers and estuaries.

The original concept of the Dip-In was simple: individuals in volunteer monitoring programs take a transparency measurement on one day during the month of July. Individuals may be monitoring lakes, reservoirs, estuaries, rivers, or streams. These transparency values are used to assess the transparency of volunteer-monitored lakes in the United States and Canada. A goal of the Dip-In is to increase the number and interest of volunteers in environmental monitoring by contributing to an international effort.

In 2018, NALMS partnered with the Oklahoma Water Resources Board and was awarded an Exchange Network Grant from the US Environmental Protection Agency for updating the Secchi Dip-In database using the Ambient Water Quality Monitoring System (AWQMS). Work on the new database began in 2019 and new data entry forms were available for the 2020 Dip-In. These enhancements will make it easier for individual volunteers and volunteer monitoring programs to submit their Dip-In data via the NALMS AWQMS website or Global Lake Ecological Observatory Network (GLEON) Lake Observer mobile app. The updated database will also allow volunteers to submit as much data as they can gather on a year-round basis.

The Secchi Dip-In database now includes more than 125,000 Dip-In records on more than 7,800 water bodies from twelve countries available for viewing and downloading. NALMS also submits Dip-In data directly to the Water Quality Exchange and Water Quality Portal, the US government's water quality data clearinghouse.



*Secchi Dip-In Participants on Lake Nipissing, Ontario.
Photo: Liz Favot*

Professional Certification Program

NALMS' Professional Certification Program recognizes individuals who have exceptional training and experience in lake management and guides their continued professional growth as leaders of the lake management profession.

A Certified Lake Manager (CLM) is an individual who is directly involved in the comprehensive management of a lake, pond, reservoir or other body of water and its watershed. Lake managers make decisions that affect the quality and uses of the body of water through management recommendations and the implementation of those recommendations.

A Certified Lake Professional (CLP) is an individual who provides critical technical and/or socioeconomic data used in making lake and watershed management decisions that affect the quality and uses of the waterbodies. CLPs contribute their highly specialized knowledge and skills to lake management, while they may not be directly involved in the hands-on management of a particular waterbody and/or its watershed on a daily basis.

CLMs and CLPs have satisfied NALMS requirements for certification and established themselves as knowledgeable and experienced experts of waterbody management. CLM and CLP certifications are valid for three years, and re-certification requires 50 NALMS Continuous Education Units (NCEUs) earned over the past three years. Both the initial and renewal applications are vetted by a panel of volunteer evaluators who themselves are CLMs and CLPs and appointed based on their outstanding achievement and continued growth.



Student Programs

NALMS' student members play an important role in the future of the organization, and we offer a number of student programs to help them in their transition to lake management professionals. In a normal year, NALMS offers travel scholarships to our symposia through the Eberhardt Memorial Student Fund, and the Jody Connor Student Awards recognize excellent student presentations. With the move to a virtual symposium, the Student Mentorship Program that pairs active NALMS members with student members providing a valuable student-mentor relationship was put on hold until we return to in-person meetings.



Students elect their own representative to the NALMS board and the organization also highlights the work of student members through a regular column in LakeLine Magazine.

To help our student members more easily make the transition from school to professional careers in lake management a new early career membership category was created in 2018. This discounted membership level is available to individuals with less than 5 years in the field.

Conferences

Since 1980, NALMS' Annual Symposium has played an important role in facilitating the exchange of ideas and technological advancements through oral presentations, posters, workshops, field trips, and exhibits covering a wide variety of lake and reservoir management topics. The symposium offers excellent opportunities for networking, and lifelong professional associations are often forged at the NALMS symposium.

NALMS is a melting pot, welcoming anyone with an interest in lakes and lake management. The attendees of NALMS' symposia represent both public and private sectors, including water resource professionals, academic researchers, lake and watershed managers, and lake associations. The symposium attracts attendees from all over the US and Canada, as well as other international locations.

For the 40th International Symposium, NALMS had planned to meet in Minneapolis, but due to the coronavirus pandemic, we moved the event online for our first-ever virtual symposium, and the in-person event in Minnesota was postponed to 2022. One of the silver linings of making the online shift was a more inclusive meeting with approximately 850 attendees from throughout the US, Canada and eleven other countries via the Whova event app November 16–20, 2020 with a theme of “Advancing our Mission to Forge Partnerships.” For those who didn't get to all of the great presentations during the week of the symposium, content was available for six (6) months after the conference.

In addition, NALMS is helping to plan and host the 12th National Monitoring Conference in partnership with the National Water Quality Monitoring Council. The conference will be held in April 2021.

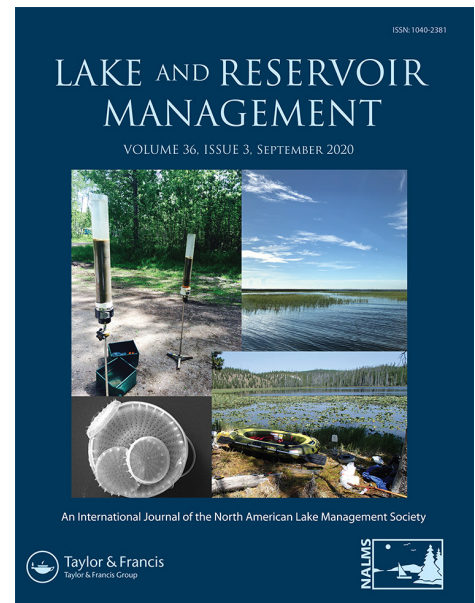
Lake and Reservoir Management

Lake and Reservoir Management publishes original, previously-unpublished studies relevant to lake and reservoir management. Papers address the management of lakes and reservoirs, their watersheds and tributaries, along with the limnology and ecology needed for sound management of these systems. All submissions are peer-reviewed.

Lake and Reservoir Management is published quarterly by Taylor & Francis as part of their Environmental Science portfolio with ownership and editorial control residing with NALMS.

Most NALMS members receive complimentary copies of *Lake and Reservoir Management* by mail as well as online access through the Taylor & Francis website. Non-members may purchase individual articles or subscriptions through the Taylor & Francis website.

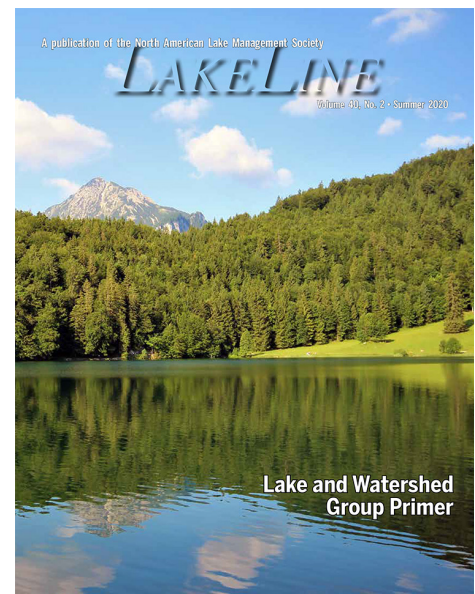
In 2020, Andrew Paterson and Andrea Smith began their three-year term as Co-Editors of *Lake and Reservoir Management*. Thirty papers were published in the journal, and a special issue on Paleolimnology and Lake Management was produced. The total number of downloads in 2020 was 122,699, with roughly half in North America, and a quarter in Asia.



LakeLine Magazine

LakeLine Magazine is published quarterly as a medium for exchange and communication among those interested in lake management. *LakeLine* is distributed to all NALMS members and other subscribers and each issue contains news, commentary and articles on topics affecting lakes, reservoirs and watersheds. Because issues are organized around a theme, such as control of invasive species or resolving recreational conflicts, each issue becomes a valued reference and resource for lake managers, users, and advocates. Starting with the spring 2019 issue, *LakeLine* moved to a fully electronic version, both to cut costs and to leave a greener footprint.

The themes for the *LakeLine* issues in 2020 were: Lake Browning, Back to Basics, Topics in Lake Management, and NALMS at 40.

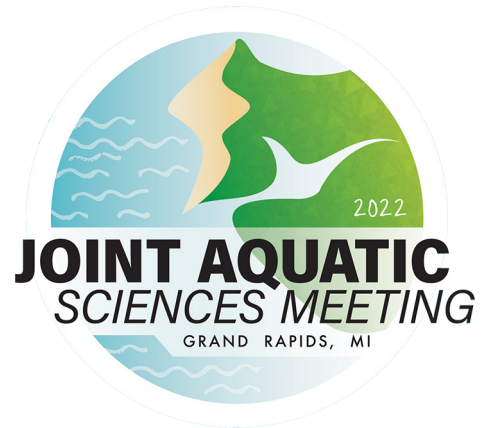


Forging Partnerships

NALMS values and encourages relationships among its members, constituents, and professional colleagues to support NALMS' mission to foster the management and protection of lakes and reservoirs for today and tomorrow.

NALMS partners include the Consortium of Aquatic Science Societies (CASS), the Source Water Collaborative, the Reservoir Fisheries Habitat Partnership and the Aquatic Plant Management Society. NALMS also has representatives on the National Water Quality Monitoring Council (NWQMC) and helps organize the National Monitoring Conference. This committee of federal, state and tribal agencies and nongovernmental organizations facilitates relationships with state governments and stakeholders to improve decision-making about water quality monitoring, natural resource management, and environmental protection.

All nine CASS societies are participating in planning for the 2022 Joint Aquatic Sciences Meeting (JASM), to be held in Grand Rapids, Michigan from May 14–20, 2022. Collaborations within the aquatic sciences as well as across disciplines will be a focus of this not-to-be-missed conference. CASS societies provided input on WOTUS rule changes, including a successful challenge in the Maui Groundwater Connectivity case. Development of a Joint Climate Change Statement, co-signed by 111 aquatic science societies, was also coordinated through CASS. With an emphasis on the sensitivity of freshwater ecosystems to the effects of climate change, this statement served as the basis for promoting renewed US actions to mitigate global climate change as the new Biden administration took office in January 2021 (<https://climate.fisheries.org/afs-calls-on-new-administration-to-take-urgent-steps-to-protect-fisheries-from-climate-change/>).



During 2020, the NALMS Partners Program organized a series of virtual conversations with representatives from the Aquatic Plant Management Society (APMS) regarding ways to collaborate in countering misinformation and promoting science-based management approaches. These meetings led to a plenary panel discussion during the 2020 Symposium, including representatives from NALMS, APMS, and the Source Water Collaborative, and paved the way for development of the 2021 HABs Drinking Water Webinar Series.

A 314 Working Group, spearheaded by Partnership Program Co-chair Kellie Merrell, has been organized to advocate for restoration of funding for the Clean Water Act Section 314 Program. A LakeLine article by Kellie and NALMS President Lisa Borre included a fact sheet on the topic, and it will become an advocacy priority for the society in 2021.

Supporting Action on Climate Change

A NALMS statement was published in 2019 promoting climate-friendly actions across NALMS, with the goal of moving beyond a statement to specific actions. Since NALMS does not have an office, most of our impact is associated with the symposia we hold. The hope was to incorporate some methods of lowering our carbon footprint at the symposia, taking steps like recycling, composting, using local food, providing food cart options close to the venue to reduce the need to drive, using reusable or electronic signage to reduce waste among other ideas. However, COVID-19 eliminated the in-person symposia in 2020, and thus reduced the need to find ways to lower our carbon footprint associated with meeting in-person.

Moving forward, we hope to incorporate some of these actions in the Minneapolis symposium in 2022. In the meantime, we continue to advocate for climate change mitigation in partnership with other aquatic science societies, as described in the “Forging Partnerships” section of this report. Furthermore, we recognize the concurrent need to adapt to effects of climate change through promotion of management approaches that improve lake and watershed resilience, such as naturally vegetated shorelines.

2020 Donors

The support of our donors allows us to strengthen our programs, and therefore, continue our important work to save lakes, reservoirs, and watersheds.

Eberhardt Memorial Fund

Donations to the Eberhardt Memorial Fund support NALMS' student programs, including travel grants to attend our yearly symposium.

Alyssa Anderson
Terry Anderson
Rich Axler
Joe Bischoff
Glen and Betsy Borre Fund
Chris Doyle
Randy Easley
Eli Kersh
Meghan Klasic
Diane Lauritsen
John Maier
Erich Marzolf
Camille Mosley
R Workshop Presenters
Angela Shambaugh
Ann St. Amand
Frank Wilhelm
Nathan Wilson

Honorary & Memorial Donations

Cameron Deacoff
In honour of Dr. Don Gordon, emeritus scientist at the Bedford Institute of Oceanography, Dr. Eville Gorham, emeritus professor at the University of Minnesota, and the hundreds of lake enthusiasts across Nova Scotia over the years, many of whom I've had the privilege of meeting.
Steve Souza
In Memory of Tom Conry
Katelyn Vennie
In memory of James G Vennie III

G. Dennis Cooke Symposium Fund

The G. Dennis Cooke Symposium Fund provides support for themed sessions and plenary speakers at our annual Symposium.

Matt Ladewig
Eugene Welch

Lake Givers Club

The Lake Givers Club provides a way for individuals and organizations to make a contribution towards NALMS programs.

AmazonSmile
Alyssa Anderson
George Antoniou
Michelle Balmer
Brad Barber
Barbara May Barry
Ralph Bednarz
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Elizabeth Borre
Lisa Borre
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Barbara Wiggins
Frank Wilhelm
Jamie Would
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Heinrich Wurm
Rob Zisette



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Photo Credits

Front cover: Sunset over Riggs Flat Lake, Mount Graham, Arizona by NALMS member Doug Crawl

Back Cover: At sunrise, a crooked willow tree sits alone on Lake Wanaka by NALMS member Tracey Burton

Both photos were entries in the 2020 NALMS Photo Contest. Doug's photo was awarded the Editor's Choice Award and Tracey's received the People's Choice Award.