



What Can WisCorps Do for You?

By Chad DuChateau, Operations Manager, WisCorps, Inc.

In this ever increasing time of digital distractions and less time outdoors, it is good to know that the next generation of young adults is carrying on the legacy of the conservation corps that dates back to the Civilian Conservation Corps of the 1930s and the state-run Wisconsin Conservation Corps that operated until the early 2000s.

It is an exciting year for WisCorps, as 2019 marks the tenth year as a non-profit conservation organization. Each year from April through November, young people are out on WisCorps crews doing manual labor, living simply, and building community. WisCorps' work started with a trail project near the headquarters in La Crosse, WI, and now conservation crews travel to complete projects on public and private lands across Wisconsin and the Upper Midwest. WisCorps' mission focuses on engaging youth and young adults to become stewards of the landscape through field-based environmental education and conservation projects.

“Most of all, I remember waking up every morning, putting on my work clothes, and knowing that I was exactly where I was supposed to be.”

~ WisCorps crew member

(Continued on page 2.)



This WisCorps crew helps to complete a boardwalk at Big Bay State Park.

Provided by WisCorps



“The team exhibited a congenial relationship among members and an intriguing interest in gaining knowledge pertaining to wetland ecosystems.”

~ WisCorps project sponsor

A “crew” consists of two experienced crew leaders and four Corps members. The leadership teams are typically outdoor professionals or college graduates with backgrounds in land management, biology, restoration, or outdoor leadership. All WisCorps crew members receive technical skills training, a weekly stipend, food and lodging, and the opportunity for a life-changing experience. Some members are serving through the AmeriCorps

Program. Upon completion of the AmeriCorps service, they receive an education award, which can be applied to college tuition or loans.

WisCorps conservation crews are contracted weekly and on a multi-year basis; the crews arrive with tools for the particular project and equipment to camp near the work site.

WisCorps workers help with a wetland planting.

What Is A WisCorps Conservation Crew?

WisCorps conservation crews consist of energetic and enthusiastic young adults who come from a kaleidoscope of backgrounds and interests, but together they share a common goal of working hard to better the outdoor experience for all.

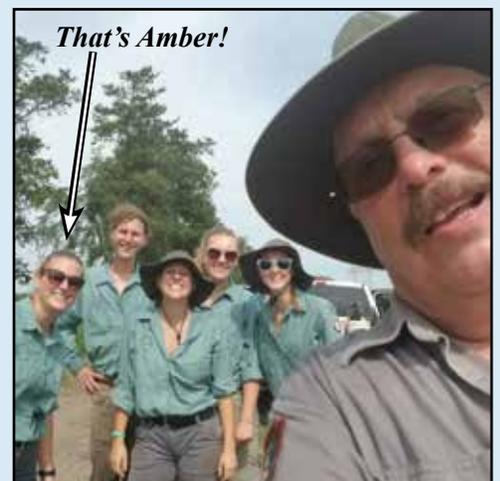
Amber Cannon



Leading By Example

Amber Cannon, UW-Stevens Point College of Natural Resources graduate and former student employee of Extension Lakes, had the opportunity to work with WisCorps in Indiana this summer, leading a crew at the Indiana Dunes National Park. Amber says, “Working with the 2019 Summer Dunes Crew provided breathtaking views and the opportunity to use skills I learned throughout my education. Our crew was tasked with wetland restoration in the Great Marsh. Some of our duties included beaver dam removal, herbicide application, propagation and planting of native species, and seed dispersals.”

Botanist Daniel Mason takes a selfie with the Indiana Dunes Crew



That’s Amber!

Great job, Amber. We’re proud of you!



Sponsoring a WisCorps crew allows for the development of our future workforce, fosters the next generation of conservation leaders, and promotes a deeper respect for community and the environment. Crews complete projects economically and efficiently.

What kinds of projects can WisCorps do for you?

Over the past decade, WisCorps has completed projects on public and private lands across Wisconsin and the Upper Midwest. Sponsors of these projects include municipalities and county departments, the Wisconsin Department of Natural Resources (DNR), local friends groups, federal land managers, and private landowners. Specific projects have focused on the following:

- Trail Construction and Maintenance
- Invasive Species Management
- Commercial Herbicide Application
- Bridge and Boardwalk Construction
- Shoreline and Stream Bank Stabilization
- Habitat Restoration/Native Plant Installation
- Water Trails (canoe/kayak)

WisCorps Projects Related to Lakes, Rivers and Wetlands

WisCorps has partnered with several land managers (DNR, U.S. Army Corps of Engineers, U.S. Fish and Wildlife Service) near La Crosse, WI to assist with the restoration efforts within the Upper Mississippi River Refuge. Work has focused on island habitat management, invasive species mitigation and erosion control through tree planting.

Through a multi-year contract with the Indiana Dunes National Park (Porter, IN), WisCorps crews have performed vital wetland restoration work, managing invasive cattail and phragmites populations, replanting native species in controlled areas and collecting desirable native seeds.

On a smaller scale, WisCorps has collaborated with other non-profits and concerned citizen organizations to enhance landscapes with pollinator and rain garden installation. Other projects provide access and educational

opportunities to people of all abilities, through the design and construction of boardwalks and pedestrian bridges in various natural habitats. Again, WisCorps' mission promotes that exposure, whether it be through doing the actual work or providing access, to foster respect and a better understanding of the natural world.

Hiring a WisCorps Crew

WisCorps conservation crews can be hired on a weekly or multi-year basis, and crews operate from April through November. Your organization's project idea can be submitted on our website throughout the year (www.wiscorps.org/hireacrew). For each given project year, late fall and early spring provide ideal timing for site visits, project goal discussions, logistics planning and project scheduling. Individual organizations or municipalities are responsible for finding funds for their share of the project cost. However, if funding is not readily available, organizations begin by conceptualizing the project with WisCorps and then considering pathways to funding for the project to happen in a future calendar year.

The project planning process begins with the proposal, followed by a phone call or email correspondence, which then leads to the scheduling of a site visit to meet the sponsors and better understand the project goals. Not all submitted projects can be completed by the crews, but WisCorps is eager to take on new challenges or collaborate with professionals to mentor our crews to ensure project success. If all of this gets you excited about completing your next project, or you know of someone who would flourish in a conservation crew setting, check out what WisCorps has to offer at

3 www.wiscorps.org!

Your organization's project idea can be submitted on our website throughout the year (www.wiscorps.org/hireacrew).

What can you expect?

For most conservation projects, the sponsor provides the following:

- All project materials (lumber, plants, herbicide, etc.)
- Any specialized equipment required for the project
- Overall guidance of the project
- A cost share of \$5000-\$7000/week

WisCorps provides the following:

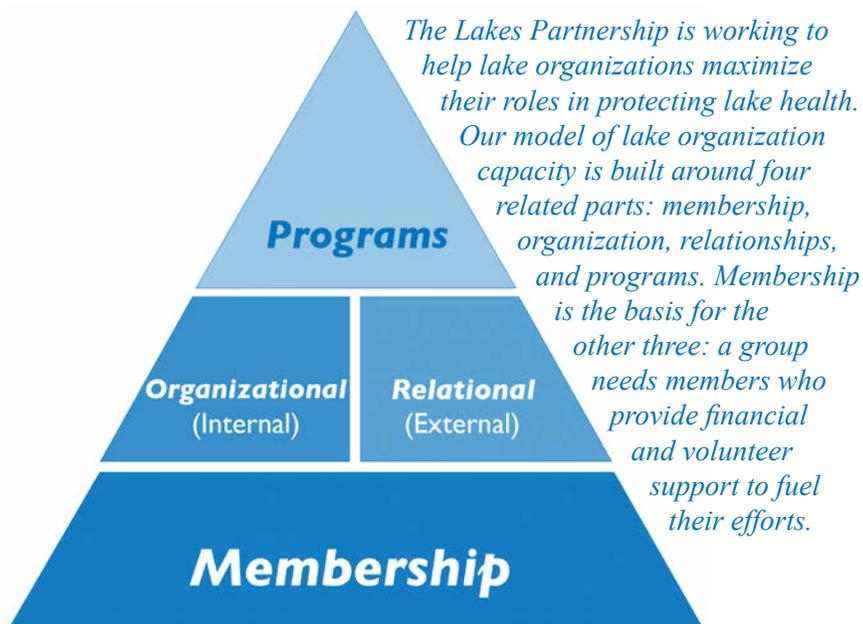
- All essential hand/power tools (carpentry, chainsaws, herbicide sprayers, etc.)
- Chainsaw and WI Herbicide Certified Crew Leaders
- General project management
- All transportation costs and insurance costs (liability and worker's comp)



Capacity Corner #8

Programmatic Capacity, Continued

By Eric Olson, Director, Extension Lakes



with external people and groups. Lake groups leverage these first three types of capacity to increase their ability to get things done: programmatic capacity.

Each issue of Lake Tides is highlighting one of these four dimensions. We first discussed programmatic capacity last fall/winter (Lake Tides Vol. 43 No. 4) and this issue picks up where we left off. You can find all the Capacity Corner articles in this newsletter's online archive at uwsp.edu/uwexlakes.

Organizational capacity concerns how a lake association or lake district conducts its internal affairs, and organizations develop relational capacity by collaborating and networking

Lake groups spend a lot of time and energy doing things that do not directly impact the lake: recruiting members, raising money, collaborating with other people and organizations, and establishing their own governance principles. Why? Because they ultimately want to do more of the activities required for a healthy lake: shoreland buffers, fish sticks, aquatic

Ideally, each lake organization would publicly share their "annual report," listing projects and accomplishments that illustrate their programmatic capacity. This would allow their members, partners, and leaders to benchmark their capacity for a single year and track changes over time.



Amy Kowalski

Collaborating with people and organizations helped in the installation of 31 Healthy Lakes practices along the shores of Chute Pond in Oconto County. Celebrating are (L to R): Pamela Toshner, Patrick Goggin, Floyd Schmidt, Alex Delvoye and Brenda Nordin.



invasive species prevention and control, watershed management, etc. Ideally, each lake organization would publicly share their “annual report,” listing projects and accomplishments that illustrate their programmatic capacity. This would allow their members, partners, and leaders to benchmark their capacity for a single year and track changes over time. County and state partners could then aggregate lake-level reports to tell a more complete story about how the Lakes Partnership is impacting water health.

The Green Lake Association recently summarized their group’s direct actions in their 2018 annual report. Their work at Avalon Creek engaged over 60 volunteers to plant over 1,000 trees and create 6,000 feet of restored stream. The association partnered to remove 157,000 pounds of carp from the lake, diverting 2,900 pounds of phosphorus. Their full annual report can be viewed online at greenlakeassociation.com (look for “Publications” in the “What We Do” menu).

We can also get a sense of programmatic capacity from the reports that lake groups provide associated with DNR grants. For example, statewide efforts to communicate with boaters at landings through Clean Boats Clean Waters (CBCW) grew steadily from 2005 through 2017, peaking at about 91,000 hours of effort. Since then, both paid and volunteer time reported to DNR has declined, reflecting a decrease in overall programmatic capacity. A closer look at county-level reporting suggests that the decrease is not evenly spread across the state. In Washburn County, for example, CBCW hours have held more steady in recent years.

The Healthy Lakes program provides another way that programmatic capacity can be measured and tracked over time. The five simple practices – native shoreland plantings, fish sticks, rain gardens, runoff diversions, and rock infiltrations – can be summarized at the lake, county, regional, and statewide level. The Wisconsin DNR and Extension Lakes are both working to promote Healthy Lakes as a relatively efficient way for lake groups to translate their other capacities into real and meaningful actions for protecting and improving lakes. In its first five years, this



Doug Moore

Nate and Jessica Rice accepted the Wisconsin Lakes Stewardship Award in the Citizen category in 2019.

effort has yielded nearly 800 practices in 28 counties across the state.

We can only share the programmatic successes that we know about. Each year, the Lakes Partnership asks groups to nominate themselves or others for the Wisconsin Lake Stewardship Awards. A team of reviewers from Wisconsin Lakes, the DNR and Extension Lakes review the applications and select individual and group winners based on their accomplishments. We recognize nominees and winners at the Wisconsin Lakes and Rivers Convention in Stevens Point. For the past several years, Extension Lakes has been posting short videos that encapsulate the winners’ successes on our YouTube channel. You can view the 2016-2019 winners online by going to www.youtube.com/uwexplakes and clicking on “Playlists” - just look for the *Lake Stewardship Award Winners* list. Perhaps their stories will motivate you to nominate someone for an award in 2020. The deadline for nominations is fast-approaching: December 2, 2019! You can learn about the nomination process on the convention website - go to uwsp.edu/uwexplakes and click “Convention 2020” under *Events* in the left navigation column. 💧

View CBCW summary statistics online at dnr.wi.gov. Just search for “watercraft inspection results.”





Lakes In Action

Your Lake Organization Has a Voice – Learn How To Use It Wisely

Let's face it, some issues your lake encounters simply can't be solved through education or in-the-water efforts. Sometimes an issue needs to be dealt with through government – be it a town, village, city, or county, or even all the way up to the statehouse in Madison. And to get that issue resolved the way it needs to be means you – and your lake organization – need to be effective advocates.

Whether they are dealing with a local problem or a piece of statewide legislation, workshop participants will be more confident in their advocacy and be able to apply that knowledge to their organization.

“A few years ago, we realized that while a strong core group of lake citizens are always there to support or criticize legislation impacting lakes as the case may be, lake organizations themselves could be a powerful block when speaking together on an issue,” says Wisconsin Lakes Executive Director Michael Engleson.

“After all, the 600 or so associations and districts in the state represent, in turn, well over 100,000 individuals.”

That's the purpose of Wisconsin Lakes' *Lakes In Action* advocacy program. As the statewide association of lake organizations, Wisconsin Lakes aims to teach individuals and their lake organizations how to make the biggest impact when dealing with decision-makers, be it anyone from the Governor to a representative of a local government.

So, Wisconsin Lakes began to create a series of workshops designed to teach lake organizations how to be effective advocates for their lake and lakes in general, and what exactly lake organizations are allowed to do under the law.

Wisconsin Lakes



Lake organization members attend a Lakes In Action workshop designed to help them be effective advocates for their lake and lakes in general.



“Many lake organizations worry about losing their tax-exemption or running afoul of the law if they participate in lobbying,” remarks Engleson, “but in reality they can do quite a bit. In the workshops, we explain what different groups can do, as well as how to do it effectively.”

The focus, however, is not just on statewide advocacy, as the lessons learned apply to persuasive communications with all levels of government. Sessions include information on the laws and rules around advocacy, how to craft a compelling message, what a creative campaign might look like, and hands-on practice by developing a message through a given scenario. So whether they are dealing with a local problem or a piece of statewide legislation, workshop participants will be more confident in their advocacy and be able to apply that knowledge to their organization.

“The great thing,” says Engleson, “is that this is also a way for someone who might not be a permanent lake resident, and therefore not vote locally in the area of the lake, to feel they have a voice through their lake organization. Advocating as an organization gives everyone on the lake a voice.”

Check out the *Lakes In Action* program at the Wisconsin Lakes and Rivers Convention in April, 2020, during the Wednesday workshop sessions, or contact Wisconsin Lakes directly. 🌊

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Sun Prairie WI 53590
(608) 661-4313
info@wisconsinlakes.org
<http://wisconsinlakes.org>



Extension Lakes

Michael Engleson, Executive Director of Wisconsin Lakes, presented a Civics 101 talk at the 2019 Lakes and Rivers Convention.

Q & A Lake Districts

We often get phone calls and emails from Lake Tides readers with a variety of questions about lake districts. Do you have a question about lake districts that you would like to see answered in Lake Tides? Send it to uwexlakes@uwsp.edu so we can include it in a future issue.

Q: Do lake districts and other types of lake organizations need to follow Worker’s Compensation requirements in Wisconsin?

A. Yes. Wisconsin law requires that an employer with employees working in Wisconsin must carry worker’s compensation insurance. This assures employers that they will not be sued for damages, medical care, and lost wages if their employees get injured while working. The law requires that every employer subject to the Worker’s Compensation Act must provide some way of assuring that it can pay benefits to its workers should they become injured. See the Department of Workforce Development’s worker’s compensation web portal for details and specific information on being compliant. <https://dwd.wisconsin.gov/wc/>

For more information on lake districts, see *People of the Lakes: A Guide for Wisconsin Lake Organizations*, in our *Highlights* section. uwsp.edu/uwexlakes

Deer and Our Shoreline Environment

By Dr. Jim Zach, Lake Lucerne Advancement Association Board Member

Our cabin is on the Northwest shore of Lake Lucerne in Forest County. Over the last couple years, I've been noticing increasing signs of deer browse damage to vegetation in our area.

This last winter was the worst — with more deer tracks in the snow, cedar trees along the shore are now showing definite browse lines and Canada Yew is being eaten back.

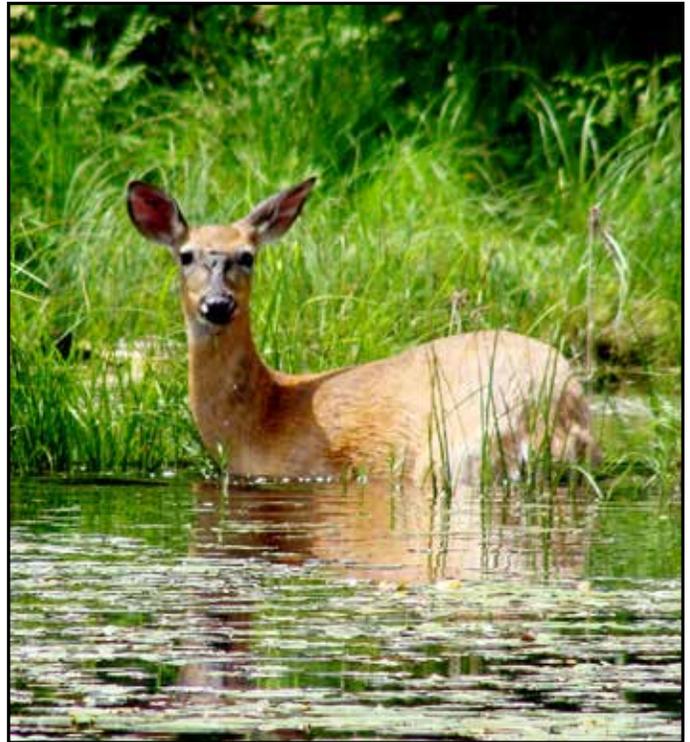
Early this spring I was walking on our back lot and smelled death. Following the odor, I came upon a decomposing deer carcass lying in some brush. Initially thinking she might have starved during a snowy winter, I was surprised to find her stomach full of corn, raising a question of whether this local herd is being supplementarily fed.

While the cause of death of that deer isn't known, feeding deer corn in winter can be fatal if a deer's digestive system is adapted for woody browsing material. Also, feeding deer during the winter concentrates deer

CWD in Wisconsin

Chronic wasting disease (CWD) is a fatal, infectious nervous system disease of deer, moose and elk. It belongs to the family of diseases known as transmissible spongiform encephalopathies (TSEs) or prion diseases. CWD occurs only in members of the cervid or deer family—both wild and captive. The Wisconsin DNR began monitoring the state's wild white-tailed deer population for CWD in 1999. The first positives were found in 2002.

For more information: <https://dnr.wi.gov/topic/wildlifehabitat/cwd.html>



JoAnne Lund

Deer are excellent adapters to edge habitat and they 'win out' in many of the situations that may hurt other wildlife species. This is being seen across a majority of the whitetail's range, not just in Wisconsin."

~Curtis Rollman, WDNR
Senior Wildlife Biologist

Feeding [deer] is illegal in 52 of the 72 counties in Wisconsin due to the presence of chronic wasting disease (CWD).

populations, causing more damage to an area's native vegetation as well as some ornamental plantings. Feeding is also illegal in 52 of the 72 counties in Wisconsin due to the presence of chronic wasting disease (CWD). The risk is due to increasing the concentrations of deer, and the proven ability of the CWD prions contained in saliva, urine, and feces, to infect other deer. Infectious CWD prions can remain in soil for years.

The normal adaptation of deer to Wisconsin winters includes putting on fat reserves by normal dispersed browsing of vegetation that usually will get most deer through until spring, with some winter mortality expected among less fit deer. While supplemental feeding may sustain some deer, the resulting population increase comes at the cost of exceeding the carrying capacity of the land, narrowing the range of a deer herd, and further increasing a herd's dependence upon supplemental feed.

Deer thrive on the plants along the edges of woods and fields — and cleared lots. The whitetail population across the Midwest has increased considerably in recent decades fueled by changes to vegetation that resulted from people moving to "the country." As the



Population Trends and Harvest Data

Are you interested in up-to-date information for your county regarding deer harvest figures, population trends, deer impacts on agriculture and forest resources, deer herd health, and deer hunter dynamics? Check out the Wisconsin Deer Metrics System on the Wisconsin DNR website by visiting dnr.wi.gov and typing “deer metrics” in the search bar. There’s even a helpful video that walks you through the page and gives you an idea of all of the information that is available.

deer population increases, their appetites are causing damage to a variety of trees including maples, cedars, apples, hemlocks, and yew. Where populations increase and become more concentrated, they also damage, and may eliminate, the native plants valued as part of the Northwoods environment. This includes wild sarsaparilla, lady slipper, trout lily, Solomon’s seal, trillium, and many more. In areas where deer populations become high, the whole understory of woodland plants and young trees may be browsed away.

There is a health aspect to an increasing deer population as well. My clinical work caring for University of Wisconsin-Stevens Point students led to an interest in whitetail deer populations and the spread of the black-legged tick, also known as the deer tick. This is the tick species that conveys Lyme disease and anaplasmosis to people and pets. This tick and these diseases are increasing in Wisconsin as the deer population increases in populated areas. In the past, if I found a tick around here it was a wood tick; now I am also encountering deer ticks. 💧



Captured from an Iowa County camera

Snapshot Wisconsin

Snapshot Wisconsin is a volunteer-based partnership to monitor deer and other wildlife year-round, using a statewide network of trail cameras. The data these cameras collect helps support wildlife management decisions.

- 1686 volunteers
- 2173 trail cams
- Over 34 million photos

Interested in hosting your own Snapshot Wisconsin camera? Visit <https://dnr.wi.gov/topic/research/projects/snapshot/>

Hunters Can Help

If you’re a deer hunter and would like to add to the long-term database of deer hunter observation data, you can easily get connected on your smartphone, desktop, or even by mail. The survey period runs from Sept. 14-Jan. 5, and observers are asked to share the following:

- Date hunted
- Number of hours hunted
- County
- Zone
- Land type
- Weather conditions
- Type and number of animals

To find out more, go to dnr.wi.gov and type in “deer hunter wildlife survey.”

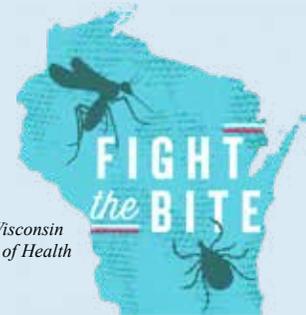
“In the absence of cougar and wolves in many parts of the state, human hunters are the only real control on the deer herd. If they don’t take that job seriously, if they don’t take that job responsibly and understand that ecological role, they may not take enough deer, or they may take bucks instead of does in a way that limits how effectively we can manage deer.”

~Don Waller, retired Professor of Botany, UW-Madison

Tips for Preventing Lyme Disease

1. Apply insect repellent with 20-30% DEET.
2. Spray permethrin on clothes - NOT on your skin.
3. Tuck pant legs into socks and shirts into pants.
4. Check for ticks after spending time in grassy or wooded areas.
5. Remove ticks promptly with a tweezers.
6. Heat your clothing in a dryer to kill any loose ticks.
 - Dry clothes = 10 minutes
 - Wet clothes = 60 minutes
7. Contact your healthcare provider right away if you think you may have been bitten by a tick and have these common symptoms of Lyme disease:
 - Fever
 - Stiff neck
 - Fatigue
 - Muscle or joint pain
 - Rash
 - Headache

Resource: Wisconsin Department of Health Services



Lakes 101

These Water Animals Might Surprise You!

By Kim Becken, Outreach Specialist, Extension Lakes

Over 95% of animals are invertebrates and many of those are aquatic!

Just as we are drawn to water, there are many plants and animals that rely on water for sustenance and their home (habitat). These living creatures (the biota) inhabit our lakes.

Animals are just one small portion that utilize lakes. We often think of animals as mammals, however, over 95% of animals are invertebrates and many of those are aquatic! Let's take a closer look at these aquatic animals; there are five distinct groups.

1. **Flatworms, rotifers and roundworms** each help consume and decompose matter that ends up in the water or sediment of a lake.
2. **Mollusks** include snails, mussels and clams which eat microscopic algae or filter water through their bodies as they feed, which removes zooplankton, phytoplankton and detritus from the water.

What's this stuff?

Zooplankton – microscopic floating animals
Phytoplankton – microscopic floating plants
Detritus – dead or decaying organic matter

Virgil Beck, courtesy of Wisconsin DNR



3. **Aquatic earthworms and leeches** eat organic muck or latch on to other invertebrates or fish for their food source.
4. **Crustaceans, spiders and insects** often become food for other animals in the lake community.
5. **Fish** are the most commonly known and are the vertebrates in this group. There are six major families of fish that call freshwater lakes their home.

- ◆ **Ictaluridae** – Catfish and bullheads are in this family, and are bottom feeders that can survive in stressful conditions including low oxygen and high temperatures.
- ◆ **Salmonidae** – This family of fish includes trout, which prefer clear, cooler, and well-oxygenated water.
- ◆ **Esocidae** – Muskellunge and pike are part of this family. These fish prefer shallow, warmer bodies of water with lots of aquatic plants.
- ◆ **Clupeidae** – This family is comprised of the alewife and shad species that eat zooplankton and are, in turn, food for other larger fish.
- ◆ **Centrarchidae** – This is the largest fish family that includes species such as bass, crappie and sunfish. They may be the most prevalent in your lake.
- ◆ **Percidae** – Walleye and perch, both of which are very adaptable to different types of lake environments, belong to this family.

All these animals, and the plants in which they live in and amongst, operate in a delicate balance of lake life. Let's keep in mind this unique balance as we work near, play in, and protect our wonderful water resources. ◆

Resources: Wisconsin and Minnesota DNR, *The Lake Pocket Book*



Sea Grant Fish ID App

Can you name the fish in the drawing above? If you are interested in identifying fish while you're out on the lake, check out this fish ID app from Sea Grant.

<https://www.seagrant.wisc.edu/fish-id/>



Wintering in Nicaragua

Take a Trip This Winter and Learn How Birds and Key Natural Areas Tie Wisconsin to Nicaragua

By Eric Olson, Director, Extension Lakes

Wisconsin and Nicaragua have a special relationship. For over 50 years, the state has shared development resources with Nicaragua through the Wisconsin/Nicaragua Partners of the Americas. Wisconsin was selected by the U.S. Federal Government to work with the Central American nation because the two places are blessed with ample freshwater lake resources, including 3,200 square mile Lake Nicaragua. The Lakes Partnership celebrated their shared connections at the 2014 Convention with a special day-long workshop on Nicaraguan resource issues that featured presenters from the Wisconsin DNR and Nicaraguan water research organizations.

One of the presenters, retired DNR wildlife educator Bill Volkert, has maintained close ties to people in Nicaragua through regular visits. This winter, Bill is arranging group travel for Wisconsinites to visit Nicaragua and learn more about where many of our Wisconsin birds spend the winter months. The tours will run February 9-18 and February 23-March 3. Bill has arranged a detailed itinerary to visit key natural areas in the country and view birds endemic to Nicaragua as well as those migrants that come up to Wisconsin for the summer. Bill will be presenting at a free Tap Talks event at the Central Waters Brewery in Amherst on Sunday November 17 at 4:00 pm. You can come to the presentation to learn more about the trips, or visit his webpage at www.billvolkert.com

For over 50 years, the state has shared development resources with Nicaragua through the Wisconsin Nicaragua Partners.

Convention Archives

Are you interested in viewing the presentations from the workshop mentioned above: "Connecting Wisconsin and Nicaragua Through Nature: Lakes, Birds, and People"? You can find them in our searchable convention archives database! Go to uwsp.edu/uwexlakes and click on "Convention Archives" under *Resources* in the left navigation column. Then just type, "Nicaragua" in the search bar. The link will take you to the page of workshops from 2014 - scroll until you find what you're looking for.

These convention archives date back to 2007, so you can find a presentation you missed last year, or connect to one of the digital productions to use as a kickoff to your annual meeting!

Need a little help to find what you're looking for? Give Amy a call at 715-346-4744 and she'll walk you through it.

Learn more about Wisconsin's ties to Nicaragua at the Wisconsin Nicaragua Partnership website. <https://wisnic.org/>



Baltimore Oriole by Bill Volkert

Wood Thrush by Bill Volkert

Both the Baltimore Oriole and Wood Thrush nest in Wisconsin and winter in Nicaragua. They are shown here in their winter habitat.



Wisconsin Waters 2020

Focusing on Resilient Lakes & Rivers

By Eric Olson, Director, Extension Lakes



April 1-3, 2020
Holiday Inn and
Convention Center
Stevens Point, WI

We look forward to seeing the ways that resiliency thinking can lead us to a future of healthy waters.

American Fisheries Society



In April 2020, we will gather in Stevens Point as a community committed to protecting and restoring Wisconsin's lakes, rivers, and streams. Our Thursday keynote speaker will illustrate the role of resiliency in the big picture of managing water resources. Dr. Douglas Beard is a Wisconsin native who served as a fisheries manager for the Wisconsin DNR before joining the United States Geological Survey (USGS). He is currently the Chief of the National Climate Adaptation Science Center. His role is to provide leadership and guidance on administration, partnerships, information management, and communications for a network of regional climate adaptation science centers. Doug has partnered with researchers

and managers through the Resilience Alliance and the Stockholm Resilience Center to carry forward Buzz Holling's legacy in the realms of waterways and fisheries.

We look forward to learning from Doug's work and seeing

the ways that resiliency thinking can lead us to a future of healthy waters.



On Friday, we will be joined by Lauren Salvato, the Water Quality Program and Policy Director of the Upper Mississippi River Basin Association. This unique group brings together

state leadership from Illinois, Iowa, Minnesota, Missouri, and Wisconsin to address basin-scale issues impacting the river. The Association engages in the discussion, evaluation, and study of a variety of topics, ranging from policy and budget matters to specific resource management concerns. Over the years, the Association has addressed a wide range of issues including: nonpoint source pollution, water quality planning and management, habitat restoration, flood recovery, and more. Lauren is a graduate of the limnology program at Indiana University Bloomington and served as the national coordinator for the North American Lake Management Society's Secchi Dip-in program while in graduate school.

[Learn More about Resiliency](#)

Resiliency Alliance
<https://www.resalliance.org>

Stockholm Resiliency Center
<https://www.stockholmresilience.org/>



Seeing Your Lake with 20/20 Vision

We know you see your lake's beautiful sunrises and sunsets, the amazing flora and fauna that call it home, and its resiliency throughout the seasons. If you have captured some of these treasured views, we would love for you to share them with us by entering up to four of your best photos into the Lakes and Rivers Convention Photo Contest - you could win \$100! Rules and entry forms can be found at uwsp.edu/uwexplakes (click on "Convention 2020" under *Events* in the left navigation).

Paul Skawinski



Photographing Lake Geneva on a summer evening.

uwsp.edu/uwexplakes

Deadline: March 11, 2020



Reserve Your Room Now

Rooms will likely sell out this year, so we encourage you to book your room early at the Holiday Inn Stevens Point - Convention Center. Just go to uwsp.edu/uwexplakes, click on "Convention 2020" under *Events*, then click on "Lodging" for instructions.

Agenda At-a-glance

Your full convention agenda will be online in early 2020! uwsp.edu/uwexplakes



Call for Posters!

Deadline: March 11, 2020

Present a poster at the Wisconsin Lakes and Rivers Convention to share your research, project or success story! Learn more or submit a proposal at uwsp.edu/uwexplakes; navigate to the Convention 2020 page and click on "Call for Posters."



Doug Moore

Nominate a Local Lake Steward

Deadline: December 23, 2019

Do you know an outstanding person or group who dedicates time and talent to our state's water resources? We encourage you to nominate them for the prestigious Wisconsin Lake Stewardship Award.

Recipients and all nominees will be recognized during a special awards ceremony on April 2, 2020, at the Wisconsin Lakes and Rivers Convention.

For more information go to uwsp.edu/uwexplakes, click on "Convention 2020" under *Events*, then click on "Nominate a Lake Steward"



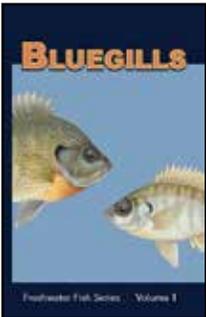
Keeping Lakes in the Family

Sharing the Magic Through Stories

Compiled by Lynn Markham, Center for Land Use Education, UW-Stevens Point

What A Fish Wants, What A Fish Needs

This year's children's book recommendations focus on things fish need: food, shelter, maybe even another fish to love. Trees in lakes are a home, safe haven, nursery and bountiful buffet for fish and many other creatures in a healthy lake.



Bluegills

Ages 8+

Written by Elie Hart, Lynn Markham, Justin Sipiorski and Jonathan Stoffregren

Illustrated by Justin Sipiorski

Photos from Engbretson Underwater Photography

What is a bluegill? Where do they live; what do they eat; and what do they need to survive? This book will help you better understand bluegills and give you some ideas on where and how to find these beautiful sunfish!



Bluegills is the first volume in Cornerstone Press's new Freshwater Fish Series, produced in collaboration with Extension Lakes and the Wisconsin Center for Land Use Education.

Fish Hotels

Ages 8-12+

Written by Lynn Markham

What are fish hotels? Why do fish live in fallen trees; what benefits do they provide; how can we create fish hotels? This 20-page, non-fiction booklet explains how we can help fish by leaving trees in our lakes.

Bluegills and Fish Hotels are available from the Extension Lakes bookstore:

uwsp.edu/uwexlakes

What's It Like to Be a Fish?

Ages 4-8

Written by Wendy Pfeffer

Illustrated by Holly Keller

You can't breathe underwater, but a fish can. You can't eat underwater, but a fish does it every day. This classic picture book features graceful text that invites young readers to imagine what it's like to have gills, fins, and scales.

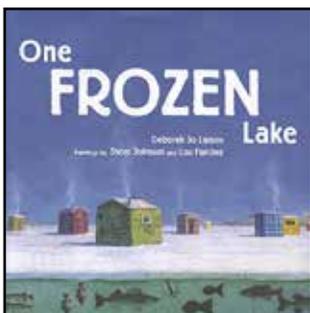
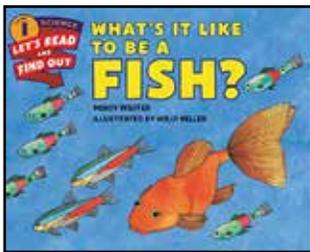
One Frozen Lake

Ages 3-7

Written by Deborah Jo Larson

Illustrated by Steve Johnson and Lou Fancher

After walking across a frozen lake one morning, a boy and his grandfather make holes in the ice, drop their fishing lines into the water, and wait. After five hours, they move into a heated canvas shack and try again. They share hot cocoa with friends, but, "Seven hours pass. Not one fish." Packing up at nine o'clock, they reel in a line and catch a fish. That would be a happy ending, but Larson trumps it with an even better one. The artwork transports readers to the unusual setting, which children might find difficult to imagine on their own. An inviting introduction to a rarely written about activity.





Let's Make Healthy Lakes Together!

The Healthy Lakes 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 feature story to Pamela Toshner (pamela.toshner@wi.gov) or Amy Kowalski (amy.kowalski@uwsp.edu).



2020 Healthy Lakes Grants

If you have never applied for a grant from the Department of Natural Resources, a Healthy Lakes grant might be the perfect fit! There is no better time than the present to start thinking about developing an application. You even have a couple extra days to apply since the usual deadline, February 1, falls on a Saturday, so Healthy Lakes grant applications are due February 3, 2020. You can choose from five best practices that will improve habitat, beautify your property, decrease erosion, and reduce runoff heading into a lake.

To be eligible for a grant, you can partner with a qualified lake organization or lake district, or a local municipality, county or tribal government to submit a grant application. You can contact your local grant coordinator to further develop your project or ask any questions - go to dnr.wi.gov and search "Lake and River Contacts" to find this person. The Healthy Lakes website (healthylakeswi.com) contains a wide variety of helpful tips and tools that are useful from filling out the application to closing out a grant. There are publications describing the specifications of the best practices, a video walkthrough of filling out the application, and much more. Check it out!

CALLENDAR

December 10, 2019 - Planning Grant Deadline

Application deadline for lake and river planning, lake classification and ordinance development, AIS education, planning, prevention, Healthy Lakes and Clean Boats, Clean Water grants. For more information: <https://dnr.wi.gov/aid/surfacewater.html>

December 11, 2019 - Discovery Farms Conference - Wisconsin Dells, WI

Looking ahead with 2020 vision: How farmers can keep clean water in focus is the theme for this year's eighth Annual Discovery Farms® Conference at the Glacier Canyon Conference Center. For more information: www.uwdiscoveryfarms.org or 715-983-5668 or Erica.olson@wisc.edu

December 23, 2019 – Wisconsin Lake Stewardship Nomination Deadline

Let us keep celebrating the good work of our peers! See more on page 13 of this issue.

January 24-26, 2020 – Lake Home and Cabin Show - Madison, WI

For more information: <https://www.lakehomeandcabinshow.com/>

January 26-29, 2020 – Midwest Fish and Wildlife Conference - Springfield, IL

The theme of the 80th Midwest Fish & Wildlife Conference is "Bringing Science Back to the Forefront of Resource Management." For more information: <http://www.midwestfw.org/>

February 3, 2020 – Management Grant Deadline

Application deadline for lake and river protection, AIS established population control, and Healthy Lakes grants. For more information: <https://dnr.wi.gov/aid/surfacewater.html>

February 10-13, 2020 – Midwest Aquatic Plant Management Society Conference - Indianapolis, IN

For more information: <https://www.mapms.org/conferences/2020-conference/>

February 18-20, 2020 – Wetland Science Conference - Elkhart Lake, WI

For more information: <http://conference.wisconsinwetlands.org/>



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Reflections

The only way to approach such a period, in which uncertainty is very large and one cannot predict what the future holds, is not to predict, but to experiment and act inventively and exuberantly via diverse adventures in living. That leads, then, to a strategic sense of how to proceed. Do not try to plan the details, but invent, experiment, and build."

~ C.S. "Buzz" Holling

