

**VERMONT AGENCY OF NATURAL RESOURCES  
DEPARTMENT OF ENVIRONMENTAL CONSERVATION  
WATERSHED MANAGEMENT DIVISION**

**LAKES AND PONDS  
MANAGEMENT AND PROTECTION PROGRAM**

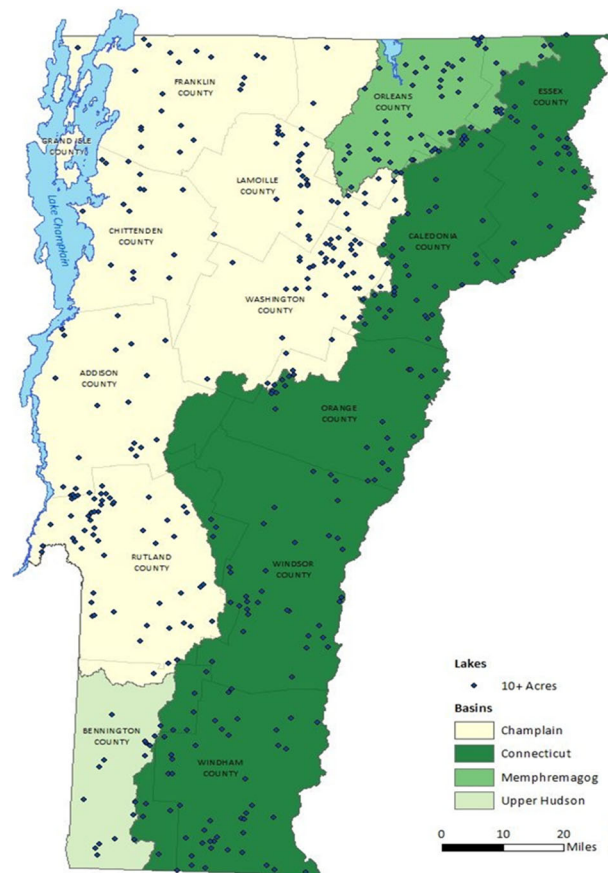
**Strategic Plan**

**July 1, 2022 — June 30, 2025**



## Introduction

Three years after Congress passed the Clean Water Act in 1972, the Lakes and Ponds Management and Protection Program (Lakes and Ponds Program) was formed within the Vermont Agency of Natural Resources' Department of Environmental Conservation (DEC). Today, the Lakes and Ponds Program, which is housed within the Watershed Management Division (WSMD) of the DEC, continues to fulfill its original purpose of managing aquatic nuisance species (since 1964), permitting lake encroachment projects (since 1968), and monitoring and assessing the condition of Vermont's lakes (since 1977). The Lakes and Ponds has also expanded its mission to include aquatic invasive species prevention and management (since 1985), lake watershed surveys (intermittently since 1990), cyanobacteria tracking (since 2003), the protection of shorelands through outreach (since 2012) and regulation (since 2014), oversight of the use of public waters and other surface waters rules (since 2012), the development of Lake Watershed Action Plans (since 2019), and, looking ahead, increasing protections for high quality waters via reclassification. The Lakes and Ponds Program also responds to new and emerging threats to lakes, while refining existing programs and assessing the impacts of development pressures, land use changes, and climate change on the state's water bodies, and its mission, vision, goals, and objectives are defined in this Strategic Plan.



**Vermont has >800 lakes and ponds**

## Purpose

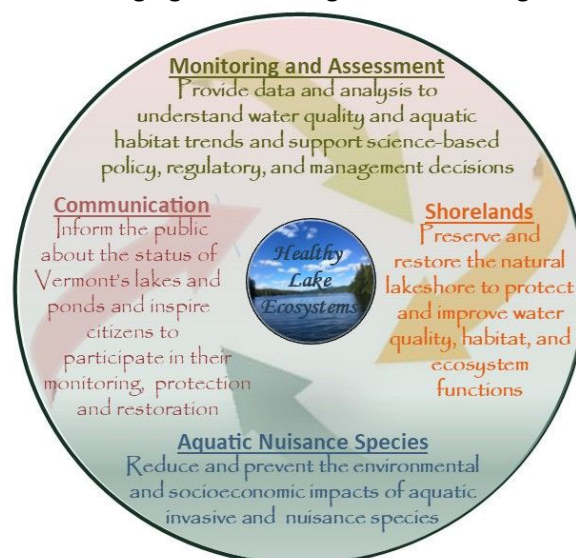
This Strategic Plan is intended to outline the Lakes and Ponds Program's vision, mission, goals, objectives, and implementation strategies. This Plan will guide the work of the Program over the next three years, facilitate decision-making, and provide key performance targets. Goals and objectives are intended to describe how we will achieve our vision and measure our impact during this period and are nested within the broader goals of the WSMD. By maintaining this broad perspective, the Lakes and Ponds Program will focus on achieving our vision, goals, and objectives, while not losing sight of overarching WSMD priorities and emerging lake management challenges in Vermont.

## Mission Statement

To protect and restore ecosystem health of Vermont's lakes and ponds so that these water bodies maintain a range of uses to Vermonters.

## Vision Statement

Vermont's lakes, ponds, and shorelands are vibrant and thriving. They harbor healthy and resilient ecosystems, can sustain a variety of public uses and environmental services, and are actively protected and enjoyed by the public.

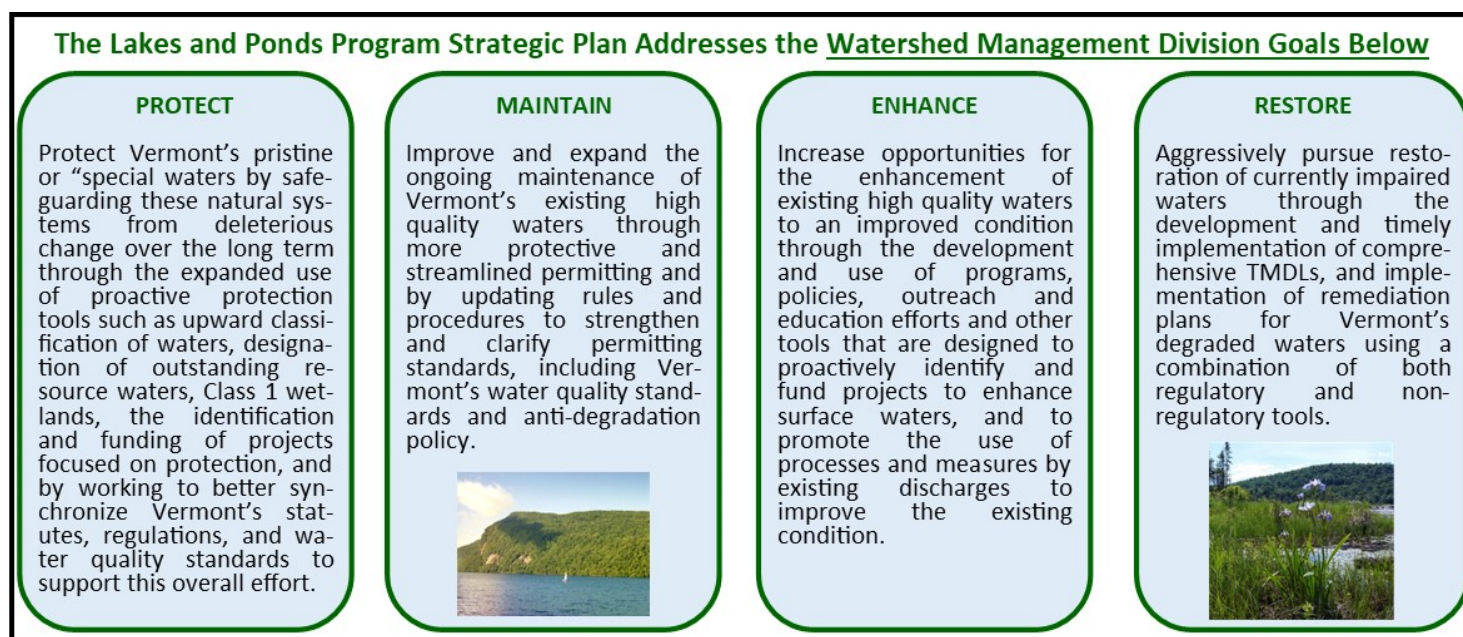


**Lakes and Ponds Programmatic Approach**

## Program Goals

The following six goals describe how the Lakes and Ponds Program will meet its mission:

1. Monitor lakes and ponds to identify current and long-term water quality and aquatic habitat conditions and trends, with a focus on capturing impacts and causal mechanisms of development pressures, land use changes, atmospheric pollution, and climate change.
2. Improve use of monitoring data to support science-based, lake-related policy decisions, regulatory efforts, assessment decisions, management actions, and public outreach efforts, including restoring impaired waters, enhancing protection of high-quality waters, and clarifying rules governing public water use and levels.
3. Preserve and restore the natural lakeshore to protect and improve water quality, aquatic and terrestrial wildlife habitat, and lake ecosystem functions.
4. Reduce & prevent the environmental and socioeconomic impacts of aquatic invasive and nuisance species to protect and improve water quality, aquatic and littoral wildlife habitat, and lake ecosystem functions.
5. Implement a regulatory program that ensures compliance with statute, provides proactive outreach and technical assistance to the regulated community, and uses best practice, consultation, and innovation to facilitate the permitting process in a manner that protects lake ecosystems & promotes reasonable development.
6. Inform the public about the status of Vermont's lakes and ponds, inspire citizens to participate in monitoring, protection and restoration of these water bodies and their watersheds, and increase our own capacity to support this work.



**Figure 1.** This image presents the four goals of DEC's Watershed Management Division, which the Lakes Program Strategic Plan is intended to support through the implementation of this Strategic Plan.

## Program Core Values

The Lakes and Ponds Program has defined the following core values that guide the activities, goals, and conduct of the Program and which provide a foundation for decision-making and allocation of effort.

- Focus on ensuring lake protection and restoration, integrated into a watershed-based approach
- Demonstrate leadership in lake monitoring, protection, and restoration approaches
- Uphold the U.S. Clean Water Act's primary objective to restore and maintain the chemical, physical, and biological integrity of Vermont's lakes and ponds
- Validate our work with data-informed scientific rigor and appropriate technology
- Build strong relationships with the public through information sharing, education, and advocacy
- Manage lakes in a manner that balances economic benefits and values of lakes and their adjacent shorelands with clearly defined protection goals
- Balance resources spent on restoration and protection to ensure all Vermont's lakes and ponds benefit
- Promote a fun and respectful work environment that relies on teamwork to achieve greatness
- Increase access to lakes and lake information so all Vermonters can benefit from this resource

## Program Objectives

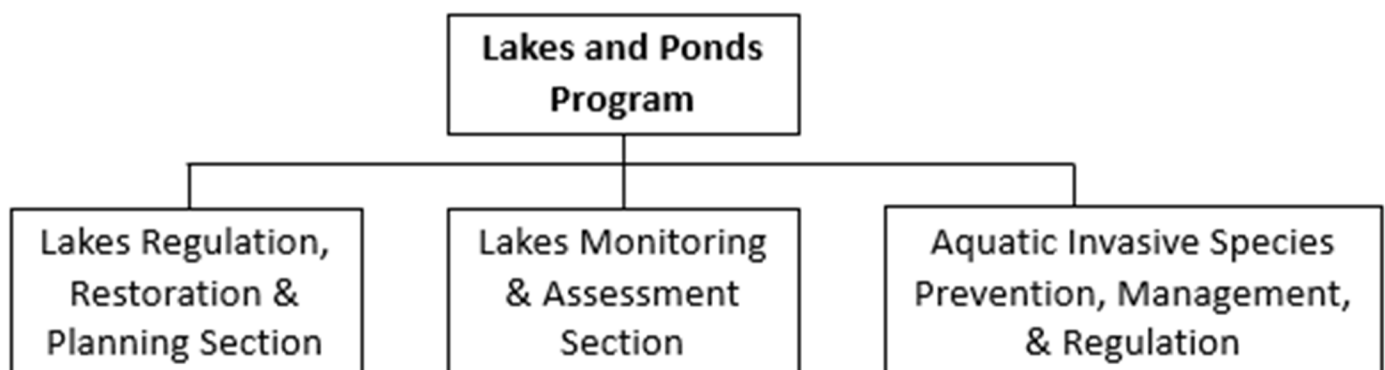
The Lakes and Ponds Program Strategic Plan contains objectives that are the measurable actions the program will take to achieve its goals. The objectives are defined against each goal using the S.M.A.R.T. method and are measures of change required to bring about the achievement of each respective goal. Each objective also includes desired future outcomes which describe results achieved at the end of the Plan period.

## Program Structure

The Lakes and Ponds Program is comprised of three sections as shown in Figure 2 below, namely:

- Lakes Monitoring & Assessment
  1. Study long-term water quality, habitat, climate, and other ecological trends on VT's lakes & ponds
  2. Assess the status and current condition of VT's lakes & ponds, and recommend management actions
- Lakes Regulation, Restoration, and Planning
  1. Regulatory: protecting and maintaining the quality of Vermont's lakes and ponds
  2. Restoration & Planning: enhancing and restoring the quality of Vermont's lakes and ponds
  3. Outreach to support achievement of section and program goals
- Aquatic Invasive Species (AIS) Prevention, Management, and Regulation
  1. Prevent the spread, and monitor the status of AIS in Vermont's lakes and ponds
  2. Identify, assess, and respond to new threats of AIS within and entering Vermont
  3. Utilize scientifically accepted practices to manage and regulate AIS projects throughout VT

These three teams will work together to achieve the goals and objectives defined in this Strategic Plan.



**Figure 2.** Lakes and Ponds Program Structure

## Detailed Objectives and Desired Outcomes Table

<b>Goal One: Monitor lakes and ponds to identify current and long-term water quality and aquatic habitat conditions and trends, with a focus on capturing impacts and causal mechanisms of development pressures, land use changes, atmospheric pollution, and climate change</b>		
<b>OBJECTIVE</b>	<b>DESIRED OUTCOMES</b>	<b>LEAD</b>
<b>Objective One:</b> Incorporate best practices and technologies into lake monitoring and assessment procedures and methods to ensure timely data acquisition and analysis	<ul style="list-style-type: none"> <li>Sentinel lake data incorporated into Regional Monitoring Network as part of our core monitoring efforts to assess climate change impacts</li> <li>Additional in-lake sensor arrays / data loggers obtained and deployed in 13 sentinel lakes to ensure representativity / capacity</li> <li>2022 National Lake Assessment data collection successfully completed and strategies on how to use / analyze this data are developed</li> <li>At least two high-frequency monitoring buoys added to Lake Champlain and data used to help answer lake management questions</li> <li>Increased understanding of water pollution from residential septic systems obtained via use of new monitoring techniques</li> <li>Increased number of inland lake cyanobacteria monitors and better data on bloom frequency available</li> <li>Lay monitoring protocols updated to align with best practices and streamline data collection in deep waters where appropriate</li> </ul>	<ul style="list-style-type: none"> <li>Mon. Team</li> </ul>
<b>Objective Two:</b> Establish verifiable indices such as bioindicators to develop enhanced benchmarks for lake and pond health and revise trophic status thresholds accordingly	<ul style="list-style-type: none"> <li>Biocriteria development (led by TT w/ LCBP Funding) completed, including field data collection &amp; analysis, and incorporated into VT WQS</li> <li>New trophic thresholds for Vermont Lakes defined</li> <li>Successful adaptation of Maine's habitat listing approach to Vermont</li> <li>VT WQS amended to improve definitions and expand eligible data for combined nutrient criteria for aesthetics uses</li> </ul>	<ul style="list-style-type: none"> <li>Mon. Team</li> </ul>
<b>Objective Three:</b> Perform regular, annual water quality and biological monitoring on Lake Champlain to measure overall lake ecosystem health based on key indicators and assess long-term effects of management actions & environmental changes	<ul style="list-style-type: none"> <li>Expand and improve Cyanobacteria &amp; Champlain LTM Reports to allow LCBP committees to make informed lake management decisions</li> <li>Two segments of Lake Champlain that are meeting in-lake phosphorus concentrations are de-listed as part of TMDL implementation</li> <li>Complete comparison of estimated load reduction values from Lake Champlain Basin BMPs with actual tributary P loads and lake segment P concentrations, develop outreach material that explains any disconnect, and make recommendations for revisions to Champlain TMDL</li> </ul>	<ul style="list-style-type: none"> <li>Mon. Team</li> </ul>
<b>Objective Four:</b> Consolidate, align, and increase access to program data and geospatial information and make more information available to DEC staff and the public	<ul style="list-style-type: none"> <li>Complete analysis comparing 1m resolution land use maps from Maine and Vermont's compare oligotrophic lakes to better understand phosphorus dynamics and inter-state differences</li> <li>Recalculate the lake watershed human disturbance index in scorecard using new watershed boundaries and 1m land cover data</li> <li>Update lake scorecard annually and add scorecards to the ANR Atlas</li> <li>Write-up results from 2012 NLA, comparing changes/results from 2007 NLA that corroborates VT long-term trend data</li> <li>Add spring chloride, alkalinity, calcium, magnesium, dissolved organic carbon, turbidity, and Secchi to lake scorecard</li> <li>Develop a unified table on our website for NGLA Reports / Land Use Maps / Scorecards / Bathymetry Data and complete related outreach</li> <li>Complete &amp; post maps at access areas showing shoreland safety zones</li> </ul>	<ul style="list-style-type: none"> <li>Mon. Team</li> </ul>
<b>Objective Five:</b> Through the introduction of new tools and techniques, improve the capabilities of staff-led and volunteer monitoring efforts to capture the impact of climate change and other sources of disturbances to Vermont's lakes and ponds	<ul style="list-style-type: none"> <li>Complete BioBase bathymetry mapping on as many lakes as possible</li> <li>Lay Monitoring instituted at State Parks, sentinel lakes &amp; 3 USFS lakes</li> <li>Lay Monitors trained to be capable of reporting observations of cyanobacteria as part of core sampling</li> <li>Increased number of lakes with tributary data</li> <li>Tributary sampling protocols, with sample design &amp; QA/QC, developed</li> <li>Lake ice out/in reporting is enhanced through webform and outreach leading to an increased number of reports per year</li> <li>QA/QC and data analysis work completed on sentinel lakes data and published on a "Lakes and Climate Change" page on the DEC website</li> </ul>	<ul style="list-style-type: none"> <li>Mon. Team</li> </ul>

## Detailed Objectives and Desired Outcomes Table

<b>Goal One (continued): Monitor lakes and ponds to identify current and long-term water quality and aquatic habitat conditions and trends, with a focus on capturing impacts and causal mechanisms of development pressures, land use changes, atmospheric pollution, and climate change</b>		
<b>OBJECTIVE</b>	<b>DESIRED OUTCOMES</b>	<b>LEAD</b>
<b>Objective Six:</b> Monitor the effectiveness of best management practices aimed at reducing nutrient pollution to lakes from agriculture, forestry, road networks, and shoreland development	<ul style="list-style-type: none"> <li>Assessment of the impact of vegetative BMPs in reducing runoff and nutrient loading to lakes completed, potentially via USGS partnership and / or in response to ten years of the Shoreland Protection Act</li> <li>Funding and modalities for pre/post monitoring of BMP implementation on lakes with increasing TP trends, LWAPs, or TMDLs identified, and monitoring efforts initiated, possibly in collaboration with university research partners</li> <li>Recommendations for vegetative buffers on lake tributaries in potential A1 waters developed for inclusion in reclassification rulemaking</li> <li>Research on strategies to reduce dissolved phosphorus loading to lakes, including Lake Carmi, completed</li> </ul>	<ul style="list-style-type: none"> <li>OP, AM, KM</li> </ul>
<b>Goal Two: Use monitoring data to support science-based, lake-related policy decisions, regulatory efforts, and management actions, including restoring impaired waters, enhancing protection of high-quality waters, and clarifying rules governing public water use and levels</b>		
<b>OBJECTIVE</b>	<b>DESIRED OUTCOMES</b>	<b>LEAD</b>
<b>Objective One:</b> Reclassify up to ten high-quality lakes under VT WQS as A1 and develop protection plans linked with this reclassification to maintain these high-quality waters	<ul style="list-style-type: none"> <li>Complete efforts to amend §10 VSA 1259 (d) so that the 1,000 gallon per day limit to new septic in A1 waters is not a barrier to reclassification</li> <li>List of lakes eligible for reclassification to A(1) and B(1) status developed and disseminated, followed by outreach to partners</li> <li>Rulemaking process for reclassification initiated for 5 lakes</li> <li>Guidance on what evidence can be used to define a lake as an ORW and process for designation is developed, and procedures to establish one ORW lake completed</li> </ul>	KM, OP
<b>Objective Two:</b> Use monitoring data to identify needs for new or revised lake-related rules so that they better support improved lake management, increased compliance, and protection efforts	<ul style="list-style-type: none"> <li>Comprehensive assessment of effect of drawdowns on aquatic habitat &amp; biota completed</li> <li>New rule combining surface level &amp; mean water level rules is completed</li> <li>Use of public waters rules revised to regulate wake boat use</li> <li>Lake maps that show the 200' no wake zone developed and made accessible to the public online and at access area kiosks</li> <li>New signs with lake-specific public water rules deployed at all F&amp;W / Municipal access areas &amp; new UPW Rules App launched</li> <li>All submitted and complete petitions to amend surface water rules are reviewed and responded to in line with our 2013 procedures</li> </ul>	Reg. Team, OP
<b>Objective Three:</b> Work with specific partners, i.e., basin planners, state agencies, and federal partners, on strategies and actions for better integrating Lakes and Ponds priorities into local, regional, and national management planning, restoration and protection efforts	<ul style="list-style-type: none"> <li>Work with WID, CWSPs, and BWQCs to ensure that lake protection and restoration projects are eligible for Act 76 funds</li> <li>Lake data acknowledged and incorporated into WSMD integrated watershed assessments and made available to basin planners</li> <li>Lake Carmi Crisis Response Plan and Progress Report updated bi-annually</li> <li>Long-Term Funding identified for Carmi Aeration System O&amp;M</li> <li>Phosphorus attenuation options in St Albans &amp; Missisquoi Bays defined</li> <li>Work with regional conservation groups to share lake protection priorities and seek funding to conserve high quality lakeshores &amp; buffers</li> <li>Development of a multi-criteria values-based model, that also incorporates benefit: cost ratios (derived from Radomski &amp; Carlson 2018) to set lake protection priorities in Vermont</li> <li>Empirical evidence from 2007 and 2012 NLA studies used to set priorities</li> </ul>	OP, AS, PI, KM, MM
<b>Objective Four:</b> Enhance use of monitoring data and findings for regulatory functions and assess impact of regulatory work	<ul style="list-style-type: none"> <li>Findings from littoral habitat study of mesotrophic lentic systems with water level manipulations are summarized</li> <li>Studies to determine which regulatory actions best support overall lake protection and restoration goals are completed</li> </ul>	All

## Detailed Objectives and Desired Outcomes Table

<b>Goal Three: Preserve and restore the natural lakeshore to protect and improve water quality, aquatic and terrestrial wildlife habitat, and lake ecosystem functions</b>		
<b>OBJECTIVE</b>	<b>DESIRED OUTCOMES</b>	<b>LEAD</b>
<b>Objective One:</b> Increase property owner participation in the Lake Wise Program, including at Agency-owned properties (state parks, F&W areas, etc.)	<ul style="list-style-type: none"> <li>At least ten new Lake Wise participants identified and shoreland sites assessed during each field season</li> <li>Ten Lake Wise BMP project sites identified during each field season</li> <li>Evaluate need for reassessment of properties when ownership changes and create a system for revaluation</li> <li>Funding sources for shoreland BMP installations are identified</li> <li>Shoreland restoration work expanded to publicly owned sites on Lake Champlain and inland lakes in the Champlain Basin</li> <li>Complete new Lake Wise Database with improved spatial analysis features and better integration with watershed projects database</li> <li>Complete new Lake Wise Assessment app for mobile assessments</li> </ul>	AM
<b>Objective Two:</b> Increase the number of qualified Lake Wise trainers / evaluators, specifically, Natural Resource Conservation District staff and existing ANR staff	<ul style="list-style-type: none"> <li>Two Lake Wise Evaluator Trainings or Refresher Course conducted each spring/summer</li> <li>Two Active Lake Wise Evaluators supported in the Lake Wise Program each summer</li> <li>At least one Natural Shoreland Erosion Control Certification (NSECC) Training completed each November</li> <li>One Field Erosion Control Training completed</li> <li>Outreach effort launched to make NSECC training mandatory for contractors working in the protected shoreland zone of lakes</li> </ul>	AM
<b>Objective Three:</b> Increase native plantings and restore living shorelands to stabilize banks, filter & absorb stormwater, provide wildlife habitat & build resiliency along the shore to protect water quality & property	<ul style="list-style-type: none"> <li>Disseminate Bioengineering Manual and shoreland BMP fact sheets</li> <li>Implement five shoreland restoration projects w/ CWIP funding at inland lakes</li> <li>Fact sheets on MRPG-Lake Shore Roads, the Septic System Primer, and Ensuring Septic System Quality revised and published</li> </ul>	AM
<b>Objective Four:</b> Expand Lake Wise concepts and social science approaches to broader protection efforts	<ul style="list-style-type: none"> <li>The Vermont Stream Wise Program is launched</li> <li>Lake Wise shoreland assessments are embedded into all Lake Watershed Action Plans, with technical assistance provided as needed</li> </ul>	AM



## Detailed Objectives and Desired Outcomes Table

<b>Goal Four: Reduce and prevent the environmental and socioeconomic impacts of aquatic invasive and nuisance species to protect and improve water quality, aquatic and littoral wildlife habitat, and lake ecosystem functions</b>		
<b>OBJECTIVE</b>	<b>DESIRED OUTCOMES</b>	<b>LEAD</b>
<b>Objective One:</b> Maximize reach of the Grant in Aid Program by simplifying the grant application and management process and by carefully managing available financial resources	<ul style="list-style-type: none"> <li>Procedural guidelines to better inform applicants of reporting requirements are developed</li> <li>Templates for grant applications, awards &amp; reporting in use</li> <li>Awards targeted towards spread prevention projects that address emerging threats, new introductions and their eradication, and greeter programs</li> </ul>	KJ, AID Staff
<b>Objective Two:</b> Develop statewide invasive species management plans by incorporating realistic threats, prioritization maps, current technologies, and acceptable methods that meets Agency-wide philosophy	<ul style="list-style-type: none"> <li>Annual AIS plant surveys are completed and uploaded into the Lake Score Card</li> <li>Incorporate new technologies and AIS maps into program-wide assessments to efficiently add to Watershed Plans</li> <li>AIS spread prevention and management efforts integrated into Lake Watershed Action Plans for priority lakes</li> <li>Continue to refine the Greeter Program Data application and Dashboard to share information and alert the public and AIS Team of new introductions, or new threats incoming to VT, use the data to further develop vector maps</li> <li>Infested waterbodies that are/may be vectors of transmission and any new introductions of AIS into un-infested waterbodies are surveyed, assessed, monitored, and mapped</li> <li>Implement pilot studies with various state and federal partners to determine the best use of how new technologies may reduce the threat or expansion of AIS statewide</li> </ul>	KJ, IT Staff, Watershed Planners
<b>Objective Three:</b> Develop an AIS Early Detection and Rapid Response Plan for VT that includes surrounding states and interconnected waterways	<ul style="list-style-type: none"> <li>Complete AIS Early Detection and Rapid Response Plan via collaboration with internal and external partners (such as VFWD, VFPR, VAAFM, VTRANS, TNC), representatives from nurseries, &amp; landscapers, and NEANS Members</li> </ul>	KJ
<b>Objective Four:</b> Build the capacity and efficiency of the AIS program through grant writing, networking, regional partnerships, multi-agency coordination and increased staffing	<ul style="list-style-type: none"> <li>External partnerships to develop regional cooperatives and resource-sharing networks are developed</li> <li>Grant reports used to leverage additional grant funds</li> <li>Funding identified to support enhanced AIS prevention efforts in Lake Memphremagog</li> </ul>	KJ
<b>Objective Five:</b> Educate and inform the public about AIS threats, cyanobacteria blooms, and their -related risks to recreation, local economies, and drinking water	<ul style="list-style-type: none"> <li>Improve public understanding of their role in managing lakes to reduce frequency and magnitude of AIS Introductions and cyanobacteria blooms</li> <li>DEC and VDH's roles in cyanobacteria management are clarified</li> </ul>	KJ , Monitoring Team
<b>Objective Six:</b> Optimize information sharing and collaboration between aquatic nuisance control permitting and aquatic invasive species prevention and management work	<ul style="list-style-type: none"> <li>Conduct scientific studies and analysis to assess AIS management strategies</li> <li>Better define AIS species through legislative actions</li> <li>AIS experts are consulted and regularly provide input into ANC permitting decisions</li> <li>ANC permitting staff are consulted about and aware of AIS program activities, including grants</li> <li>All aspects of implementing Title 10 Chapter 50 on Aquatic Nuisance Control are integrated into one sub-program within the Lakes and Ponds Program</li> <li>ANC Internal Review Procedure finalized and disseminated. More robust long-range management plans to minimize the use of pesticides over time are developed by permittees</li> </ul>	MC, KJ

## Detailed Objectives and Desired Outcomes Table

**Goal Five: Implement a regulatory program that ensures compliance with statute, provides proactive outreach and technical assistance to the regulated community, and uses best practice, consultation, and innovation to facilitate the permitting process in a manner that protects lake ecosystems and promotes reasonable development**

OBJECTIVE	DESIRED OUTCOMES	LEAD
<b>Objective One:</b> Develop new or revised procedures, guidance, rules, policy memos, and permit templates to simplify or clarify the intent and requirements of guiding statutes and to provide clarity with enforcement and compliance issues	<ul style="list-style-type: none"> <li>Rule making process to clarify SPA and Lake Encroachment legislation</li> <li>Complete at least ten new procedures / guidance documents / policy memos to improve clarity of permitting process</li> </ul>	Reg. Team
<b>Objective Two:</b> Encourage the regulated community, including lake associations, to adopt a holistic and watershed-based approach to managing water quality issues to achieve their goals as well as the goals of the Lakes and Ponds Program	<ul style="list-style-type: none"> <li>All regulatory staff are well versed in ANC, LEP, and SP jurisdictions</li> <li>Regulated community guided on how to initiate and implement lake / watershed management efforts</li> </ul>	Reg. Team + AIS
<b>Objective Three:</b> Issue permits in a timely manner consistent with PEP Plan benchmarks, which draw on regional best practice, and incorporate innovative modern technologies & products that achieve the goal of a project while minimizing impacts to the resource	<ul style="list-style-type: none"> <li>PEP benchmarks for all permits met or exceeded</li> <li>Continuous administrative and database improvements achieved via collaboration with BOSS</li> <li>Regulatory staff more familiar with resource and aware of local lake issues via increased field work</li> <li>BioBase, Lake Score Card, and aquatic plant survey data used to inform and support permit decisions</li> </ul>	Reg. Team
<b>Objective Four:</b> Increase our knowledge base regarding applicability and effectiveness of best management practices for permitted projects	<ul style="list-style-type: none"> <li>Increased participation of regulatory staff in Lake Wise Program through completion of evaluator training and support to Natural Shoreland Erosion Control Certification Trainings</li> <li>Improved collaboration within ANR and State Agencies on projects in or around jurisdictional waters</li> </ul>	Reg. Team



## Detailed Objectives and Desired Outcomes Table

**Goal Six: Inform the public about the status of Vermont's lakes and ponds, inspire concerned citizens to participate in monitoring, protection and restoration of these water bodies and their watersheds, and increase our own capacity to support this work**

OBJECTIVE	DESIRED OUTCOMES	LEAD
<b>Objective One:</b> Strengthen and expand volunteer monitoring programs, including the Lay Monitoring, Cyanobacteria Monitoring Volunteers, Volunteer Invasive Patroller, and Volunteer Invasive Patroller for Animal programs through proactive outreach and regular trainings	<ul style="list-style-type: none"> <li>Increased reporting by volunteers on cyanobacteria at both a larger spatial and more regular temporal scale</li> <li>Increased number of lakes with trained VIPs / VIPAs</li> <li>Lay monitoring volunteers identified and trained at all state park lakes, AIS prioritized lakes, and sentinel lakes</li> <li>Increased cyanobacteria monitoring performed by lay monitors</li> </ul>	Mon. Team, KJ
<b>Objective Two:</b> Introduce tributary monitoring on targeted lakes through integration with the LaRosa Program and/or expanded sampling by LMP volunteers to better understand phosphorus loading trends	<ul style="list-style-type: none"> <li>The Lakes and Ponds Program is regularly consulted by MAP staff and actively participates in LaRosa site selection</li> <li>Completed annual Power BI Reports clearly displaying LaRosa Partnership Data from lake tributaries and related Lay Monitoring data displayed on the WSMD website</li> <li>Tributary monitoring continues at more than five lakes with increasing TP trends and starts on an at five lakes with these trends</li> <li>LaRosa Program data is used for lakes management decisions</li> </ul>	Mon. Team
<b>Objective Three:</b> Improve existing partnerships and establish new partnerships with watershed associations, lake associations, conservation districts, clean water service providers, and professional associations	<ul style="list-style-type: none"> <li>Lake protection and restoration projects begun for at least ten lakes in partnership with lake associations</li> <li>Direct partnerships established with CWSPs to identify projects to protect high-quality waters and restore stressed / degraded waters</li> <li>Staff and attend trainings / conferences held by NALMS and other lake/watershed related organizations</li> <li>Five LWAPs are developed with support from DEC and at least one project implemented from each of the completed plans</li> </ul>	ALL
<b>Objective Four:</b> Enhance the Lakes and Ponds internet and social media presence to clarify our program's work and facilitate access to data and information	<ul style="list-style-type: none"> <li>Lakes and Ponds website updated to reflect goals and objectives of strategic plan</li> <li>Significant outreach efforts undertaken including via social media to get key datasets, tools, and BMP sheets out to public and to raise awareness of Lakes and Ponds regulations in the regulated community</li> </ul>	Lakes Soc Media Team
<b>Objective Five:</b> Continue to support FOVLAP's outreach, educational, and advocacy work	<ul style="list-style-type: none"> <li>Annual Lakes Seminar is an effective and well-attended event that conveys important lake protection messages</li> <li>Key policy issues for FOVLAP to support are identified and FOVLAP's advocacy work, when aligned with our goals, is supported with data</li> <li>\$2,500 annual payment to FOVLAP is maintained</li> </ul>	OP, AM, LD
<b>Objective Six:</b> Identify and apply two new grant opportunities to support our work	<ul style="list-style-type: none"> <li>The Program receives at least one new external grant each year</li> </ul>	
<b>Objective Seven:</b> Improve coordination with other WSMD Programs and DEC Divisions, with a focus on mobilizing funding managed by the Water Infrastructure Division (CWIP, Act 76, CWSRF, etc.) to support lake protection & restoration projects	<ul style="list-style-type: none"> <li>Lake protection priorities are funded through future Water Quality Enhancement and Protection Grants under Act 76Lake Wise Program expanded through WID support of NRCDs and other partners and via funding for shoreland restoration projects</li> <li>Lake protection, monitoring, and reclassification priorities integrated into Tactical Basin Plans</li> </ul>	OP, AM