



**BELGRADE
REGIONAL
CONSERVATION
ALLIANCE**



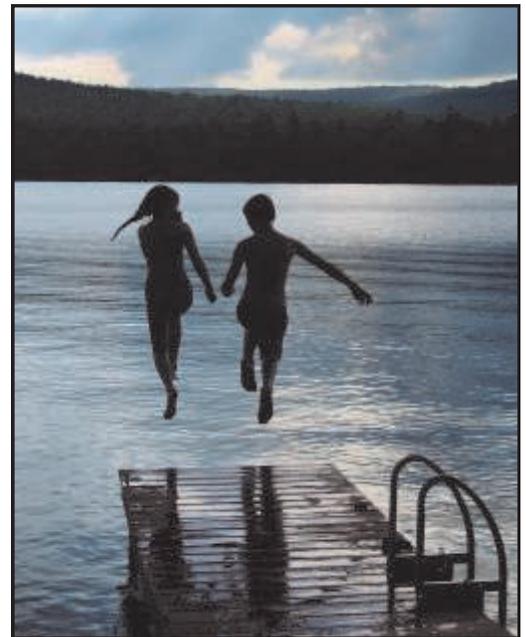
BRCA conserves the lands, water quality, and natural heritage of the Belgrade Lakes Watershed.



BRCA Celebrates 25th Anniversary Photo Contest

BRCA's 25th Anniversary Photo Contest has some beautiful photos from BRCA members celebrating the scenic beauty of the Belgrade Lakes region. This area has a lot to offer and our members helped us capture what makes the region special. Ten winners of the contest received a BRCA calendar, along with mention on our website. There are more photos ahead.

2013 BRCA Calendars compiling winning photos and celebrating **BRCA's 25th Anniversary** are available for \$15, call 495-6039.



'Long Pond Launch' Photo (above) by Liza Sullebarger



Photo by Sally Stevens of a Bald Eagle on East Pond



Photo: 'Early Morning Fog' on Long Pond By R. Sabia

PHOTOGRAPHY CONTEST WINNERS....

- | | |
|---------------------|--------------------|
| Richard Knight | Jodie Mosher-Towle |
| Robyn LeGrand | Nona Purnell |
| Kate LeGrand | Russ Sabia |
| John & Nancy Loomis | Sally Stevens |
| Ann McNees | Bill & Joan Witkin |

The BRCA runs numerous programs focused on protecting and improving water quality in our Belgrade Lakes. There's the Youth Conservation Corps, the Milfoil Program, the Education Committee, and the Stewardship Committee just to name a few. We also have a very proactive land acquisition program. These programs all support our Mission Statement which commits us to promote the preservation and scientific study of our natural resources, and to use our properties for the benefit of the general public. Similarly our Vision Statement and Strategies guide us in every decision we make. We've made tremendous progress over the past 5 years. But to ensure continued success it is necessary to "look back" to see if we have done what we said we were going to do and "look forward" to make sure that we have an aggressive plan that will protect this beautiful place that we call the Belgrade Lakes!

Therefore we held a BRCA "Board Retreat" on October 28th to discuss and review our directives, update them if necessary, and to discuss other issues that will have an impact on our future operations. We had an outstanding turnout of board members and a tremendous amount of enthusiasm as we engaged in

a series of exercises facilitated by board member Bruce Hazard. Following the meeting Bruce reflected "I was pleased with the meeting. For long timers, it may have seemed a re-hash of stuff they already know, but for new members, it was enlightening, and I hope overall it served the purpose of getting us all on the same page." Indeed it did!

Charlie Baeder, BRCA Executive Director, was pleased to "hear from all board members" and talk about our organization, and particularly pleased "to step back from the daily business and discuss our future." Charlie, building on the excellent work of his predecessor Pete Kallin, is enthusiastic about our future and shared some of his ideas on how to carry out our mission. For instance, he believes we can "significantly increase our membership", and has concrete ideas on how to do it.

Rest assured, there is much more work to be done to organize all the ideas from the retreat and integrate them into our strategies. Planning takes time, but I'm reminded of what one of my colleagues used to tell me; "plan the work, and then work the plan!" If you have a weak plan, then no matter how well you execute your results will be no better than average. The BRCA board is committed to achieving excellence. Thank you for your support as we move into the future.

Mel Croft, President BRCA

Executive Director's Column

BRCA is celebrating its 25th anniversary at the annual meeting next September 2013 – get your tickets now! We have grown from a small land trust that had 120 members in 2000, to an organization of 1,200 members in 2012. Getting things done, on land and on water, has been the catalyst for this growth. The several programs that BRCA operates are described in this newsletter and are listed in the financial statements on pages 10-11. We are the "boots on the ground" - we have the staff to run programs in the Belgrade Lakes watershed. We're proud of this legacy, and are ready to tackle the challenges ahead.

Money, people, and ideas make things happen. We are fortunate to live in an area that has the resources to address the environmental issues before us – invasive plants and phosphorus loading (algae blooms) to name two. Even with the herculean milfoil fundraising effort by the Belgrade Lakes Association (BLA) in 2012, we had just enough resources to carry out this summer's milfoil removal work. As you consider your holiday gifts this season, in addition to the

25th Anniversary Countdown.....

hurricane victims, please consider giving to both BRCA and to BLA.

This link between BRCA and BLA goes back at least 15 years and underscores the second factor in our success – people. The support of our members, volunteers, the lake associations, the road and camp associations, the towns, foundations, the state, and the business community – all of these people and organizations – make what we do possible. Our staff is excellent but we rely on each of these groups, as I rely on my staff. As we have heard said many times this summer, "we are all in this together."

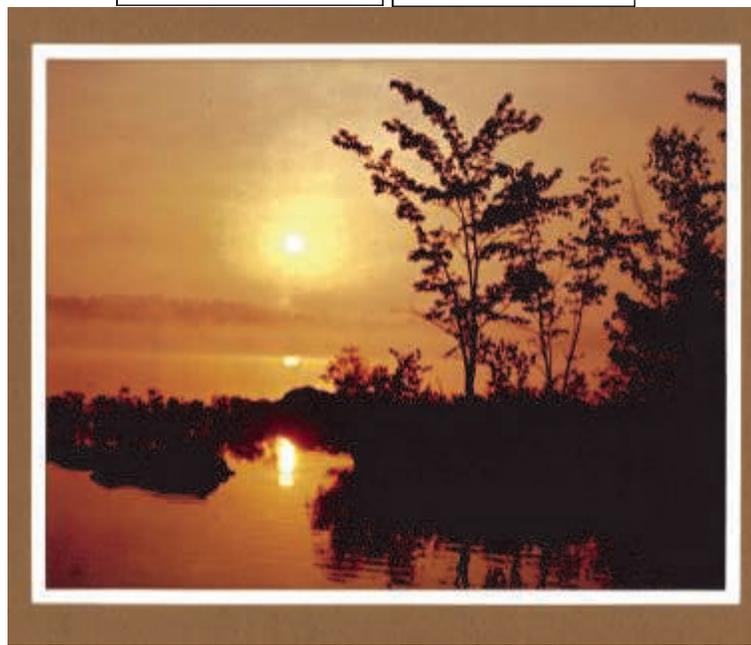
Finally, ideas inspire us – whether it is the research that Colby conducts that provides the knowledge to better understand and take care of our lakes, the "sense of place" that permeates the Belgrade Lakes, or the Maine Lakes Resource Center's commitment to "making conservation a tradition" – ideas and partnership renew our dedication.

I have enjoyed my first summer at BRCA, have begun to catch my breath (perchance to think), and thank you all for the opportunity to do this work. Please join us for our 25th year celebrations next summer! Charlie Baeder

**Loon Count
2012**

Long Pond	45 adults 3 chicks
East Pond	15 adults 1 chick
Great Pond	47 adults, 5 chicks
North Pond	16 adults, 0 chicks
Messalonskee Lake	29 adults, 2 chicks
McGrath Pond	9 adults, 0 chicks

Past results can be viewed at <http://maineaudubon.org/wildlife-habitat/the-maine-loon-project/map/> That map will include the 2012 data shortly.



Save the Date
GOLF TOURNAMENT
August 14th
2013

Photo (left)
by Richard Knight
of a sunset on
East Pond



Summer Season 2012 Report

The BRCA had a busy summer of outreach. The summer of 2012 brought more than 5,000 visitors through the Maine Lakes Resource Center (MLRC), BRCA’s new home. Many of the visitors came for one of the seven summer lectures this summer. Lecture topics ranged from Maine animals – bears, bees, crayfish and loons –to environmental issues such as dam removal on the Penobscot River and abrupt climate change. BRCA members hit the trails and lakes for guided hikes, bikes, and paddles. BRCA board president, Mel Croft led the ever popular Eskers Hike twice this summer. The BRCA held a number of workshops this summer, including Bat House Building, Penobscot Basketry – and new this year – fly tying and fly casting with Trout Unlimited. It was quite a sight to see future fishermen practicing their casting in the backyard.

The biggest event of the summer was the Family Fun Day held on July 28th at the MLRC. Over 80 t-shirts were painted with either “Check your Boat” or “Plant a Buffer” with Maureen Maslak at the Belgrade Lakes Association’s table. They also observed how water moves through our watershed with the North Pond Association volunteers led by Rick Watson. Tanks of stream critters that live in our watershed were on display with McGrath Pond and Salmon Lake’s Benton Purnell explaining

them. A game of ‘Musical Milfoil’ played with Mel Croft of the East Pond Association explained the impact of invasive plants. Children were given passports to get stamped at each activity and upon successful completion they received a trail map of BRCA trails and a pair of sunglasses. We had a really good time and want to thank the BRCA Lake Trust for their part in making this a successful day. The BRCA education committee is always growing and changing. If you are in the area this winter, please be sure to join us for one of our many events!



The CLOTHESLINE of CONSERVATION Messages !!! Page 3

Conservation Corps 2012 Season

It's hard to believe that the 2012 summer has already drawn to an end. It seems like just yesterday I was starting my training week with crew leaders and my field supervisor. This was the BRCA Conservation Corps 17th season and we completed our 800th project this summer. To date the Corps has completed 847 projects throughout the Belgrade Lakes watershed. This season the Corps worked on 42 properties and completed 77 projects. Projects this year included riprap, buffer gardens, rain gardens, rubber razor blades, box culverts, culvert armoring, drywells, infiltration trenches and infiltration steps.

We were busy working throughout the watershed helping homeowners, municipalities and businesses reduce the amount of storm water running off their properties and into our precious lakes. To do this work we hired 12 local high school and college students to help in the effort. These students not only work hard but learn about storm water management and water quality. -Clark Freeman

From a letter to the Conservation Corps:

“Please accept a word of thanks for the stone placement done at the public swim area at Pleasant Point on McGrath Pond. Not only will it stop further erosion, but it looks neat. That’s a lot of hauling of heavy material, done in a way that left no trace. We appreciate BRCA’s work on this project, and look forward to working with you again.”
-Peter Nielsen, Town Manager

2012 Conservation Corps Projects by Town

	Belgrade	Rome	Smithfield	Oakland	Sidney	Mt. Vernon	Total
Great Pond	12	19	-	-	-	-	31
Long Pond	4	7	-	-	-	2	13
Messalonskee Lake	2	-	-	3	3	-	8
East Pond	-	-	8	1	-	-	9
Salmon-McGrath	3	-	-	6	-	-	9
North Pond	-	-	5	-	-	-	5
Watson Pond	-	2	-	-	-	-	2
Total	21	28	13	10	3	2	77

Our Youth Conservation Corps (YCC) got a much needed helping hand this summer from Chris Gaunce, Vice President of Central Maine Motors in Waterville. The Corps's mission is to reduce sources of pollution in our lakes (Great, Long, East, McGrath, North, and Watson Ponds, and Messalonskee and Salmon Lake). Founded in 1996, this self-sustaining summer program has completed more than 800 erosion-control projects in the watershed.

Employing local youth, the Corps does a lot of heavy work; hauling materials such as topsoil, mulch, plants, large wooden beams, and rock all over the watershed, requiring lots of tools and rugged transportation. Thanks to Central Maine Motors the Corps had the vehicle they needed this summer! The Corps purchased a four-wheel drive truck early this summer from Central Maine Motors, and then at the end of the season Central Maine Motors purchased the truck back at the *same price*.



Previously the Corps used a 2-wheel drive older model truck purchased several years ago. Unfortunately this truck lacked the wheel power to negotiate many of the steep camp roads leading down to lakefront properties, and it was not very reliable. Repair costs seemed to grow every year.

Central Maine Motors philanthropy allowed the Corps to execute projects more efficiently and faster this summer. The dollars we saved on repairs to the old truck go back into the Corps coffer to help us provide free labor to homeowners who want to make their lakefront properties more lake friendly. Jerry Tipper, one of the Corps founders, had kind words for Chris’s generosity; “Chris and his dad, Charlie, have a long history of commitment to the central Maine community. This is just one more example of their generosity.” Oh yeah, Chris plans to offer the Corps the same deal next year. Thanks Chris and Central Maine Motors!

YCC gets help from Central Maine Motors

Conservation Corps 2012 Season (continued)

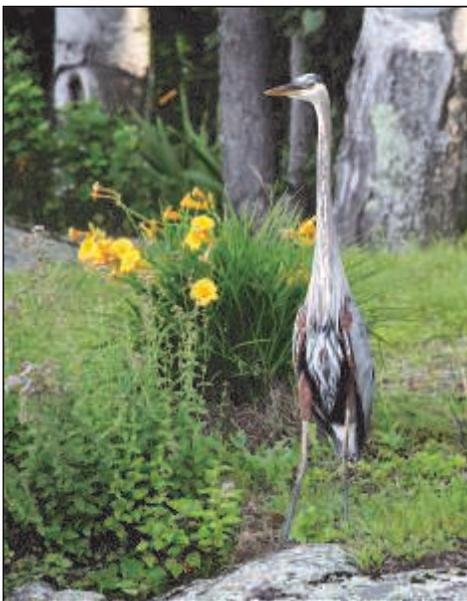
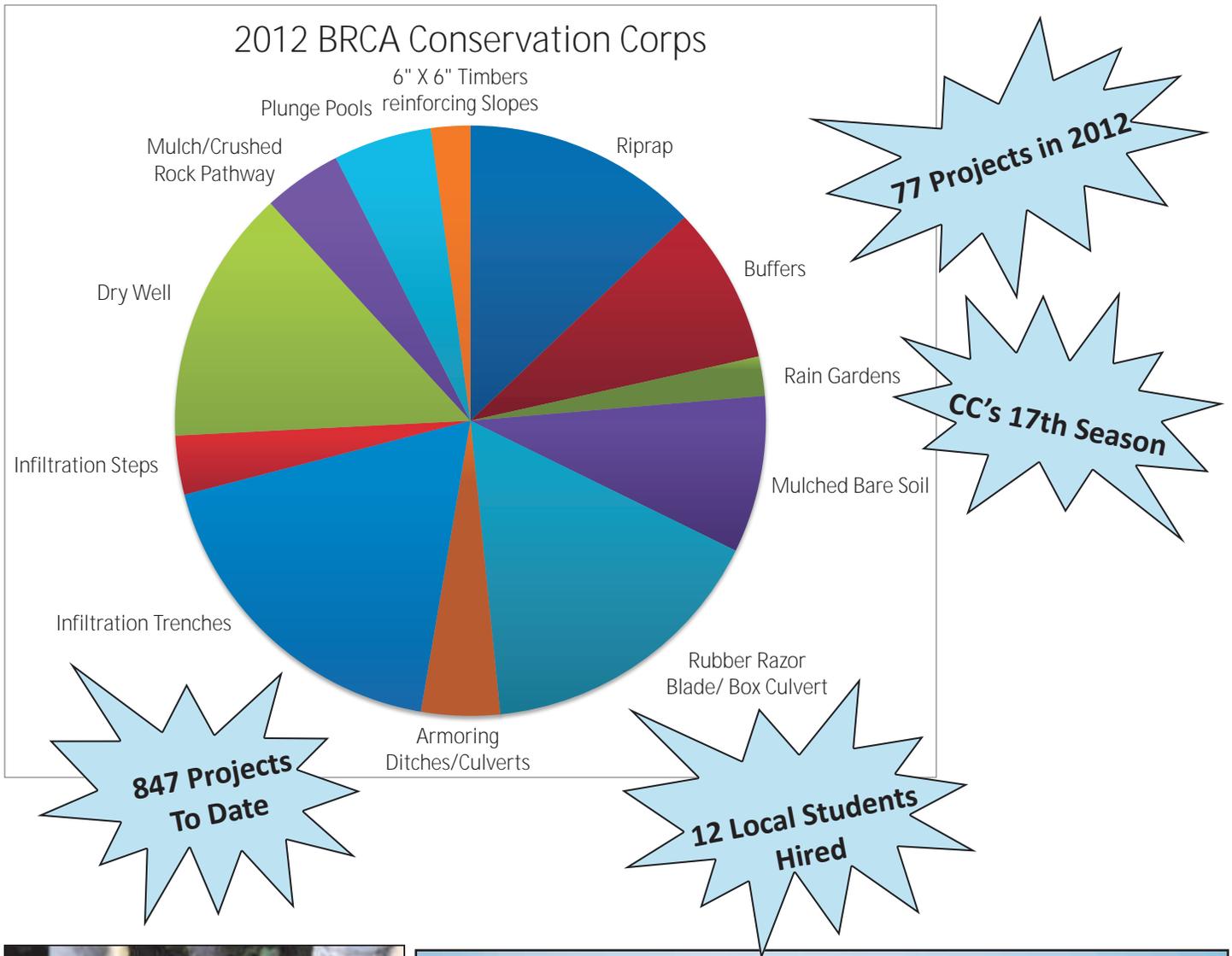


Photo (left): 'Heron in the Flowers' by Sally Stevens of East Pond



Photo (right): 'Hight Island' by Jodie Mosher-Towle of North Pond

Stewardship Program: ADOPT-A-TRAIL

Since 1988, BRCA has helped conserve over 8,500 acres of land in the Belgrade Lakes Watershed. BRCA also manages over 12 miles of trail with more trails being developed. Each trail needs to be cared for in a variety of ways including clearing, maintaining, upgrading, and marking. The Adopt-a-Trail program is used throughout the country by many organizations, including the Appala-

chian Mountain Club. Objectives for an Adopt-a-Trail program not only include trail maintenance, but also to teach organizational, outdoor, and safety skills, encourage volunteer participation, and to publicize and encourage use of the trail system. Interested groups may include scout troops, youth groups, special interest clubs, families, schools, and groups of individuals.

CHOOSING A TRAIL

Trails that are available for adoption vary in length and terrain and there are opportunities for stewards of various levels of experience. You can even choose to adopt a section if you do not want to adopt an entire trail. French's Mountain (0.4 miles each way), Mt. Phillip (1.4 mile loop), Round Top (3.9 mile loop), Sanders Hill (2.9 mile loop), and The Mountain (0.8 miles each way) are all trails currently available for adoption.

HOW TO PARTICIPATE

Interested individuals or groups should contact BRCA Stewardship Coordinator, Toni Pied at 215-2685 or brcamf@belgradelakes.org. Trail stewardship requires significant physical work although some trails are shorter than others and the terrain on some trails may be easier than others. BRCA will provide training and some tools. This is a great way to get outdoors and engage in physical activity, while providing a public service.



Photo (above) by Robyn LeGrand of Long Pond of the trail on 'The Mountain', 248.4 protected acres that lies directly in between Long Pond and Great Pond.

Summer 2012 Americorps Farewell

Once it is summer in Belgrade Lakes, it is *summer*. Ever since setting foot in Maine in May, it seems like I haven't had a chance to sit down and take a breath. Now autumn is here and there is time for reflection. I enjoyed my experience as an Americorps volunteer to the fullest extent. The time spent at the BRCA and the MLRC has been so valuable. I have learned new job skills, gained experience teaching and met people who I will hopefully stay in contact with for a long time. More importantly,

this time spent in a little town nestled between two lakes in central Maine has taught me about community. Yes, I volunteered my time to encourage the growth of awareness about environmental conservation issues. But in reality, I not only volunteered my time to raise awareness, I volunteered to become a working part of a community. I can now tell visitors of the MLRC where to hike (the Kennebec Highlands trails are beautiful and always full of surprises), where to get a wrap or a pizza, and how

they can have young, energetic, local youth gain job experience and improve their properties in ways that will best protect the lakes. I can carry on a conversation with concerned land owners and lake visitors about the threats of Variable Milfoil and what they can do to prevent its spread. I have worked with kids from Belgrade, Rome, Sidney at summer camp; they will be our

future stewards. All of this knowledge and experience came from just talking and listening to the locals as well as hiking the trails and swimming in the lakes. Belgrade Lakes, ME now holds a special place in my heart. Thank you to everyone that I worked with this summer, I enjoyed myself immensely.
-Lien Sardinas

Programs are free unless otherwise noted, pre-registration required, please call BRCA at 495-6039

Saturday, January 5th at 8:00 am
Birding with Don Mairs
 Please pre-register.

Join BRCA board member, Don Mairs, for some local birding. Car-pooling is encouraged. Limit of 14 participants. Bring binoculars if you have them. Meet at parking lot at Belgrade Community Center for All Seasons.

Saturday, January 12th at 9 a.m.
 Round Top Trailhead, Rome
 Pre-registration required,
 Call 293-2704 for details.

Introduction to Snow Shoeing, Join Peter Roderick and members of the AMC as we learn the basics to snow shoeing. Enjoy a winters day in the highlands as we ascend Round Top overlooking beautiful pristine snow blanketed wilderness. Make sure to bring food, water and proper winter layers for the hike.

Saturday, January 19th at 1:00pm
East Pond Bog Ski and Snow Shoe
 Please call the BRCA to register.

Join BRCA president, Mel Croft, for a fun excursion out onto the East Pond bog. This interesting area is located to the north of East Pond and offers stunning views of the surrounding wetlands and headwater of East Pond.

Saturday January 26th at 7:00 pm
Full Moon Cross Country Ski Trip
 Long Pond, Rome

Join BRCA board member, Dick Greenan for a cross country ski out onto Long Pond to experience the full moon and its power to light up the night. Join us as we brave the cold to experience a magical evening filled with friends and fun.

Saturday, February 2nd at 10:00 a.m.
Cross Country Ski Trip
 Fogg Island, Belgrade

Join Pete Kallin, BRCA board member for a cross country ski trip out to Fogg Island. Celebrate Groundhog's Day with a fun cross country ski trip. Dress warmly for the weather. Please be sure to contact the BRCA to register.

Saturday, February 9th
Trees on Skis
 Wishing Well Farm, Norridgewock

Join Warren Balgooyen at his farm as we explore the many unique trees and ponds on his property. We will learn how to identify trees by their winter buds and bark find out how he developed his lands to their current condition.

Saturday, February 16th at 10:00 am
Children's Snow Shoe Scavenger Hunt. Please pre-register.

Join BRCA staff member Toni Pied for a fun day outside on the Dolley Property. Toni will lead children young and old on snow shoes around the property looking for treasure in the snow. Dress warmly and bring snow shoes.

Saturday, February 23 at Noon
**Snow Shoeing in the
 Kennebec Highlands**

Join BRCA Executive Director, Charlie Baeder, for a Moderate to Strenuous snow shoeing trip in the Kennebec Highlands. Meet at the Round Top trailhead parking lot on Watson Pond Road in Rome.

Saturday, March 23rd at 10:00 a.m.
Animal Track Walk
 Meet at Round Top Trailhead Parking lot, Watson Pond Rd, Rome

BRCA staff, Toni Pied, will be leading a family friendly walk on the Dolley Property. We will be searching for animal tracks in the snow and earth. Springtime is right around the corner and animal life is coming out for food and play.

Sunday, March 24th at 2:00 p.m.
Maine Maple Sunday
 Wishing Well Farm, Norridgewock

Join us at Wishing Well Farms in Norridgewock as Warren Balgooyen gives a tour of his maple sugaring facilities. Learn about the science and lore of this traditional treat. This is a must do event for families!



Photo (left)
 by Robyn LeGrand
 of Long Pond
 of a Pumpkin
 in the Snow

Photo (right) by
 Sally Stevens
 of East Pond
 of a Young
 Ruby-throated
 Hummingbird





BRCA works to battle invasive aquatic plants with a three tiered approach. The first step is prevention. Courtesy Boat Inspections are a key piece to preventing invasive aquatic plants from getting into the Belgrade Lakes. This year BRCA staff and lake association volunteers conducted 11,995 boat inspections at seven public

boat launches and one private launch within the watershed. This amounts to over 5,165 paid staff hours and over 2,330 volunteer hours of boat inspections and included four "saves". A "save" occurs when a courtesy boat inspector removes an invasive species from a boat either going into a lake or coming out. All four "saves" were

variable milfoil that came out of Messalonskee Lake. This really accentuates the importance of the CBI program. Each one of those fragments of variable milfoil could have been brought somewhere else, perhaps another lake in the Belgrade Lakes Watershed, and could have become a whole new infestation.

Courtesy Boat Inspection Summary:	<i>Paid Hours</i>	<i>Volunteer Hours</i>	<i>Total Staffed Hours</i>	<i>Number of Inspections</i>	<i>Inspections per hour</i>
East Pond	817.00	210.75	1029.75	1,111	1.08
North Pond	925.50	6.00	931.50	1,316	1.41
McGrath Pond/Salmon Lake					
Public Launch	739.00	5.25	744.25	805	1.08
Whisperwood Lodge	0.00	2086.00	2086.00	620	0.30
Great Pond	792.50	17.25	809.75	2,834	3.50
Long Pond	838.00	0.00	838.00	2,225	2.66
Messalonskee Lake					
Sidney	470.00	4.00	474.00	1,451	3.06
Oakland	582.50	0.00	582.50	1,633	2.80
TOTALS:					
	5164.50	2329.25	7495.75	11,995	1.60

The second step in the three-tiered approach is early detection. Early detection is so important because if an infestation is caught early, there is a higher likelihood for eradication. Early detection consists of getting out on the water and surveying the shallow areas of the lakes and also bringing any questionable plants to the BRCA office at the Maine Lakes Resource Center (MLRC) for identification. This summer, complete surveys were done on Great Pond as well as Long

Pond. A partial survey was done of North Pond, East Pond, and Salmon/McGrath, and over forty plant samples were brought to the MLRC/BRCA office for identification. The two-person survey team that was hired to survey Great Pond and Long Pond proved their worth when two new variable milfoil locations were found in Great Pond. Both locations were found early enough so that there are few plants present and mitigation efforts will require much fewer resources.





Photo (above): New England Milfoil, a professional milfoil mitigation company worked on the Great Meadow Stream variable leaf milfoil infestation for 12 weeks.

The third tier is plant control. This summer, a lot of effort was spent removing variable milfoil from Great Pond and the Great Meadow Stream. New England Milfoil, a professional milfoil mitigation company, as well as four hand-pullers were hired to remove milfoil for fifteen weeks. Due to these efforts, almost 50,000 gallons of variable milfoil were removed from the lake. There are several methods used to control milfoil. Our team used a Diver Assisted Suction Harvester (DASH), hand-pulling, and benthic barriers. The DASH still requires the diver to hand-pull the plants, but makes the process much more efficient where there is dense plant growth.

Benthic barriers are weighted, black tarps that are placed over plants and areas that have been pulled to block sunlight and kill any plants and sustaining root system.



Photo (left): Due to the many efforts, almost 50,000 gallons of variable milfoil were removed from the lake and is now composting at a local farm.

Efforts were also spent to remove variable milfoil from a shallow cove in Mesalonskee Lake. Almost 2,000 gallons of milfoil were removed using a DASH borrowed from our sister watershed group, the Friends of the Cobbossee Watershed. All of the milfoil pulled this summer will be composted.

With support from BRCA members, Towns and local Lake Associations, the milfoil program can continue to prevent, detect, and remove milfoil from the Belgrade Lakes Watershed. For more information about the milfoil program or how you can help, please contact Milfoil Program Director, Toni Pied at 215-2685 or brcamf@belgradelakes.org.



BRCA Consolidated Financial Statements

Year Ended December 31, 2011

Balance Sheet	BRCA	Milfoil	Watershed	Conservation Corps	Land Trust	Stewardship	Lakes Division	Education Division	2011
Assets									
Cash & Cash Equivalents	39,612	30,264	(5,472)	10,114	56,232	(20,828)	60,534	6,693	177,149
Receivables	204	1,188	125		1595	9,877	462	609	14,060
Investments				117,241		114,667			231,908
Endowments						50,458			50,458
Land						1,290,620			1,290,620
Buildings						5,000			5,000
Accum Depr - Bldgs						(5,000)			(5,000)
Vehicles				5,647					5,647
Depreciation-Vehicles				(5,647)					(5,647)
Prepaid Expenses					1,435				1,435
Total Assets	156,207	31,452	(5,347)	127,355	59,262	1,444,795	60,996	7,302	1,765,630
Liabilities and Net Assets									
Liabilities: Accounts Payable and Accrued Expenses									
Total Liabilities	12,069				883	915			13,867
Net Assets									
Unrestricted	19,395								19,395
Restricted		31,459	(6783)	121,726	184,623	1,201,211	18,226	17,567	1,567,929
Current Year Earnings	8,352	(7)	1,436	5,629	(126,244)	242,668	42,770	(10,265)	164,439
Total Net Assets	27,747	31,452	(5,347)	127,355	59,262	1,444,795	60,996	7,302	1,751,763
Total Liabilities and Net Assets	39,816	31,452	(5,347)	127,355	59,262	1,444,795	60,996	7,302	1,765,630

Statement of Activities, 2011

Support and Revenue		
Grants		146,051
Contributions	Memberships	52,850
	Organizational	33,182
	Donations	275,334
Fundraising events		70,546
Investment (loss) income		271
Publication Sales		485
Program Service Revenue		105,094
Other revenues		1,123
Total Support and Revenue		684,936
Expenses		
Program Services		431,195
Management and general		66,248
Fundraising		23,054
Total Expenses		520,497
Revenue less Expenses		164,439

2011 Happenings:

Harold Alfond Memorial BRCA Pro Am Golf Tournament
 Great Meadow Stream Invasive Plant Removal Project
 Addition of 41 acres to The Mountain property
 Watershed 319 Restoration Project, Phase II
 Finalized Kennebec Highlands, Phase III
 Stewardship Endowment Challenge
 Conservation Corps Annual Appeal
 Annual 5K Race for the Lakes



Total Net Assets or Fund Balances

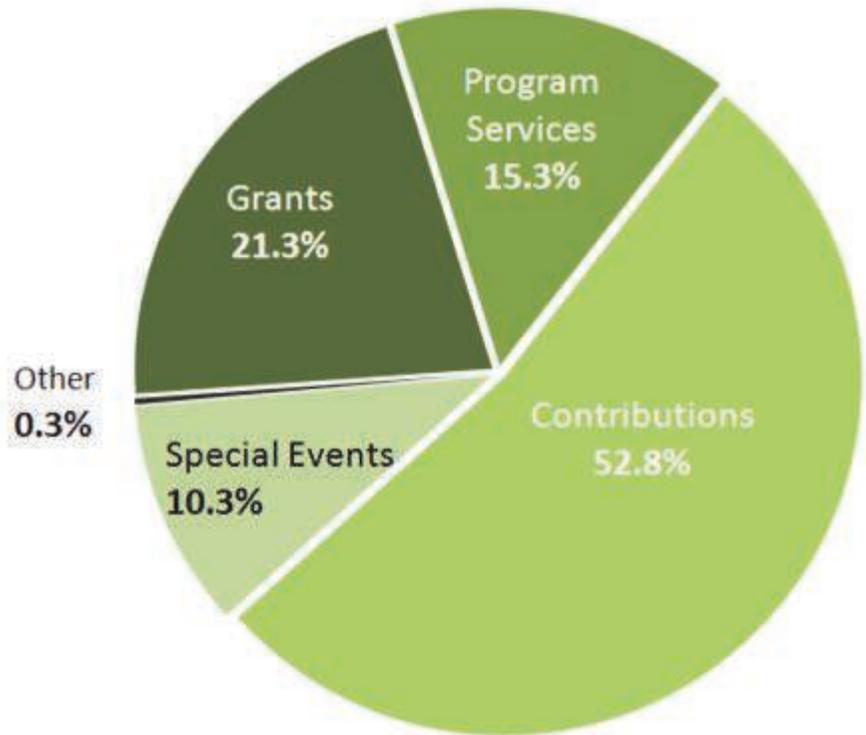
Beginning of 2011, \$ 1,587,324
 Ending of 2011, \$ 1,751,763

For more information contact the
 BRCA Treasurer, Dick Greenan,
 at dick@goodxrays.com

The Belgrade Regional Conservation Alliance continues to maintain a strong base of support from many sources. The charts show the breakdown of last year's general operating support and how it was spent.

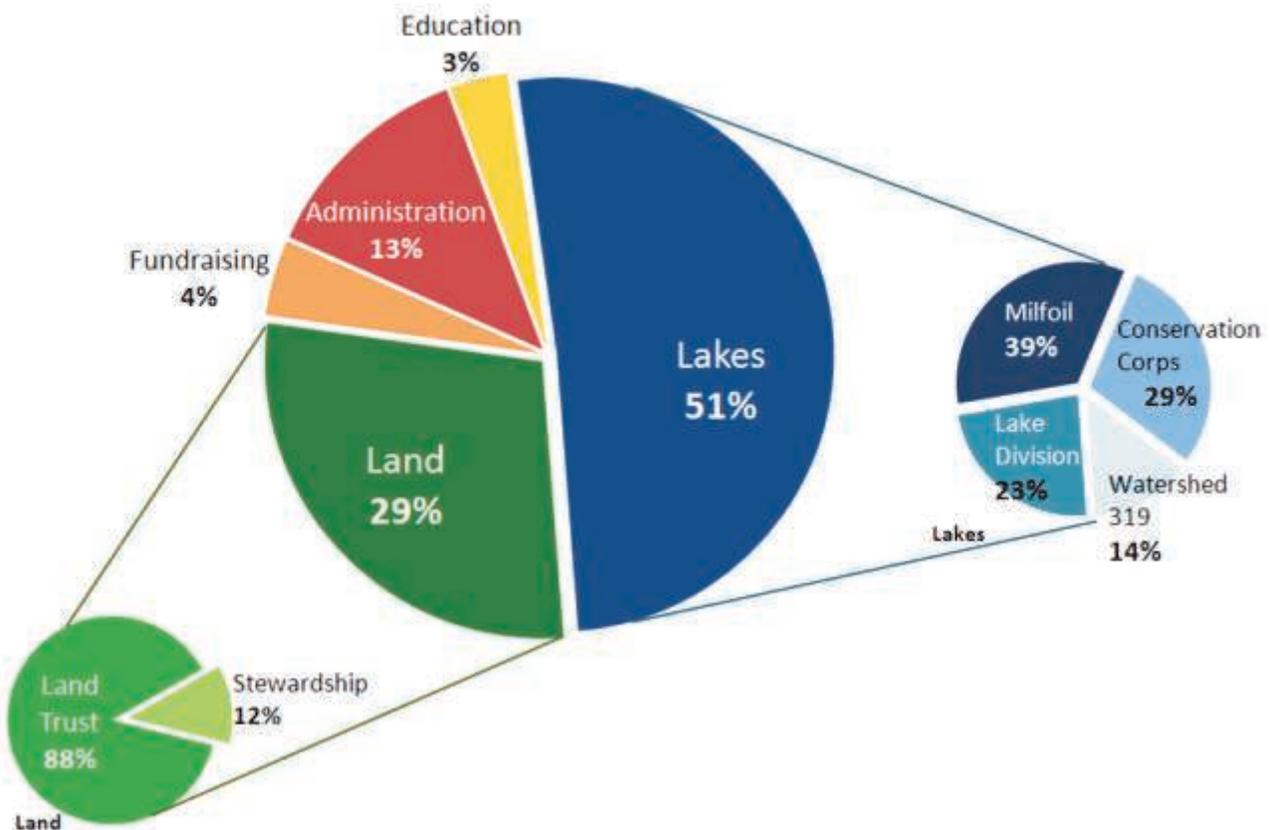
In addition to the general operating support shown, special gifts were received to build BRCA's Stewardship Endowment funds and to support specific land conservation projects, such as the completion of the Kennebec Highlands Phase III and the addition of 41 acres to the 207 acre parcel on The Mountain.

Sources of Revenue, 2011



Uses of Revenue, 2011

Year Ended December 31, 2011





**BELGRADE
REGIONAL
CONSERVATION
ALLIANCE**

137 Main Street, 2nd floor
PO Box 250
Belgrade Lakes, Maine 04918
207.495.6039 voice
207.495.3611 fax
brca@belgradelakes.org
www.belgradelakes.org

BRCA's Board of Directors

Mel Croft <i>President</i>	Don Mairs <i>Secretary</i>	Dick Greenan <i>Treasurer</i>
Warren Balgooyen <i>Member at Large</i>	Mark Heuberger <i>Belgrade Lakes Association</i>	
Chris Cook <i>Member at Large</i>	Pete Kallin <i>Belgrade Lakes Association</i>	
Pat Donahue <i>Belgrade Lakes Association</i>	Jodie Mosher-Towle <i>North Pond Association</i>	
Jane Eberle <i>Belgrade Lakes Association</i>	Jack Schultz <i>Belgrade Lakes Association</i>	
Bruce Hazard <i>Member at Large</i>	Maggie Shannon <i>Belgrade Lakes Association</i>	
	Bill Swan <i>Member at Large</i>	

BRCA Staff

Charlie Baeder Executive Director	brcacb@belgradelakes.org
Mary Kerwood Office Manager	brcamaryk@belgradelakes.org
Toni Pied Milfoil/Stewardship Program Director	brcamf@belgradelakes.org

