



BELGRADE REGIONAL CONSERVATION ALLIANCE



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

BRCA Executive Director Pete Kallin to Retire

Pete Kallin has elected to retire as BRCA Executive Director (ED) effective May 1 this year. His departure is a big loss; Pete has been our champion for conservation of our lakes and watershed for the past five years. Jack Schultz, BRCA board member reminisces **"As a fisherman, hiker and scientist, Peter was ideally suited to lead the BRCA to become Maine's leader in watershed preservation."** **Pete and his wife Linda plan to continue living here in Belgrade area, and Schultz happily acknowledges "we are looking forward to his continuing participation (after retirement) in enjoying our Belgrade Lakes."**

Pete's tenure as our ED began in May 2007 following successful careers in the US Navy and then at Rutgers University. His career as our ED has been short but long in accomplishments. Schultz recalls, **"We were so lucky when Peter joined the BRCA some five years ago. At that time the BRCA was essentially just a "Land Trust", preserving our watershed land. It was Peter who added the "Lake Trust" division to help preserve the quality of our water."**

As president of the BRCA I'm privy to what it takes to run our small but multifaceted organization. I'm constantly amazed with Pete's ability to keep the show running smoothly, especially in the summer months when he has 30-40 employees working for the Youth Conservation Corps and the Courtesy Boat Inspection Program. But that's only a small part of what Pete has to manage. There are annual invasive plant patrols on all 7 lakes to be planned and executed (and Pete is in the water for just about every one of them), numerous reports to compile, weekly columns to be written for the **"Summertime in the Belgrades"**, land acquisition contracts to review, a superabundance of meetings to attend (many weekend and evening hours), phone calls from members with problems and questions, etc. I think you get the picture. But with the support of an outstanding office staff (all selected by Pete), he has done an exceptional job in growing our programs.

Pete's knowledge as a wetlands scientist has been instrumental in developing programs to protect our lakes, and in teaching many of us laypeople to become conservation champions. Dick Greenan, BRCA Treasurer explains, **"It's not very often that you run across an individual that has such a profound knowledge of our natural resources**

and its science but yet can put it in layman terms for the rest of us!" Greenan acknowledges that Pete has been an inspiration and mentor to many of us, predicting "his imprint on our watershed is only just beginning to be measured. We all owe so much to Pete."

But in my opinion it's been Pete's tenacity to reach out and engage so many people that has galvanized the community. Pete agrees, **"I think what I have enjoyed most about working for BRCA is getting to know and work with and for so many people in love with this special place that are willing to dedicate their time and resources towards helping to protect it for future generations."**

Clark Freeman, BRCA Conservation Corps Director, credits Pete with making the organization what it is today and acknowledges **"his shoes will be hard to fill with all the different hats Pete wears."** But Freeman knows that Pete is a team player and he's confident that Pete will do everything possible to get our new ED on the right path, **"and before you know it the BRCA will be up and running with a new captain at the helm with new ideas to help to expand our organization."**

I have mixed emotions about Pete's retirement. I'm happy that he and Linda will have more time to enjoy life, but saddened that an era is coming to an end. I'll miss working with Pete. On behalf of the BRCA Board of Directors and entire membership, please allow me to say: **THANK YOU PETE!**



Mel Croft, President

Meet our new BRCA Executive Director

President's Column

Following a lengthy search and interview process of 26 applicants, the BRCA has chosen Charlie Baeder to be our next Executive Director (ED). Charlie will replace Pete Kallin who has elected to retire May 1, 2012. Many of you will recognize the name; Charlie was president of the BRCA from 2007-2010 and is a current board member. Charlie scored very highly in all five of the critical job requirements outlined by the selection team; 1) Land acquisition and preservation, 2) Water protection and preservation, 3) Fund raising, 4) Organizational capability, and 5) Leadership.

Applicants were evaluated on the five critical job requirements as well as a plethora of additional skill sets outlined in our job description which was posted on five different job-search web sites. The experience and knowledge of all 26 applicants made our job very difficult, but through a well-defined process we slowly winnowed the list to a handful of candidates, all capable of filling the job. However, our job was to choose the candidate that we felt could best progress the BRCA Vision and Mission, and that person was Charlie.

A graduate of Colby College, Charlie has run his own business conducting management recruiting projects for clients in multiple industries where he gained significant management experience. He has also served as treasurer for the town of Mount Vernon where he managed a \$2 million annual budget. He joined the BRCA as Treasurer in 1999, and then began his transformation into full-time conservation work here in

Maine. Pete Kallin, current BRCA ED remembers, “Through his work with BRCA he evolved as a conservationist and in 2007, shortly after being elected as President of BRCA, decided to **make a career change into the conservation field.**” Soon he took a job for the Sheepscot River Watershed Council where he grew the annual budget from \$20,000 per year to over \$300,000! In 2010 he joined the largest dam removal project in the northeastern United States, the Penobscot River Restoration Project. Charlie led the science team, managing 11 contracts and \$1.7 million in funds, and was responsible for communicating science results to the scientific community. Charlie has also been a quick study in the conservation efforts championed by Pete. These experiences will serve Charlie well as the BRCA ED.

Pete acknowledges “Charlie brings a wealth of knowledge about BRCA as well as fresh ideas and an eagerness to help protect this special place we all love.” But while Charlie's knowledge of the BRCA clearly played to his advantage in our selection process, that alone was not enough to beat the competition. His knowledge and experience garnered over an impressive career of managing people, dollars, and projects and his conservation knowledge were the clinching factors.

We are confident that Charlie will step smoothly into the big shoes worn by Pete and progress our Mission and Vision to a new level. Charlie will begin work on April 16, giving him two weeks to overlap with Pete. Please join me in welcoming Charlie to the ED position, and drop by the BRCA office in the Maine Lakes Resource Center to say hello and give him your support.

Mel Croft

Executive Director's Column

As I write my 20th and final “From the Director” column, I am amazed at how quickly the past five years has gone by. I have real mixed emotions as I retire **from a job that I've really loved and enjoyed.** It is difficult to give up a job where everywhere I go, virtually everyone I meet is so grateful that I am helping to protect their “special place” or “home of hearts.” It's really rewarding to watch some of our Conservation Corps kids, CBIs, AmeriCorps volunteers, or Colby College interns grow up to become responsible adults and stewards of the planet and feel like you had something to do with it. I will miss that. On the other hand, I am really looking forward to retiring and spending time hiking and fishing all over the great state of Maine without having to keep an eye on the clock.

In the last newsletter I talked about change, which the French philosopher François de la Rochefoucauld maintained was **“the only thing constant in life.”** I think change is healthy for people and healthy for organizations. I feel good about what the BRCA has accomplished in the past five years and my role in those accomplishments. While I am often given credit

for all the BRCA does, I am simply the public face of the organization and the **“facilitator in chief”** who helps a lot of others accomplish our goals. A grass roots organization like ours is only as strong as its membership and community support. It is our strong membership base that provides the active volunteers who serve on our boards and committees to develop and execute plans to accomplish BRCA goals and objectives. While **some of our members are “doers,” others are “enablers”** who provide the resources to hire dedicated, motivated staff to accomplish our mission. A dedicated, special few fall into both categories. We also have strong local community (including Colby College) support that helps us protect our lakes and lands. All those elements remain in place as I step down from day to day leadership of the organization.

I am very comfortable handing over the reins to Charlie. **He has been one of our “doers” for more than ten years,** including serving seven years as treasurer and three as president of the board. He actually chaired the committee that hired me five years ago. He knows BRCA as well as anyone and knows what it takes to be successful. I look forward to providing whatever support I can to him during our transition and in the future. Charlie brings in-depth knowledge of the inner workings of BRCA and also brings fresh ideas and insights

from some of the conservation work he has done for the Sheepscot River Watershed Council and the Penobscot River Restoration Trust the last few years. He arrives at an opportune time to help the new Maine Lakes Resource Center (MLRC) make conservation a tradition in our community.

Some things will never change. We need our members to stay involved. In fact we need more than our members—**we need our members' friends who are not yet members to join and become involved.** If you have a friend or family member who shares your conservation ideals who is not yet a member, please ask them to join or consider giving them a gift membership. If you have a new neighbor, a BRCA membership is a perfect welcoming gift. If you send me their name this month, I will be happy to provide them a complimentary membership in your name! After that Charlie will do the same. Any member who refers a new member will receive a special gift as a token of our appreciation. Please contact me or stop by the office if you have any ideas about how to make BRCA more responsive to your needs. All the best and thanks for the memories, Peter Kallin



The new BRCA Executive Director, Charlie Baeder (left), and soon-to-be retiring Executive Director, Pete Kallin (right), in our new office at the Maine Lakes Resource Center.

Message from the New Executive Director

Thanks to Pete and Mel for their kind introductions. As many of you know, I have been a part of BRCA for over 10 years, primarily working with the board. As Mel mentioned, I joined the organization as treasurer and, by osmosis, learned about conservation. I have now been working full-time in conservation for several years, primarily in fisheries restoration and land use. I think the trajectory of my learning about conservation is similar to what many people experience although I may have been a bit slow in getting here. **Better late than never, I'm doing my life's work.**

I join BRCA as executive director at a time of opportunity and challenge. Under Pete's watch, BRCA's membership has doubled from 600 to 1200 members. I think this has happened for several reasons, but primarily because people see BRCA as tackling the major conservation issues that are present in our watershed including invasive plant (milfoil) prevention, algae blooms (phosphorus and erosion control), and land protection. Despite the good work of the last decade on all these fronts, these issues remain and, in fact, require a re-doubling of our efforts over

the next several years. This is the job I have agreed to take on and I look forward to getting started and getting to know and work with more of you.

In addition to this leadership change at BRCA, we have also just hired a new Milfoil Program director, Ms. Toni Pied, who has hands-on management experience in invasives prevention with Friends of Cobbossee Watershed. Please give Toni a call or email if you have a question, and wish her a great start. She will have a busy summer managing a Milfoil Program, already among the largest in the state, which is ready to grow further. The rest of the BRCA team remains intact with Clark Freeman managing the Conservation Corps and Mary Kerwood as office manager (doing the 100 things that keep the business running smoothly).

Please contact me anytime at brcacb@belgradelakes.org. I look forward to hearing your ideas about BRCA and our mission, what you like and how we can do better. Please join me in giving Pete a big hand as he heads into (semi) retirement. I plan to ask him to stay involved if I can pry him away from fishing every few weeks.

-Charlie Baeder

WISH LIST
 4WD PICKUP TRUCK
 17' BOAT TRAILER

You may want to take advantage of the Conservation Corps' free labor for erosion control on your property if....

-you have more grass than other vegetation in your yard
-your shoreline is eroding (you noticed loss of soil, undercutting, exposed roots)
-your driveway goes downhill towards the lake
-you have soil displacement under roof drip lines
-you have spots of bare soil in your yard
-you have a path that goes downhill to the lake
-you just want to know what you can do to improve the water quality of the lakes.

Before



After



The Corps' mission is to encourage property owners to adopt sustainable water management practices. Called Best Management Practices (BMPs) for storm water runoff, the projects completed by the Corps reduce pollution and erosion in our watershed (East, North, McGrath, Great and Long Ponds, Messalonskee, and Salmon Lakes). In many developed areas, soil erosion and excess surface runoff can carry sediment, phosphorus, and other pollutants into the lakes. These nutrients are the primary cause of water quality problems such as algal blooms. To prevent this, the Conservation Corps employs a wide variety of techniques to slow surface runoff and infiltrate excess surface water into the soil, and remove pollutants before runoff enters the lake.

As of the 2011 season, the Corps has completed more than 770 projects since its establishment in 1996. Projects like Peninsula Park in Belgrade Lakes Village (the Corps' first project), continue to raise awareness of local conservation issues. The Conservation Corps works on private and public property throughout the Belgrade Lakes Watershed, providing assistance to homeowners, businesses, and municipalities that want to make their property more lake-friendly. The Conservation Corps does not charge homeowners for labor; the operating costs of the Corps are covered by generous support from lake associations, towns within the watershed, and private citizens.

HOMEOWNER PROJECT REQUESTS

The Conservation Corps is constantly seeking candidate project sites. Corps labor is free of charge. Homeowners pay only material and permitting costs. Contact the Conservation Corps director, Clark Freeman to schedule a property visit and learn how you can improve your lake's water quality. Call us (207) 465-6039 or email: brca@belgradelakes.org or visit our website: www.belgradelakes.org

TOOL WISH LIST
 Trenching Shovel 4" Width
 Sawtooth Shovel with D-Handle
 Mattock Axe
 Wheelbarrows

AQUAFEST

Antique Wooden Boat Show and Party and FAMILY FESTIVAL

AQUAFEST is a celebration to raise funds for Milfoil control, the Belgrade Conservation Corps, and many watershed-wide programs to improve water quality.

Hosted by the BRCA Lake Trust:

North Pond Association, Belgrade Lakes Association, McGrath Pond and Salmon Lake Association, East Pond Association, and Friends of Messalonskee Lake



Wooden Boat Show and Party
FRIDAY, JULY 20th: 5:30 pm to 9:00 pm
The Village Inn, Belgrade Lakes
Stay tuned for more information.

FAMILY FESTIVAL

Saturday, July 28th 10 a.m. – 4 p.m.

FREE KIDS CORNER CHALLENGE

Games, activities and learning adventures for kids of all ages at the Maine Lakes Resource Center from 9:00 am - 4:00 pm

Rides on the good ship *Melinda Ann*

Musical Milfoil

Stream and Lake Critters

T-shirt painting

Watershed Demonstration Model

Letterboxing, Geocaching and more!

Visit www.belgradelakes.org for more info...

BRCA Continues Work on Watershed Restoration Project, Phase II

The Maine DEP awarded a grant to BRCA to continue to implement the recommendations of the Long Pond Watershed Management Plan that was approved at the end of 2009. Funded under Section 319 of the Clean Water Act, this grant provides cost share resources to reduce phosphorus loading to Long Pond and Great Pond. A major source of phosphorus loading is poorly maintained gravel roads. The grant is not for routine maintenance but can provide resources to help road associations to implement best management practices (BMPs) such as new culverts, ditches, or road surfaces that will improve the drainage characteristics of their roads.

The BRCA and the Kennebec County Soil Water Conservation District (KCSWCD) are teaming to provide the technical expertise to specify and oversee the work. One of the innovative tasks in the grant is to provide road associations with a professionally prepared road management plan for their road. For a nominal fee (\$125), road associations will receive a plan for their road that provides annual maintenance recommendations and develops a capital improvement plan for upgrading your road including cost estimates, technical specifications, budgeting, priorities, etc. Fourteen (14) road management plans were completed last year in 2011. The goal is to enable road associations to better use their (always) scarce maintenance dollars to make their roads more lake friendly.

If you are in the Great Pond or Long Pond watershed and interested in learning more about this grant, please call BRCA at 495-6039.

Grant Money Available

BRCA has cost-share grant money available to assist with projects in the Long Pond/Great Pond Watershed. Eligible projects include work on roads, driveways, ditches, or culverts, buffer plantings, and other erosion control projects.



For more information, contact BRCA 495-6039.

Milfoil Program Season 2012

Another winter comes to an end as I watch bachelor ducks in the stream paddle around in search of the females. While we welcome the return of animals for spring mating rituals, this also means the busiest time of year for the BRCA is just as close.

In the very first article I wrote for BRCA in early 2010, I stated that “every year it seems to be that the BRCA’s Milfoil Program get’s busier and busier every year.”

Well, this is still the case.

The longest running part of the milfoil program, Courtesy Boat Inspections, is almost upon us. To minimize the risk of spread of invasive aquatic plants, we continue to work with our watershed lake associations and perform boat inspections at your public boat ramps. I encourage anyone looking for a part time position or even to volunteer a few hours this summer as a boat inspector to call the office, look at our website, e-mail us or drop into the new center and ask **questions. It’s a great gig for those who enjoy meeting people** and being by the lake, so get a hold of us soon as interviews will be in April for starting date of May 25th.



Above: Pete Kallin looking for milfoil in Great Meadow Stream with Phyllis Matson for surface support.



Above: Pete Kallin and Corinne Dawson installing benthic barriers over the invasive milfoil on Great Meadow Stream last summer. (Photo taken by Peter McManus who provided surface support.)

Also, our annual invasive plant patrols will also be taking place this year, so please contact the office for more information about dates, locations and times of the paddles. This year, however, we will be adding in a few more events in addition to this. I would like to introduce: **Eyes on the Water. This program inspired COLA’s Maggie Shannon, who in turn, inspired BRCA and BLA to give it a shot.** This program encourages residents and visitors alike to take a leisurely but informative two hour class about identifying invasive aquatic plants. Our hope is that participants will take the new knowledge and apply it to their shorefront, favorite kayaking spot or anywhere on a water body for early detection of invasive aquatic plants.

For the last couple of years, the BRCA has been assisting the **Friends of Messalonskee with Variable Milfoil control. We’ve used Diver Assisted Suction Harvesters’ (DASH boats) from Lake Arrowhead and Friends of Cobbossee Watershed to remove tons of the invasive plant and helped with benthic barrier placement.** There has also been BRCA participation in the, now annual, Milfoil Mania Day held by the Friends of Messalonskee. We foresee this partnership continuing this year and call for any assistance by Messalonskee residents.

Last year we started weekly milfoil hand pulling days for volunteers up in the Great Meadow Stream in conjunction with two summer staff that installed barriers, hand pulled milfoil and surveyed the streams infestation. This year, as many of you know, there is a stepped up effort to battle the milfoil. My last article described the various tasks being spearheaded by BLA, but I want to highlight a certain addition; the volunteer hand pulling days will be two days a week this summer.

So come out and help. There are plenty of opportunities for you!

Unfortunately, I will not be around this summer to watch the progress. As the Milfoil Program Coordinator, I have met some wonderful friends and had some amazing experiences, and for that I am very grateful. **As I pack my things to travel west to Wisconsin, I’m excited about my new position with the Wisconsin Department of Natural Resources and to be back by my family, but sad to leave such wonderful people.** I wish everyone here the best of luck with the battle against the aquatic invasive plants and thank you, for all you have taught me.

Corinne Dawson, Former Milfoil Program Director

Milfoil Program Season 2012 (continued)

New Milfoil Program Director—Toni Pied

Some of the most vivid memories I have from my **childhood are the moments that were spent on Maine's** lakes and hiking through the woods of Central Maine. I grew up in Mansfield, Massachusetts, but spent a lot of time in Maine before I decided to go to school here and eventually raise my family here. There is no question that **the experiences I have had in Maine's natural environment** have led me to where I am today.

I feel so grateful to have the opportunity to use the skills I have acquired to help improve and protect the same lakes and forests that my children, and many others, will fondly remember many years from now.

After graduating from the University of Maine at Farmington where I studied Environmental Science and Biology, I moved to Gardiner where I have lived since 2001. Much of my time outside of the office involves my husband David and our two energetic boys (Samuel age 5 and Sawyer age 2). As a family we love to go hiking and kayaking and I also enjoy working in my garden. My **previous Milfoil experience comes from the BRCA's sister watershed, the Friends of the Cobbossee Watershed, where I coordinated their "Mil-foiler Program". I spent 6 years with the Maine Natural Areas Program as an Assistant Ecologist/GIS Specialist and 3 years as the Education Director of the Viles Arboretum in Augusta. I volunteer on the City of Gardiner's Conservation Committee and coordinated the Environmental Concerns area of MOFGA's Common Ground Fair for 4 years.**

Right: Toni Pied, the new Milfoil Program Director, at her new desk in the BRCA office at the new Maine Lakes Resource Center



Left: Toni kayaking.

I am looking forward to working for the BRCA, as well as with partner organizations to further **the BRCA's mission to conserve the lands, water quality, and natural heritage of the Belgrade Lakes Watershed.** There will be plenty of opportunities for volunteers to get involved **with this summer's milfoil efforts.** Please call or e-mail me if you would like more information.
Sincerely, Toni Pied
Office: (207) 495-6039 or
Cell: (207) 215-2685

Education and Outreach Program

My vision of my first Maine winter has been a bit different than the results. The giant piles of snow and forests covered in deep powder that I expected from a hardy Maine winter have not fallen like I expected and even the temperatures have been more mild than anticipated. Even though the winter has been weak and a bit disappointing, the BRCA still has been hosting a variety of winter educational events getting community members outside to enjoy the natural beauty of the region.

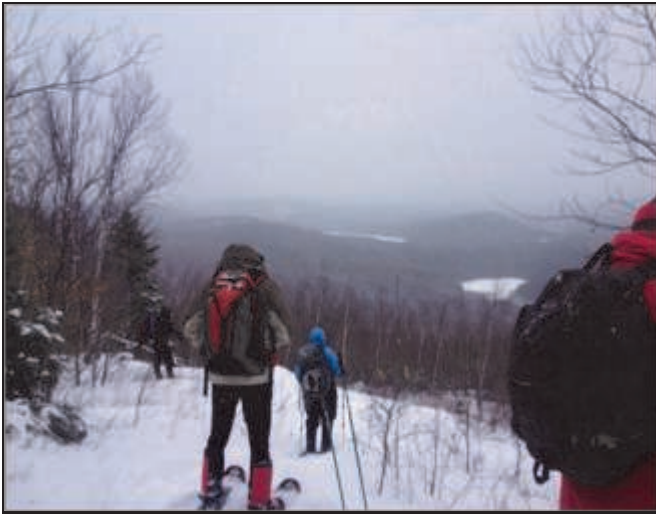


Photo was taken January 21st, 2012, from atop the Spur trail on Round Top in the Kennebec Highlands in Rome.

In just a few weeks spring will be here and so will the mud and bugs. With the start of spring comes life and the chance to watch plants and trees bud and bloom as well as watch wildlife return to our forests. Birds will be flocking north and hibernating animals will be waking from their dens hungry and ready to enjoy warming weather. So what are you waiting for? Go explore the woods and watch Mother Nature waking up after the winter. Enjoy the songs of the birds or the soft smells of new growth all around you. Spring is a magical time and is the perfect opportunity to get outside if you have been cooped up all winter.

BRCA will be hosting hikes every Sunday in May, through the Mid-Maine Regional Adult Community Education program. Participants can still sign up for the program. Use the link below to sign up:

<http://midmaine.maineadulted.org/courses/course/hike-the-belgrade-trails>

We hope to see you out on our trails and hope you will join us this spring and summer in our events. Check out our website,

www.belgradelakes.org for event listings.

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BRCA Board member, Warren Balgooyen, shows off one of his American Chestnut Tree's at BRCA annual Trees On Ski's event at his Wishing Well Farm in Norridgewock.

We have hosted snow shoe hikes, cross-country skis, winter hikes and several educational workshops to help promote our properties and beautiful area we call home. These programs help to create a sense of places and responsibility in participant's minds and we hope in turn participants will help be good stewards of the lands. Our goal is that participants will help us strength our conservation message regionally by teaching family and friends how they can help protect our resource for future generations to enjoy!



Above: BRCA Executive Director, Pete Kallin, leading and educating BRCA members on a winter guided tour in the watershed.

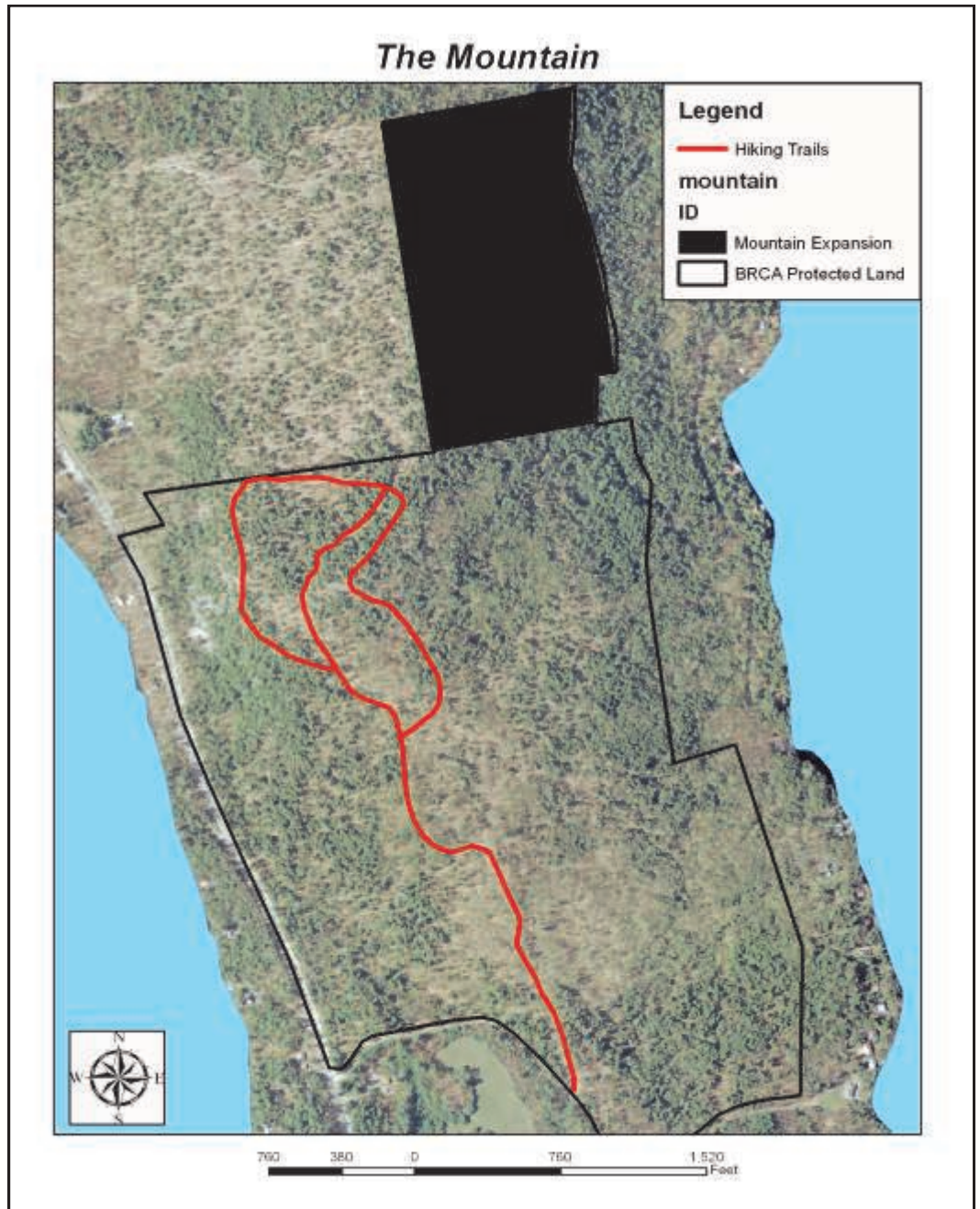
Stewardship Program



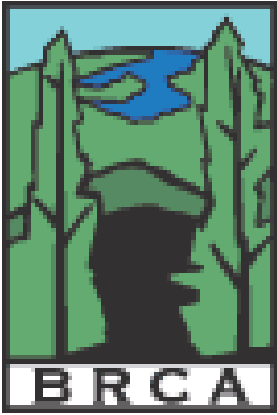
It is hard to believe that the winter is drawing to an end without ever really starting. With the upcoming spring we can expect mud and black flies, and we can also expect that our trail systems have taken some damage over the winter months and need some tender love and care to get them back up and running for the 2012 hiking season. To get these trails working order we look to YOU, the public, who make up our dedicated volunteer base. Please help us at our spring stewardship trails clean up on Saturday, May 5th. Bring your friends and family—together we can revitalize the trails which connect us to the nature beauty of the Belgrade Lakes Region. BRCA offers stewardship trail days monthly throughout the summer.

One of our stewardship days will be at The Mountain property. With the help of BLA, the BRCA has been able to purchase 40 acres as an expansion of The Mountain property in Rome. Our goal is to construct a new trail on the added property which will extend the trail system and allow winter hikers to keep off the snow mobile trail.

These stewardship days are essential to keeping our trail systems at the high level of quality people have grown to expect from our trail network. YOU, the volunteer, make the difference and without YOU, there are no trails. Donate a day and the rewards are great: new friends, a sense of satisfaction, and the chance to give back to the trail systems that you enjoy! Remember when you are out on your next **hike, trail don't make themselves**, hard work and volunteers are what make a great trail, so why not give back? Moving rocks can be more fun than you expect, so come join us this spring and summer, break a sweat, get your hands dirty and help BRCA in its mission to connect the public to our conservation lands by providing ample access routes to use these lands for low impact recreational activities. Email brca@belgradelakes.org for dates to volunteer!



Original BRCA protected Mountain Property Boundary with a 40 acre expansion shown above in black, was purchased with help from Belgrade Lakes Association.



**BELGRADE
REGIONAL
CONSERVATION
ALLIANCE**

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The new Maine Lakes Resource Center's weather channel
[http://www.colby.edu/chemistry/Weather/Weather/
MLRC_Weather.html](http://www.colby.edu/chemistry/Weather/Weather/MLRC_Weather.html)

To view the BRCA Newsletters in full color with active
hyperlinks visit our website

Please note that with our recent move
to the new Maine Lakes Resource Center,
our e-mail has changed from gwi.net
to belgradelakes.org.

So, our new general e-mail is
brca@belgradelakes.org

Peter Kallin brcapk@belgradelakes.org
Retiring Executive Director

Charlie Baeder brcacb@belgradelakes.org
New Executive Director

Mary Kerwood brcamaryk@belgradelakes.org
Office Manager

Toni Pied brcamf@belgradelakes.org
Milfoil Program

Clark Freeman brcacc@belgradelakes.org
Conservation Corps Program

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