



BUILDING COMMUNITY TO PROTECT VULNERABLE RESOURCES

December 5, 2024



Chebacco Lake
& Watershed
Association

**Remaking the Association
with Community Engagement**



BUILDING COMMUNITY TO PROTECT VULNERABLE RESOURCES



Chebacco Lake
& Watershed
Association

Dave Lash

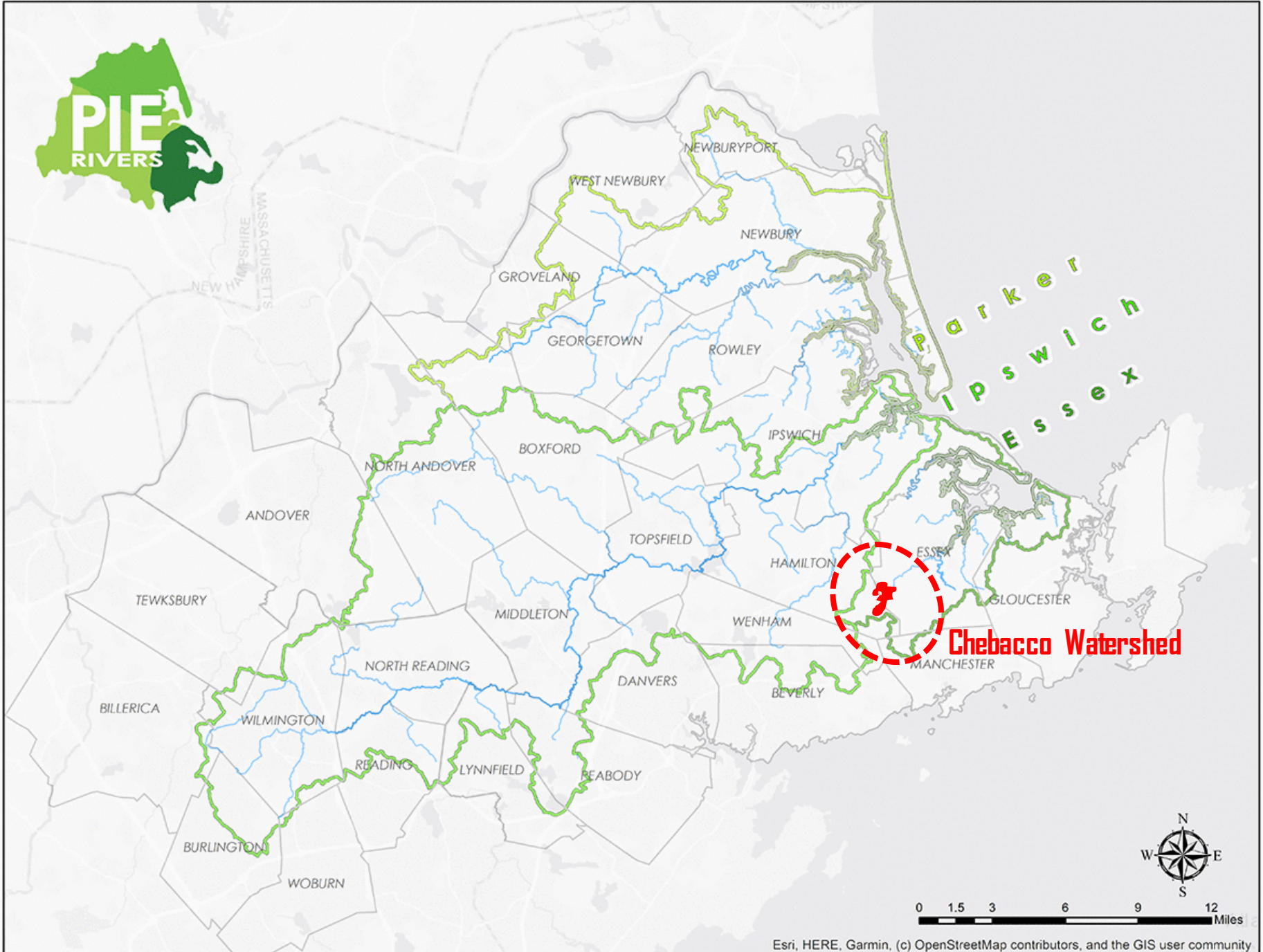
dave@davelash.com

Adam Bahret

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Alan McCoy

amccoy77@gmail.com



Chebacco Watershed

Of the 3,000 lakes and ponds in Mass...



the 132th largest is Chebacco Lake



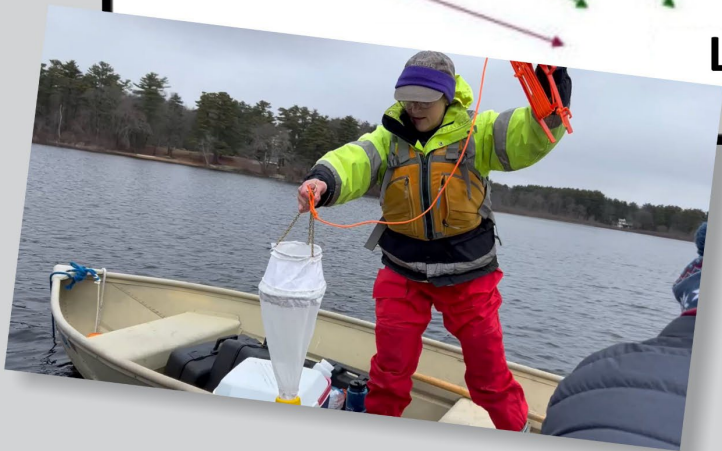
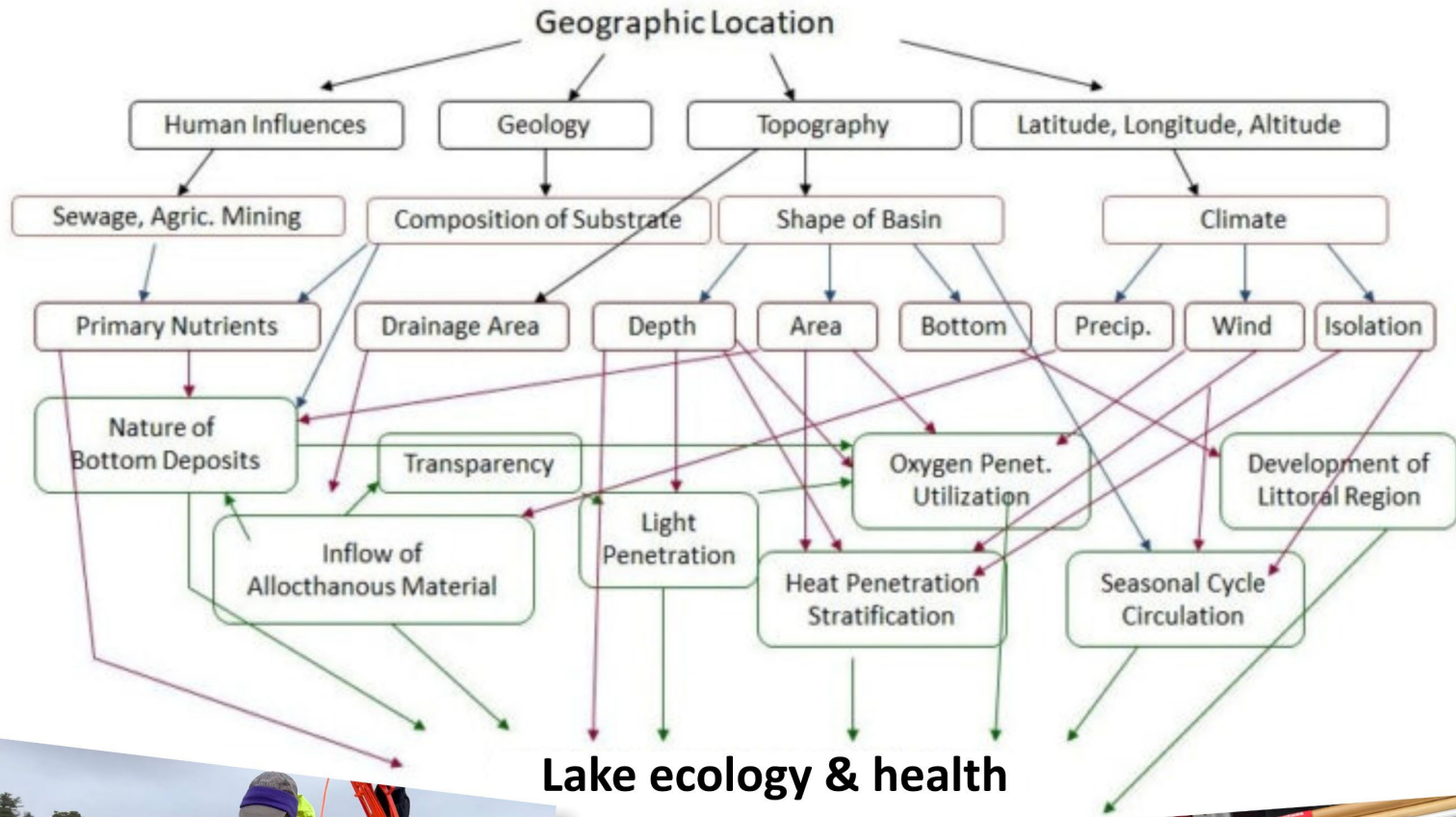
Why a makeover?

2020
Harmful Algae Bloom

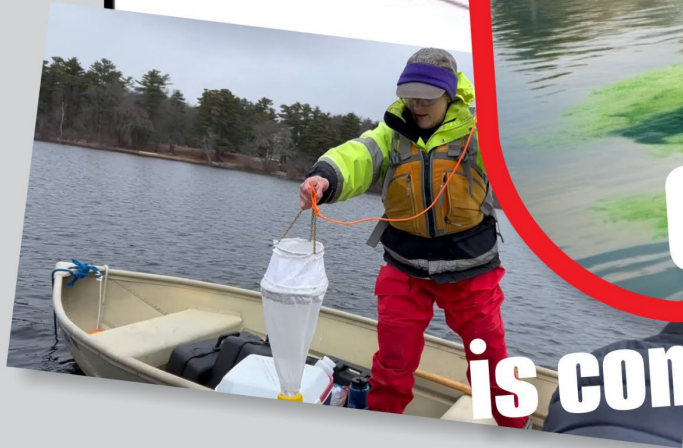
2021
Land Development
Threat

Aging of the Board

Each lake is different



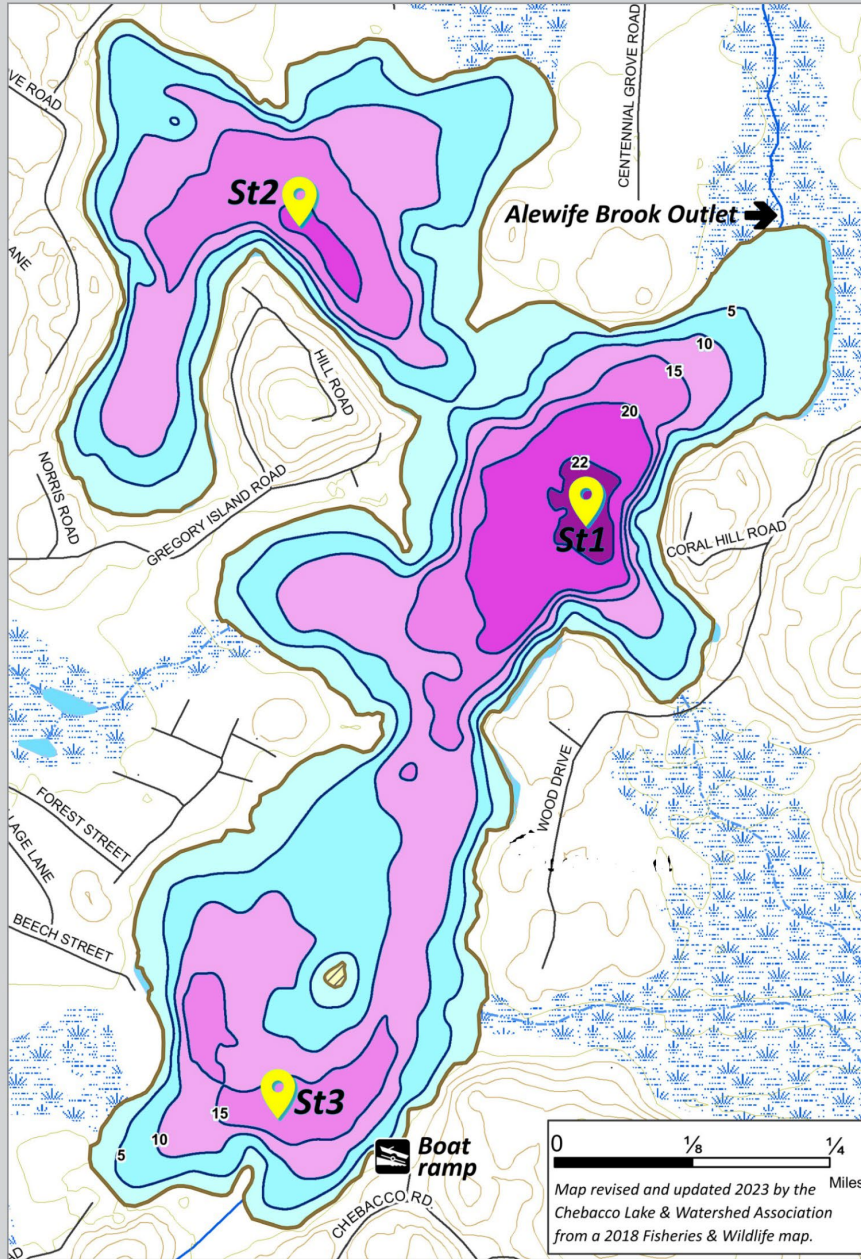
Each lake is different



Godzilla Algae

is coming for you and your dog!

Vital signs of a vulnerable lake



“Dead zones” below 10 ft (red)

- Absence of dissolved oxygen
- Fish and plants stop growing
- Triggers sediment release of phosphorus

Poor water clarity

- Sunlight penetration dropped from 7 ft in 1984 to 4 ft in 2023.
- Inhibits healthy biological processes.

Excessive nutrients

- Extremely high levels of phosphorus and nitrogen.
- Much higher than in 1984.
- Stimulates algae blooms.

Abnormal plankton mix

- Cyanobacteria have a competitive advantage over more benign phytoplankton groups given high water temperatures and nutrient concentrations.

*Perfect conditions
for harmful
algae blooms*



“No One Is In Charge”

The Stewardship Gap

- 25+ Agencies w/ jurisdiction
- No master plan
- Minimal monitoring or collaboration

Hamilton

Select Board
Board of Health
Conservation Comm.
Planning Board / ZBA
DPW/Water Department

Wenham

Select Board
Board of Health
Conservation Comm.
Planning Board / ZBA
DPW/Water Department

State

Conservation & Recreation
Environmental Protection
Marine Fisheries
Dept of Public Health
Legislature

Essex

Select Board
Board of Health
Conservation Comm.
Planning Board / ZBA
DPW/Water Department

Manchester

Select Board
Board of Health
Conservation Comm.
Planning Board / ZBA
DPW/Water Department

2024 volunteers and sponsors -- THANK YOU!

BOARD

Adam Bahret
Russ Camp
Shirley Decker-Lucke
Robyn Kanter
Dave Lash
Alan McCoy
Sue McLaughlin
Keith Symmes
Bette Viano

AMBASSADORS

Denise Bisailon
Judy Brain
Nancy Doyle
Donna Gauthier
Ron Gauthier
Chris Grammas
Kerry & Missy Kaplan
Betty Ozolins
Trisha Vaccari

SOCIAL COMMITTEE

Judy Brain
Shirley Decker-Lucke
Caryn Gallagher
Robyn Kanter
Denise Kelley
Sue McLaughlin
Bette Viano

COMMUNICATIONS

Adam Bahret
Sue McLaughlin
Kimie Kester
Robyn Kanter
Dave Lash
Tina McCoy
Betty Ozolins
Steven Pelletier
Maureen Pelletier
Hans Tiefenthaler
Bette Viano
Russ Camp

OXYGEN MEETINGS

Adam Bahret
Leah Glowacki-Bishop
Dave Lash & Lynn Stevens
Bette Viano

LIQUID COMMONS

Adam Bahret

CANVASSERS

Adam Bahret
Denise Bisailon
Mary Carlin
Kristina Crestin
Dave Lash
Sue McLaughlin
Steven Pelletier
Maureen Pelletier
Troy Porter
Trisha Vaccari

STEWARDSHIP PROJECTS

Adam Bahret
Dave Lash
Alan McCoy
Bette Viano

RESEARCH

Adam Bahret
Leah Glowacki-Bishop
Dave Lash
Alan McCoy
Bette Viano

WATER QUALITY TESTING

Russ Camp
Kerry Kaplon
Missy Kaplon
Alan McCoy
Sue McLaughlin
Ryan O'Donnell, IRWA/PIE

FALL FORUM SPONSORS

Paul Russell Company
Gaybrook Garage
Atlantic Industrials
Chebacco Market
Scott's Auto Clinic
Essex Pizza
Woodman's
Seven Seas Whale Watch
The James
Pingree School

ALEWIFE BROOK CLEARING

Gina Allen
Essex DPW
Essex Co Sheriff's Dept
Leah Feeney
Healey Family
Lissa Harrison
Joe Holbeche (DMF)
Brittany Knotts
Dave Lash
Alan McCoy
Patrice Murphy (MECT)
Bill Porter
Rick Provost
Ken Riehl
Katy Roscoe
Sarah Sawson
Carl Sonderland
Jen True
Carla Villa (IRWA)

BROOK CLEARING SPONSORS

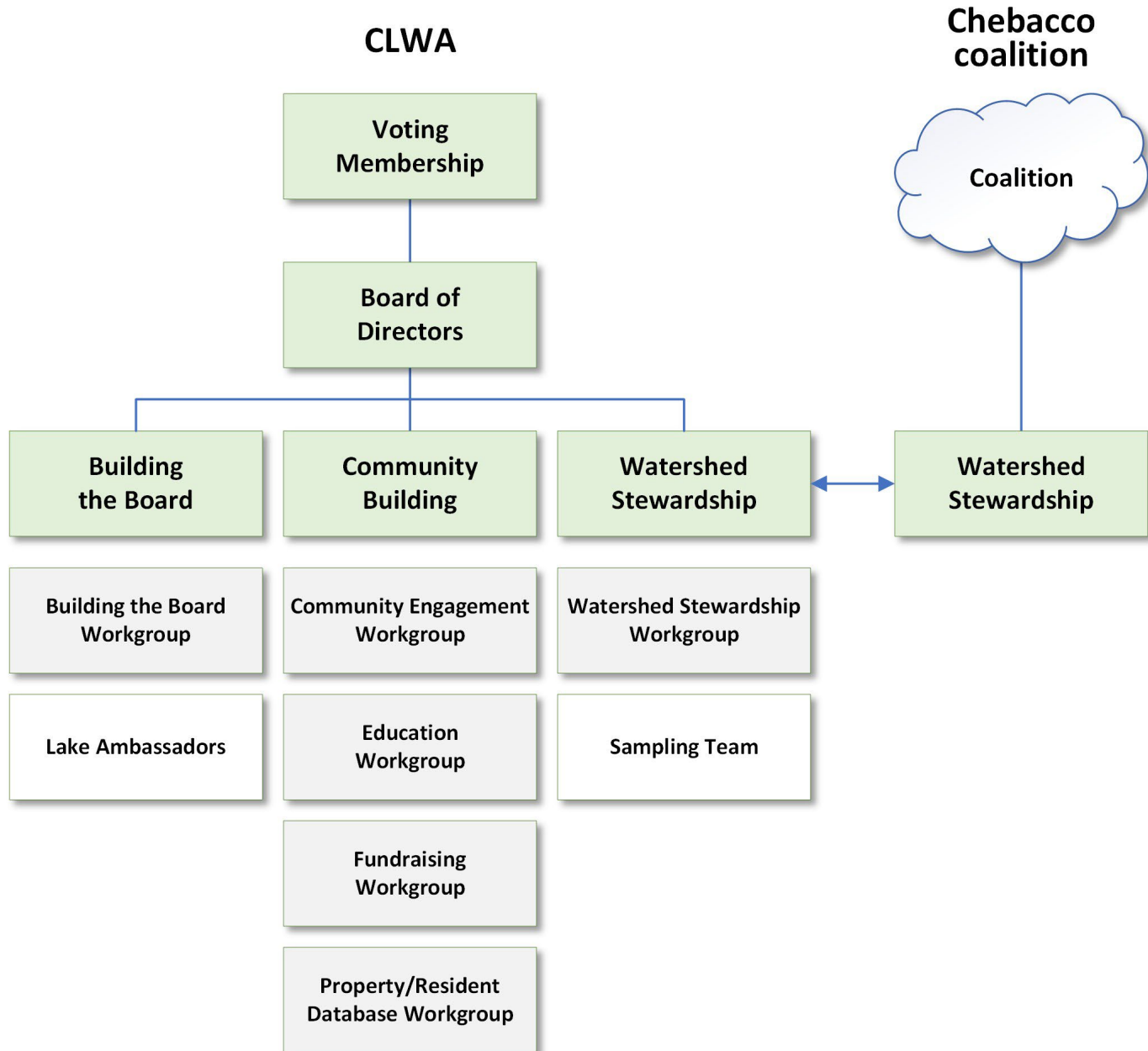
Building Center
Carpenter & MacNeille
Jungle Stuff
Seaside Sustainability



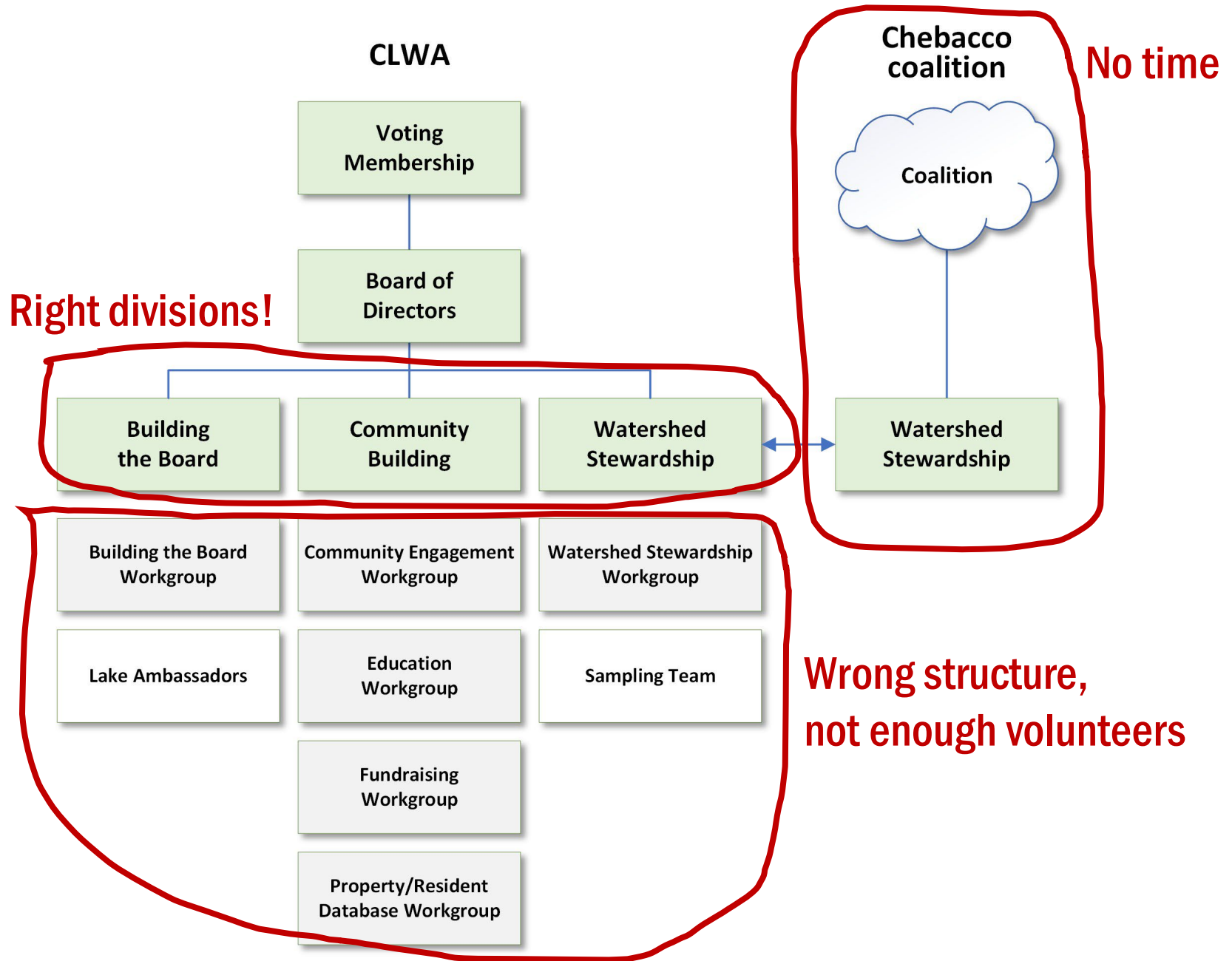
Why community engagement?



2024 Work Areas & Workgroups – Chebacco Lake & Watershed Association



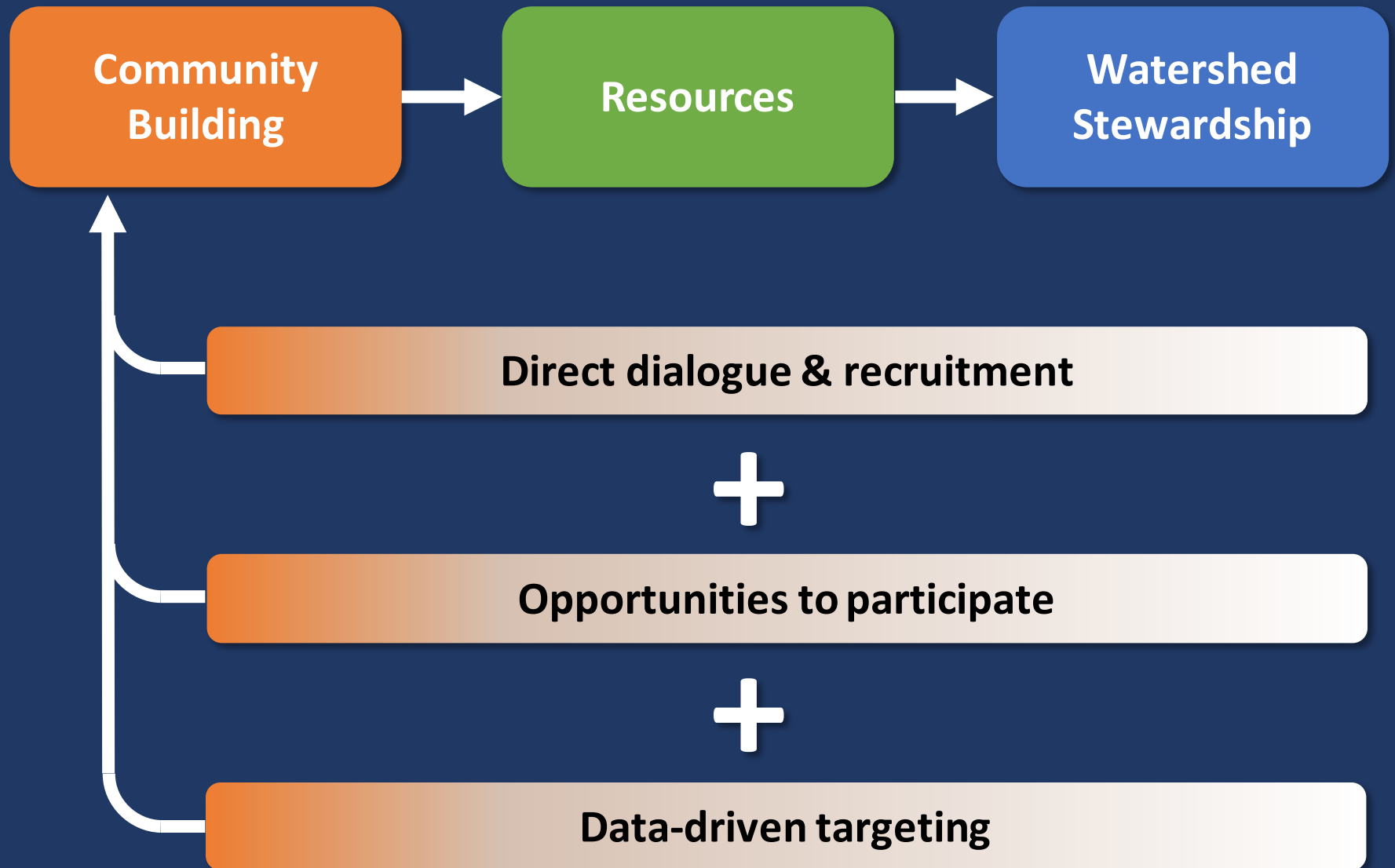
2024 Work Areas & Workgroups – Chebacco Lake & Watershed Association



**Our approach in 2024:
Try things. Build on the ideas that worked.**



Our emerging formula for community engagement





Personal outreach



Social hangouts



Oxygen meetings



Responding to concerns

Direct dialogue & recruitment

Adam Bahret, 7-year resident



Social events



Gloves & boots



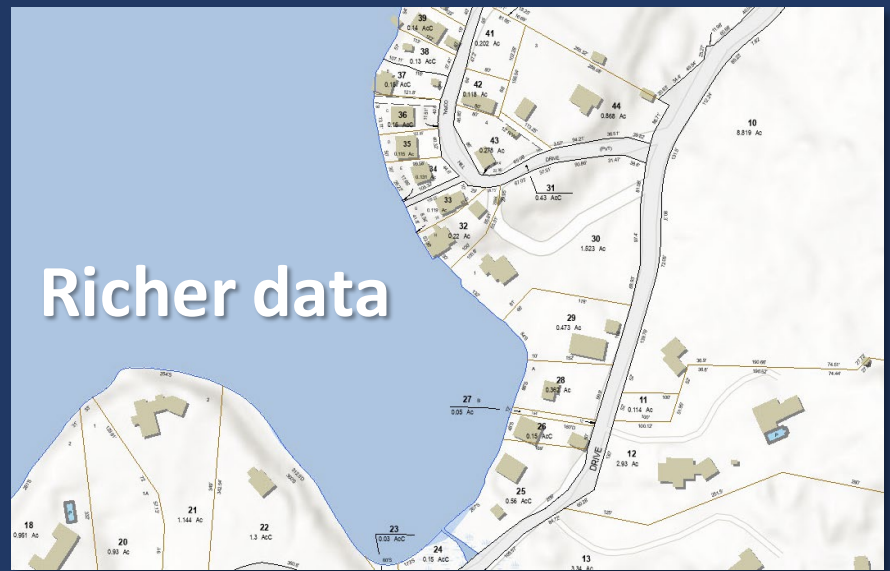
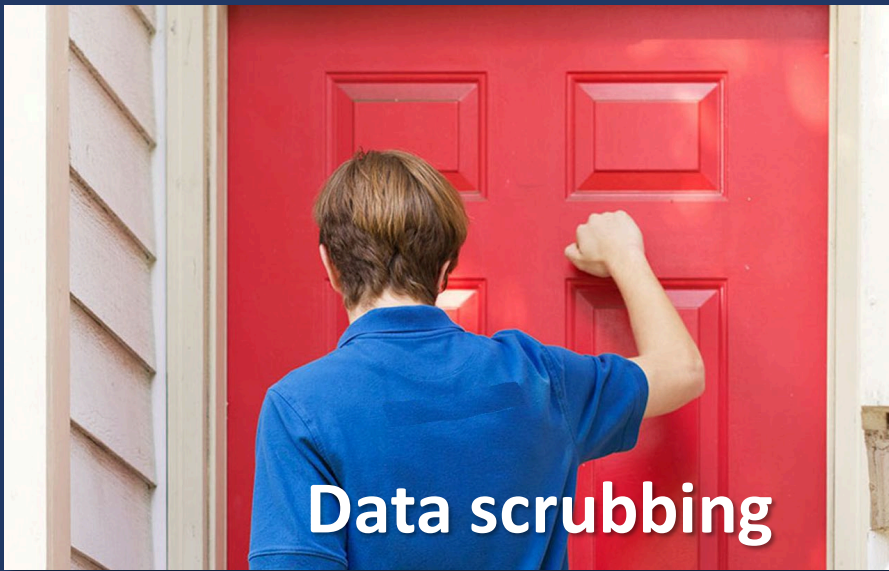
Formal gatherings



Workgroup roles

Opportunities to participate

Alan McCoy, 30-year resident



Close Properties Overview		
'Close' properties	198	77%
Water adjacent (Chebacco & Beck)	153	23%
One property removed	45	
Members	69	35%
Emails of close properties	118	60%
Emails of members	48	24%
Membership Overview		
Close properties	91	76%
Others	69	24%

Analysis

Essex Close Households (95) – September 12, 2024			
Essex Close Properties	Coral Hill Road Board: Adam, Bette Team: Donna G	Gregory Island Road East Board: Shirley Team:	Lakeshore Drive Board: Sue
Committed, ongoing role (7)	Bahret, Adam & Beth-M+, D Viano, Bette & Bill Porter-M++, S	Decker-Lucke, Shirley & Kurt M+ Ozolins, Elizabeth M++	Committed ▲ Goy, Ala Gallagher, Porter, Troy
Involved (time or M+) (23)	Gauthier, Ron & Donna (Owner) M++; Nancy Silva (Tenant) Siebert, Kathrin Rueda & Curt M++ Schell, Mariann & Lawrence M++ Ward, Anne M++	Fackre, Kirk & Alice M+ Kapton, Kerry & Missy M+ Tippens, Connie & Savery Kelley M+ DL Griffin, Nancy & Gary M+	Involved ▲ Aldrich, D Blanchard Brain, Jud Camp, D Crestin, Hammo Melloni, Hashem Repucc Staid, N Street, Eno, S Fransi
Informed, incl. members (9)	Turnage, Roy (Owner) M; Ben Douglas & Daisy May (Tenants)	Gentleman, Beth & Francis M	Informed ▲ Hiselman, Jay & Kelly S LaForge, Daniel & L R Turnage, M
Aware			Aware ▲ Eike, James Gallagher, Alan & Jennifer Galland, Lab Galli, Mike & Cathy Scott & Joanne
Unclassified			Unclassified ▲ Lentz Carp Coos Doy Gor Hea Joh

Engagement ladder

Data-driven targeting

Dave Lash, 37-year resident

Essex Close Households (95) – September 12, 2024

Essex Close Properties	Coral Hill Road Board: Adam, Bette Team: Donna G	Gregory Island Road East Board: Shirley Team:	Lakeshore Drive Board: Sue Team:	Wood Drive Board: Alan Team: Caryn	Other streets Board: Team:
Committed, ongoing role (7)	Bahret, Adam & Beth-M+, D Viano, Bette & Bill Porter-M++, S	Decker-Lucke, Shirley & Kurt M+ Ozolins, Elizabeth M++		McCoy, Alan & Tina M++ Gallagher, Caryn & Colin M+ Porter, Troy M+	
Involved (time or M+) (23)	Gauthier, Ron & Donna (Owner) M++; Nancy Silva (Tenant) Siebert, Kathrin Rueda & Curt M++ Schell, Mariann & Lawrence M++ Ward, Anne M++	Fackre, Kirk & Alice M+ Kaplon, Kerry & Missy M+ Tippens, Connie & Savery Kelley M+ DL Griffin, Nancy & Gary M+	Gorman, Bill & Nancy M++ Tarkinson, Aaron & Ellen M+	Aldrich, Deb & Amory M+ Blanchard, Robert & Deborah M+ Brain, Judy M+ Camp, Doug & Kristy M+++ AB Crestin, Kirby & Kristina M++ AB Hammond, James M++ Hashem, Connie M+ Melloni, Justin M+ [Moses] Repucci, Eleanor & Bob M+ Staid, Michael & Cheryl M++ Street, Joan & Kevin M+	Bloss, Leslie & Jeffrey M+ [Patriots] Markey, Adam & Brandy M+ [Patriots]
Informed, incl. members (9)	Turnage, Roy (Owner) M; Ben Douglas & Daisy May (Tenants)	Gentleman, Beth & Francis M	Hiselman, Jay & Kelly SM LaForge, Daniel & Lisa M Roe, Alyson M Tuneburg, Amy & Len M	Eno, Susan M Fransioli, Doug Garrabrants & Lena M	Bruce, Angus [Pond St] DL Hamlen, Scott & Joanne M [Ice House]
Aware	Carnevale, Linda			Lenzi, David	
Unclassified		DiFluri, Doug Coffin, Cynthia Silva, Anthony	Burke, James Dwyer, William & Jennifer Elliott, Sharon Gallant, Laura Galli, Mike & Cathy Hamlen, Scott & Joanne Hoiris, Eric & Nicole Alessio Kirker, Allan Lenocker, Tyler, Chris & Martha McInerney, Edward & _____ Porter, Linda Tiefenthaler, Hans & Amy Vickery,	Carpenter, Marshall & Jane Coose, Carl Doyon, Eric Gordon College Heath, Jason Johnson, Dale McDermott, James Monahan, Kurt & Jackie Ostrowski, Matt & Lana Roberts, Jeffery Tindley, Dexter Woodman, Kristen & Mike Harvey Moses Lane Siderewicz, Katherine & William Waites, Meredith & Loyd	Ice House Lane Kirker, Allan Lakeview Road Corrigan, Shawn & Crias Crompton, Jeffrey & Shannon DeWitt, Scott & Donna Ghirardri, Megan Ginsberg, Michael Gray, Nicole Gray & Gregory Ross Savory, Ken & Marcia Patriots Landing, Pond St, Red Gate Breen, Margie Bruce, Angus Burns, Sandra & Richard Dorman, Ellen & David Fabian, Brooke & Scott Gause, Alyssa & William Huong, Madrigal Jones, Gamble, Micah, Marissa Kuhl, Amanda & Russell Leboeuf, Lisa & Thomas Ward, Jon, Dale & Marty McIntyre

Connections: AB (Adam), AM (Alan), DL (Dave), SD (Shirley), BV (Bette), SM (Sue)

Membership+GFM: M (\$25), M+ (\$50+)

Workgroups: S (Social Committee), D (Database), W (Watershed Protection)

2025: continue investing in community engagement





Discussion and suggestions



Chebacco Lake
& Watershed
Association

Dave Lash

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Adam Bahret

adam@apexridge.com

Alan McCoy

amccoy77@gmail.com



 Chebacco Lake
& Watershed
Association

Essex River Watershed

~31 sq. miles / ~20,000 acres

The Chebacco Watershed is a crucial headwaters to the Essex River Watershed and the source of precious public water supply for multiple towns.

Essex Bay, the lower reach of the Essex River Watershed, is part of the Great Marsh, the largest continuous salt marsh in New England.

IPSWICH

HAMILTON

**Upper Reach
Chebacco Watershed**
~7.2 sq. miles / ~4,600 acres

WENHAM

BEVERLY

ESSEX




MANCHESTER-BY-THE-SEA

**Lower Reach
Essex Bay**
~24 sq. miles / ~15,000 acres

GLOUCESTER

0 ¼ ½ ¾ 1 mile

Roadmap to a healthy lake & watershed

Phase	Preliminary Assessment	Design & Enrollment	Restoration
Duration & Cost	2021-2024 \$50,000	2025-2026 ~\$100,000	2027+ \$200,000+
Technical	Brook analysis Preliminary lake sampling Historical comparison 	Monthly lake sampling Phosphorus modeling Runoff evaluation Alewife study Technology evaluations Management plan	Permitting Procurement Field work
Remediation	Brook clearing 	Brook clearing Selective cabomba removal LakeSmart improvements	Brook clearing Selective cabomba removal LakeSmart improvements Oxygen rebalancing Nutrient reduction
Community & Financial Support	Revisualize CLWA Community outreach Chebacco coalition Essex/State funding First GoFundMe 	Remake CLWA incl. 501(c)3 Community involvement Deepen coalition Partner with IRWA/PIE Town/State funding GoFundMe & grants	Secure funding Sustain “new” CLWA Sustain community involvement

Postcards from Across the Watershed



The second year of lake sampling is wrapping up. Fluctuations in temperature and rainfall make it imperative that data over multiple years be collected. Low water clarity and dissolved oxygen, along with excessive nutrients, indicate worsening conditions in the lake and a heightened vulnerability to harmful algae blooms. To learn more, see the Know Your Watershed series at chebaccolake.org.

Organized by everyday citizens to oppose the destruction of a sensitive ecosystem and the loss of historical trails, Save Chebacco Trails & Watershed built a broad-based movement, hired expert scientists and attorneys, and highlighted design defects at hundreds of public hearings. The future of the property remains uncertain, but the developer's withdrawal is an important victory! Many thanks to the leadership of Save Chebacco for a remarkable achievement.



CLWA led the clearing of excessive vegetation in the brook near Apple Street in advance of the fall outbound river herring migration. The work was last done in 2021. Four days were planned but completion took just two. Many thanks to all the terrific volunteers, partnering organizations (MA Division of Marine Fisheries, Seaside Sustainability, Ipswich River Watershed Association, Town of Essex and its DPW, and the Essex County Sheriff's Department), and sponsors (the Building Center, Carpenter & MacNeille, and Jungle Stuff).



Making lake information more accessible and actionable

- New website chebaccolake.org
- Know Your Watershed series
- More use of email & social media
- Join and renew online
- More digital features coming in '25

10% of the proceeds will be donated to CLWA -- just say 'CLWA' when you order. Tuesday night is Taco night (optional). Join us Sep 24th!

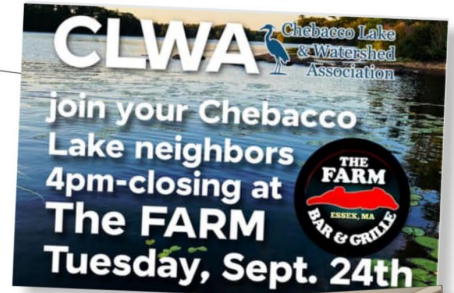
Do you like wine, coffee, tea, cookies, and water study data? This invitation was the catalyst for neighbor-to-neighbor get togethers this summer that came to be called 'Oxygen' meetings. Informal and open-ended, discussions explored the latest lake sampling results, the challenges and successes of other lake associations, and how we can all work together more effectively. As one participant said, "It was a perfect night - thank you for setting these up - they have been an enjoyable way to meet the neighborhood." If you'd like to attend an upcoming Oxygen meeting, email us at chebaccoassociation@gmail.com.

A more social form of community connection were the Liquid Commons tie-ups in Gregory Island cove on Wednesdays at 6:30. (Dogs optional.) A wonderful reminder of what a special place we share!

Finally, a huge thank you for making our first-ever GoFundMe campaign a success! We confess that going in we didn't know if it would be a success or an embarrassing flop, but 50% of CLWA members participated along with 20 non-members. The average donation was \$173. As stated in the appeal, these funds allow CLWA to complete the 2024 lake analysis while enhancing our digital outreach.

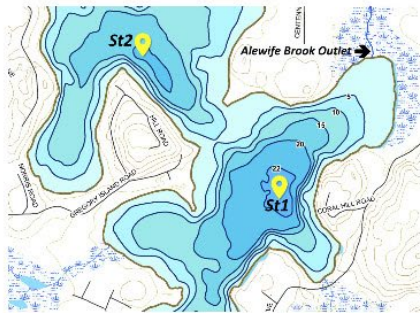
Thank you! 67 lake supporters donated over \$11,500!

Chebacco Lake & Watershed Association





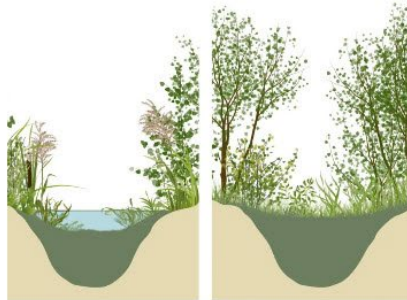
Want to be a well-informed citizen of the watershed? Curious about the health of the lake? Nervous about algae blooms, invasive plants, and nutrient overloading? Worried about the impact of septic systems and land development on the watershed and public water supply? Newcomer or long-time resident, this is the place for answers!



Know Your Watershed I: Overview Of The Challenge

A snapshot of where we stand in 2024, followed by a broad description of Chebacco Watershed, the importance of lakes and ponds as a watershed's hotspots, and the water cycle.

[Learn More](#)



Know Your Watershed II: How Healthy Is Our Lake?

A summary of the warning signs revealed in our 2023 water sampling, followed by the vast biological ecosystem that regulates water bodies, and the role of phosphorus in promoting excessive plant growth.

[Learn More](#)



Know Your Watershed III: Managing The Four Human Impacts

Human actions far beyond the shoreline affect water quality and lake health. The name of the game is to "slow the flow" of sediments, nutrients, and pollutants heading to the lake and ponds. Learn how!

[Learn More](#)