



## Into the Fog of Coronavirus

By Eric Olson, Director and Lakes Specialist, Extension Lakes

***“This isn’t going to look like a normal summer in America.”***

~ Ashish Jha, M.D., MPH, K.T. Li Professor of Global Health at the Chan School of Public Health and Faculty Director of the Harvard Global Health Institute

This quote, from an April 14 article in the online version of *The Atlantic* magazine, neatly sums up the prospects for 2020. Wisconsin’s lakes are blanketed with a thick fog of uncertainty brought on by the COVID-19 coronavirus pandemic. Much like the dramatic Purgatory Cove scene towards the end of the film *On Golden Pond*, we must navigate the boulders near the shore with limited visibility, taking care to not throttle our shared boat into the hazards. This will not be easy, but there is no reason to think that Wisconsin lake organizations and the people who care for our waters aren’t up to the task.

The situation this spring has been very fluid, and by the time this issue of *Lake Tides* appears in your hands or on your screen, things will likely have evolved and changed. The best place to get up-to-date information will be online, whether on the Wisconsin Department of Health Services and Department of Natural Resources webpages, the Extension Lakes website, or from your state

*(Continued on page 2)*



Anna Shvets - Pexels.com

lake organization, Wisconsin Lakes. We will be cross-sharing updates and news across those websites and on Facebook to try and get updates to you as quickly as possible.

A public health practice likely to continue into the summer will limit the number of people gathering at events. This is meant to reduce the likelihood of new outbreaks of coronavirus brought on by one or more participants who may be contagious but not showing symptoms. There are many events - from annual meetings to learning events to community festivals and fundraisers - that will simply not be possible this summer given a public health limit on group size. Lake organizations will need to begin developing alternative plans now if they have not already.

### Communication Options

We are in many ways fortunate that this pandemic is happening in a digital era that allows people many communication options beyond in-person, face-to-face. While a “virtual” lake association annual meeting is admittedly not as good as getting together in person, the technology for getting people together online using platforms like Zoom and Facebook has never been as robust and inexpensive. This spring, with only a few weeks’ notice, the Lakes Partnership converted our planned in-person Lakes and Rivers

Convention into an entirely online, live, three-day event using Zoom. Not every lake group has the need or capability to do something similar, but the resources are available and accessible for those who do.

Lake districts are facing a trickier challenge because the applicable state law (Chapter 33) only allows for an in-person annual meeting, with no provisions for absentee balloting or distance participation. Mike Engelson of Wisconsin Lakes, our non-profit statewide lakes advocacy group, is presently working with the Governor’s office and the Attorney General to develop emergency protocols that will allow districts to implement an annual meeting and pass a budget. At a minimum, lake districts are encouraged to “buy time” by postponing their annual meeting until August. The Board of Commissioners of a lake district are, like towns, cities, and villages, able to meet using conference calls or web-based meetings so long as they satisfy public meetings standards. The Wisconsin Towns Association has posted a useful guide to local government teleconference options on their website ([www.wisctowns.com/](http://www.wisctowns.com/)).

### “Up North” Uncertainty

Beyond large gatherings, there is uncertainty about moving around the region and country. While many people are full-time residents on

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*Provided by Hunt Hill Audubon Sanctuary, Inc.*



a Wisconsin lake, tens of thousands of people use their lake place as a weekend or seasonal home. Each summer the population of lake-rich rural Wisconsin counties swells due to seasonal and tourist visitors, but the emergency services and medical facilities do not grow accordingly. Faced with limited resources to handle possible coronavirus cases, many rural Wisconsin counties are asking seasonal homeowners to either not visit, or if they do, to self-quarantine on arrival for at least two weeks. During that time, new arrivals are asked to not go to the grocery store or restaurants, so people must bring provisions with them to meet their needs. Our best guidance at this time is to ask all people to follow the restrictions and requests of state and local health officials.

The implications of a dramatic drop in seasonal visitors to Wisconsin's lake landscapes cannot be overstated. The businesses in these areas will experience uncertainty at best and dire declines at worst. Youth camps and nature centers are presently considering what changes they can make to their summer programs, or whether to hold them at all. As Dr. Jha stated, this isn't going to look like a normal summer in America.

## **Lake Organization Resilience**

The Lakes Partnership is developing ways that lake stakeholders and their organizations can demonstrate resilience in the face of these forces of change. We continue to believe that local lake institutions are the most durable part of a multi-layered and multi-faceted lake management system. The oldest lake associations date back to the 1900s and have persisted through the 1918 flu pandemic, two World Wars, and the Great Depression. More than ever we are counting on your collective passion and dedication for healthy lakes.

One way you can help is to participate in the discussions about caring for lakes in these challenging times. Reach out to each other, your neighbors, and to your local lake organization through email and social media. Share your situation and offer your help when you can. At its core, the Lakes Partnership depends on people like you who step up and get involved in local issues.

You can also take this time to rethink old practices. We know that most Wisconsin lakeshores are in need of some degree of naturalization and restoration. We also know that thousands of properties would benefit from better stormwater management. If you haven't already, take time to visit the Healthy Lakes & Rivers website ([healthylakeswi.com](http://healthylakeswi.com)) and learn how you can change practices on your land to make the lake healthier.

Finally, we invite you to learn more about lakes, ecosystems, and the natural world around us. The archives for the 2020 online Lakes and Rivers Convention were recorded and uploaded to YouTube where you can view the presentations at your pace for free. You can read more about this successful experiment in this issue of *Lake Tides* (page 12).

We anticipate the summer will feature many additional webinars and distance-learning opportunities. Take advantage of them and cultivate your curiosities about lakes and the fantastic plants and animals that surround them. Then, go out and observe this wonderful world on your own or with your close circle of people. Share what you see and discover using email, social media, or even a phone call with distant relatives and friends: bring the lake to those who cannot physically be there. 💧

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### **Extension Lakes and COVID-19**

Here at Extension Lakes, we are doing our part to limit the spread of COVID-19. Here are some of the actions we have/are taking:

- All staff are working from home. We are all available via email and phone.
- The statewide Lakes and Rivers Convention was provided as a live, online event (see page 12).
- This year's Wisconsin Lake Leaders Institute has been postponed until 2021.
- The Wisconsin Citizen Lake Monitoring Network (CLMN) and Clean Boats, Clean Waters (CBCW) Watercraft Inspection Program will continually revise their webpages with updates and guidelines for each program's staff and volunteers.

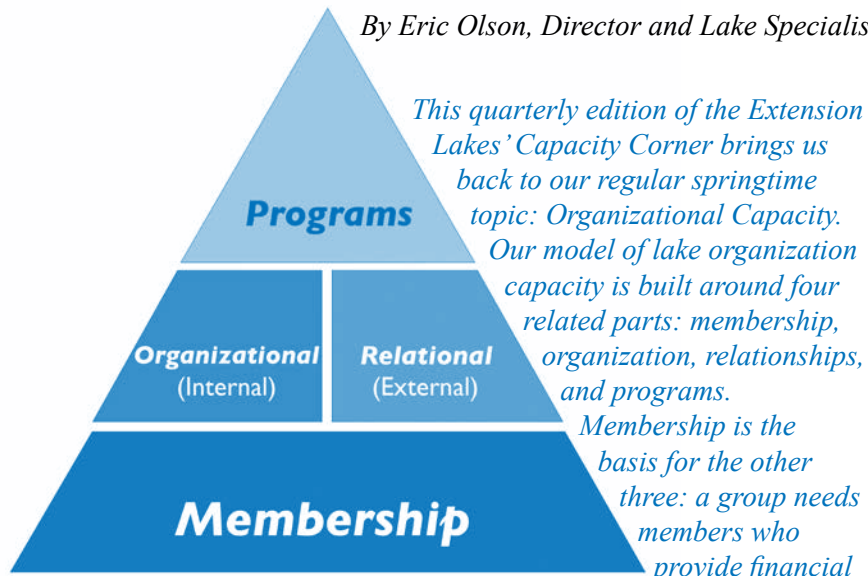
**[uwsp.edu/uwexplakes](http://uwsp.edu/uwexplakes)**



# Capacity Corner May 2020

## Keeping Things Together (While Staying Apart)

By Eric Olson, Director and Lake Specialist, Extension Lakes



*This quarterly edition of the Extension Lakes' Capacity Corner brings us back to our regular springtime topic: Organizational Capacity. Our model of lake organization capacity is built around four related parts: membership, organization, relationships, and programs.*

*Membership is the basis for the other three: a group needs members who*

*and volunteer support that fuels all other efforts. Organizational capacity is mostly about how a lake association or lake district conducts its internal affairs, and organizations develop relational capacity by collaborating and networking with external people and groups. Lake groups leverage these first three types of capacity to increase their ability to get things done: programmatic capacity.*

*To delay an annual meeting, a district or association will likely need to hold a board meeting to discuss and decide logistics of the rescheduled meeting.*

**T**his is an unusual but important time to discuss organizational capacity. So many ways of “doing business” as a lake organization are being warped and changed due to the pandemic and limitations on

travel and assemblies. At the time this article is being written, the Governor of Wisconsin has extended the Safer at Home order through May 26, the day after Memorial Day. This will no doubt complicate plans for lake associations and districts that use the Memorial Day weekend for their annual meeting. Our friends at Wisconsin Lakes are advising all groups, districts and associations, to push their annual meetings back until late in the summer and to explore options to hold such meetings outdoors where social distancing might be possible. You can find updates on their webpage at:

<https://wisconsinlakes.org/can-my-lake-organization-even-meet-right-now/>

To delay an annual meeting, a district or association will likely need to hold a board meeting to discuss and decide logistics of the rescheduled meeting. Both types of boards are likely to meet using teleconference or webconference options. For lake districts, having a “virtual” board meeting has historically been a challenge as Wisconsin Open Meetings Law does not clearly allow distance participation in local government meetings. In light of the current pandemic, the Wisconsin Attorney General’s Office of Open Government issued two advisories in March 2020 for local governments seeking to meet remotely. In general they advise that open meetings can be conducted by teleconference or videoconference, BUT such meetings conducted remotely must be reasonably accessible to the public.

When lake districts and other local governments are conducting a meeting remotely:

- You must follow notice requirements under state law.
- Notice must include the information needed for remote access, such as teleconference dial-in information or a video link and any necessary passcodes or login information.
- If the meeting is via videoconference or internet-based, strongly consider providing a telephone option.
- Facilitate reasonable access for people who cannot attend remotely.
- The meeting chair should ask all members to identify themselves before speaking and not to speak over one another.
- When possible, record the meeting and promptly make the recording publicly available on social media or a website.

More details can be found on the Department of Justice’s website:

<https://www.doj.state.wi.us/office-open-government/office-open-government>



These principles of transparency can be useful for lake associations too, though they are not required by statute to abide by the same open meeting laws as lake districts.

The past few weeks have given many people a crash course in how to use teleconferences and videoconferences. The entire three-day Wisconsin Lakes and Rivers Convention was held using the Zoom platform and most participants found the technology to be relatively painless (though we all missed meeting in person!). Zoom has a free option that ends meetings after 45 minutes; paid accounts are reasonably priced and allow for longer meetings and additional functionality that can make it easier to manage your meetings. While Zoom has a dial-in option for those who cannot join your meetings by computer, there will be a long-distance charge to those participants if they have a phone plan without unlimited long-distance calling.

No doubt there will be additional developments, challenges, and proven strategies for how lake groups can navigate the coronavirus pandemic. We want to hear your stories and questions, too. Please share your questions and experiences with us by sending them to Eric Olson ([eolson@uwsp.edu](mailto:eolson@uwsp.edu)) and Sara Windjue ([swindjue@uwsp.edu](mailto:swindjue@uwsp.edu)). 💧

### Tips for Holding Open Meetings Remotely

The Wisconsin Towns Association has compiled additional information for groups looking to hold meetings that comply with open meeting standards. They also recommend the following helpful practices:

- Test the technology ahead of time to ensure that all systems are working by the time your meeting is scheduled to start.
- At the beginning of each meeting conducted remotely, the chair of the governmental body should encourage all body members to identify themselves before they begin speaking and not to speak over one another. This will help all those listening to the meeting better understand who is speaking.
- When possible, a governmental body may wish to consider recording the meeting and posting it on their website after the meeting concludes.
- The chair of the meeting will need a method to mute and unmute (usually included in the software user controls) people so the board won't be interrupted during agenda items that aren't open to public comment. Remember, in Wisconsin the public does not have to be allowed to comment, and you can mute them for the duration of the meeting.
- Remote meetings with multiple participants can be tricky, so be sure to communicate meeting participation rules and strictly enforce them.

You can find their full guidance online at <https://www.wisctowns.com/documents/COVID-19-Teleconference-Options.pdf>.



Julie Kemner





# Speaking for Lakes (from home)

By Mike Engleson, Executive Director, Wisconsin Lakes

The COVID-19 pandemic's impact reaches deeply into society and our lake communities are no exception. As Wisconsin's statewide lake association, Wisconsin Lakes is committed to providing our members with up-to-date information and advice on how to manage a lake organization through the crisis, as well as keeping our core programs moving forward.

Here's what we've been up to, and what we're looking forward to, in the remainder of 2020.

## Helping Organizations Meet (and meet their statutory obligations)

Organizations of all stripes faced adjustments to new forms of meetings and decision-making when face-to-face gatherings were placed on hold in March. Wisconsin Lakes, through its website and other communications platforms, provides information on best practices for holding virtual meetings.

This is especially important for lake districts, who, unlike lake associations, are required to follow Wisconsin's Open Meetings Law. To make matters even more difficult, the state laws governing lake districts make it impossible to hold annual or special meetings virtually, and depending on how long gathering restrictions continue, this could impact a district's ability to approve new projects, elect commissioners, and even set the tax levy to ensure revenue for the coming year. Wisconsin Lakes is working

with lawmakers and others to resolve this issue and provides regular updates at <https://wisconsinlakes.org/>.


## Webinars, Webinars, Webinars!

The success of the virtual Wisconsin Lakes and Rivers Convention illustrated the power of online education. Even if restrictions on gatherings are relaxed, Wisconsin Lakes is participating in several virtual lake events, as well as hosting our own series of webinars, to teach organizations how to be strong advocates, learn about aquatic invasive species prevention and control efforts, discuss the continuing issues with wake boats and other recreational watercraft, and more.

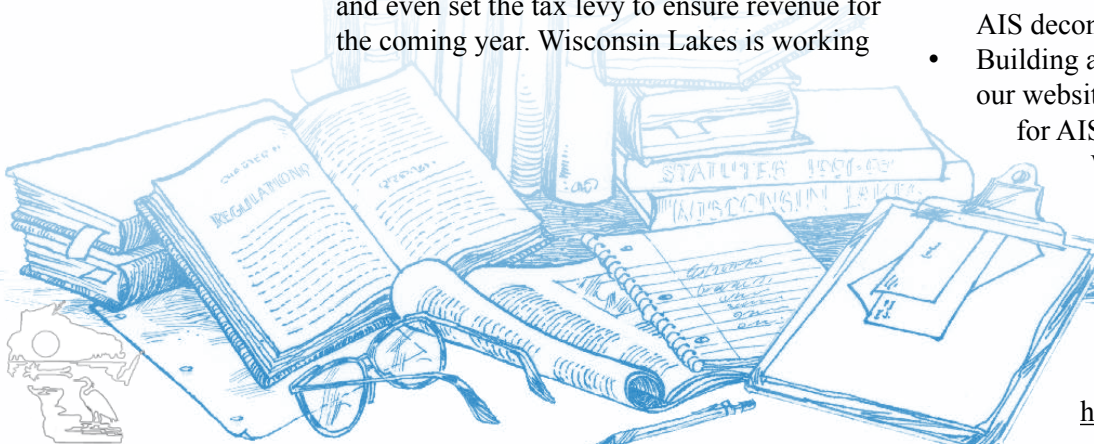
## Focusing on AIS

Despite dealing with so many coronavirus related issues, Wisconsin Lakes continues to move forward with its existing programs, including our special focus in 2020 on aquatic invasive species. We'll be taking a deep dive into how AIS prevention and control policies in the state are viewed by its citizens and lake communities, by:

- Offering educational presentations to help everyone understand exactly how we manage invaders,
- Conducting a comprehensive review of existing AIS laws and regulations,
- Researching lake organization, community, and user reactions to various strategies for AIS decontamination programs, and
- Building a specially designed page on our website to serve as a clearinghouse for AIS knowledge and discussion in Wisconsin.

To find up-to-date info on all lake issues, check out our online learning offerings, and to join or make a donation, check us out at <https://wisconsinlakes.org/>! 

*Despite dealing with so many coronavirus related issues, Wisconsin Lakes continues to move forward with its existing programs.*



# DNR Combines Two Popular Clean Boats, Clean Waters Campaigns to Keep Wisconsin Waters Free of Aquatic Invasive Species

While COVID-19 can't keep the fish from biting or summer from coming our way, it can delay our plans for this year's Drain Campaign. Normally held in early June, this year we plan to merge the Drain Campaign with the Fourth of July Landing Blitz from June 28 to July 5. The combined campaign coincides with the Great Lakes Regional Landing Blitz that includes launches in every state and Canadian province in the Great Lakes Basin.

During this week, Clean Boats, Clean Waters staff and volunteers plan to give away hard-sided ice packs to anglers (while supplies last). Each ice pack is stamped with a reminder to **Drain Your Catch**, including the water in your fishing buckets and livewell. Any lake water added to your catch, or water that comes in contact with the fish, can potentially carry disease or microscopic invasive animals, such as the larvae of zebra mussels. Draining your catch, as well as your boat and any other gear that takes on water, is important for keeping our waters healthy.

The Clean Boats, Clean Waters staff and volunteers will also supply the very popular boat towels displaying the *Stop Aquatic Hitchhikers!* message. The towels can be used to help clean boats and remove any easily seen plants from boats, trailers, and other equipment before leaving a launch.

One ice pack or towel is given to each boat owner while supplies last at any of Wisconsin's 300 participating launches. No matter where you launch, always remember to follow these steps before you leave:

- Inspect boats, trailers, and equipment for attached aquatic plants or animals.
- Remove all attached plants or animals.
- Drain all water from boats, motors, livewells, and other equipment.
- Never move live fish away from a waterbody.
- Dispose of unwanted bait in the trash.
- Buy minnows from a Wisconsin bait dealer.
- Only use leftover minnows when either 1) fishing with them on the same body of water, or 2) on other waters if no lake/river water or other fish have been added to the container.

Following these steps also helps boaters comply with Wisconsin state law, which

prohibits the transport of aquatic invasive species. To learn more about invasive species and their impacts to Wisconsin's waters and economy, visit [DNR.wi.gov](http://DNR.wi.gov).

For more information, contact Jeanne Scherer at [jeanne.scherer@wisc.edu](mailto:jeanne.scherer@wisc.edu) or 608-266-0061. 🌊

*Make sure to check the Clean Boats, Clean Waters web page at [www.uwsp.edu/uwexplakes](http://www.uwsp.edu/uwexplakes) frequently as we will be updating our guidance as statewide recommendations change.*

*Any lake water added to your catch or water that comes in contact with the fish can potentially carry disease or microscopic invasive animals.*

## Protect Yourself While Protecting Wisconsin Waters

We know you are passionate about slowing the spread of aquatic invasive species in our state's waters. We are too! We are just as concerned about your safety during these uncertain times. With that in mind, please follow the recommendations listed on the Clean Boats, Clean Waters website at [www.uwsp.edu/uwexplakes](http://www.uwsp.edu/uwexplakes) (just click on the CBCW logo). **Make sure you check back frequently as we will be updating our guidance as statewide recommendations change.**





You can find the most up-to-date changes to Wisconsin Department of Natural Resources programs and services at <https://dnr.wi.gov/covid-19/>.



# Drama, Drama, Drama

## Ten Native Plants that Really Like to Show Off

By Patrick Goggin, Lake Specialist, Extension Lakes and  
Amy Kowalski, Communications Specialist, Extension Lakes

-  **Partial sun/shade**
-  **Full sun**
-  **Moist/wet soil**
-  **Well-drained soil**

**I** think of native plants like my community, a close-knit group of friends and family with whom I live and interact. Each plant has its place, where it can express its personality by supporting the plants around it and contributing to the harmony of the native plant garden. If your community is anything like mine, you know some folks [plants] demand to be noticed, and they love to be the center of attention with their gregarious attitudes and theatrical presence. These characters are bold, flashy, and brazen! I encourage you to add one or more of these ten dramatic native plants to your home garden to spice up the community.

Patrick Goggin



### Rose Mallow/Hibiscus

*Hibiscus laevis*; *H. lasiocarpus*

The large and plentiful five-inch wide blossoms of the rose mallow give your space a tropical vibe with flowers that rival Cape Cod hibiscus. It's a great focal plant for the middle of a rain garden. Naturally found in marshes, swamps, low areas along rivers, ponds, lakes, and soggy islands in the middle of waterbodies, this is a great fit for wet, fertile soil, and is not often found in highly disturbed areas.

Patrick Goggin



### Orange-cup/Wood Lily

*Lilium philadelphicum*

The flowers of this plant can be remarkably large, considering its shorter height of just 12 inches. Cross-pollinated primarily by large butterflies like swallowtails, monarchs, and great spangled fritillaries, this fragrant flower also attracts ruby-throated hummingbirds and hummingbird moths. This plant develops slowly and can grow in moist prairies found in thinly wooded bluffs to saturated fens.



Patrick Goggin

Patrick Goggin



### Swamp Rose

*Rosa palustris*

This beauty can create a natural wall, climb a fence or trellis, or be pruned as a focal point in a raised bed. In addition to its fragrant flowers, the swamp rose also provides fruits for wildlife. This native can be found in swamps, marshes, and streambanks, although it won't tolerate standing water. Full sun and areas with good circulation encourage abundant flowers and disease resistance in this plant.

Patrick Goggin



### Glade Mallow

*Napaea dioica*

Growing four to eight feet in height with fragrant flowers, and leaves the size of dinner plates (12 inches wide), this native show-off needs its space. It can work well at the corners of buildings with moist/wet soils and room to spread its leaves. You can find glade mallow in wet prairies, ditches, along streams and rivers in alluvial soil, and depressions along railroads.

### Plantain Wood Sedge

*Carex plantaginea*

The broad, dark green leaves of this sedge provide year-round attraction as does its red-purple bract sheaths (lower leaves). Its seeds are a food source for various birds, as well as wild turkey and ruffed grouse chicks. This plant prefers protected areas with cool temperatures and high humidity, so you are likely to find it in northwestern Wisconsin mesic forests, alongside sugar maples, beech trees, and fern species.

*Please check out our online version of this newsletter to see these magnificent species in FULL COLOR!*  
[www.uwsp.edu/uwexplakes](http://www.uwsp.edu/uwexplakes)





## Great Indian Plantain

*Arnoglossum reniforme*



Prairie Moon Nursery

This large substantial plant typically grows three to seven feet tall and is suitable for the rear of a perennial border, mixed border, native plant garden, patio area, or courtyard. Its stout, purple-red stems supports wide leaves (up to 11 inches) and flowerheads that attract carpenter bees, wasps, and flies. Great Indian plantain is naturally found in high quality wooded habitats along streams and rivers.



## Pasture Thistle/Tall Thistle

*Cirsium discolor*; *C. altissimum*



Patrick Goggin

From seeds to thistle-down, pollen, and nectar, the pasture thistle attracts many species of birds, bees, butterflies, moths, and other beneficial insects. It can vary in size from two to seven feet, and shows off with an abundance of purple or pink flowers. Thistles are biennial, forming a ground-level rosette of leaves the first year. They reach maturity and flower in year two and then die, self-seeding to continue the cycle.



## Prairie Dock, Compass Plant, Rosinweed, and Cup-plant

*Silphium terebinthinaceum*, *S. laciniatum*, *S. integrifolium*, and *S. perfoliatum*



Paul Skawinski

These large (3-9 feet), robust plants support many pollinators and provide stunning shows with their sunflower-like flowers. Cup-plant and rosinweed need more space to spread than prairie dock and compass plant, which are better behaved for smaller sites. These species can be found along roads and railways, as well as river and stream banks in southern wet forests. 💧



This sparrow rests on the leaf of a cup plant where it just took a drink from the "cup" formed at the stem/leaf junction.

## Tall Coreopsis

*Coreopsis tripteris*



Prairie Moon Nursery

Tall coreopsis lives up to its name reaching heights of nine feet, extending a beautiful spread of yellow flowers that attract a variety of beneficial bees, flies, butterflies and beetles. It is not fussy about soil type, so it's easy to grow and will propagate forming loose colonies of clonal plants, so be sure you have the space for this eye-catching native.



Prairie Moon Nursery

## Giant Solomon's Seal

*Polygonatum biflorum*



This plant grows to five feet with interesting vertical foliage and striking blue-black berries. The fruit is eaten by the greater prairie chicken and various woodland birds. Giant Solomon's seal prefers full to partial sun with dry to moderately moist sandy, loamy soil. It is common in a variety of open deciduous woods and prairies.



### Fun Fact

The compass plant gets its name from the orientation of its leaves on a north-south axis. While this certainly helped early settlers find their way, the real reason behind this intriguing physiology is to minimize water loss in the leaves as well as to increase CO<sup>2</sup> gain for the plant. Given the right conditions, this plant has been known to live 100 years!



Peter Gorman

# Lakes 101

## Foam on Wisconsin Waterways

From Wisconsin Department of Natural Resources Foam Fact Sheet



Ian Brown - Flickr Creative Commons

*People often inquire about foam floating on the surface of a lake or river. While it may look like someone was taking a bubble bath in the lake, surface water foam is a common and often natural occurrence in Wisconsin.*

### Where will I see foam and what does it look like?

Surface water foam can form on any waterbody when the right conditions exist. In lakes, foam tends to accumulate on wind-swept shorelines or when waves are high. Rivers and streams mix water naturally as they flow across the land, which often creates foam. Higher levels of organic material plus significant water turbulence can produce substantial amounts of foam both at the agitation site and further downstream as the foam drifts. Foam is commonly found in spring (increased runoff) or fall (increased decomposition) but may be encountered during any time of year.

Foam can vary in color from brilliant white to brown. The quantity of foam can vary as well, from small tufts along a wind-swept shoreline to automobile-sized masses flowing down rivers. Natural foam may appear white-colored

at first, but will usually turn a tan to brownish color as it travels downstream and accumulates small particulate matter and debris.

### Natural Foams vs. Synthetic Foams

Foams can develop in surface waters from natural processes, man-made pollution, or both. Foam on waterways has recently garnered attention in some communities where there are known sources of PFAS (per- and polyfluoroalkyl substances) contamination. PFAS are a large group of human-made chemicals that have been used in industry and consumer products worldwide since the 1950s. Due to their widespread use in industry and consumer products, they are also typically widespread in the environment.

Under the right conditions, where PFAS is found in surface water, foam can also contain PFAS compounds. It is impossible to tell if foam contains PFAS just by looking at its color, shape, or size. It is also very difficult to determine how PFAS concentrations in water contribute to PFAS concentrations in foam.

### Is foam harmful?

Regardless of whether foam is the result of natural causes, pollution, or a combination of the two, it should not be ingested. All surface waters contain algae, viruses, bacteria, decaying organic matter, and other contaminants that, if consumed, pose a health risk to humans and pets. Surface water foam, even when it is naturally occurring, can concentrate pathogens and synthetic compounds. Refraining from contact with surface foams is the best way to avoid accidental exposure or ingestion. Children or pets should not play in surface water foam as they are more likely to accidentally ingest it. It is not a bad idea to rinse exposed skin, clothes, or pet fur after contact. 💧

*While foaming incidents are not necessarily a cause for concern, humans and animals alike should avoid foam in waterways to reduce the risk of ingestion.*



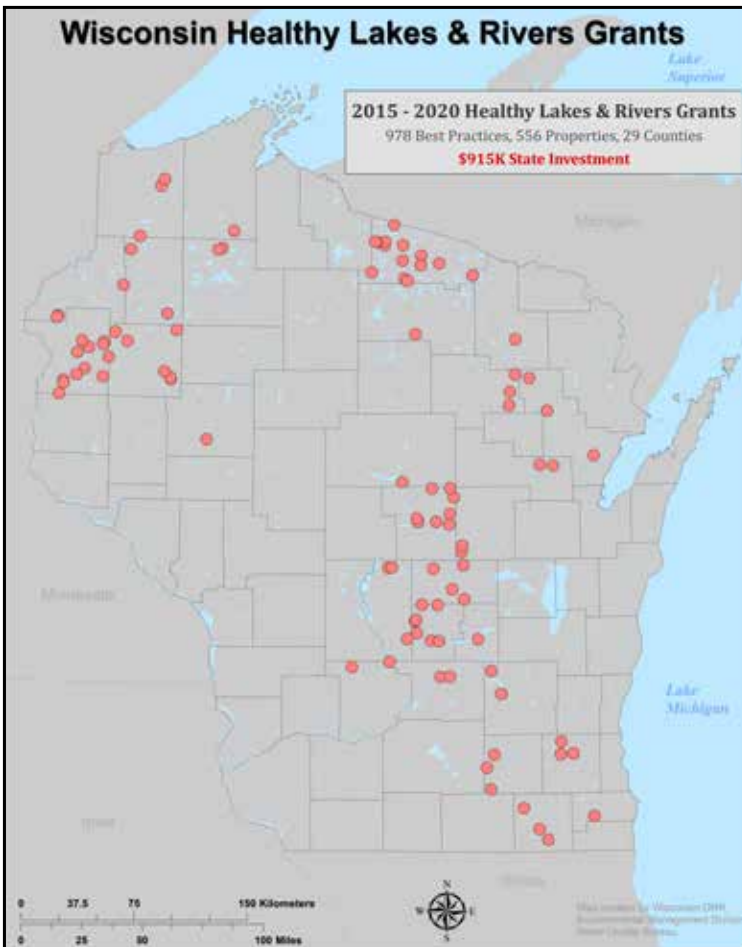
# Let's Make Healthy Lakes & Rivers Together!



The Healthy Lakes & Rivers initiative is a statewide effort providing outreach, technical assistance, and funding for five simple and inexpensive best practices that are appropriate for most lakeshore properties. Pitch your Healthy Lakes & Rivers feature story to Pamela Toshner ([pamela.toshner@wi.gov](mailto:pamela.toshner@wi.gov)) or Amy Kowalski ([amy.kowalski@uwsp.edu](mailto:amy.kowalski@uwsp.edu)).

## Involvement Opportunities - From the Comfort of Home

The Healthy Lakes & Rivers team has been working to create opportunities for folks to get involved in this initiative, while staying safe at home. Join us in June for a webinar about the Healthy Lakes & Rivers Initiative, hosted by Wisconsin Land + Water (check out the Lake Event Calendar at [www.uwsp.edu/uwexlakes](http://www.uwsp.edu/uwexlakes) for specifics). You can also view past webinars in the *Resources* section of our website: [healthylakeswi.com](http://healthylakeswi.com). This website also includes videos of our Fish Sticks and Rain Gardens best practices, along with fact sheets and technical guidance for all five best practices to improve your lakeshore or riverfront properties. 💧



- 212 Fish Sticks
- 96 Diversions
- 423 Native Plantings
- 82 Rock Infiltrations
- 165 Rain Gardens

[healthylakeswi.com](http://healthylakeswi.com)

*Shown here are some of the Healthy Lakes & Rivers Team doing their best to stay connected virtually. This team is made up of professionals from the Wisconsin Department of Natural Resources, Extension Lakes specialists, and County Conservationists.*



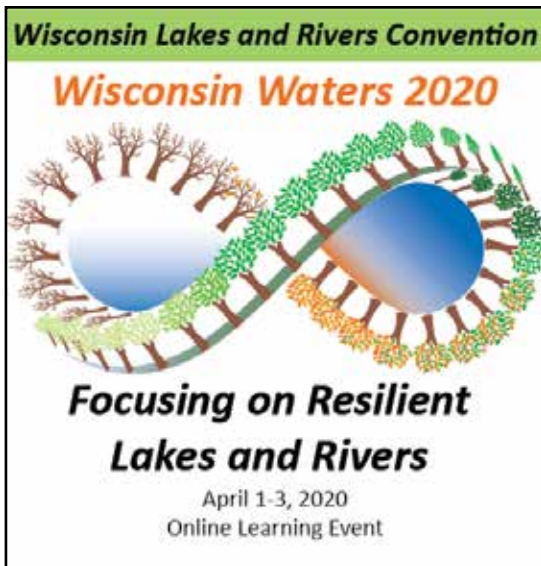
Amy Kowalski



# Resilience

## Walking the Walk, Talking the Talk

By Sara Windjue, Leadership and Capacity Development Specialist, Extension Lakes



**resilience** noun

re·sil·ience | \ ri-'zil-yən(t)s

The word resilience means different things to different people - as it should! According to Merriam-Webster, one definition of resilience is “an ability to recover from

or adjust easily to misfortune or change.” This definition truly resonates with all of us as we adapt to our new routines and find ways to move forward in a new world. Resilience also happened to be the theme for the 2020 Wisconsin Lakes and Rivers Convention, which took on a whole new existence as we had to move the in-person event to a virtual platform.

Our keynote presenters joined us from their homes in Madison, Minneapolis, and Tempe, AZ, and we were fortunate to have welcome remarks by DNR’s Assistant Deputy Secretary Todd Ambs and U.S. Representative Ron Kind. Their messages reinforced the idea that resilience is a concept relevant from small Wisconsin lakes to the entire Upper Mississippi River Basin. We also shared the seven principles for building resilience in the 2020 Convention Digital Production. These principles are derived from decades of case studies around the world, and the staff of Extension Lakes was able to summarize the many ways that the Wisconsin Lakes Partnership encapsulates resiliency in action.💧

*“It was my first convention and it was impressive, can’t think of anything I would [change].”*

- 2020 Convention Participant



### A Shout Out to All of Our Helpers

We would like to thank everyone who helped make this experience possible, including:

- Presenters – Without you, we wouldn’t have had a convention full of amazing content. You all did great in a short amount of time to turn your in-person sessions into virtual presentations.
- UW-Madison Division of Extension Professionals – You graciously agreed to host the Convention using your Zoom resources. Your time and efforts are appreciated.
- Moderators – You were the voice of the Convention, introducing speakers, facilitating the Q and A, and keeping presenters on time. You also were great conversationalists and made folks feel welcome, and we thank you for your skills.
- Planning Team – With your expertise, we were able to create a fantastic schedule for this 2020 event (even if it changed a bit in the last few weeks).
- Participants – Thank you for being up for attending this live, online event from your home and being a receptive and engaged audience.

*“I thought the convention went on perfectly. I could not be happier with all the effort and work that was put on to make this event still happen. Of course, in person is always best for this convention, but I was so happy with how the format was delivered! Thank you all who helped to put this on this year!!!”*

- 2020 Convention Participant



## 2020 Convention Statistics

- Over 800 individuals registered, attended, or participated in some way (this is up from around 500 for in-person Conventions)
- We had participation from across the country including individuals from Michigan, Ohio, Arizona, Minnesota, Illinois, and Iowa.
- This was our first year hosting Lightning Presentations. We had 11 back-to-back presentations, each for 5 minutes.
- According to our Convention survey, this was the first time 103 individuals participated in the Lakes and Rivers Convention.
- 116 individuals responded that they participated only because the Convention was offered as an online event (they were not previously registered).

*“Because I have not attended this conference before, I don’t know how this compares to in-person events. I thought this event was very well done. The fact that it was done in a very short period of time further impresses me. I am very grateful that you opened the event up to people who likely would not have attended otherwise.”*

- 2020 Convention Participant

## First Place Winners 2020 Wisconsin Lakes Partnership Photo Contest

Shown here are the first place winners for the two categories, “People Enjoying Lakes and Rivers” and “Natural Features In and Around Lakes and Rivers.” You can view all of the 2020 winners, as well as a video of all of this year’s submissions, from our Convention Archives at [www.uwsp.edu/uwexlakes](http://www.uwsp.edu/uwexlakes).

Steven Lepak



Cooler Knuckleheads Prevail  
Crooked Lake, Oconto County

Sue Riebe



Ready for Takeoff  
Kawaguesaga Lake, Oneida County

***“OUTSTANDING CONVENTION! COVID-19 was a MAJOR wrench thrown into the planning process. Instead of just cancelling it you rallied, gathered the doers, regrouped and NAILED IT!***

***For those of us stuck at home working it was great to have so many educational topics in the sessions for 3 days. The presenters, the moderators, the techy people were impressive!! Congratulations on a job VERY well done!!!”***

- 2020 Convention Participant

## 2020 Convention Archives



Because this year’s Convention was in an online format, we were able to record almost all of the sessions! Go to [www.uwsp.edu/uwexlakes](http://www.uwsp.edu/uwexlakes) and click on “Convention 2020 Archive” under *Events* in the left navigation to enjoy the sessions you missed. You’ll also find a link to photo contest winners, speaker contact information, and our digital production (which we encourage you to use during your own lake organization meetings).

# WELCOME ABOARD!

## Newest Member of Extension Lakes Team!

Sara Windjue joined the Lakes team as the Leadership and Capacity Development Specialist in early March after working with the Wisconsin Center for Environmental Education's K-12 Energy Education Program (KEEP) for over 15 years. During her time with KEEP, Sara developed curricula, expanded partnerships with educators and industry, and taught energy education courses and workshops for hundreds of Wisconsin teachers.

Sara's main duties with Extension Lakes are to:

- Plan and implement statewide leadership and capacity development programs that advance lake protection and restoration
- Coordinate the biennial Wisconsin Lake Leaders Institute and Advanced Lake Leaders Institute
- Coordinate the Annual Lakes and Rivers Convention



Sara started this position one month before this year's Wisconsin Lakes and Rivers Convention, when it was to happen in person. Here is what she had to say about the quick shift to a virtual convention: "I was excited to meet all the lake and river leaders from across Wisconsin at the Convention, and couldn't wait to soak in all the information the three-day Convention was to provide. When we all made the decision that we could still offer the Convention virtually, I was somewhat bummed because I would have to wait another year to meet so many people, but also excited to be part of this unique opportunity. I am so proud to be part of the Extension Lakes team and look forward to continuing to offer unique experiences for everyone across Wisconsin with the goal of protecting our lakes. I look forward to meeting many of you in person through our Lake Leaders Institute, future lake organization gatherings, and next year's Lakes and Rivers Convention!"

Sara has a B.A. in Environmental Science and Biology from Adrian College, MI and an M.S. in Environmental Studies from the College of Charleston, SC. She is on the Board of Directors for RENEW Wisconsin and received the Educator of the Year award from Slipstream in 2017. Sara enjoys traveling, spending time at the lake, and making memories with her husband and two daughters.

provided by Gretchen Gerrish

## New Trout Lake Station Director



Dr. Gretchen Gerrish started as the newest Director for UW-Madison's Trout Lake Research Station in Boulder Junction last summer. She is an evolutionary ecologist who studies how organisms adapt to changing ecological conditions. Her research focuses on aquatic invertebrates with unique life cycles and reproductive strategies that allow them to survive in variable environments. Currently, she is investigating how vertical migration behavior in zooplankton changes in relation to moonlight throughout the lunar cycle.

"I am a teacher, mentor, researcher, administrator, friend, sister, wife, and mother. I am currently fulfilling those roles while working as the Director of the Trout Lake Research Station."

**ggerrish@wisc.edu**  
**(608) 890-4763**



# Resources You Can Use

## Connecting with Other Lake Enthusiasts

**W**e know many of you have been staying at or close to home during the last couple of months - thank you! Although you may be able to take a step out your backdoor to the lake, you might still be missing those lake events that connect you to the human part of your lake communities (locally and statewide).

### We're here to help!

Check out the *Lake Event Calendar* on the Extension Lakes website at [uwsp.edu/uwexplakes](http://uwsp.edu/uwexplakes). We are constantly adding opportunities for lake lovers to get involved! You can even take a look at the past couple of months to see what you missed; many of the online events were recorded and are available to watch at your leisure. Check out the list at the right for a start.



### Social Media

Start or join a conversation on the Wisconsin Lakes Partnership Facebook page ([facebook.com/wilakespartnership/](https://facebook.com/wilakespartnership/)) or check out our collection of over 150 videos on our YouTube channel ([youtube.com/uwexplakes](https://youtube.com/uwexplakes)). 📺

### Recorded Resources

Here are some of the recordings you might find interesting:  
**Wisconsin Lakes & Rivers Convention Archive** - [uwsp.edu/uwexplakes](http://uwsp.edu/uwexplakes) (click on *Convention 2020 Archive* under *Events*)

**Extension Lakes' CLMN Webinar Series** - [uwsp.edu/uwexplakes](http://uwsp.edu/uwexplakes) (click on the CLMN logo, then click *Resources*, then *Webinar Series*)

**Wisconsin Wetland Association's Coffee Breaks** - [wisconsinwetlands.org](http://wisconsinwetlands.org) (view the *Video* dropdown menu)

**Midwest Glacial Lakes Partnership's Lake Conservation Webinar Blitz** - [midwestglaciallakes.org](http://midwestglaciallakes.org) (click on *Lake Conservation Webinars* in the *Resources* dropdown menu)

**North Central Regional Water Network's Soil Health Digital Cafe Series** - [northcentralwater.org](http://northcentralwater.org) (click on *Webinars*)

## CALENDAR

*\*Subject to change given the COVID-19 coronavirus pandemic.*

### **June 19 – Northwest Lakes Conference, Online**

Because of the COVID-19 coronavirus pandemic, the Northwest Lakes Conference will be held in an online format. For more information: <https://www.eventbrite.com/e/2020-northwest-wisconsin-lakes-conference-tickets-104346685746>

### **June 28-July 5 – Drain Campaign & Landing Blitz, Statewide\***

For more information, see page 7.

### **July 15 – PFAS Listening Session - Marinette\***

Held in the Northeast Wisconsin Technical College Event Center from 12:00 p.m. to 2:00 p.m. and from 6:00 p.m. to 7:30 p.m. One-on-one conversations with DNR staff will also be available from 2:00 p.m. to 3:30 p.m. For more information: <https://dnr.wi.gov/topic/Contaminants/Marinette.html>

### **August 15 – AIS Snapshot Day, Statewide\***

For more information: <https://www.wisconsinrivers.org/statewide-snapshot-day/>



# Lake Tides -- PRJ85HZ

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## Reflections

*“What helps you persevere is your resilience and commitment.”*

— Roy T. Bennett  
*The Light in the Heart*

