

A

APPENDIX A

Public Participation Materials

Two Sisters Lake Management Planning Project *Kick-Off Meeting* July 9, 2011 – 9:00 AM McNaughton Pub 5340 Bridge Road

The Two Sisters Lake Property Owners Association has received two grants totaling nearly \$20,000 from the Wisconsin Department of Natural Resources to partially fund the completion of a comprehensive management plan for Two Sisters Lake. A third grant will be applied for in August of 2011. The design for the planning project has been finalized and approved by the WDNR and includes two primary objectives: 1) the completion of in-depth studies including multiple plant surveys, water quality sampling, and watershed investigations; and 2) the completion of a realistic management plan for the lake and its watershed. Most of the studies will be completed during the spring, summer and fall of 2011. The tasks associated with the analysis of the data will be completed during the following fall and winter. The project will also incorporate opportunities for stakeholder education and input, which are both very important components of all lake management planning efforts. The first opportunity for your participation in the process will be at the Project Kick-off Meeting to be held on Saturday, July 9th at 9:00 am at the McNaughton Pub (5340 Bridge Rd., west of Rhinelander off of Highway 47). In addition to this meeting as well as others, an additional opportunity for your input will be through a written stakeholder survey that will be distributed during the project.



Aquatic ecologist, Tim Hoyman, speaks to a lake group in Waushara County about their lake management plan. Public participation will be an integral part of the Two Sisters Lake project.

Onterra, LLC, a lake management planning firm out of De Pere, has been hired to lead the project. During the meeting, Eddie Heath, an aquatic ecologist with Onterra, LLC, will describe the project and its importance. The presentation will include a description of the project's components, a quick course on general lake ecology, and a breakdown of how the Association's Planning Committee will be involved in the plan's completion. So, please plan on attending the meeting and do not hesitate to ask questions or make comments.

Two Sisters Lake Management Plan

Unofficial Partial Summary Report by John Kraus

June 30, 2012

Two sisters lake is technically classified as a spring lake. Headwater drainage lakes encompass this lake type. Therefore, TSL is designated as a headwater drainage lake.

Shoreline length is 8.9 miles

3.9 miles (45%) is natural/undeveloped – beneficial to the lake

3.9 miles (44%) is developed-semi natural – neutral to the lake

1 mile (11%) is urbanized & developed-unnatural – potentially harmful to the lake

On July 9, 2011, a project kick-off meeting was held at the McNaughton Pub to introduce the project.

Numerous field studies were conducted by Onterra on Two Sisters Lake during 2011 & 2012 to sample the water and vegetation.

Tests show that the phosphorus values, chlorophyll and water clarity are all rated as excellent. Water visibility on an average is close to 20 feet.

In July & August vegetation was sampled.

61 native aquatic plants were found in TSL. No non-native, invasive species were found.

A survey was developed by committee members with coordination between Onterra and the DNR.

During October 2011 this nine-page survey was mailed to 180 property owners on Two Sisters Lake. 122 (69%) of the surveys were returned and those results were entered into a spreadsheet by Joe Steinhage, a committee member.

Those responding to the survey indicated that:

44% own summer residences on the lake

21% own year-round residences

21% own a property that is visited on weekends throughout the year.

53% have owned their property for more than 25 years.

43 % said their property would be pass on to a family member

36% said they would continue to own their property

A vast majority use their property for relaxing/entertaining

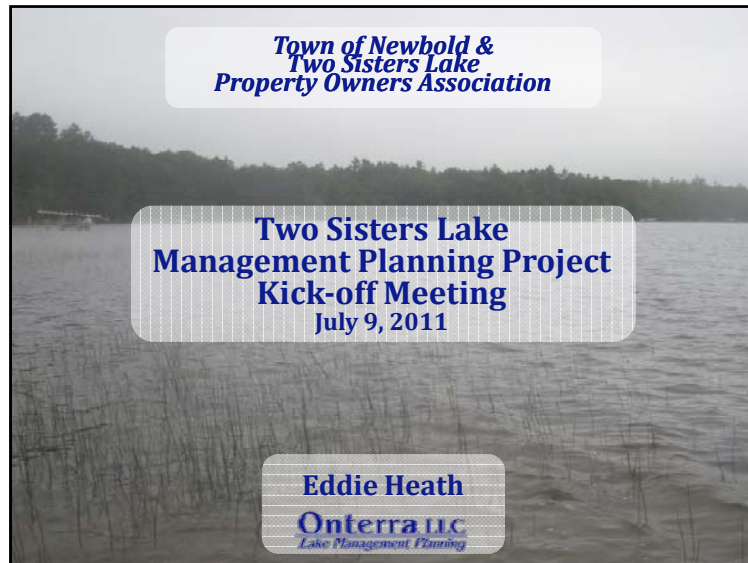
Issues of concern about the lake expressed by property owners are:

Preventing invasive species from entering the lake

Jet Ski usage

Maintaining water quality

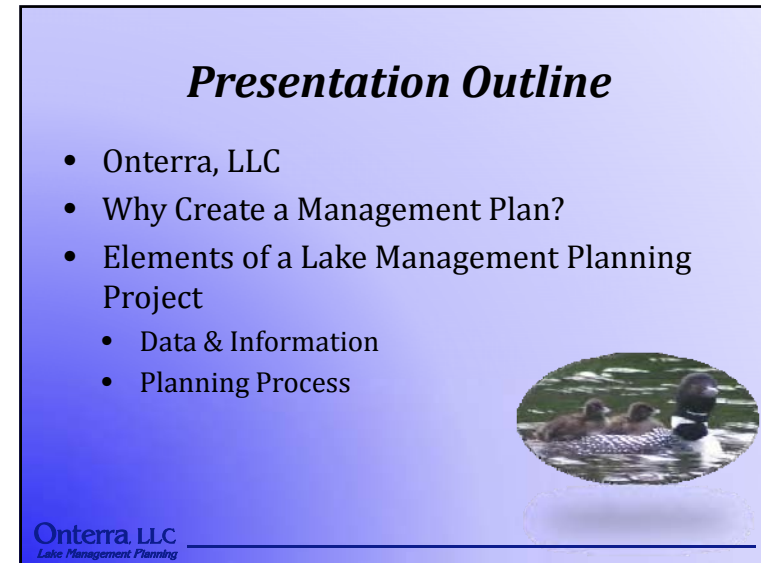
Lake shore development



*Town of Newbold &
Two Sisters Lake
Property Owners Association*


**Two Sisters Lake
Management Planning Project
Kick-off Meeting**
July 9, 2011

Eddie Heath
Onterra, LLC
Lake Management Planning



Presentation Outline

- Onterra, LLC
- Why Create a Management Plan?
- Elements of a Lake Management Planning Project
 - Data & Information
 - Planning Process



Onterra, LLC
Lake Management Planning




Onterra, LLC

- Founded in 2005
- Staff
 - Four full-time ecologists
 - One part-time ecologist
 - One field technician
 - Two summer interns
- Services
 - Science and planning
- Philosophy
 - Promote realistic planning
 - Assist, not direct



Onterra, LLC
Lake Management Planning



Why create a lake management plan?

- To create a better understanding of lake's positive and negative attributes.
- To discover ways to minimize the negative attributes and maximize the positive attributes.
- To foster realistic expectations and dispel myths.
- To create a snapshot of the lake for future reference and planning.



Onterra, LLC
Lake Management Planning

Elements of an Effective Lake Management Planning Project

Data and Information Gathering

Environmental & Sociological

Planning Process

Brings it all together



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Lake Management Planning

Data and information gathering

- Study Components
 - Water Quality Analysis
 - Watershed Assessment
 - Shoreline Assessment
 - Aquatic Plant Surveys
 - Fisheries Data Integration
 - Zebra Mussel Survey
 - Stakeholder Survey



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Water Quality Analysis

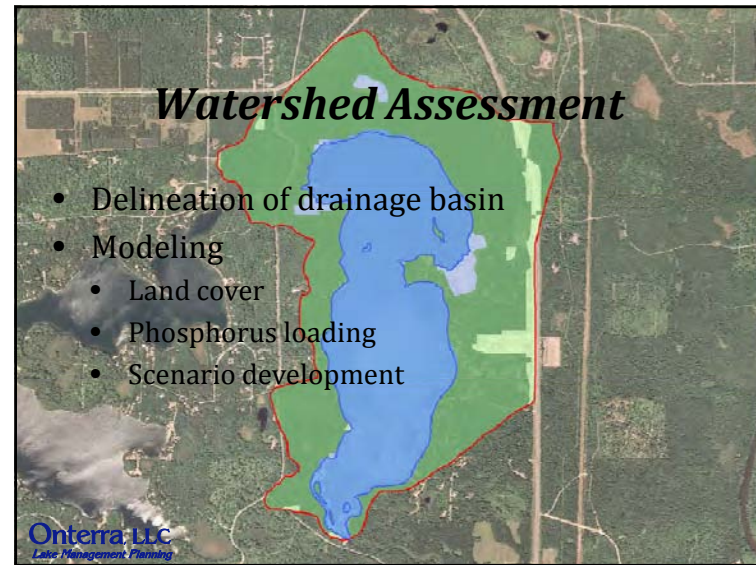
- General water chemistry (current & historic)
 - Citizens Lake Monitoring Network
- Nutrient analysis
 - Lake trophic state (Eutrophication)
 - Limiting plant nutrient
- Supporting data for watershed modeling



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Watershed Assessment

- Delineation of drainage basin
- Modeling
 - Land cover
 - Phosphorus loading
 - Scenario development



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Shoreland Assessment

- Shoreland area is important for buffering runoff and provides valuable habitat for aquatic and terrestrial wildlife.
- It does not look at lake shoreline on a property-by-property basis.
- Assessment ranks shoreland area from shoreline back 35 feet

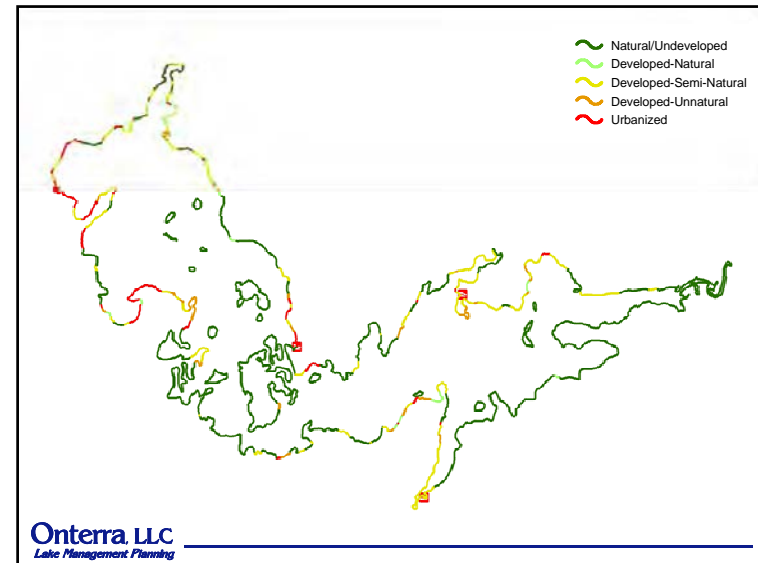
Urbanized **Natural**



Range →



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Non-native Aquatic Plants

Curly-leaf Pondweed




Not Found in 2011 Survey

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Lake Management Planning

Non-native Aquatic Plants

Eurasian Water Milfoil



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Aquatic Plant Surveys

- Concerned with both native and non-native plants
- Multiple surveys used in assessment
 - Curly-leaf pondweed survey
 - Point-intercept survey

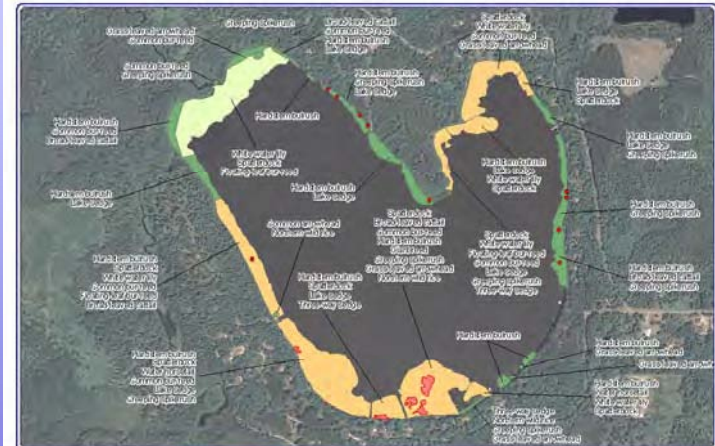


Two Sisters Lake
 41-meter resolution
 1,735 total points



Aquatic Plant Surveys

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 - Curly-leaf pondweed survey
 - Point-intercept survey
 - Plant community mapping



Aquatic Plant Surveys

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 - Curly-leaf pondweed survey
 - Point-intercept survey
 - Plant community mapping
 - Volunteer survey findings

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Fisheries Data Integration

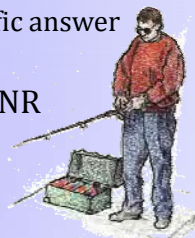
- No fish sampling completed
- Assemble data from WDNR, USGS, USFWS, & GLIFWC
- Fish survey results summaries (if available)
- Use information in planning as applicable



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Stakeholder Survey

- Standard survey used as base
 - Planning committee potentially develops additional questions and options
 - Must not lead respondent to specific answer through a “loaded” question
- Survey must be approved by WDNR



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Planning Process

Planning Committee Meetings

Study Results (including a stakeholder survey)
Conclusions & Initial Recommendations

Management Goals
Management Actions
Timeframe
Facilitator(s)

Implementation Plan



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Lake Management Planning

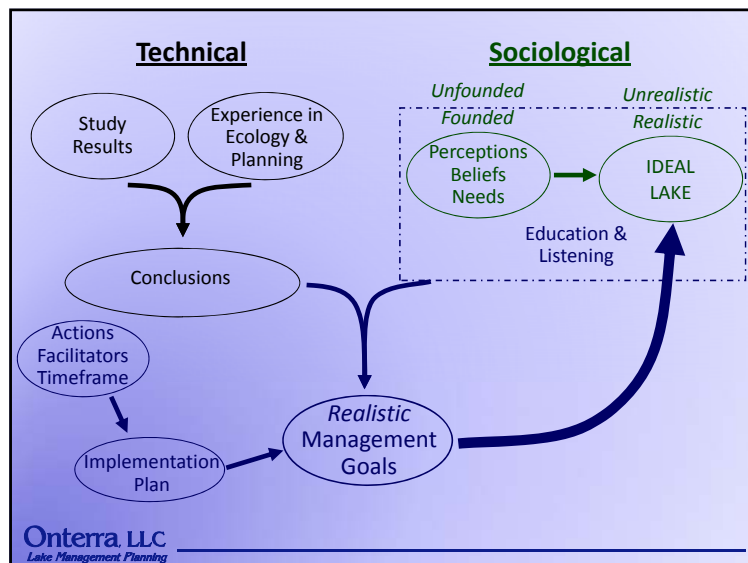
Thank You

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Many of the graphics used in this presentation were supplied by:



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Lake Management Planning





***Town of Newbold & Two Sisters
Lake Property Owners Association***

**Two Sisters Lake
Management Planning Project
Planning Meeting
June 28, 2012**

**Brenton Butterfield
& Tim Hoyman**
Onterra LLC
Lake Management Planning

Presentation Outline

- **Lake Management Planning Project Overview**
- **Study Results**
 - Water Quality
 - Watershed
 - Aquatic Plants
 - Fisheries
- **“Big Picture”**



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Lake Management Planning

Study and Plan Goals

- Collect & Analyze Data
- Construct Long-Term & Useable Plan



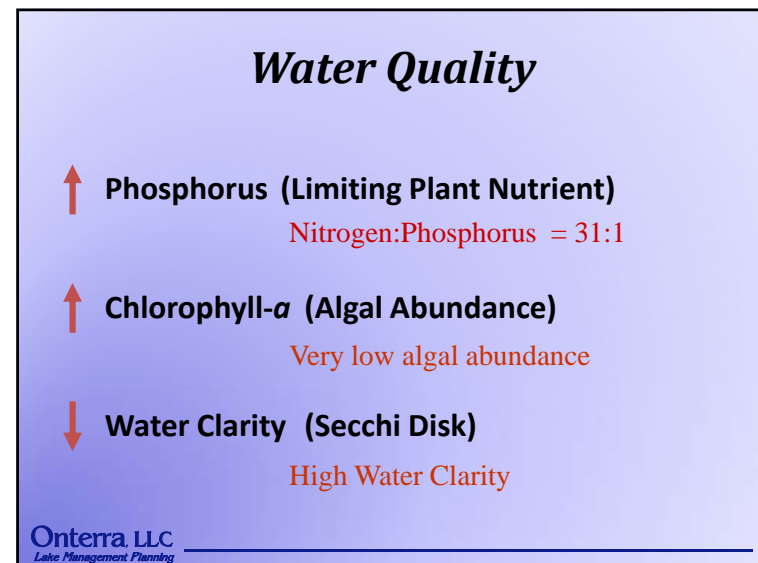
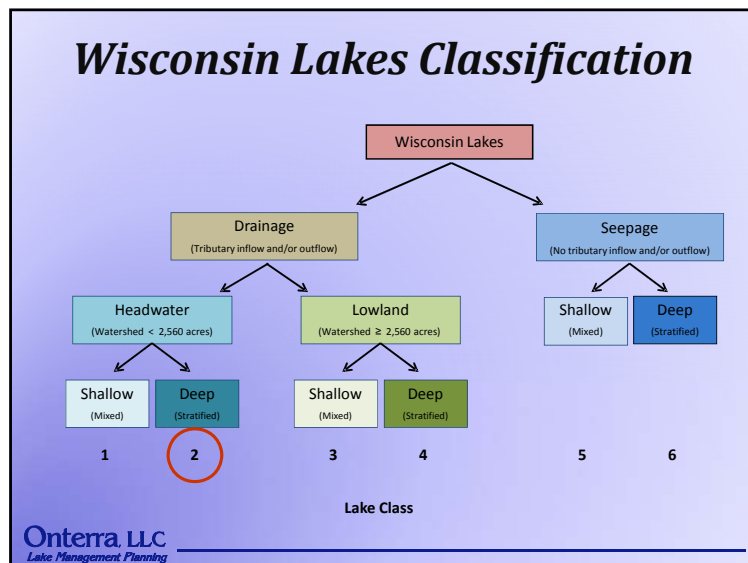
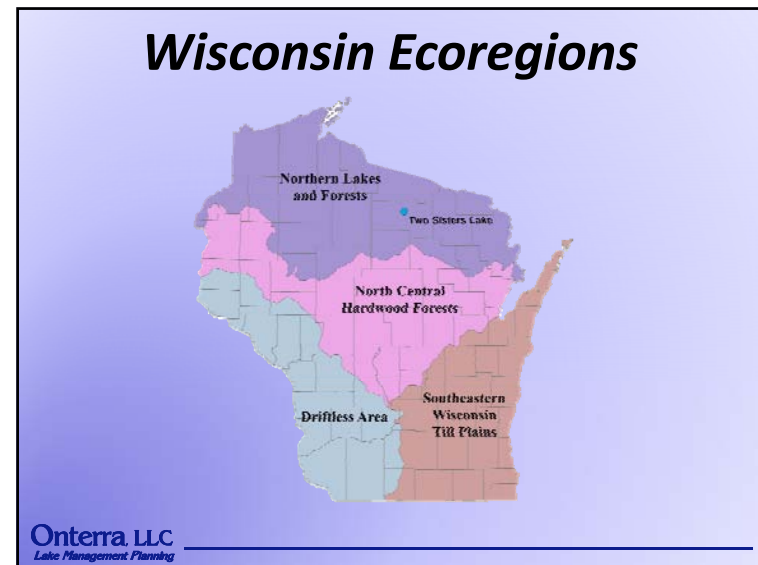
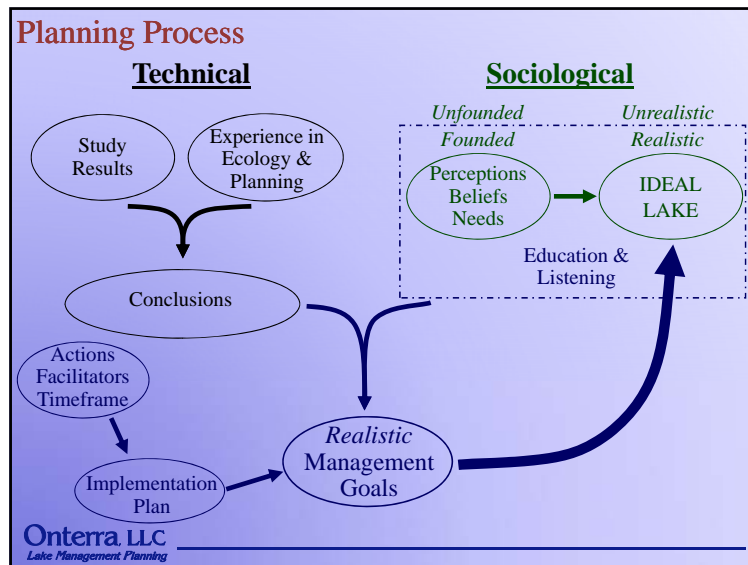
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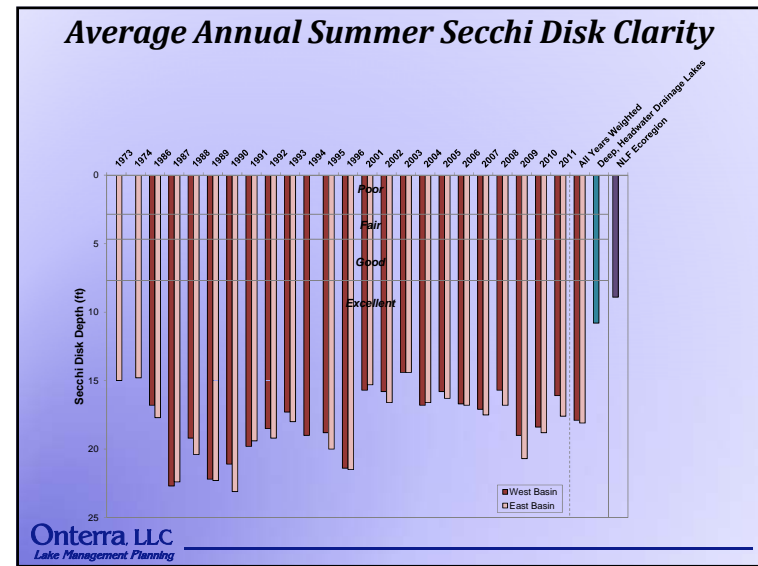
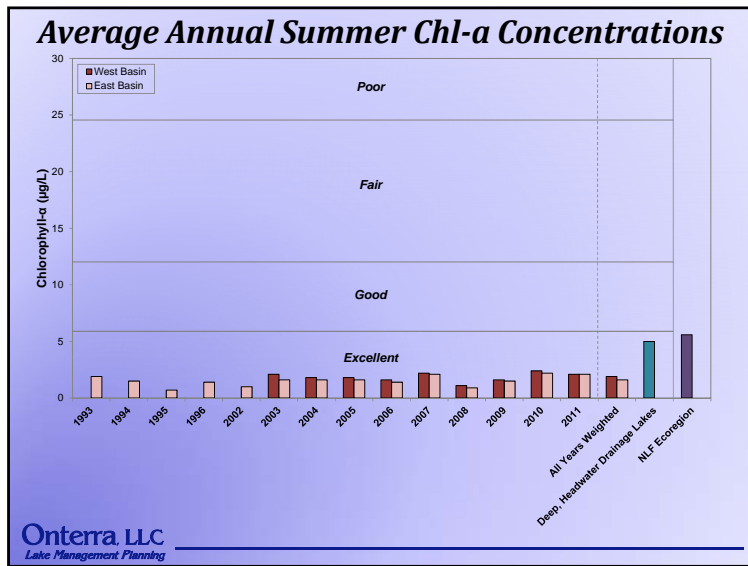
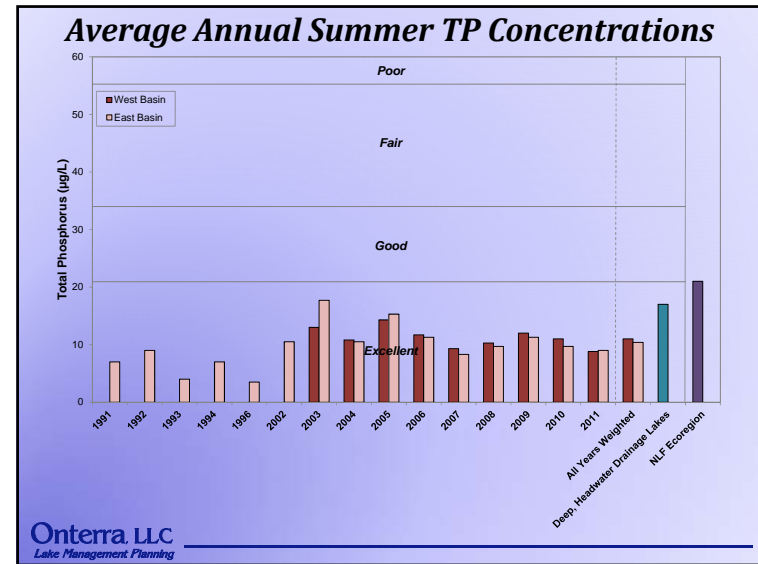
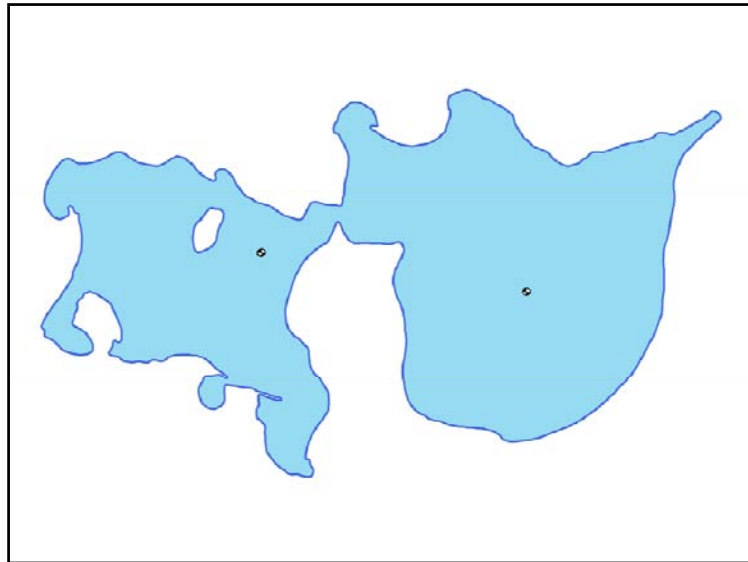
The Planning Process

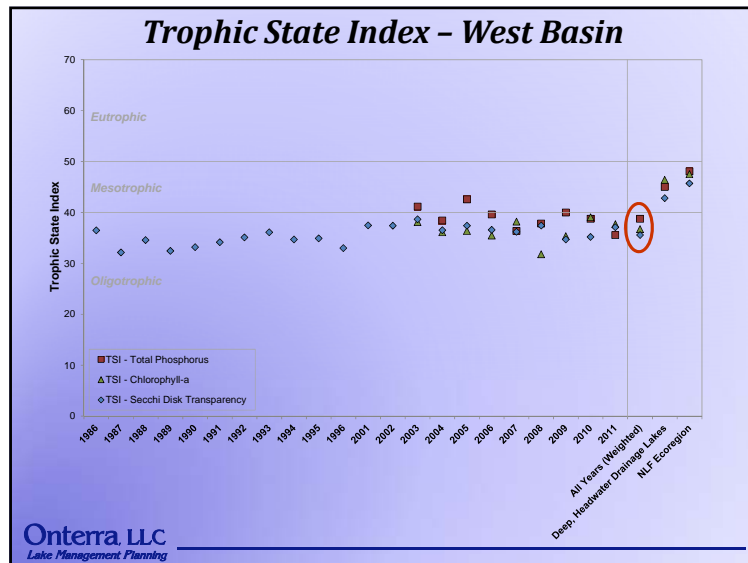
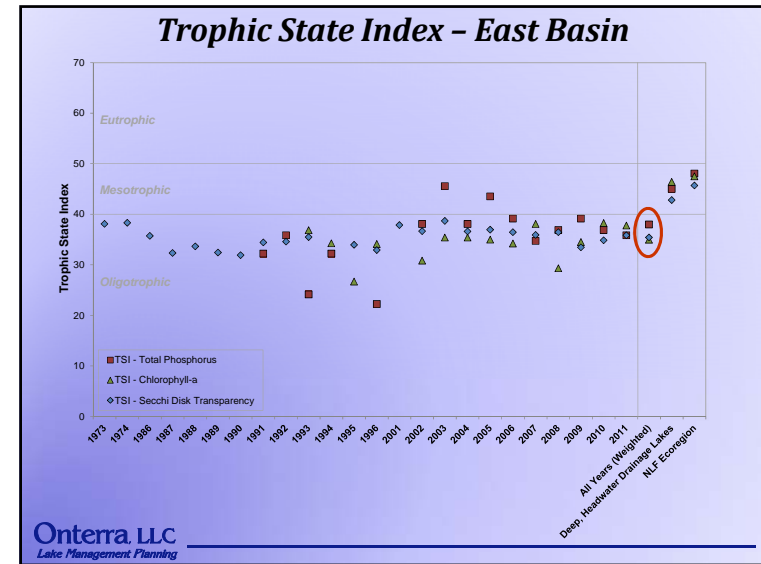
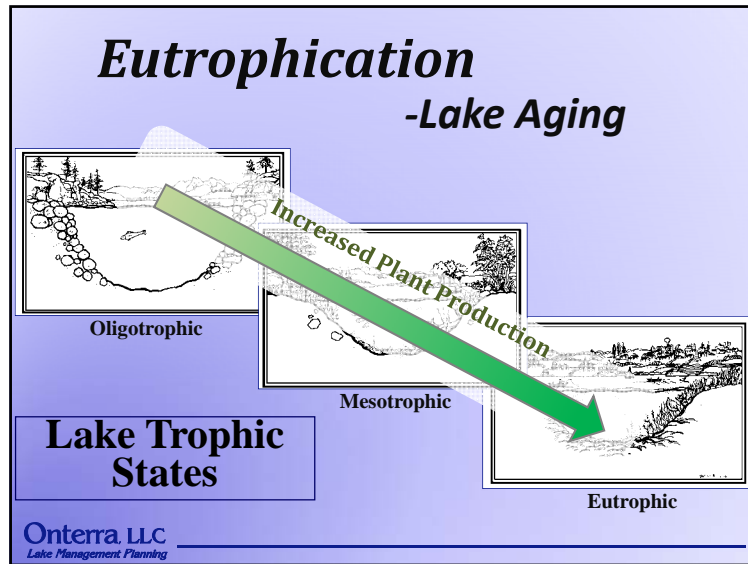
...it's not as easy as you may think.



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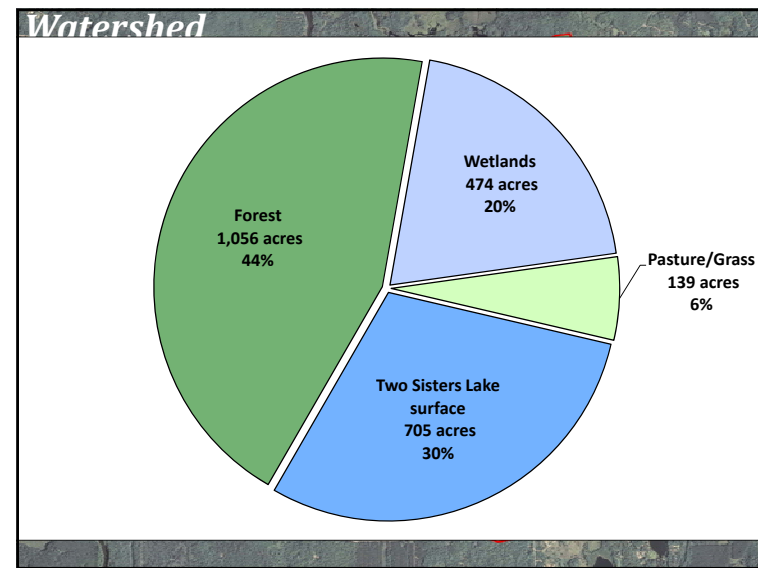
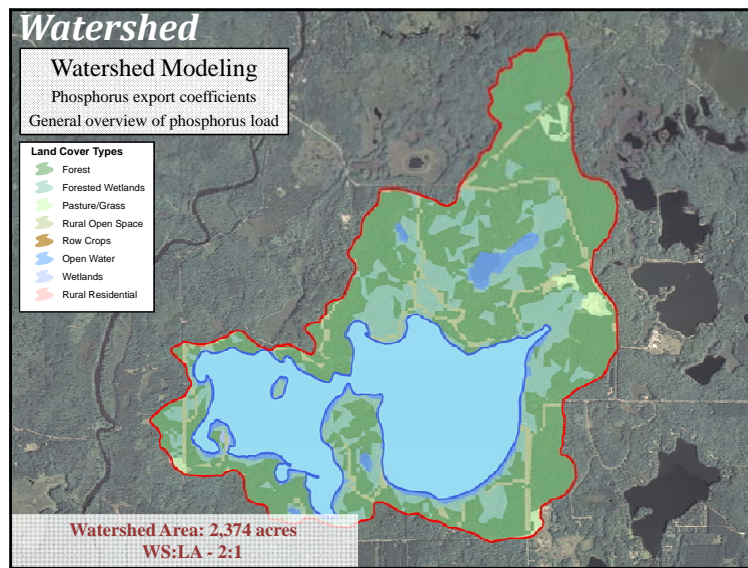
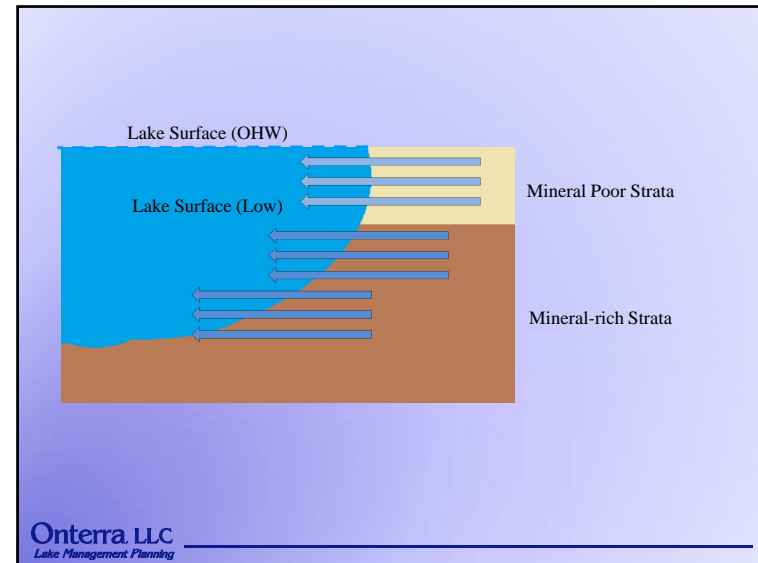
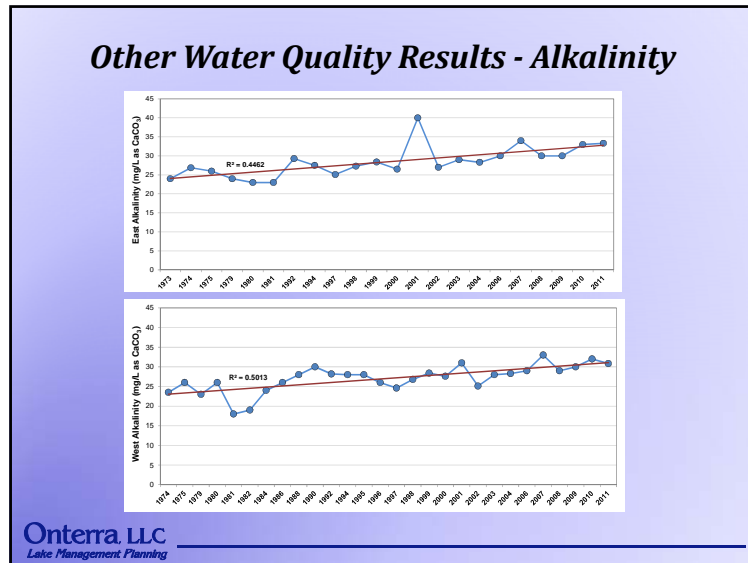


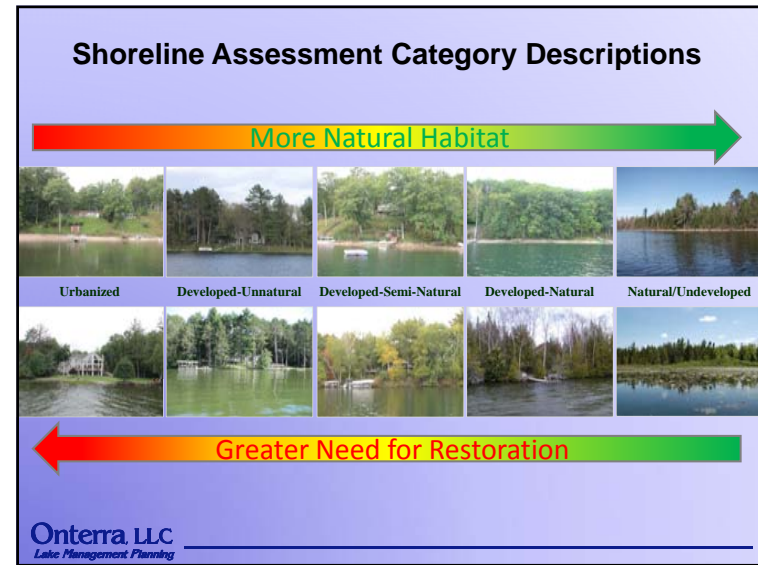
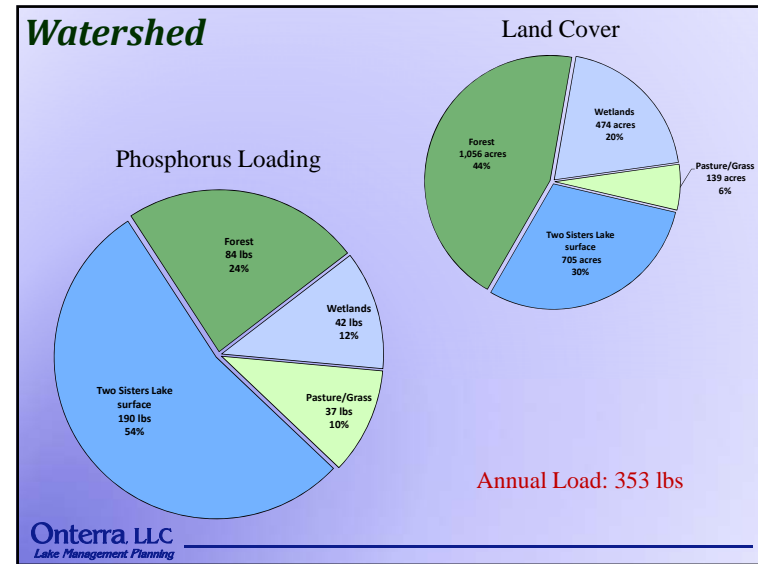
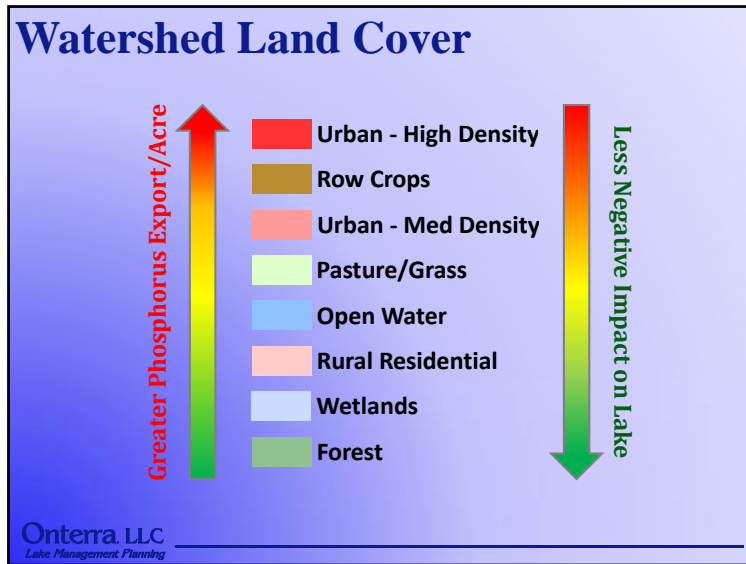
Other Water Quality Results

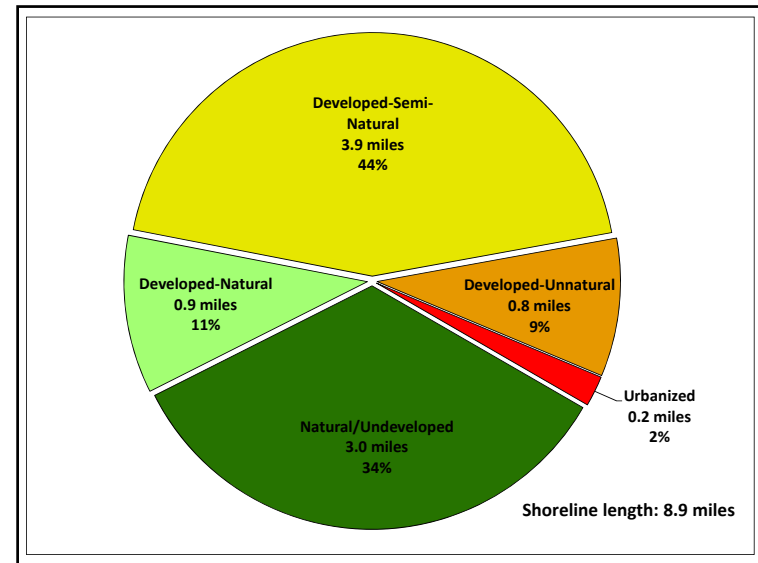
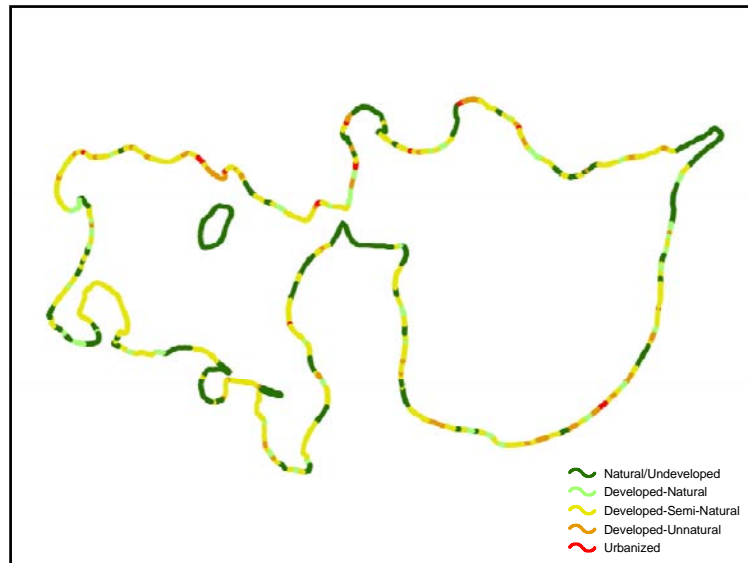
- Lake thermally stratifies during summer months
- No indication of low winter dissolved oxygen
- Alkalinity = 28.7 mg/L as CaCO₃ – indicates very little sensitivity to acid rain
- Low calcium concentration (7.0 mg/L) – Not suitable for mussel establishment

No veligers observed in 2011 samples

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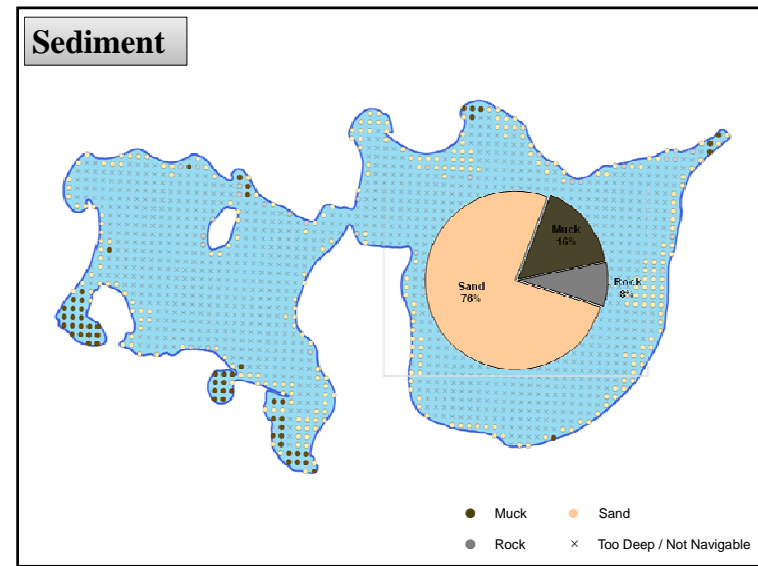


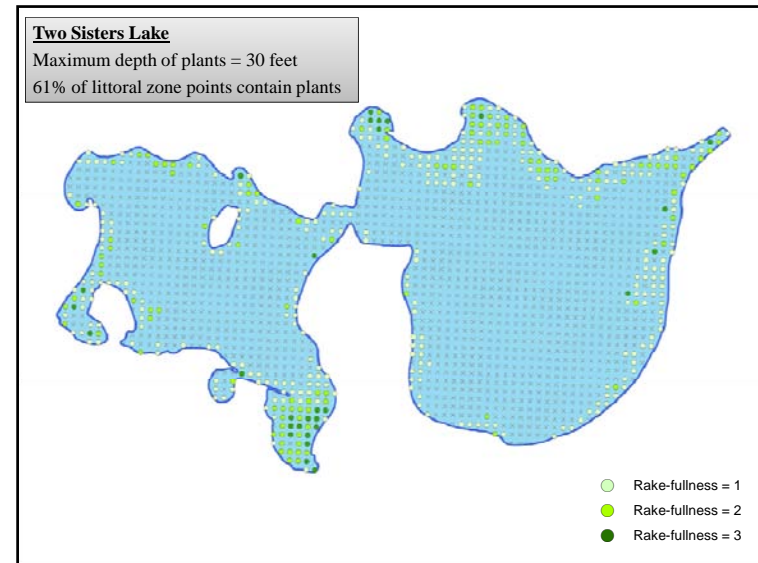
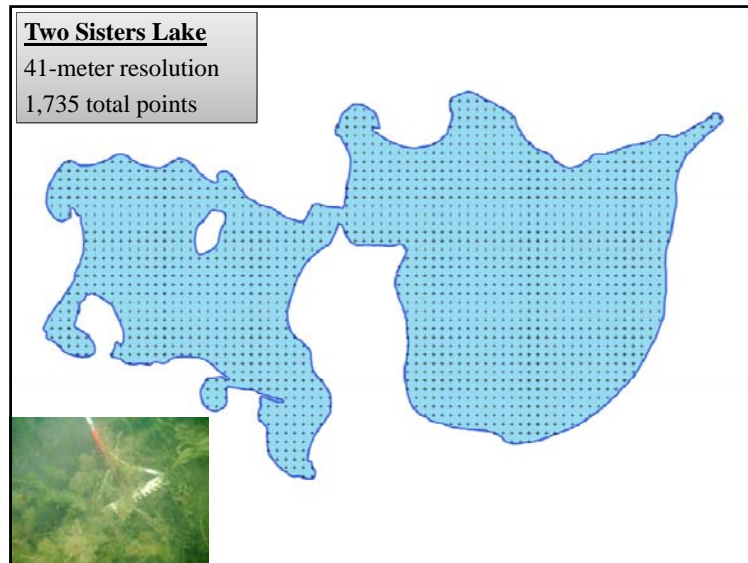


Aquatic Plant Surveys

- Concerned with both native and non-native plants
- Multiple surveys used in assessment
 - Curly-leaf pondweed **NONE FOUND** survey
 - Point-intercept survey
 - Systematic sampling method
 - Can compare lakes within same ecoregion
 - Plant community mapping
 - Accurately map floating-leaf & emergent communities
 - May compare to future surveys

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Species List

- 61 Native Species
 - 41 from the PI survey
- No non-native species located
- 2 species of 'special concern'
 - Vasey's pondweed
 - Small purple bladderwort



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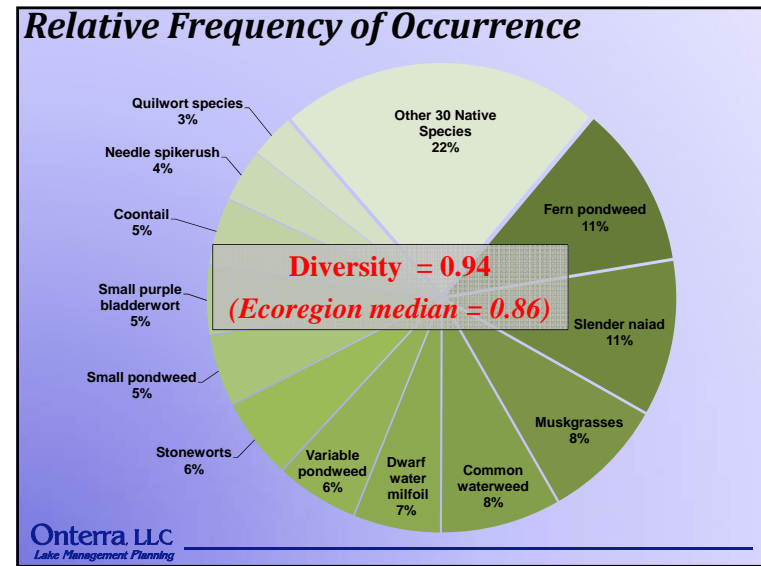
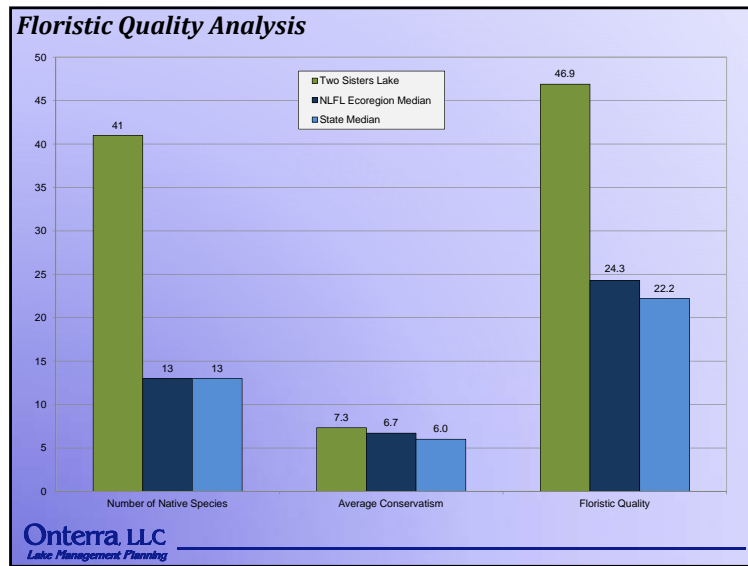
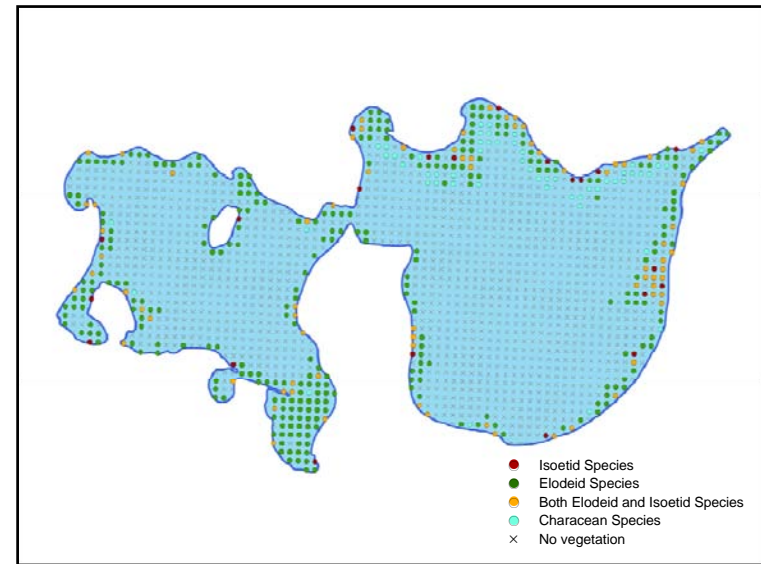
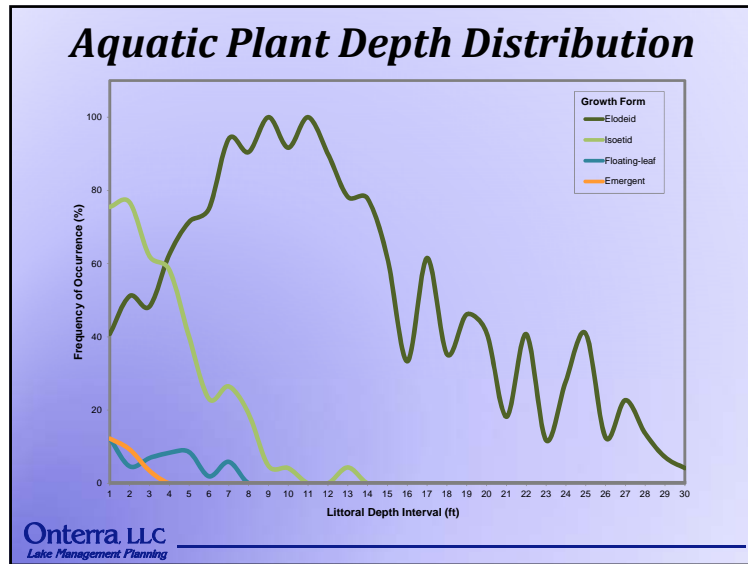
Life Form	Scientific Name	Common Name	Coefficient of Conservation (C)	2011 (Others)	
Emergent	<i>Calla palustris</i>	Water arum	9	I	
	<i>Cyperus cornutus</i>	Wetland sedge	5	I	
	<i>Carex lasiocarpa</i>	Wetland sedge	5	I	
	<i>Carex rostrata</i>	Wetland sedge	10	I	
	<i>Carex stricta</i>	Common tussock sedge	7	I	
	<i>Sagittaria arifolia</i>	Wetland sedge	2	I	
	<i>Eleocharis palustris</i>	Common spikegrass	6	X	
	<i>Eleocharis acicularis</i>	Spikerush	7	I	
	<i>Sagittaria arifolia</i>	Wetland sedge	2	I	
	<i>Alisma plantago-foliosa</i>	Water plantain	7	I	
	<i>Sparganium angustifolium</i>	Narrow-leafed bur-reed	9	X	
	<i>Sagittaria arifolia</i>	Wetland sedge	2	I	
	<i>Alisma plantago-foliosa</i>	Water plantain	7	I	
	<i>Sparganium angustifolium</i>	Narrow-leafed bur-reed	9	X	
	<i>Sagittaria arifolia</i>	Wetland sedge	2	I	
FL	<i>Brasenia schrebleri</i>	Water lily	7	I	
	<i>Najas communis</i>	Spotted duckweed	6	X	
	<i>Wolffia globosa</i>	Wetland duckweed	6	X	
	<i>Polygonum amphibium</i>	Water smartweed	5	I	
	FL/E	<i>Sagittaria angustifolia</i>	Narrow-leafed bur-reed	9	X
		<i>Sagittaria arifolia</i>	Wetland sedge	2	I
		<i>Alisma plantago-foliosa</i>	Water plantain	7	X
		<i>Ceratophyllum demersum</i>	Cornel	3	X
		<i>Cladophora</i>	Wetland sedge	7	X
		<i>Elodea natans</i>	Wetland sedge	5	X
		<i>Potamogeton amplifolius</i>	Common pondweed	7	X
		<i>Elodea natans</i>	Wetland sedge	5	X
		<i>Elodea natans</i>	Wetland sedge	5	X
		<i>Elodea natans</i>	Wetland sedge	5	X
		<i>Elodea natans</i>	Wetland sedge	5	X
<i>Elodea natans</i>		Wetland sedge	5	X	
<i>Elodea natans</i>		Wetland sedge	5	X	
<i>Elodea natans</i>		Wetland sedge	5	X	
<i>Elodea natans</i>		Wetland sedge	5	X	
Submerged	<i>Potamogeton amplifolius</i>	Common pondweed	7	X	
	<i>Potamogeton amplifolius</i>	Common pondweed	7	X	
	<i>Potamogeton amplifolius</i>	Common pondweed	7	X	
	<i>Potamogeton amplifolius</i>	Common pondweed	7	X	
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	<i>Potamogeton amplifolius</i>	Common pondweed	7	X	
E/E	<i>Elodea natans</i>	Wetland sedge	5	X	
	<i>Elodea natans</i>	Wetland sedge	5	X	
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	<i>Elodea natans</i>	Wetland sedge	5	X	

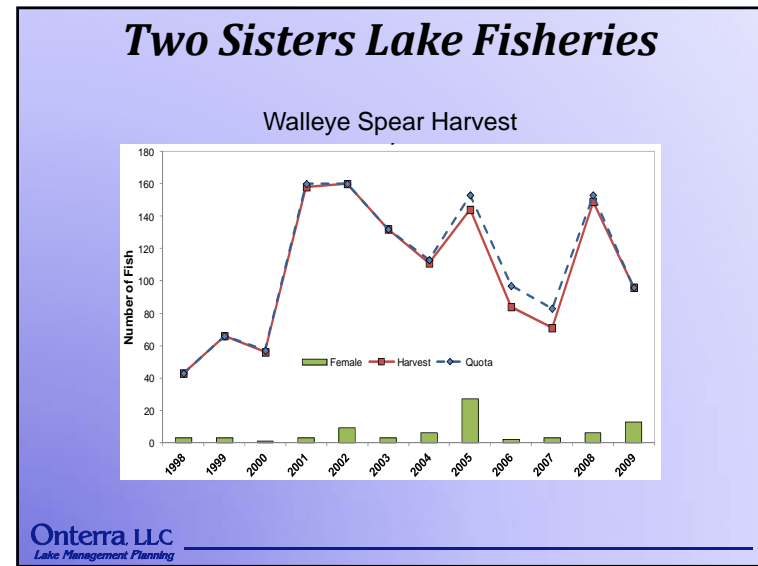
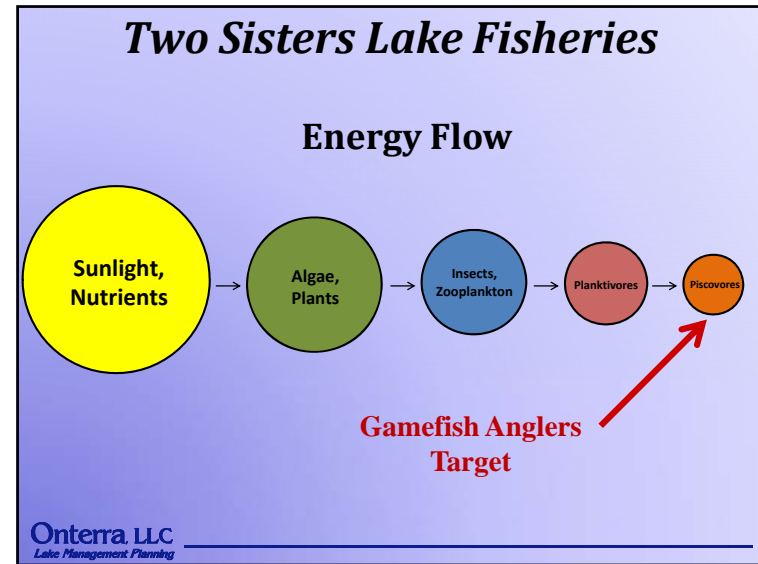
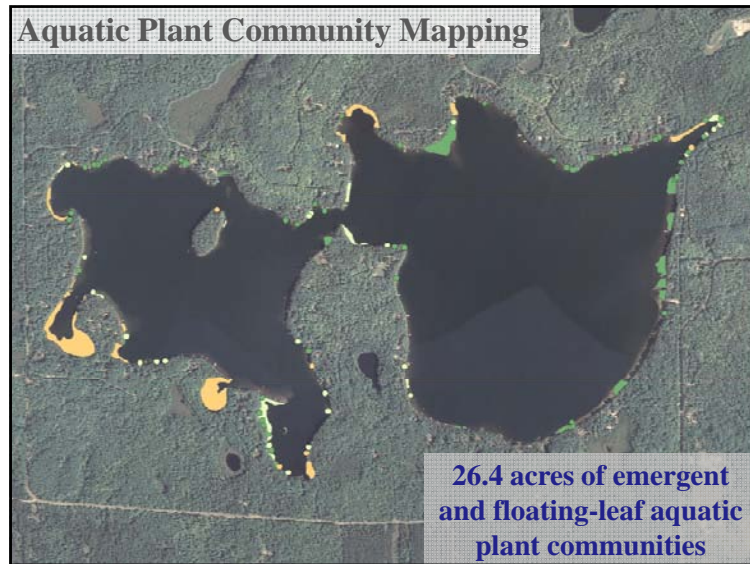
Submergent Plant Growth Forms

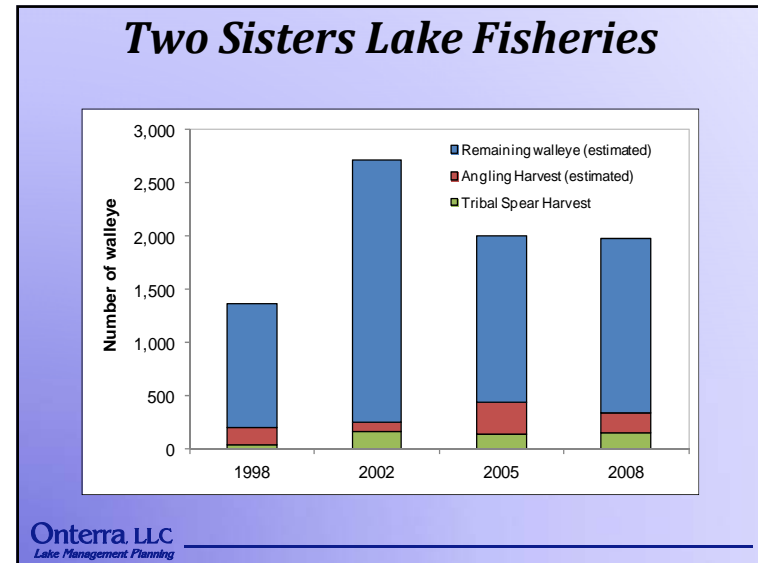
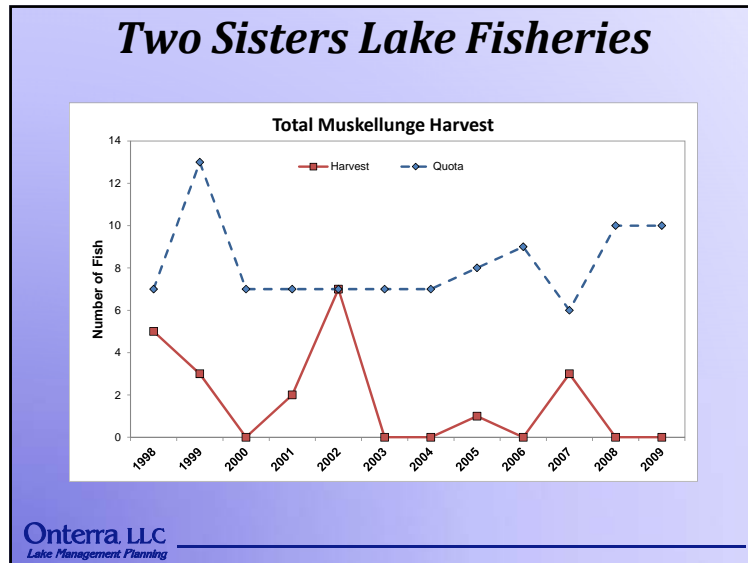
**Isoetid
Turf Species**

**Elodeid
Leafy Plants**

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Lake Management Planning







- ## Conclusions
- Water quality is excellent
 - Overall watershed is largely in healthy condition
 - Minimal phosphorus input; ecologically valuable landcover types present
 - Shoreline is mostly natural and undeveloped
 - Aquatic plant community
 - Based on standard analysis, native community is of high quality
 - Lake has diverse plant community, and high species richness
- Onterra, LLC
Lake Management Planning

Thank You

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Many of the graphics used in this presentation were supplied by:





Onterra, LLC
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***Town of Newbold & Two Sisters
Lake Property Owners Association***

**Two Sisters Lake
Management Planning Project
Wrap-up Meeting
August 4, 2012**

Tim Hoyman, CLM
Onterra LLC
Lake Management Planning

Presentation Outline

- **Lake Management Planning Project Overview**
- **Study Results**
 - Water Quality
 - Watershed
 - Aquatic Plants
 - Fisheries
- **“Big Picture”**
- **Implementation Plan**



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Lake Management Planning

Study and Plan Goals

- **Collect & Analyze Data**
- **Construct Long-Term & Useable Plan**



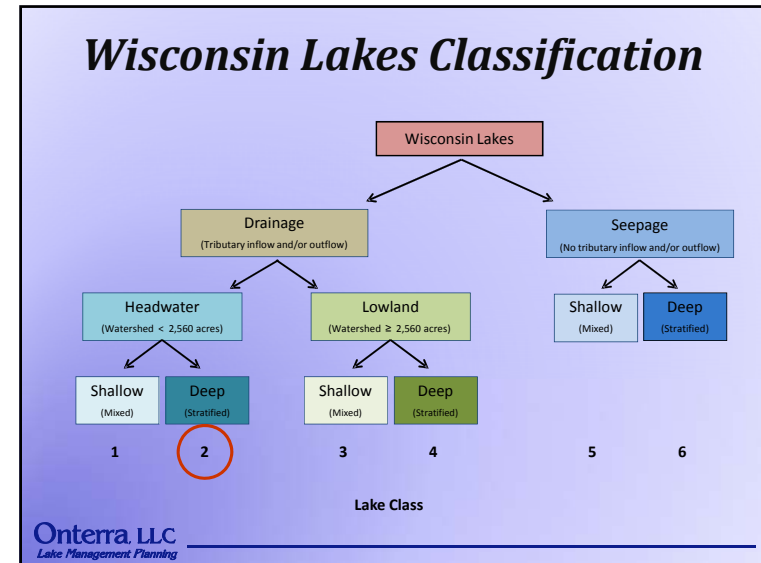
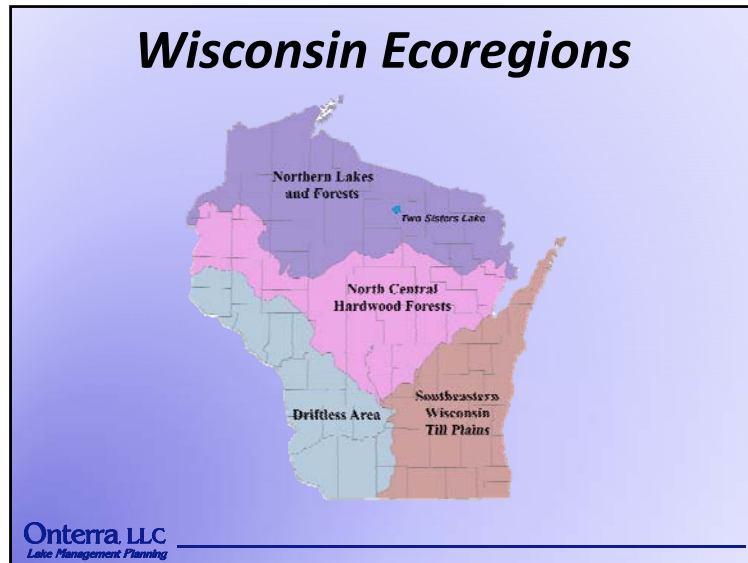
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Overall Lake Health

- **Excellent overall**
 - Water quality
 - Watershed
 - Aquatic Plants
- **Management Plan: Protection Mode**



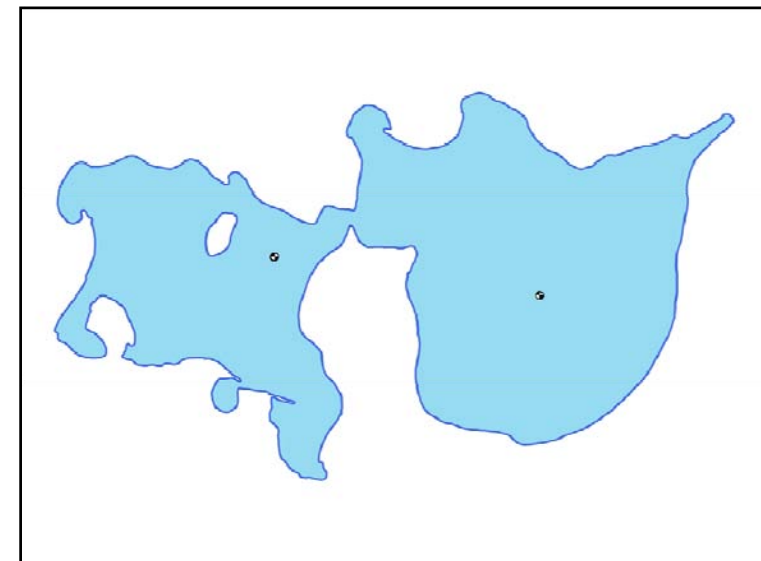
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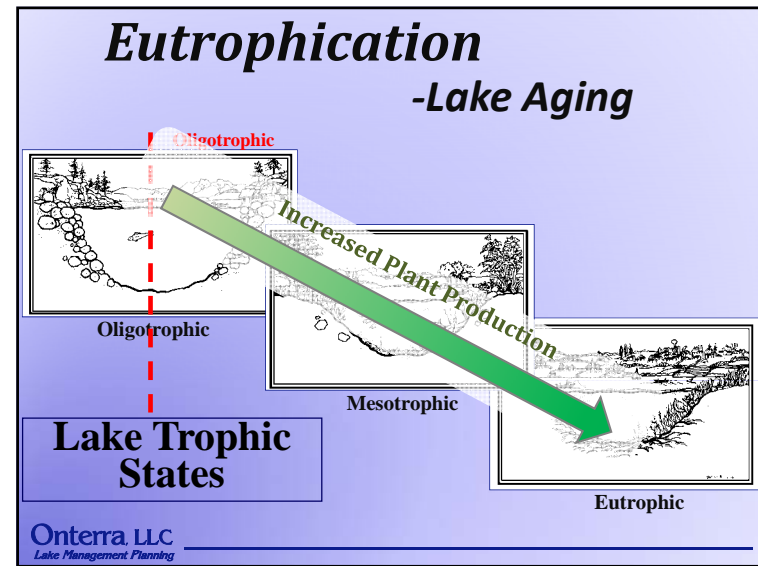
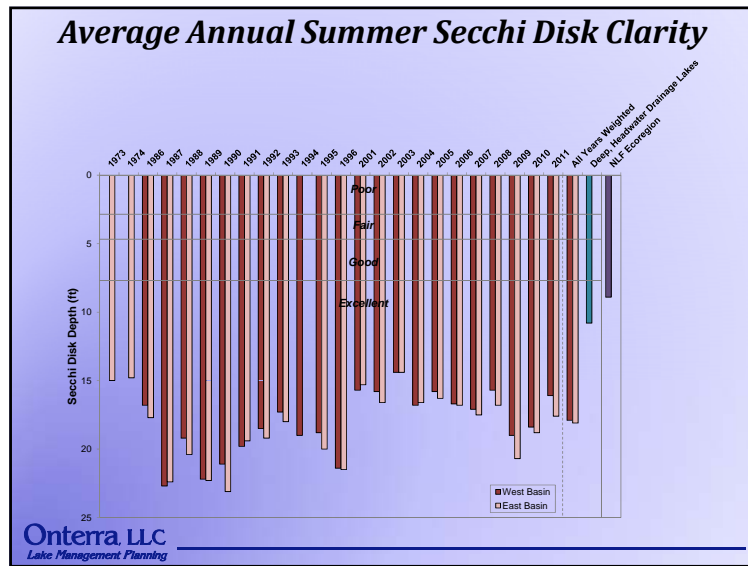
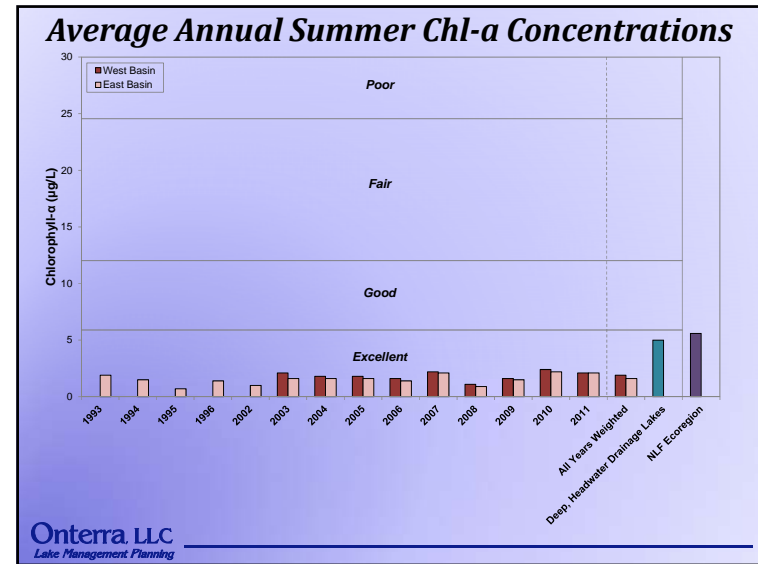
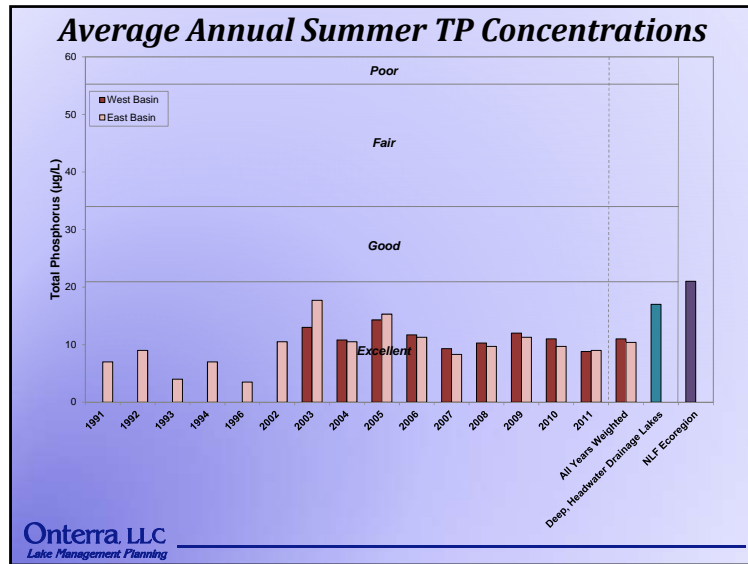


Water Quality

- ↑ **Phosphorus (Limiting Plant Nutrient)**
Nitrogen:Phosphorus = 31:1
- ↑ **Chlorophyll-*a* (Algal Abundance)**
Very low algal abundance
- ↓ **Water Clarity (Secchi Disk)**
High Water Clarity

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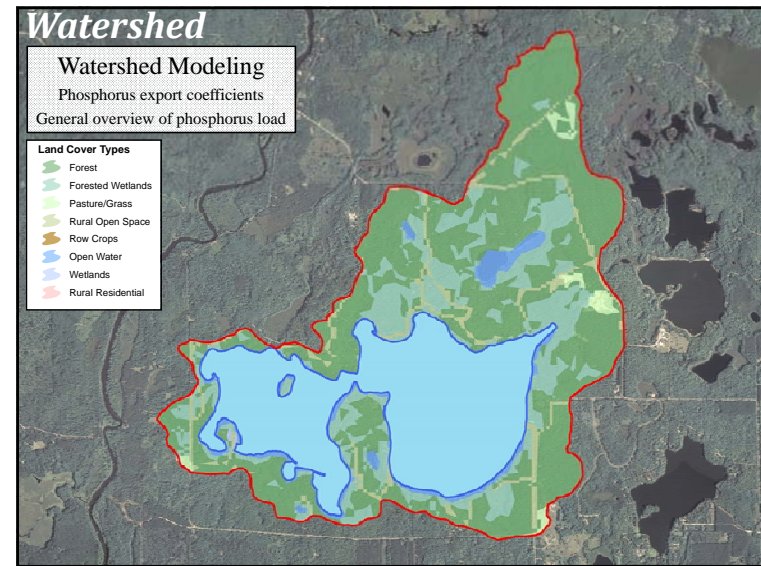
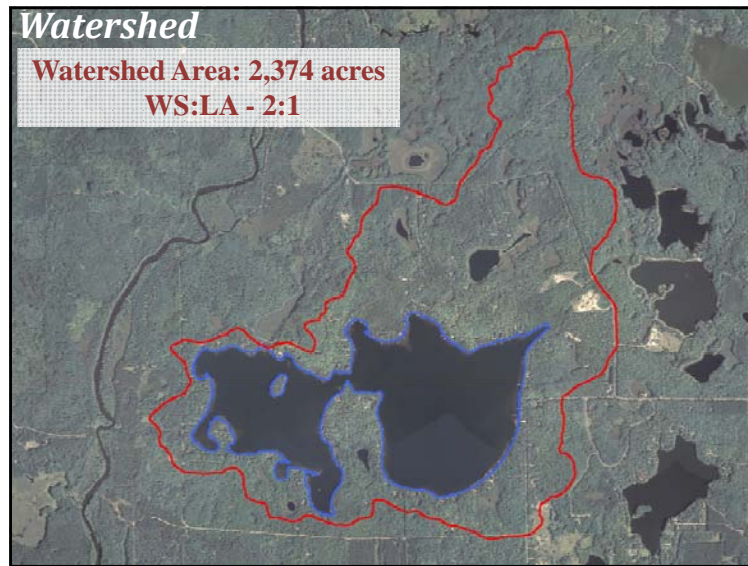
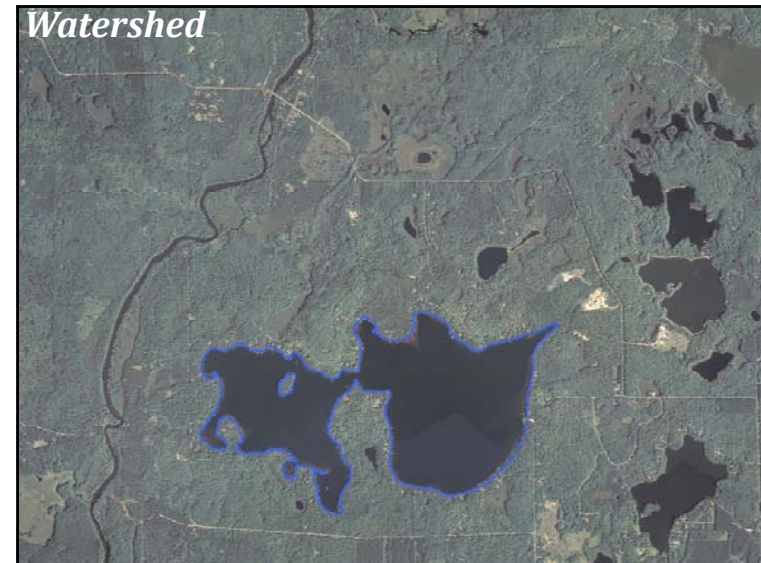


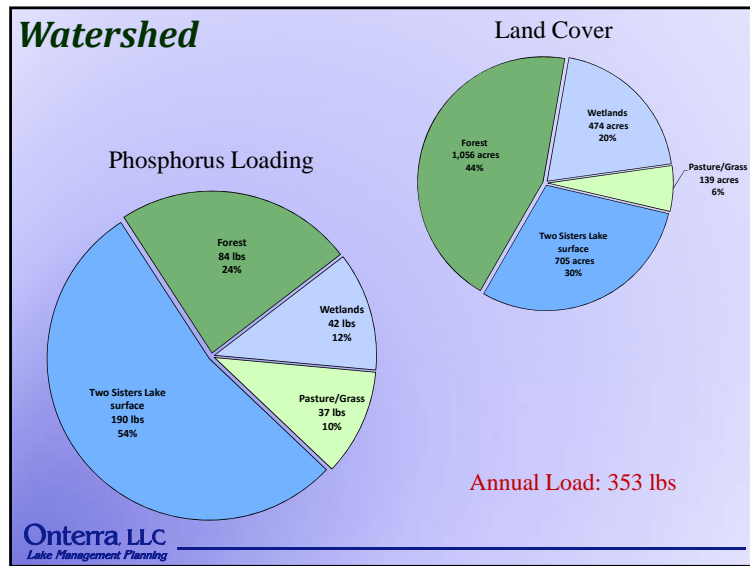
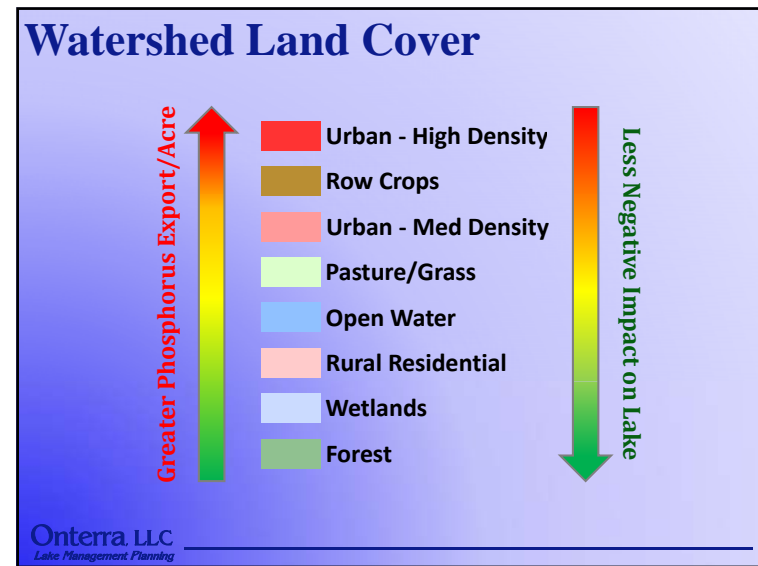
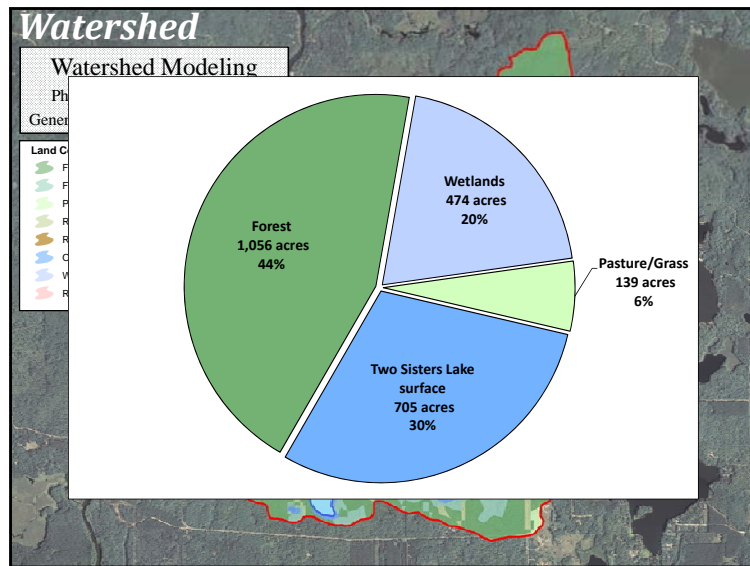
Other Water Quality Results

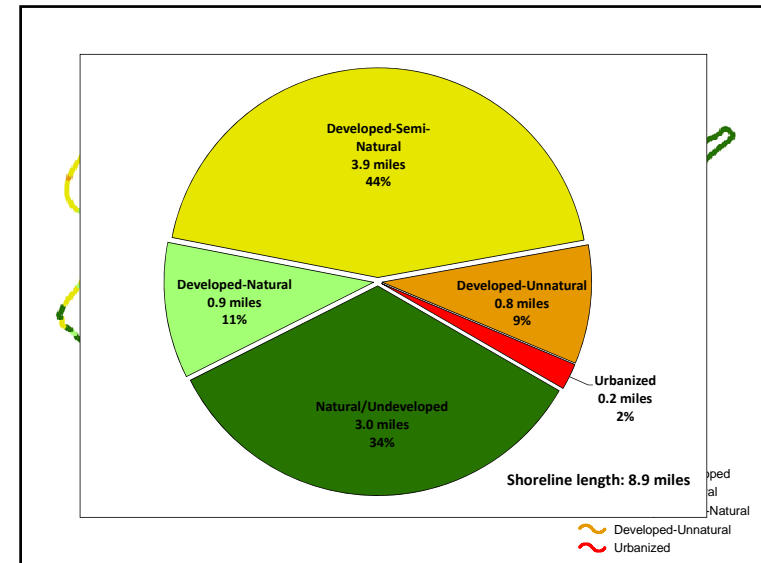
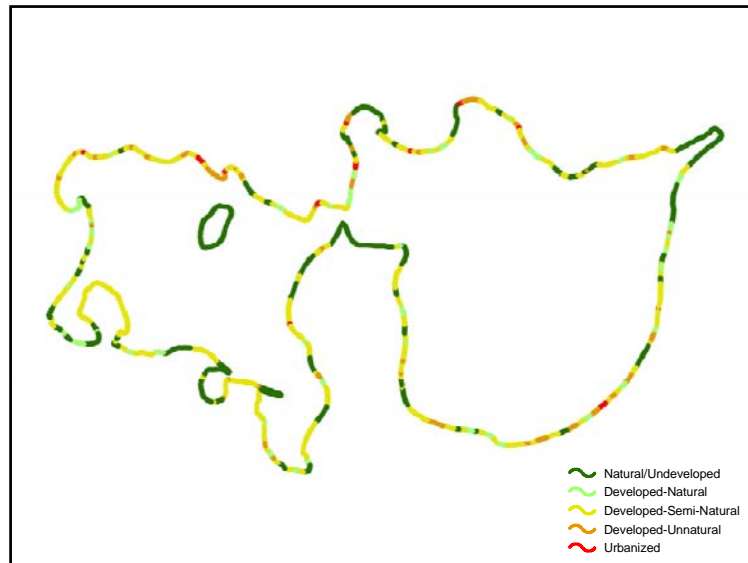
- Lake thermally stratifies during summer and winter months
- No indication of low winter dissolved oxygen
- Alkalinity = 28.7 mg/L as CaCO₃ – indicates very little sensitivity to acid rain
- Low calcium concentration (0.70 mg/L)
 - Not suitable for zebra mussel establishment

No veligers observed in 2011 samples

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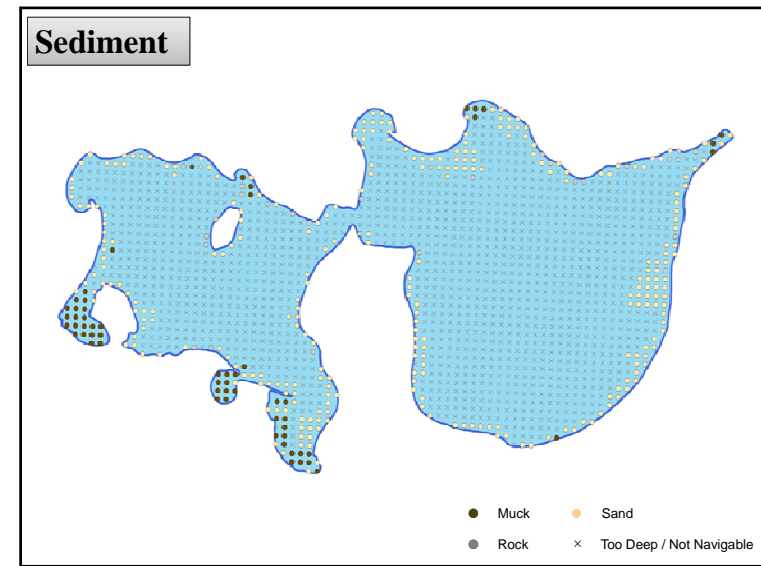


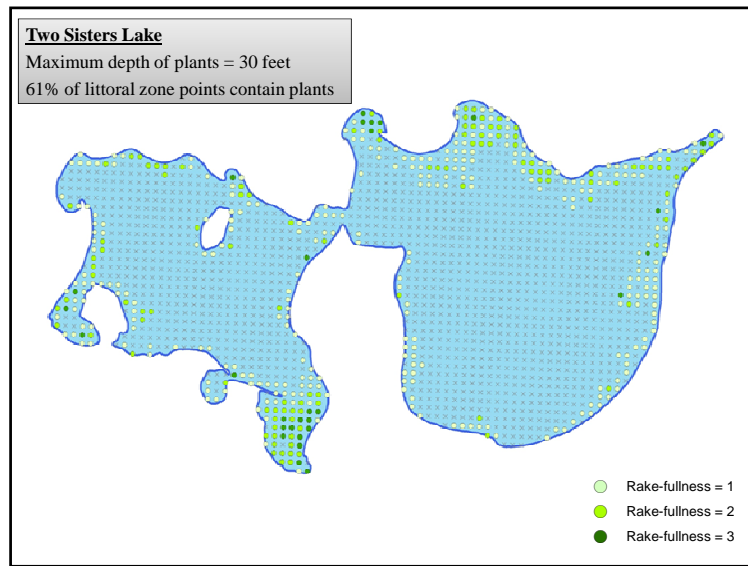
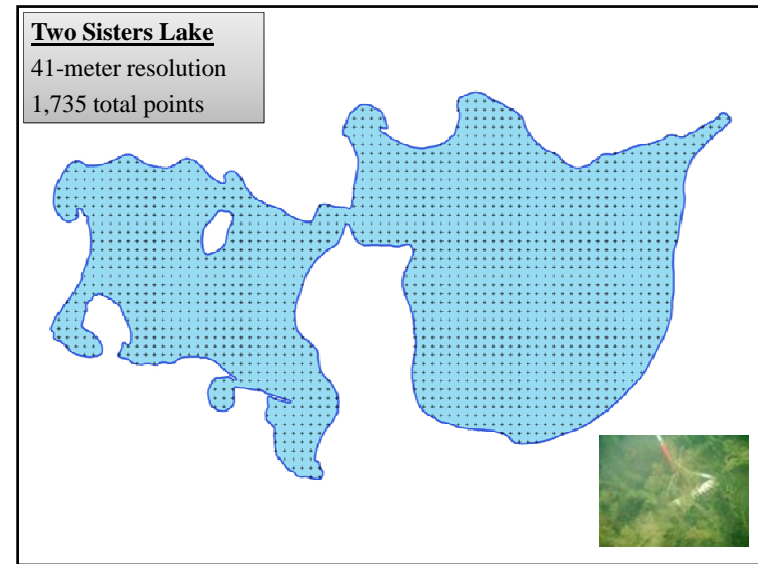
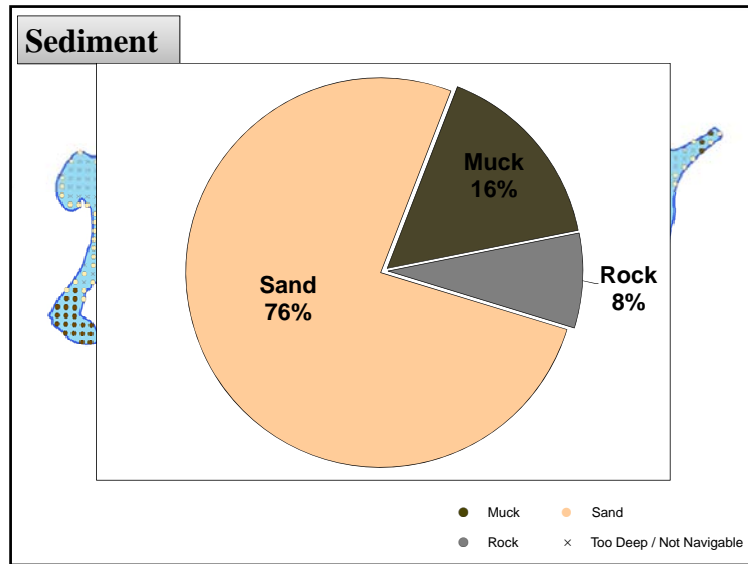


Aquatic Plant Surveys

- Concerned with both native and non-native plants
- Multiple surveys used in assessment
 - Curly-leaf pondweed survey
 - Point-intercept survey
 - Systematic sampling method
 - Can compare lakes within same ecoregion
 - Plant community mapping
 - Accurately map floating-leaf & emergent communities
 - May compare to future surveys

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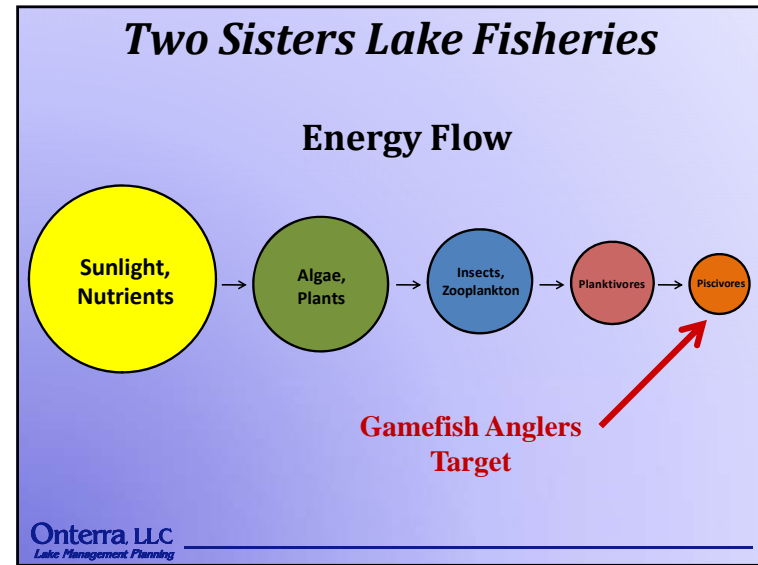
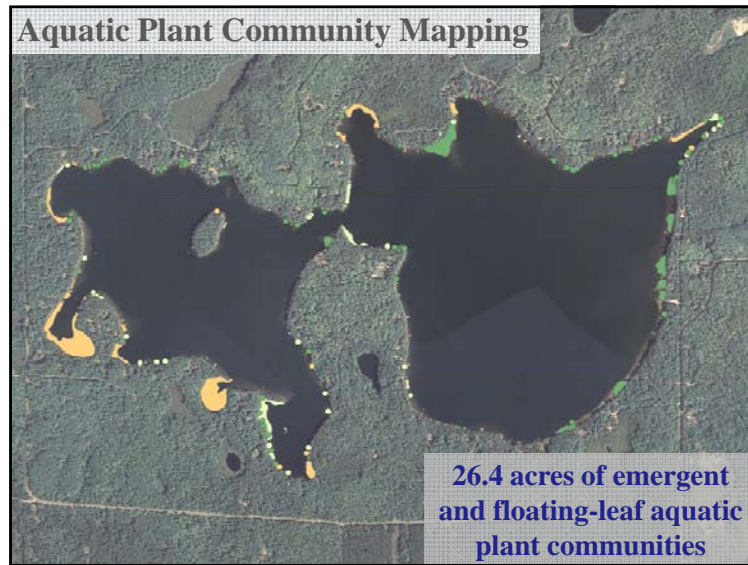
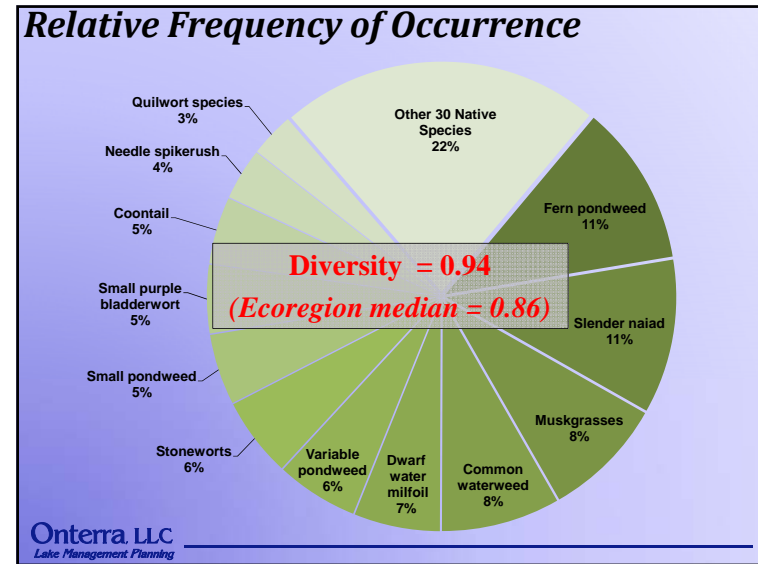
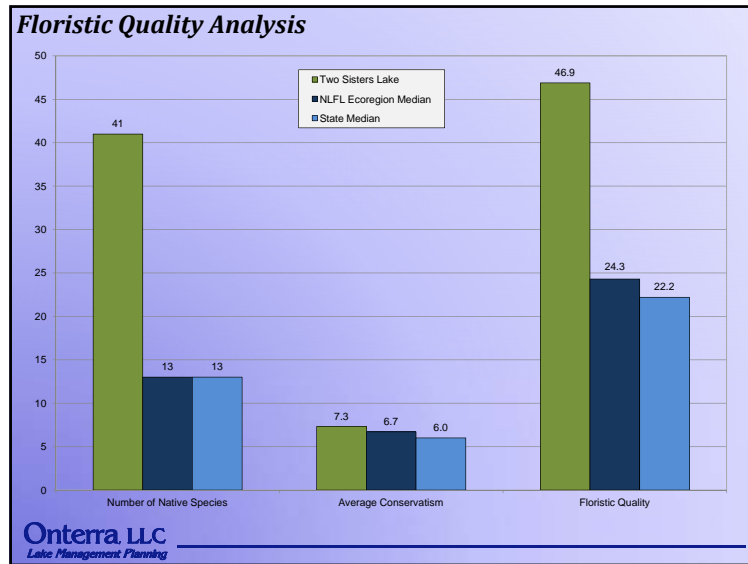


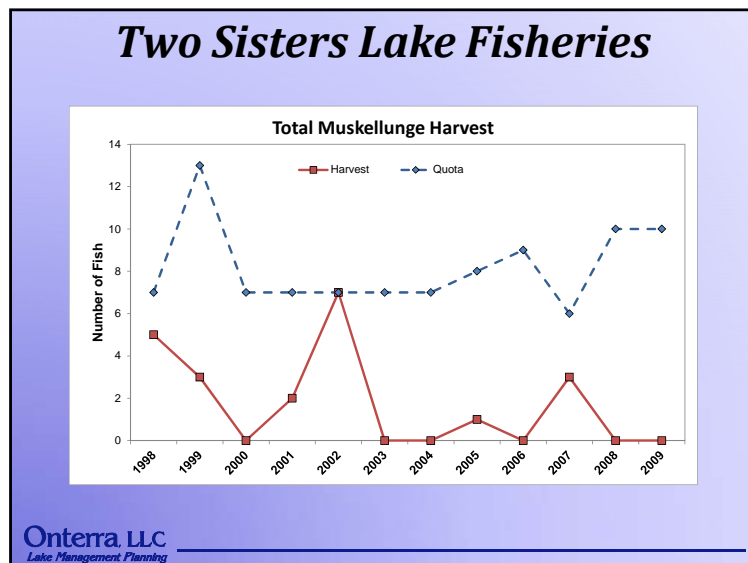
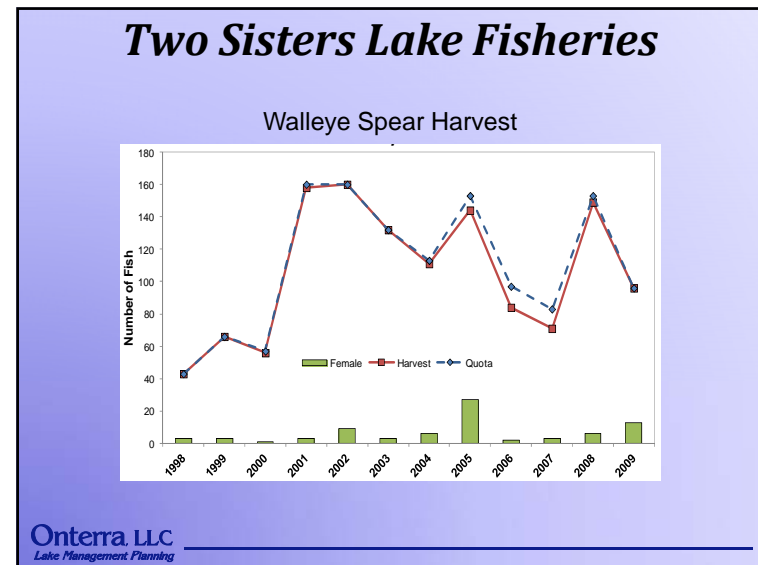
Species List

- 61 Native Species
 - 41 from the PI survey
- No non-native species located
- 2 species of 'special concern'
 - Vasey's pondweed
 - Small purple bladderwort

Life Form	Scientific Name	Common Name	Coefficient of Conservation (C)	2011 (Observed)
Emergent	Callitriche palustris	Water sum	9	1
	Carex comosa	Woolly sedge	9	1
	Carex lasiocarpa	Woolly-belt sedge	9	1
	Carex vesicaria	Beaked sedge	10	1
	Carex stricta	Common basket sedge	7	1
	Dicentra arvensis	Therese sedge	9	1
	Eleocharis palustris	Cowling sedge	6	X
	Eleocharis acicularis	Water sedge	7	1
	Eleocharis canadensis	Rattail sedge	7	1
	Eleocharis ovata	Northern sedge	7	1
	Juncus effusus	Soft rush	4	1
	Juncus roemerianus	Soft sedge	7	1
	Profilaria contracta	Profilaria	3	X
	Sagittaria arifolia	Common arrowhead	3	X
	Sagittaria sp.	Sp. arrowhead	3	X
Scheuchzeria palustris	Hardstem bulrush	5	X	
Scheuchzeria palustris	Scheuchzeria	4	1	
FL	Bryonia cretensis	Watercress	7	X
	Agrostis variegata	Sparrowsnipe	6	X
	Agrostis scabra	Straw sedge	5	X
FL/E	Polygonum amphibium	Water smartweed	5	1
	Sagittaria angustifolia	Narrow-leaf arrowhead	9	X
FL/E	Sagittaria arifolia	Common arrowhead	9	1
	Sagittaria arifolia	Common arrowhead	9	1
Submerged	Elodea canadensis	Water hyacinth	3	X
	Ceratophyllum demersum	Cornell	3	X
	Ceratophyllum demersum	Water hyacinth	7	X
	Elodea canadensis	Water hyacinth	9	X
	Elodea canadensis	Water hyacinth	9	X
	Elodea canadensis	Water hyacinth	9	X
	Elodea canadensis	Water hyacinth	9	X
	Elodea canadensis	Water hyacinth	9	X
	Elodea canadensis	Water hyacinth	9	X
	Elodea canadensis	Water hyacinth	9	X
	Elodea canadensis	Water hyacinth	9	X
	Elodea canadensis	Water hyacinth	9	X
	Elodea canadensis	Water hyacinth	9	X
	Elodea canadensis	Water hyacinth	9	X
	Elodea canadensis	Water hyacinth	9	X
Elodea canadensis	Water hyacinth	9	X	
Submerged	Potamogeton amplifolius	Large-leaf pondweed	7	X
	Potamogeton amplifolius	Large-leaf pondweed	7	X
	Potamogeton amplifolius	Large-leaf pondweed	7	X
	Potamogeton amplifolius	Large-leaf pondweed	7	X
	Potamogeton amplifolius	Large-leaf pondweed	7	X
	Potamogeton amplifolius	Large-leaf pondweed	7	X
	Potamogeton amplifolius	Large-leaf pondweed	7	X
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	Potamogeton amplifolius	Large-leaf pondweed	7	X
	Potamogeton amplifolius	Large-leaf pondweed	7	X
Potamogeton amplifolius	Large-leaf pondweed	7	X	
Submerged	Potamogeton amplifolius	Large-leaf pondweed	7	X
	Potamogeton amplifolius	Large-leaf pondweed	7	X
	Potamogeton amplifolius	Large-leaf pondweed	7	X
	Potamogeton amplifolius	Large-leaf pondweed	7	X
	Potamogeton amplifolius	Large-leaf pondweed	7	X
	Potamogeton amplifolius	Large-leaf pondweed	7	X
	Potamogeton amplifolius	Large-leaf pondweed	7	X
	Potamogeton amplifolius	Large-leaf pondweed	7	X
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	Potamogeton amplifolius	Large-leaf pondweed	7	X
	Potamogeton amplifolius	Large-leaf pondweed	7	X
	Potamogeton amplifolius	Large-leaf pondweed	7	X
	Potamogeton amplifolius	Large-leaf pondweed	7	X
	Potamogeton amplifolius	Large-leaf pondweed	7	X
	Potamogeton amplifolius	Large-leaf pondweed	7	X
Submerged	Potamogeton amplifolius	Large-leaf pondweed	7	X
	Potamogeton amplifolius	Large-leaf pondweed	7	X
	Potamogeton amplifolius	Large-leaf pondweed	7	X
	Potamogeton amplifolius	Large-leaf pondweed	7	X
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	Potamogeton amplifolius	Large-leaf pondweed	7	X
	Potamogeton amplifolius	Large-leaf pondweed	7	X
	Potamogeton amplifolius	Large-leaf pondweed	7	X
	Potamogeton amplifolius	Large-leaf pondweed	7	X
	Potamogeton amplifolius	Large-leaf pondweed	7	X
Potamogeton amplifolius	Large-leaf pondweed	7	X	

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- ### Conclusions
- Water quality is excellent
 - Overall watershed is largely in healthy condition
 - Minimal phosphorus input; ecologically valuable landcover types present
 - Shoreline is mostly natural and undeveloped
 - Aquatic plant community
 - Based on standard analysis, native community is of high quality
 - Lake has diverse plant community, and high species richness
- Onterra, LLC**
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Management Goal 1:
**Develop and Maintain Partnerships
with Cognizant Organizations**

Management Actions

1. Identify potential partners.
2. Plan method to keep contact with partners.

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Management Goal 2:
Develop Succession Plan

Management Actions

1. Review by-laws regarding who can & cannot be board members.
2. Identify prospective board members who cannot/will not be on the board.

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Management Goal 3:
Foster a Quality Fishery

Management Actions

1. Understand fishery.
2. Move forward with fishery plan as developed by WDNR & association.

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Management Goal 4:
**Increase Understanding of Shoreland Zoning
Impacts on Two Sisters Lake**

Management Actions

1. Assemble shoreland zoning regulations for Oneida County.
2. Provide distilled information to stakeholders.
3. Make contact with large-tract property owners to discuss their options.
4. Board of Directors develop policy for shoreland violations.

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Management Goal 5:
Maintain Water Quality

Management Actions

1. Continue water quality monitoring.
2. Utilize Citizens Lake Monitoring Network (CLMN).

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Management Goal 6:
Maintain Water Level

Management Actions

1. Continue Contingency Fund

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Management Goal 7:
Prevent Introduction of Aquatic Invasive Species

Management Actions

1. Continue Clean Boats/Clean Waters inspections.
2. Monitor lake through shoreline inspections.
3. Investigate mandatory-use watercraft washing station and other preventative alternatives.
4. Continue education.
5. Maintain strong relationship with Oneida County AIS Coordinator.

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Management Goal 8:
Keep Stakeholders Informed

Management Actions

1. Continue newsletter.
2. Create website.
3. Continue email notifications.

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B

APPENDIX B

Stakeholder Survey Response Charts and Comments

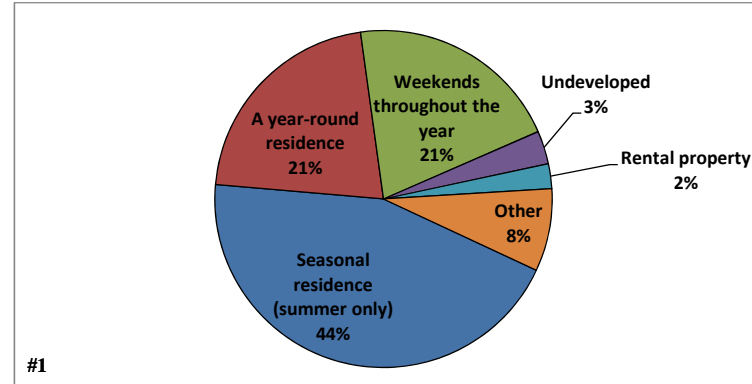
Returned Surveys	124
Sent Surveys	180
Response Rate (%)	68.9

TWO SISTERS LAKE PROPERTY

#1 How is your property on Two Sisters Lake utilized?

	Total	%	Average Use*
Seasonal residence (summer only)	56	44.4	93
A year-round residence	27	21.4	289
Weekends throughout the year	26	20.6	68
Undeveloped	4	3.2	0
Rental property	3	2.4	213
Other	10	7.9	140
	126	100.0	

**Average use (days per year) for property use categories as determined by Question #2 response*

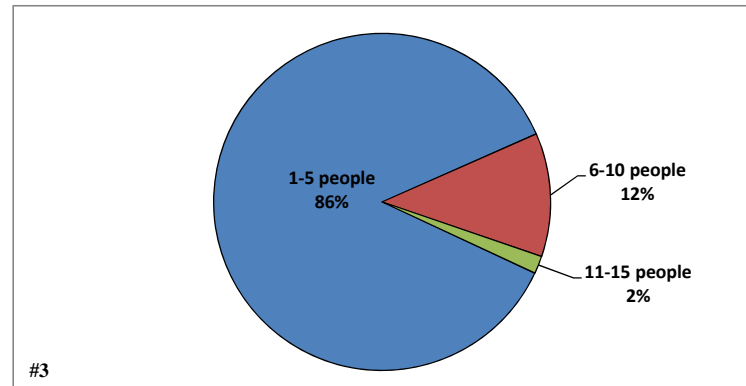


#2 How many days each year is your property used by you or others?

Answered Question	114
Average	131.0
Standard deviation	116.1

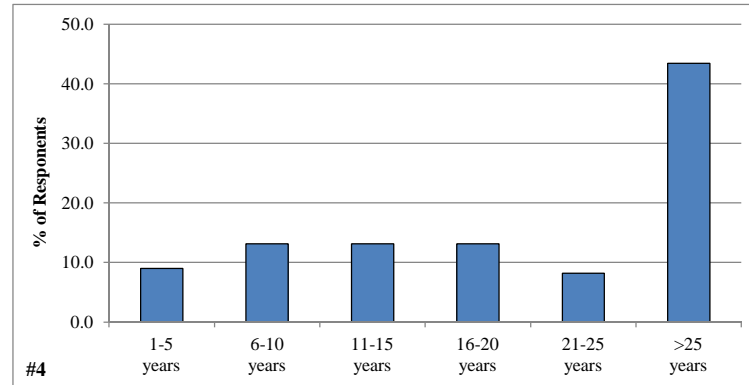
#3 Over a 12 month period, what is the average number of people that use your property in a typical week?

Answered Question	118
Average	3.5
Standard deviation	2.1
Responses with 1-5 people	102
Responses with 6-10 people	14
Responses with 11-15 people	2



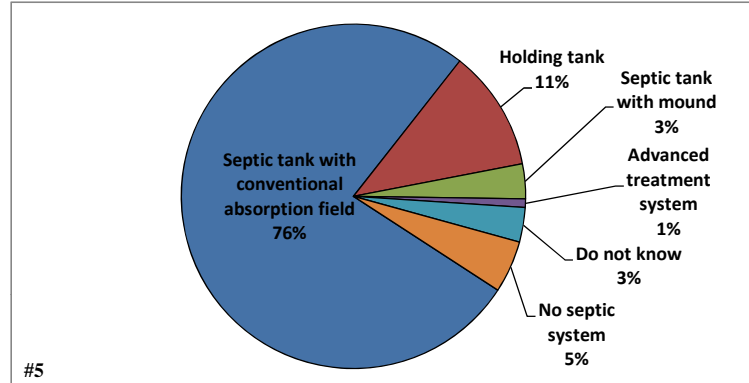
#4 How long have you owned your property on Two Sisters Lake?

	Total	%
1-5 years	11	9.0
6-10 years	16	13.1
11-15 years	16	13.1
16-20 years	16	13.1
21-25 years	10	8.2
>25 years	53	43.4
	122	100.0



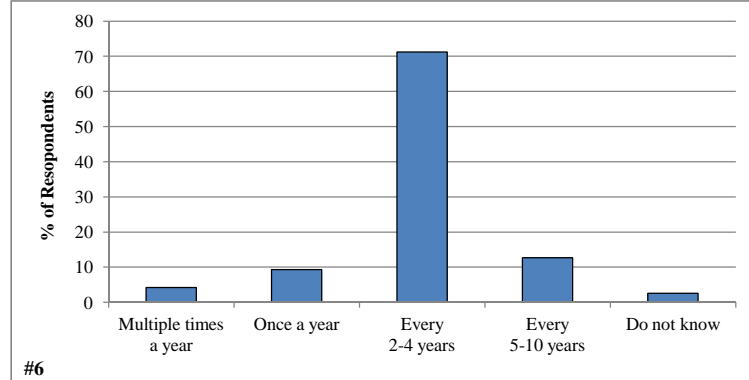
#5 What type of septic system does your property utilize?

	Total	%
Septic tank with conventional absorption field	94	76.4
Holding tank	14	11.4
Septic tank with mound	4	3.3
Advanced treatment system	1	0.8
Do not know	4	3.3
No septic system - <i>Go to Question #7</i>	6	4.9
	123	100.0



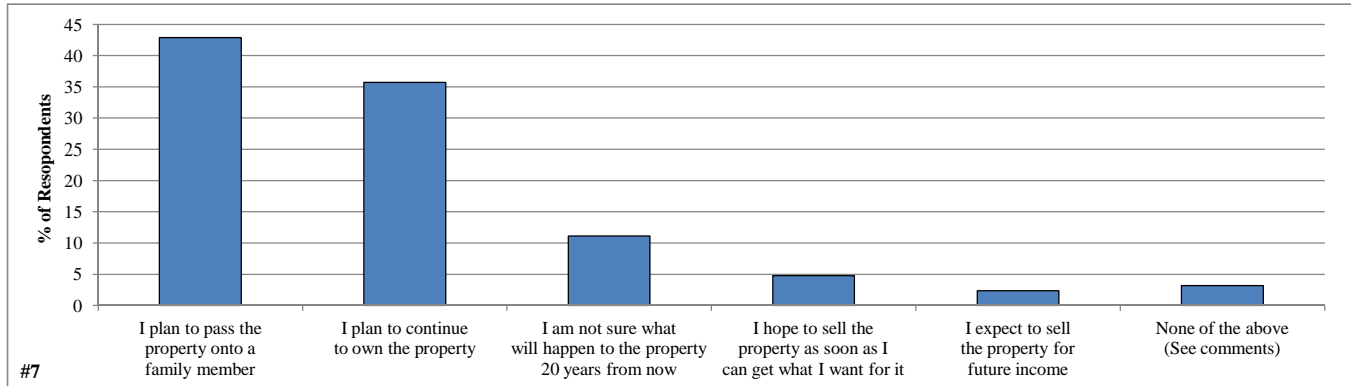
#6 If you have a septic system or holding tank, how often is it pumped?

	Total	%
Multiple times a year	5	4.2
Once a year	11	9.3
Every 2-4 years	84	71.2
Every 5-10 years	15	12.7
Do not know	3	2.5
	118	100.0



#7 Looking 20 years into the future, what plans, if any, do you have for your property?

	Total	%
I plan to pass the property onto a family member	54	42.9
I plan to continue to own the property	45	35.7
I am not sure what will happen to the property 20 years from now	14	11.1
I hope to sell the property as soon as I can get what I want for it	6	4.8
I expect to sell the property for future income	3	2.4
None of the above (<i>See comments</i>)	4	3.2
	126	100.0



RECREATIONAL USE ON TWO SISTERS LAKE

#8 How many years ago did you first visit Two Sisters Lake?

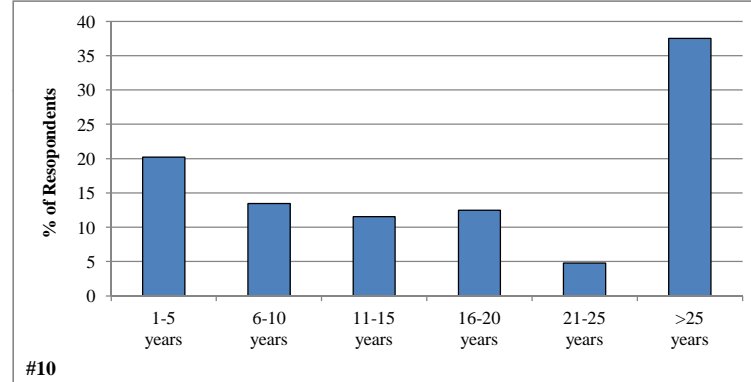
Answered Question	118
Average	32.1
Standard deviation	18.0

#9 Have you personally fished on Two Sisters Lake?

	Total	%
Yes	106	89.1
No - <i>Go to Question #14</i>	13	10.9
	119	100.0

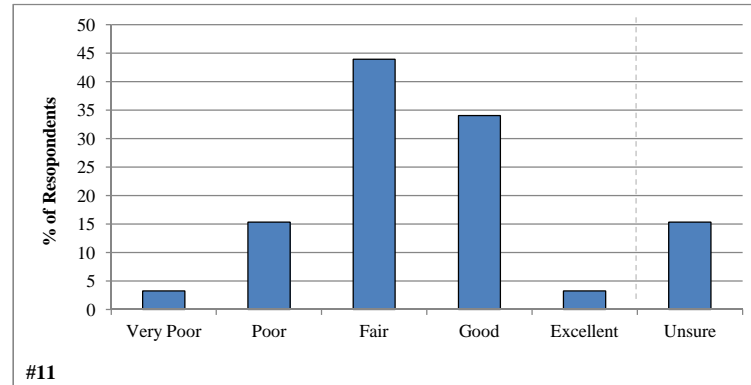
#10 For how many years have you fished Two Sisters Lake?

	Total	%
1-5 years	21	20.2
6-10 years	14	13.5
11-15 years	12	11.5
16-20 years	13	12.5
21-25 years	5	4.8
>25 years	39	37.5
	104	100.0



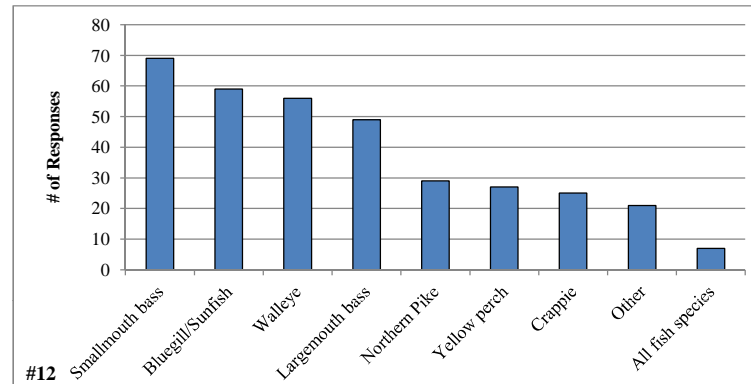
#11 How would you describe the current quality of fishing on Two Sisters Lake?

	Total	%
Very Poor	3	3.3
Poor	14	15.4
Fair	40	44.0
Good	31	34.1
Excellent	3	3.3
Unsure	14	15.4
	91	100.0



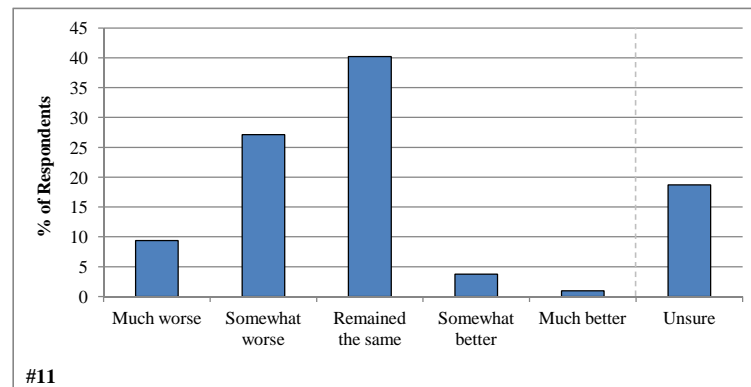
#12 What species of fish do you typically catch on Two Sisters Lake?

	Total
Smallmouth bass	69
Bluegill/Sunfish	59
Walleye	56
Largemouth bass	49
Northern Pike	29
Yellow perch	27
Crappie	25
Other	21
All fish species	7



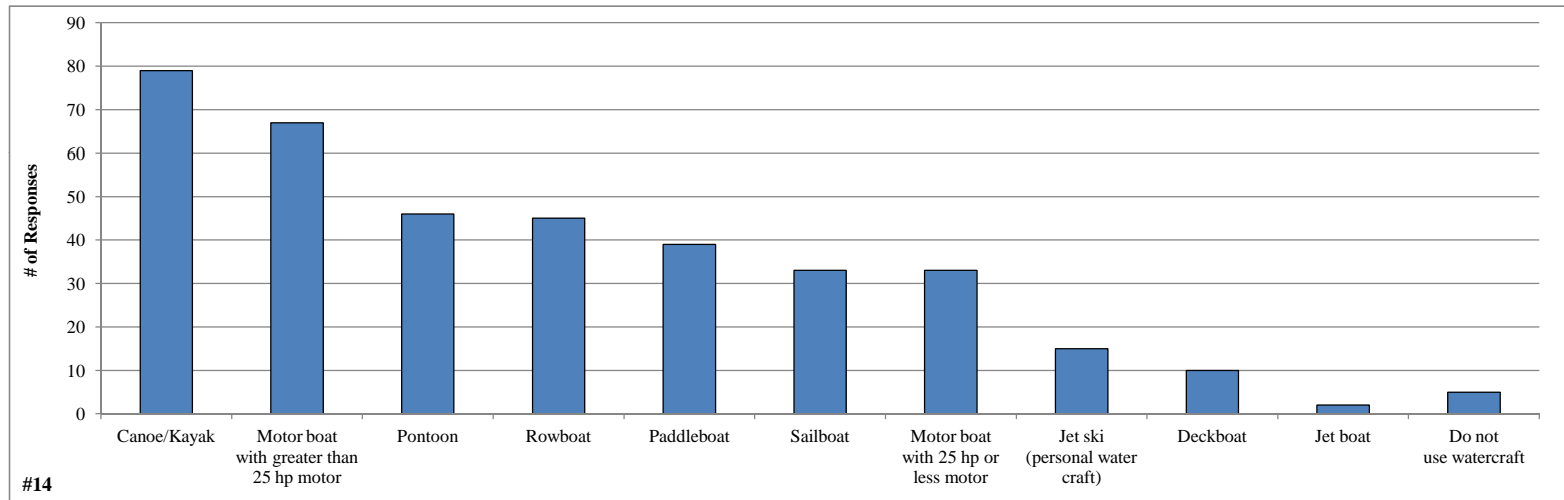
#13 How has the quality of fishing changed on Two Sisters Lake since you have started fishing the lake?

	Total	%
Much worse	10	9.3
Somewhat worse	29	27.1
Remained the Same	43	40.2
Somewhat better	4	3.7
Much better	1	0.9
Unsure	20	18.7
	107	100.0



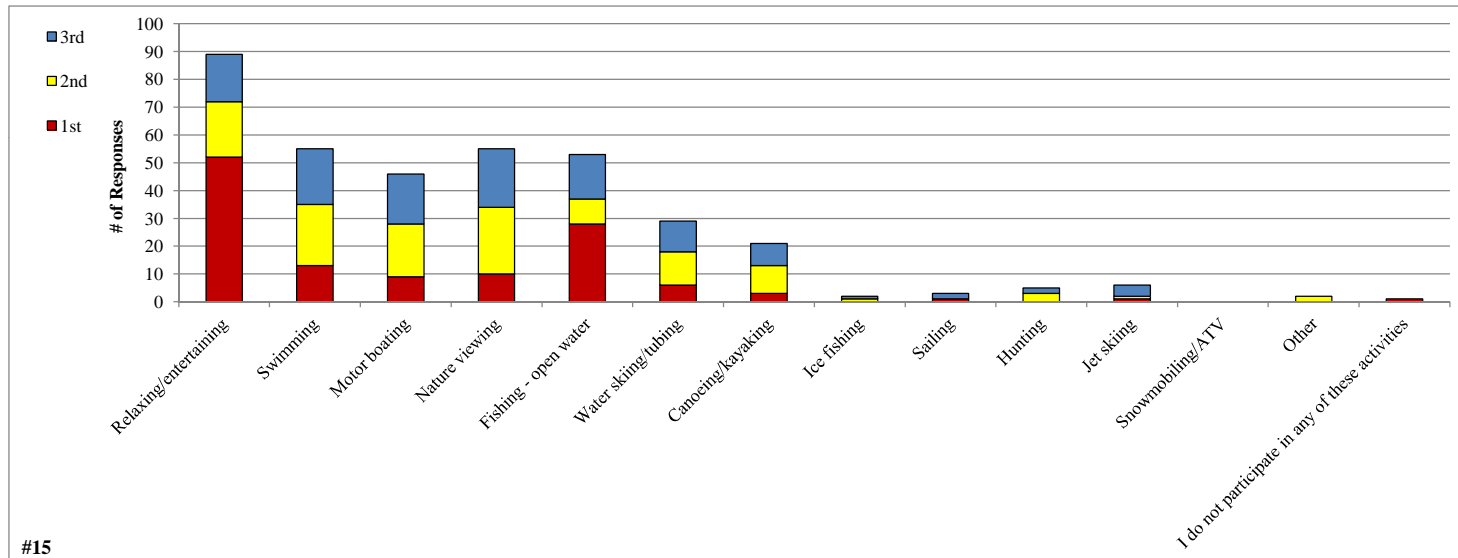
#14 What types of watercraft do you currently use on Two Sisters Lake?

	<u>Total</u>
Canoe/Kayak	79
Motor boat with greater than 25 hp motor	67
Pontoon	46
Rowboat	45
Paddleboat	39
Sailboat	33
Motor boat with 25 hp or less motor	33
Jet ski (personal water craft)	15
Deckboat	10
Jet boat	2
Do not use watercraft	5



#15 Please rank up to five activities that you participate in on or near Two Sisters Lake?

	1st	2nd	3rd	4th	5th	<i>% ranked</i>
Relaxing/entertaining	52	20	17	11	6	18.0
Swimming	13	22	20	20	12	14.8
Motor boating	9	19	18	19	10	12.7
Nature viewing	10	24	21	12	7	12.6
Fishing - open water	28	9	16	10	9	12.2
Water skiing/tubing	6	12	11	9	16	9.2
Canoeing/kayaking	3	10	8	15	17	9.0
Ice fishing	0	1	1	9	7	3.1
Sailing	1	0	2	4	8	2.5
Hunting	0	3	2	3	3	1.9
Jet skiing	1	1	4	3	1	1.7
Snowmobiling/ATV	0	0	0	1	5	1.0
Other	0	2	0	1	4	1.2
I do not participate in any of these activities	1	0	0	0	0	0.2
	124	123	120	117	105	100.0

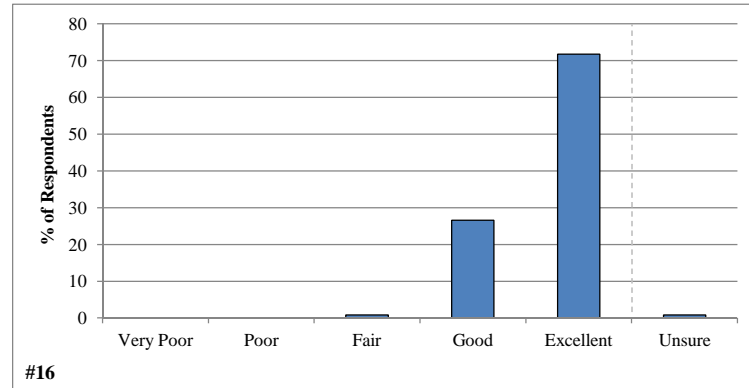


#15

TWO SISTERS LAKE CURRENT AND HISTORIC CONDITION, HEALTH AND MANAGEMENT

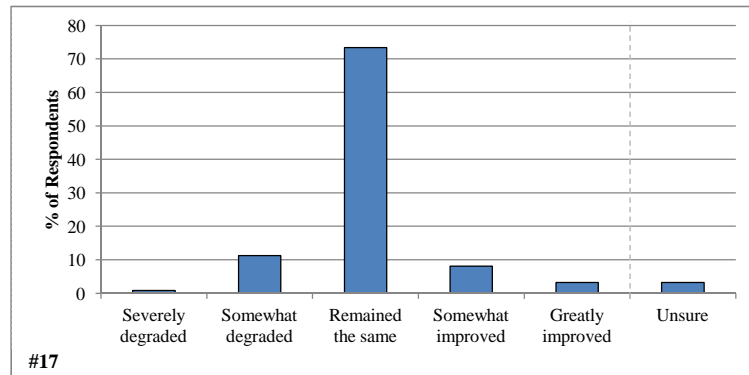
#16 How would you describe the current water quality of Two Sisters Lake?

	Total	%
Very Poor	0	0.0
Poor	0	0.0
Fair	1	0.8
Good	33	26.6
Excellent	89	71.8
Unsure	1	0.8
	124	100.0



#17 How has the water quality changed in Two Sisters Lake since you visited the lake?

	Total	%
Severely degraded	1	0.8
Somewhat degraded	14	11.3
Remained the same	91	73.4
Somewhat improved	10	8.1
Greatly improved	4	3.2
Unsure	4	3.2
	124	100.0



#18 Do you have a lawn on your property?

	Total	%
Yes	67	54.0
No - <i>Go to Question #23</i>	57	46.0
	<hr/> 124	<hr/> 100.0

#20 How do you water your lawn?

	Total	%
Well water	9	13.2
Lake water	10	14.7
Do not water lawn	48	70.6
Other	1	1.5
	<hr/> 68	<hr/> 100.0

#22 If you fertilize your lawn, do you use phosphorus-free fertilizer?

	Total	%
Yes	15	22.1
No	5	7.4
Unsure	2	2.9
	<hr/> 22	<hr/> 32.4

#23 Have you ever heard of aquatic invasive species?

	Total	%
Yes	117	100.0
No - <i>Go to Question #27</i>	0	0.0
	<hr/> 117	<hr/> 100.0

#19 Is there a natural buffer between your lawn and the lake?

	Total	%
Yes	63	88.7
No	8	11.3
	<hr/> 71	<hr/> 100.0

#21 Do you fertilize your lawn?

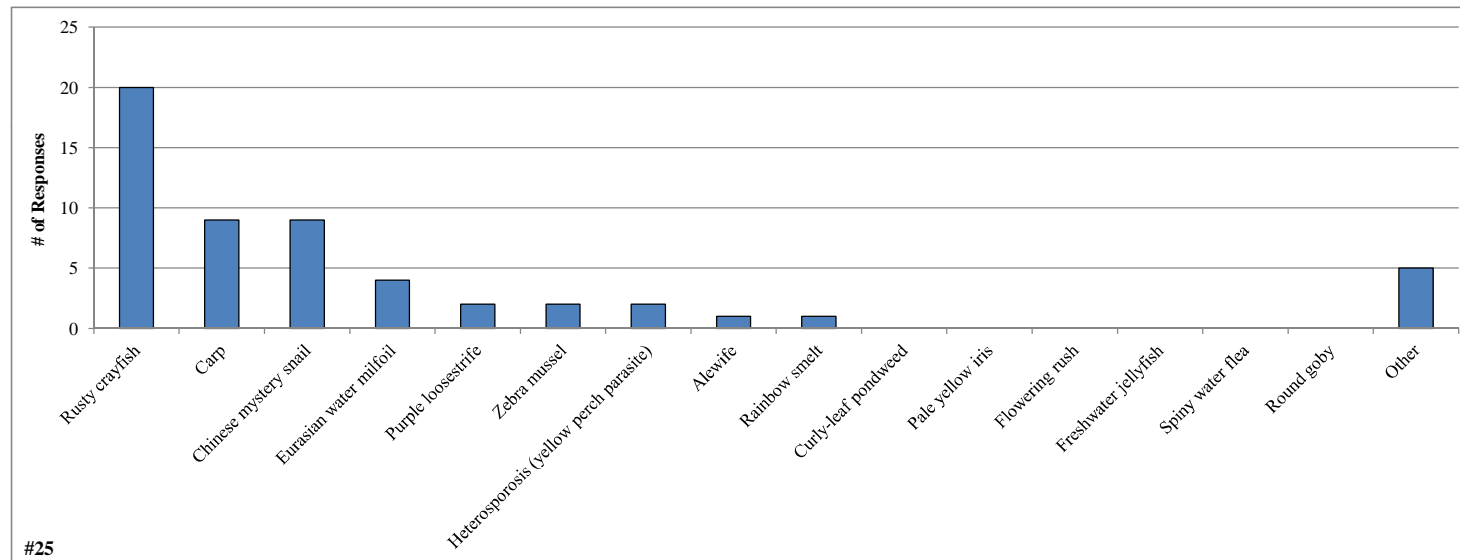
	Total	%
Yes	21	30.0
No - <i>Go to Question # 23</i>	49	70.0
	<hr/> 70	<hr/> 100.0

#24 Are you aware of aquatic invasive species in Two Sisters Lake?

	Total	%
Yes	28	24.8
No - <i>Go to Question #26</i>	85	75.2
	<hr/> 113	<hr/> 100.0

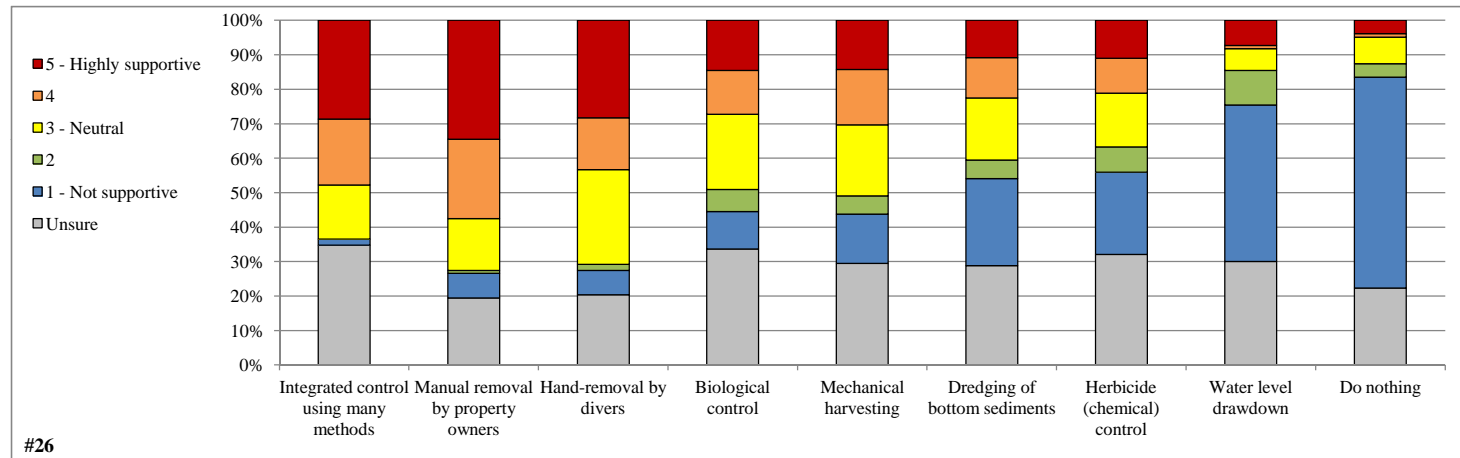
#25 Which aquatic invasive species are you aware of in Two Sisters Lake?

	Total
Rusty crayfish	20
Carp	9
Chinese mystery snail	9
Eurasian water milfoil	4
Purple loosestrife	2
Zebra mussel	2
Heterosporosis (yellow perch parasite)	2
Alewife	1
Rainbow smelt	1
Curly-leaf pondweed	0
Pale yellow iris	0
Flowering rush	0
Freshwater jellyfish	0
Spiny water flea	0
Round goby	0
Other	5



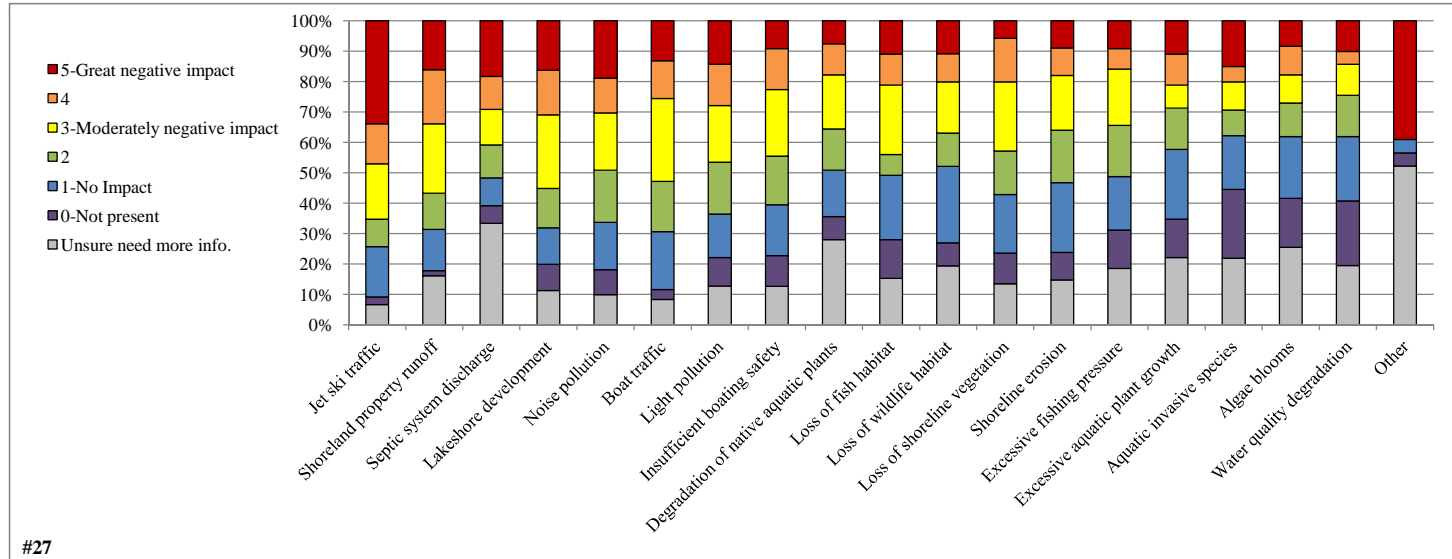
#26 Aquatic invasive species can be controlled using many techniques. What is your level of support for the responsible use of the following aquatic invasive plant control techniques on Two Sisters Lake?

	1 - Not supportive	2	3 - Neutral	4	5 - Highly supportive	Unsure	Total	Average
Integrated control using many methods	2	0	18	22	33	40	75	4.1
Manual removal by property owners	8	1	17	26	39	22	91	4.0
Hand-removal by divers	8	2	31	17	32	23	90	3.7
Biological control	12	7	24	14	16	37	73	3.2
Mechanical harvesting	16	6	23	18	16	33	79	3.2
Dredging of bottom sediments	28	6	20	13	12	32	79	2.7
Herbicide (chemical) control	26	8	17	11	12	35	74	2.7
Water level drawdown	50	11	7	1	8	33	77	1.8
Do nothing	63	4	8	1	4	23	80	1.5



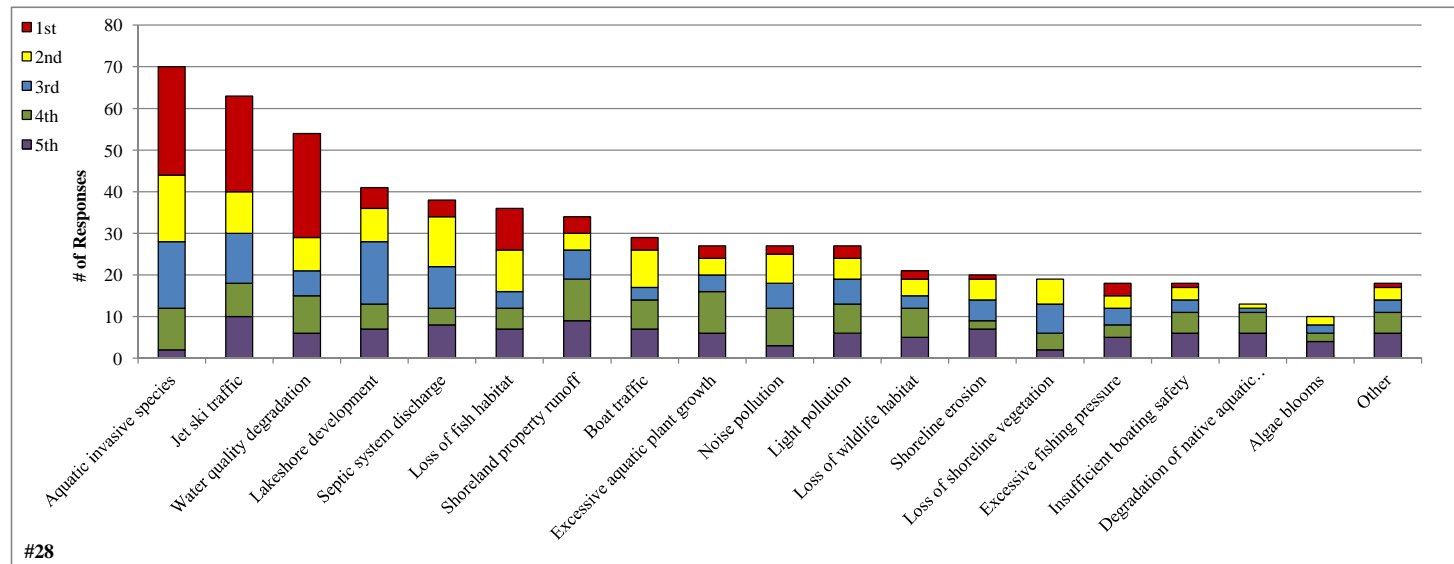
#27 Below is a list of possible impacts to Wisconsin lakes. To what level do you believe each of the following factors may be negatively impacting Two Sisters Lake?

	0-Not present	1-No Impact	2	3-Moderately negative impact	4	5-Great negative impact	Unsure need more info.	Total	Average
Jet ski traffic	3	20	11	22	16	41	8	110	3.3
Shoreland property runoff	2	16	14	27	21	19	19	97	3.1
Septic system discharge	7	11	13	14	13	22	40	73	3.0
Lakeshore development	10	14	15	28	17	19	13	93	2.8
Noise pollution	10	19	21	23	14	23	12	100	2.7
Boat traffic	4	23	20	33	15	16	10	107	2.7
Light pollution	11	17	20	22	16	17	15	92	2.6
Insufficient boating safety	12	20	19	26	16	11	15	92	2.5
Degradation of native aquatic plants	9	18	16	21	12	9	33	76	2.4
Loss of fish habitat	15	25	8	27	12	13	18	85	2.4
Loss of wildlife habitat	9	30	13	20	11	13	23	87	2.3
Loss of shoreline vegetation	12	23	17	27	17	7	16	91	2.3
Shoreline erosion	11	28	21	22	11	11	18	93	2.3
Excessive fishing pressure	15	21	20	22	8	11	22	82	2.2
Excessive aquatic plant growth	15	27	16	9	12	13	26	77	2.2
Aquatic invasive species	27	21	10	11	6	18	26	66	2.0
Algae blooms	19	24	13	11	11	10	30	69	2.0
Water quality degradation	25	25	16	12	5	12	23	70	1.8
Other	1	1	0	0	0	9	12	10	4.2



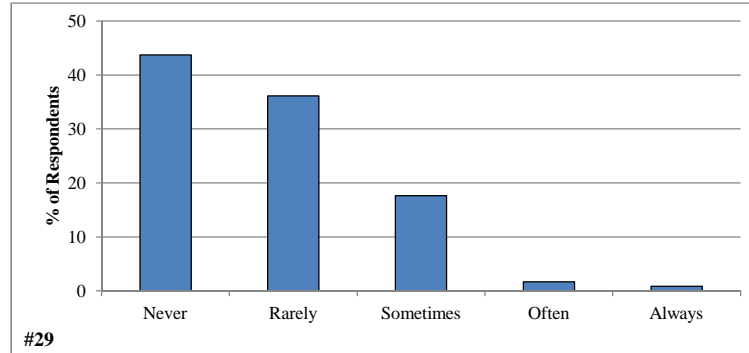
#28 From the list below, please rank your top five concerns regarding Two Sisters Lake.

	1st	2nd	3rd	4th	5th	% Ranked
Aquatic invasive species	26	16	16	10	2	12.0
Jet ski traffic	23	10	12	8	10	10.8
Water quality degradation	25	8	6	9	6	9.3
Lakeshore development	5	8	15	6	7	7.0
Septic system discharge	4	12	10	4	8	6.5
Loss of fish habitat	10	10	4	5	7	6.2
Shoreland property runoff	4	4	7	10	9	5.8
Boat traffic	3	9	3	7	7	5.0
Excessive aquatic plant growth	3	4	4	10	6	4.6
Noise pollution	2	7	6	9	3	4.6
Light pollution	3	5	6	7	6	4.6
Loss of wildlife habitat	2	4	3	7	5	3.6
Shoreline erosion	1	5	5	2	7	3.4
Loss of shoreline vegetation	0	6	7	4	2	3.3
Excessive fishing pressure	3	3	4	3	5	3.1
Insufficient boating safety	1	3	3	5	6	3.1
Degradation of native aquatic plants	0	1	1	5	6	2.2
Algae blooms	0	2	2	2	4	1.7
Other	1	3	3	5	6	3.1
	116	120	117	118	112	100.0



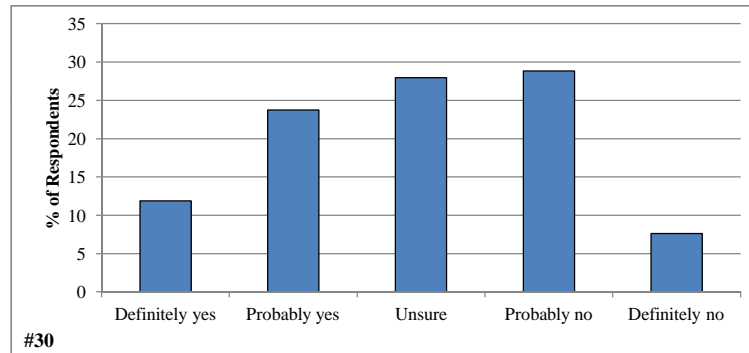
#29 During open water season how often does aquatic plant growth, including algae, negatively impact your enjoyment of Two Sisters Lake?

	Total	%
Never	52	43.7
Rarely	43	36.1
Sometimes	21	17.6
Often	2	1.7
Always	1	0.8
	119	100.0



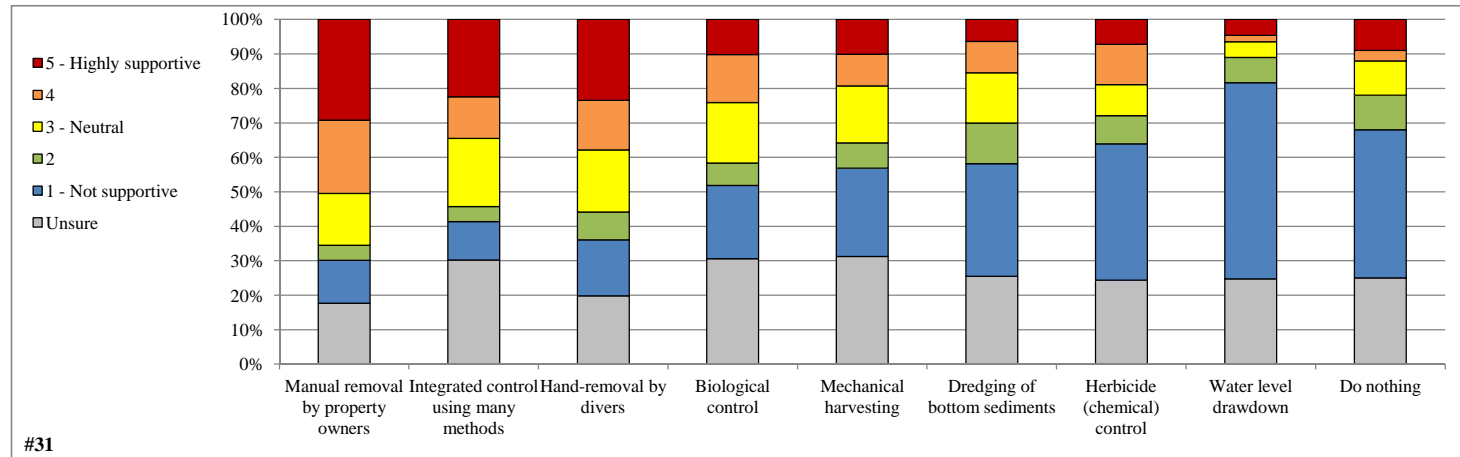
#30 Considering your answer to the question above, do you believe aquatic plant control is needed on Two Sisters Lake?

	Total	%
Definitely yes	14	11.9
Probably yes	28	23.7
Unsure	33	28.0
Probably no	34	28.8
Definitely no	9	7.6
	118	100.0



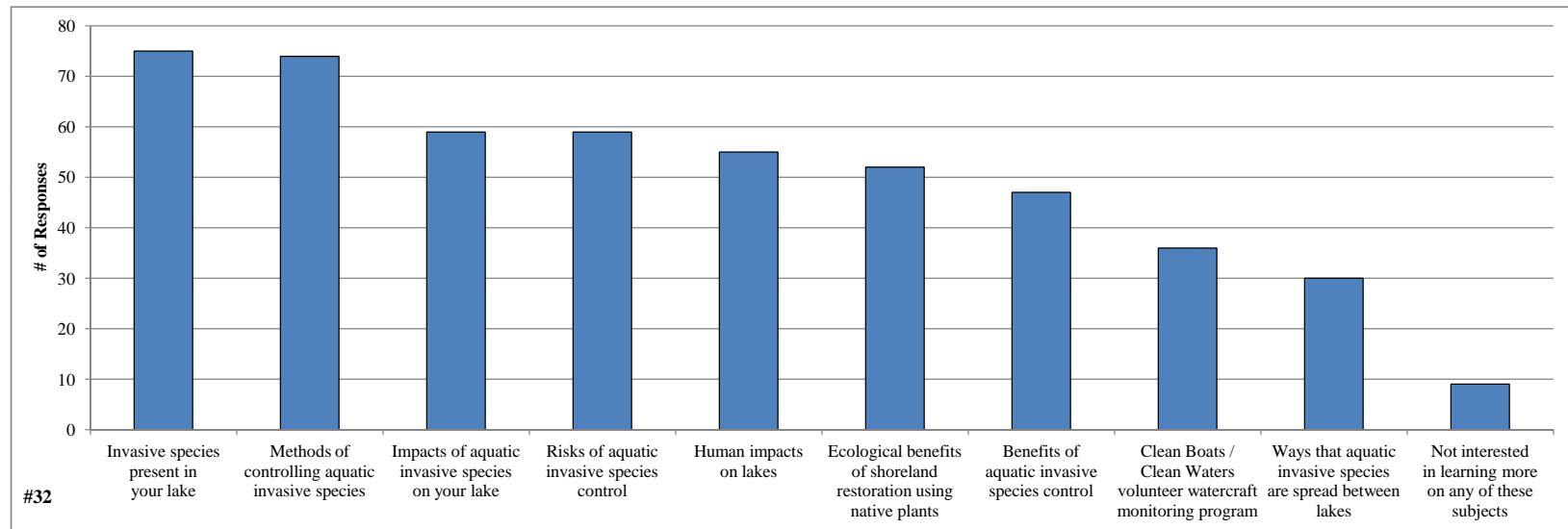
#31 Native aquatic plants can be controlled using many techniques. What is your level of support for the responsible use of the following aquatic plant control techniques on Two Sisters Lake?

	1 - Not supportive	2	3 - Neutral	4	5 - Highly supportive	Unsure	Total	Average
Manual removal by property owners	14	5	17	24	33	20	93	3.6
Integrated control using many methods	13	5	23	14	26	35	81	3.4
Hand-removal by divers	18	9	20	16	26	22	89	3.3
Biological control	23	7	19	15	11	33	75	2.8
Mechanical harvesting	28	8	18	10	11	34	75	2.6
Dredging of bottom sediments	36	13	16	10	7	28	82	2.3
Herbicide (chemical) control	44	9	10	13	8	27	84	2.2
Water level drawdown	62	8	5	2	5	27	82	1.5
Do nothing	43	10	10	3	9	25	75	2.0



#32 Which of these subjects would you like to learn more about?

	Total
Invasive species present in your lake	75
Methods of controlling aquatic invasive species	74
Impacts of aquatic invasive species on your lake	59
Risks of aquatic invasive species control	59
Human impacts on lakes	55
Ecological benefits of shoreland restoration using native plants	52
Benefits of aquatic invasive species control	47
Clean Boats / Clean Waters volunteer watercraft monitoring program	36
Ways that aquatic invasive species are spread between lakes	30
Not interested in learning more on any of these subjects	9



TWO SISTERS LAKE PROPERTY OWNERS ASSOCIATION (TSLPOA)

#33 Before receiving this mailing, have you ever heard of the Two Sisters Lake Property Owners Association?

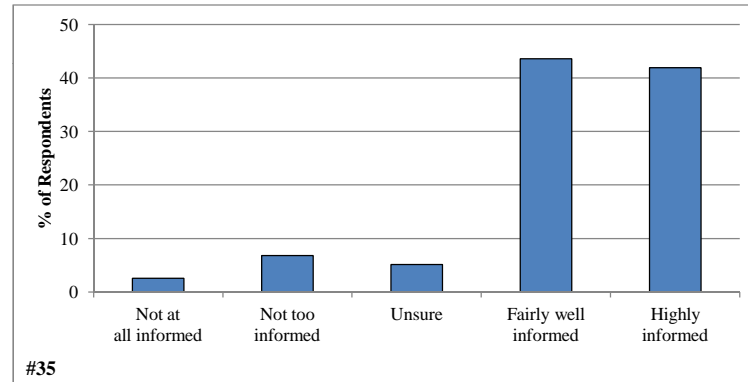
	Total	%
Yes	118	99.2
No - <i>Go to Question #36</i>	1	0.8
	119	100.0

#34 What is your membership status with the Two Sisters Lake Property Owners Association?

	Total	%
Current member	109	93.2
Former member	3	2.6
Never been a member	5	4.3
	117	100.0

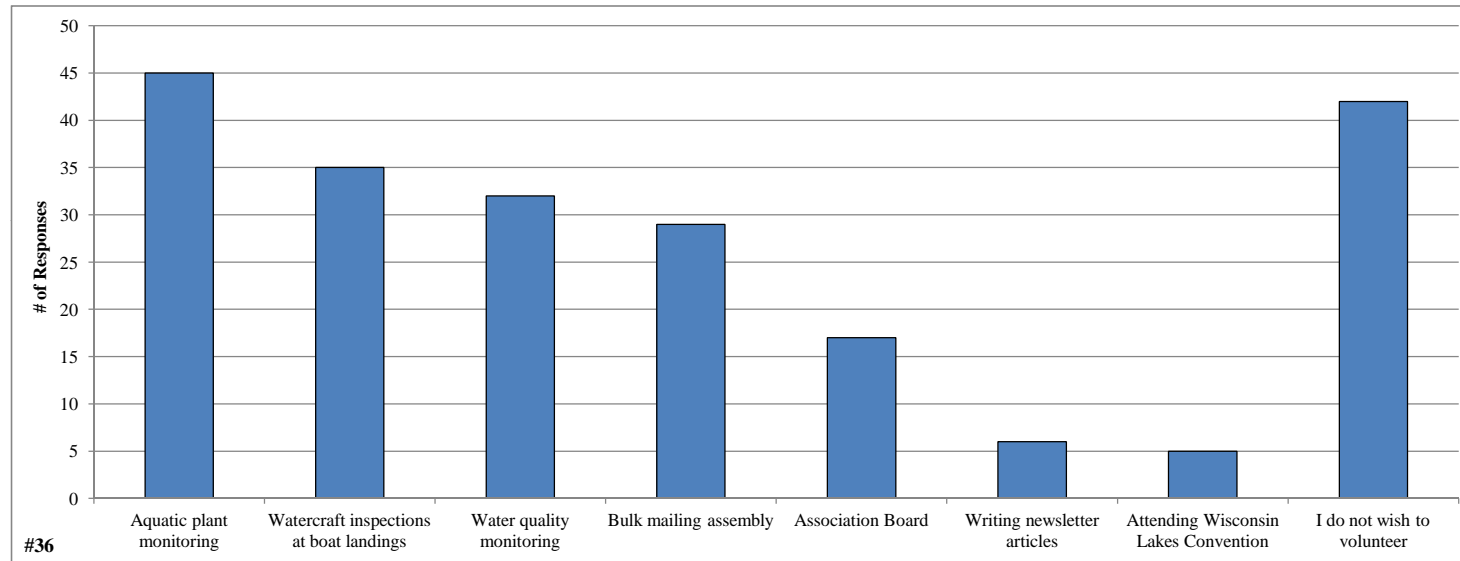
#35 How informed has the Two Sisters Lake Property Owners Association kept you regarding issues with Two Sisters Lake and its management?

	Total	%
Not at all informed	3	2.6
Not too informed	8	6.8
Unsure	6	5.1
Fairly well informed	51	43.6
Highly informed	49	41.9
	117	100.0



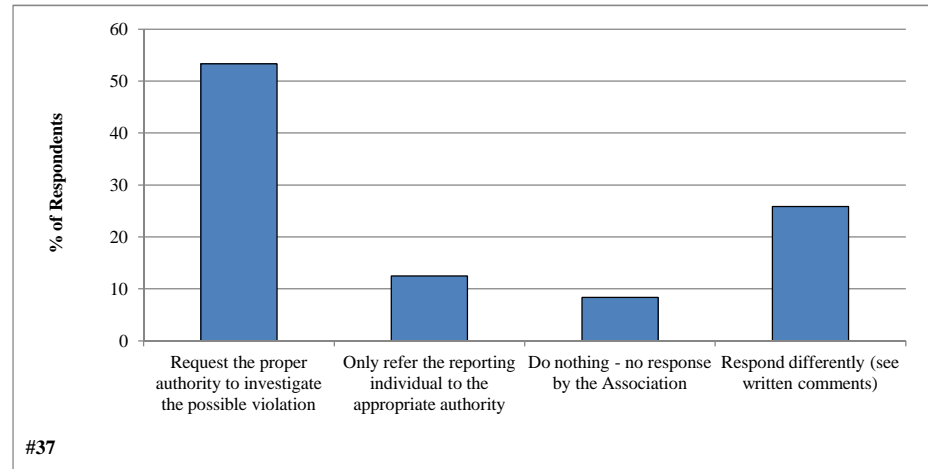
#36 Please circle the activities you would be willing to participate in if the Two Sisters Lake Property Owners Association requires additional assistance.

	Total
Aquatic plant monitoring	45
Watercraft inspections at boat landings	35
Water quality monitoring	32
Bulk mailing assembly	29
Association Board	17
Writing newsletter articles	6
Attending Wisconsin Lakes Convention	5
I do not wish to volunteer	42



#37 If the Association became aware of a possible shoreline protection violation on private property, which of the following possible responses by the Association would you most support?

	Total	%
Request the proper authority to investigate the possible violation	64	53.3
Only refer the reporting individual to the appropriate authority	15	12.5
Do nothing - no response by the Association	10	8.3
Respond differently (<i>see written comments</i>)	31	25.8
	120	100.0

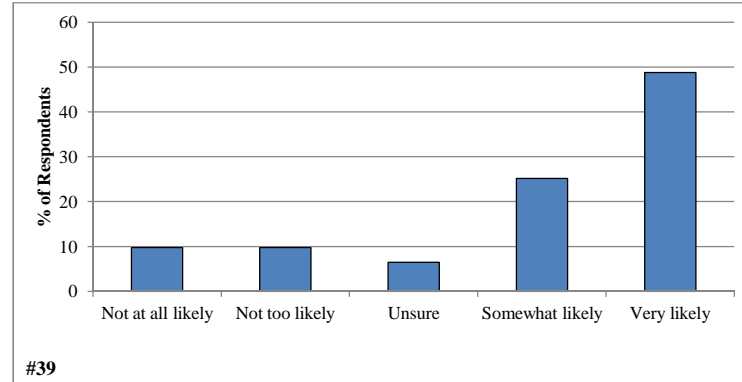


#38 The use of a website is an additional method of communication available to the Association for its membership. Would you favor the Association developing a Two Sisters Lake website?

	Total	%
Yes	80	66.1
No	18	14.9
Unsure - need more information	23	19.0
	121	100.0

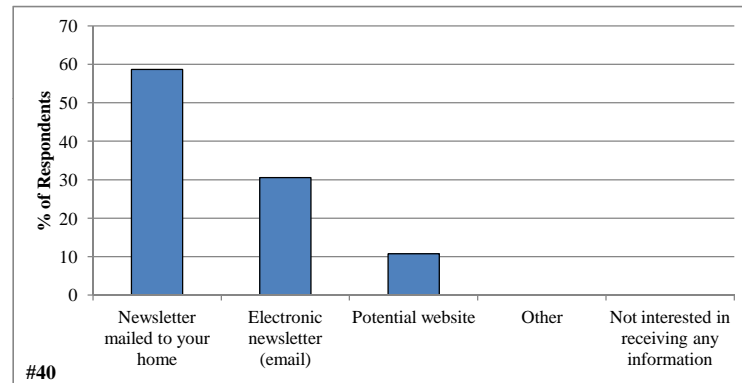
#39 If the Association was to develop a website in order to share information about events and management issues, how likely would you be to visit the website to obtain information?

	Total	%
Not at all likely	12	9.8
Not too likely	12	9.8
Unsure	8	6.5
Somewhat likely	31	25.2
Very likely	60	48.8
	123	100.0



#40 Through what primary source would you most like to receive communication about Two Sisters Lake?

	Total	%
Newsletter mailed to your home	71	58.7
Electronic newsletter (email)	37	30.6
Potential website	13	10.7
Other	0	0.0
Not interested in receiving any information	0	0.0
	121	100.0



Survey Number	1f Comment	5f Comment	7f Comment	12h Comment	14k Comment	15m Comment	20d Comment	25p Comment	27s Comment	28s Comment	37d Comment	40d Comment
1		Land is undeveloped.										
2											Request cooperation.	
3										Too many muskies		
4			I am 88 years old. My estate will sell it.									
5												
6												
7				muskie					Pleasure boating disturbing fishing during early morning and late evening, especially skiers and tubing. Jet skis tend to be very respectful so far.			
8				muskie							Discuss with property owner first, then request the proper authority to investigate.	
9		Cement block well to sand	Property already owned by children. We rent for estate tax puposes.									
10												
11				muskie								
12												
13												

Survey Number	1f Comment	5f Comment	7f Comment	12h Comment	14k Comment	15m Comment	20d Comment	25p Comment	27s Comment	28s Comment	37d Comment	40d Comment
14									1. Lack of strong and effective legislation to prevent introduction of AIS into Wisconsin lakes with heavy fines, should it occur. 2. Lack of mandatory self-service watercraft wash stations at all public boat landings. 3. WDNR budget mismanagement and waste not allowing WDNR representatives to monitor watercraft entry into lakes during peak season times.			
15												
16	10-14 days monthly throughout year										depends on violation	
17												
18												
19												
20											This is difficult but important.	
21						cross country skiing						
22												
23	Seasonally and once a month other times			muskie					spearing	spearing		
24												
25											Association to contact party directly to seek resolution. If not positive, go to appropriate authority.	
26												
27				muskie							Depending on severity, secure the appropriate authority.	
28												
29				muskie								
30				muskie							If we have knowledge of a violation, contact owner first, before reporting.	

Survey Number	1f Comment	5f Comment	7f Comment	12h Comment	14k Comment	15m Comment	20d Comment	25p Comment	27s Comment	28s Comment	37d Comment	40d Comment
31								catfish or bullhead				
32			Trying to keep up with the taxes so it can remain in the family.									
33												
34	resort			rock bass							A bad violation should be discussed with the violator.	
35	Extended weekends throughout the year											
36	Irregular part-time										Advise homeowner first. If no response, then request proper authority to investigate.	
37											Stop violation before it happens	
38	April thru end of October											
39												
40											Contact offending party	
41											Association member contact party and seek resolution.	
42					Inboard/outboard							
43				muskie							Ask them if they were aware of the violation -- almost everyone is, in one way or another.	
44												

Survey Number	1f Comment	5f Comment	7f Comment	12h Comment	14k Comment	15m Comment	20d Comment	25p Comment	27s Comment	28s Comment	37d Comment	40d Comment
45												
46												
47								some type of snails		neighbors bathing in lake		
48												
49										view of shore properties from water	Talk with owner prior to notifying authorities	
50												
51				muskie								
52												
53	nine months			muskie								
54												
55												
56												
57											depends on violation	
58		vacant property									Educate the potential violater.	
59												
60												
61			Hold in my family									
62	Most of summer, weekends in fall and winter											
63											Notify landowner of the concern	
64												
65												
66												

Survey Number	1f Comment	5f Comment	7f Comment	12h Comment	14k Comment	15m Comment	20d Comment	25p Comment	27s Comment	28s Comment	37d Comment	40d Comment
67											Advise property owner of violation. This allows owner to correct problem on their own.	
68				muskie								
69												
70											Inform and request property owner to fix citation	
71				muskie, eelpout								
72				muskie								
73											depends on violation	
74				no longer fish								
75												
76												
77	Weekends in the summer							possibly Chinese Mystery Snails and Rusty Crayfish				
78												
79												
80												

Survey Number	1f Comment	5f Comment	7f Comment	12h Comment	14k Comment	15m Comment	20d Comment	25p Comment	27s Comment	28s Comment	37d Comment	40d Comment
81	monthly throughout the year								Neighbors down our road frequently don't control their dogs, that go on our property, bark and growl, and try to attack our dog.			
82				Never catch any								
83												
84												
85											Contact owner	
86								some type of snail				
87												
88											First talk to property owner, make them aware of violation.	
89												
90											If no action, refer to proper authority.	
91								None	Need to reduce use of boat landing -- limit use. If we are a "lake district," could we eliminate boat public access.			
92				musky								
93												
95	plus some winter weekends			no longer fishing							Make property owner aware of violation. If he does not comply, then contact proper authority.	

Survey Number	1f Comment	5f Comment	7f Comment	12h Comment	14k Comment	15m Comment	20d Comment	25p Comment	27s Comment	28s Comment	37d Comment	40d Comment
96						dog walking and gardening					Get response and commitment from owner, then request proper authority, if no reply.	
97												
98												
99					250 HP inboard							
100												
101					small inflatable and inner tube							
102												
103												
104												
105									Spearing of fish when ice melts in April is detrimental to the fish count and quality and size of fish caught by license-bearing fisherpersons.		Association to notify violator. If no action by violator, report to proper authority.	
106					shell for skulling						Notify offending party first to give chance to first abate. Then, notify authority.	
107												
108												
109												
110				Rock bass and muskie								

Survey Number	1f Comment	5f Comment	7f Comment	12h Comment	14k Comment	15m Comment	20d Comment	25p Comment	27s Comment	28s Comment	37d Comment	40d Comment
111		grandfather outhouse										
112										swing tree on island		
113												
114												
115												
116											Work together to solve the issue. Involve authorities only as a last resort and only if a violation is confirmed.	
117												
118												
119											depends	
120					none			none				

Survey Number	Other Comments (and Question 41)
1	
2	Our lake is a delight. We need to work to maintain lake quality for us and those who follow. We are indebted to those who volunteer to maintain and improve our lake.
3	
4	
5	For all the moneys we spend supporting the DNR, where are they with this situation? These questions are geared toward the current opinions of the Association Board members. They already know the answers and the direction they are going to take.
6	
7	While I feel the Association has done a very good job in its approach to the protection and construction of our lake, I worry the Association may be trying to take on too much themselves with issues that may not be of concern. I would like to make sure the Association can enforce, or try to enforce, current policies before taking on new responsibilities. Example: pleasure boating too early or too late and disturbing people fishing.
8	
9	
10	I have been coming to TSL since my grandfather bought our property in 1954. We have always enjoyed motor boating. Fishing has become a recent activity, but we have fished since I was a kid. We will probably try ice fishing this winter. The boat landing is awful. It definitely affects decisions to pull aboat out and visit another lake. Thank sfor all your efforts in keeping the lake the pristine lake we have.
11	
12	
13	
14	Two Sisters Lake should take the initiative to propose the design, construction, operation and maintenance of a self-service wash station at our public boat landing. Its use should be mandatory for all watercraft entering the lake. This is the right time and place to take this important step. We have the attention of the WDNR, Town of Newbold and the Onterra Company, that is the coordinator of this survey and our lake management plan. I am confident that with a "can do" attitude, all potential legal or governmental obstacles could be overcome.
15	
16	Would like to see the quality of the lake maintained at its current level. We feel Board does a good job of being realistic as well as futuristic in evaluating what should be done.
17	
18	
19	
20	This lake is so beautiful and I want it to stay that way. I am not the only one that needs information on how to take care of this wonderful lake.
21	
22	
23	When we bought our property, the walleye fishery was outstanding. Now, with the planting of large-mouth bass years ago by the Association and the tribal spearing, the quantity of fish has gone down. There are still some beautiful walleyes here, but getting a meal can be an adventure.
24	
25	See separate Word document containing a full page response.
26	
27	
28	
29	
30	I am pleased we have an active association whose mission it is to keep the lake quality it is for generations to come.
31	Kudos to the Association for your excellent efforts in the past to keep property owners educated and informed.
32	
33	
34	We should use common sense and not discipline to monitor the actions of others. Excessive use of anything -- light, noise, chemicals, shoreline clearing, building, etc., is poor management of this beautiful resource. In other words, trust your neighbors to do the right and sensible thing, not only for themselves but also for generations to come. Thank you for caring -- all Planning Committee and Lake Association members. You have done an excellent job to date. Sorry, I am too old to help much.
35	
36	
37	Boat houses/garages should not be allowed on the shoreline -- 75 feet should be the rule. Existing structures on the shoreline should be torn down and definitely not allowed in the future. Current jet ski rules need to be enforced. Right now, it's a joke. Fisherman need their space, more courtesy from jet skiers and pleasure boats.
38	
39	
40	Observed changes in 40 years -- 1) frog population is a fraction of what it was, 2) reduction of bottom of lake crayfish, 3) increase in small snails on bottom of lake
41	Thank you for all your efforts to make this survey possible.
42	
43	See separate Word document containing a full page response.
44	Appreciative of this questionnaire and the work done by TSLPOA in all of these areas. Willing to participate as a volunteer. Treasure the lake and cultivate this attitude in our children and grandchildren as well.
45	
46	
47	I don't think the Association enacts rules contrary to state guidelines. Wave runner hours/boating hours should follow state guidelines.
48	
49	Concerned that Association membership is falling. Long term ongoing costs for monitoring lake heeds full support of property owners even if taxing is required.
50	
51	

Survey Number	Other Comments (and Question 41)
52	
53	
54	
55	I love the lake. I think the Association is doing a good job at attempting to keep invasive species out. I think the Association is a little too strict regarding the use of personal watercraft during the weekends of Memorial Day, July 4th, and Labor Day.
56	Many people are violating the fireworks restriction.
57	Advise homeowners with lawns of lake problems caused by fertilizer and other treatments.
58	Thank you for this effort.
59	I thank all the volunteers for their help. We have to keep Two Sisters a clean lake.
60	I would like to see a ban on new boat house construction. If every property owner built a shoreline boat house, this lake would look like a trailer park. My grandparents were the first year-round residents on this lake in the early 1900s. They would be appalled to see what has happened to the shoreline.
61	I am striving to keep my land wild. My heart is in it.
62	
63	I am very glad that the Lake Association takes its job so seriously and does so much to keep the residents informed and our lake is in good shape. We have to work together to preserve this wonderful lake.
64	
65	See separate Word document containing a full page response.
66	We would like to see pan fish stocking rather than walleye stocking. We feel very lucky to have knowledgeable people monitoring our lake quality. Please continue to keep up the good work of preserving our beautiful lake.
67	Our cottage is on north shore of the narrows. It is necessary to barricade our shore to stop wave erosion. Boats coming though at high speed are just as damaging as boats that slow down when entering narrows. Suggest safety zone 300 ft from either end of narrows. Boat traffic with tow behind and skiers are putting their cargo at risk in the cramped narrows. Slow down. Jet ski regs are not necessary on lake. Would rather have jet skis leaving little or no wake rather than high speed boats blasting through. Jet ski ordinance is restrictive from the old regime on the lake.
68	
69	
70	1) More attention to older homes close to shoreline with old septic systems, 2) control size of boats on lake, 3) control size of motors on boats, 4) stocking of fish must continue, 4) I know this is impossible, but stop Indians from fish harvesting.
71	The use of illegal fireworks has grown considerably over last 16 years from frequent use of firecrackers throughout summer (not just July 4th) but multiple sites of elaborate and illegal displays over the July 4th week and longer. My understanding that in addition to noise and possible fire hazard, they contribute to water quality degradation as remaining parts fall into lake. Use of fireworks should be discouraged, not just because illegal, but damage to our water.
72	
73	Some violations are serious and affect other lake owners -- fertilizer, run-off, light and sound pollution. Other "violations" like removing a tree that falls into the water destroying your dock/boat/beach are absurd. Trees that fall into lake should be able to be removed. Used to be a "shoreline vegetation removal" violation. Not sure if still is.
74	
75	
76	I really appreciate the efforts of everyone to keep our lake like it is and wish I was around more to help out.
77	We are fortunate to have had 2 TSLPOA members monitoring the lake and informing us of water quality benefits & issues for years. They have been leading monitoring of boats and shoreline for about 10 years. Thus, we have a leg up on other lakes. As more people come on the lake, we must be more diligent. We have not been so good on noise and light issues. We have also been monitoring & informing the membership on our loon population and providing nesting sites.
78	
79	
80	
81	Not a year-round resident and don't have a lot of timewhen I visit. Would like to help out, but just don't have time now -- hopefully will do so in future. Willing to make financial contributions, however.
82	
83	
84	Some of the questions were asked twice -- just worded differently.
85	More control of jet ski traffic and use is needed. Let owners know the restrictions on what hours they can use jet skis.
86	I'm most concerned about homeowners not members of Association and connected to our group efforts. Like to see Association do whatever it could to reach 100% of owners with this and other projects, so all receive the same info. Want to see Association create "good neighbor" list. Sometimes at Annual Mtg strong feelings expressed. Some people have "I'll do what I want" attitude. Jet ski times, fishing times, noise, dogs, fireworks, light pollution -- we need to share same resource.
87	We are pleased with the ongoing efforts of the Assoc to preserve the high quality of the lake, this being one of them. We hope to keep multiple condos away. Having a minimum shoreline footage as we have has helped. I have enjoyed the lake since childhood and my kids and grandkids have the same sense of value.
88	Ban use of all lawn fertilizers. Ban use of all weed killers. Use harmless dye to check runoff of septic and wash machines. Continue checking boats at landing and pass on info. Info to property owners what to do to protect lake -- not all owners belong to Association. Expand getting the info out. Thanks for all your efforts on behalf of our lake.
89	
90	
91	We are proud and glad that for decades we have had our water quality monitored. More recently, we have seen many of our lake residents respond to the calls for volunteerism on our lake.
92	
93	
	Have noticed soap suds in water and on shore at various times.
95	
96	Excellent association -- proactive Board.
97	
98	
99	
100	

Survey Number	Other Comments (and Question 41)
101	
102	Thanks to the Association Board members for your good work! Let's keep the lake clean, quiet (for the most part) and friendly. Light pollution is an issue and some former Board members need to take this seriously -- walk the talk. Thank you.
103	
104	See separate Word document containing a full page response.
105	Email and newsletter mailing should be used. Give members option of hard copy or e-mail. Those without computer can receive newsletter. Hard copy newsletter can be printed from website for that period so there is not separate function to produce hard copy newsletter. Younger generation of property owners and their kids would be willing to contribute time to do this. I would contribute money to this effort. So many more options, contents, pictures, etc. going electronic. This is the 21st century.
106	Good job. We appreciate time and effort of Board and participating members. I think it would be advantageous to have our fire numbers on our piers for identification. We could then put our fire numbers on our possessions/toys for return when lost. Also, identify ownership of the respective properties via a Directory.
107	Jet skis are out of control. There is no respect for the allowed hours and safety. I was passed simultaneously by 3 jet skis in the narrows in August. I am in contact with Dave Kroll about enforcement. As far as I am concerned, they should be outlawed as well as any boats with more than 150 HP on the lake.
108	Thanks to the huge efforts and countless hours spent by individuals such as Robert Nicholson and Paul Kuhn who have monitored water quality through the years and others who have volunteered time to build a strong lake association that is proactive in the protection of this beautiful natural resource -- we move forward. May the next generation live as responsibly, protecting her for many years to come.
109	
110	
111	
112	Swing tree on island is a disaster waiting to happen. Either someone will break their neck or will be hit by a passing boat/jet ski in narrow passage between island and rock bar. Swing tree is also huge source of noise pollution to neighboring homes. Often as many as 5 boats/pontoons docking on island with radios blasting -- all waiting their turns on the swing. I vote for taking that tree down immediately. It's like having neighbors with a wild party nearly every day in summer.
113	
114	
115	The island swing is a constant source of boat raffic and noise and is a safety hazard. The tree will someday fall down (probalby when someone is swinging on it) but should be cut down now.
116	
117	We're very proud of TSLPOA and the job the Board and other volunteers do.
118	I have come to the lake since I was 6 months old to visit my godmother. I have owned her old property for 12 years. I have not seen any significant decline in water or shoreline quality since my childhood. It is still a wonderful lake that I love with my whole heart.
119	
120	

Survey #26
Response to Q #41
(Comments)

I appreciate the value of the Association and how it can benefit the people that own property on the Two Sisters Lake.

I'm sure that it is your hope that the majority of the people receiving the survey will complete it as accurately as possible. The survey asks questions that are very easy to answer that will provide nice anecdotal information. The survey questions that relate to aquatic invasive plants and species are beyond most individual's knowledge base and therefore will not provide valid input. I sought the education, experience and understanding of a fisheries biologist with a masters degree to give me insight into the problems related to aquatic invasive plants and species. My responses to the survey are based on her input. She is my niece and grew up on the lake as I did. We concluded that policies and procedures related to prevention, mitigation, control, etc needs to be in the hands of an educated body and not the average Two Sisters resident. The body of knowledge is vast, however, it can be boiled down to some basic precautions that everyone that uses public waterways of Wisconsin **NEEDS TO KNOW**. While the Wisconsin Department of Natural Resources understands the need to educate the public there is a significant GAP between what the public knows and **NEEDS TO KNOW** about aquatic invasive plants and species. For instance...there are many lakes in Wisconsin that are infested with aquatic invasive plants and species. Do you know which lakes are infested with what? Here is a website with the answer:

<http://dnr.wi.gov/lakes/invasives/AISByWaterbody.aspx>

Did you know that there are about 112 lakes just in Oneida County that have aquatic invasive plants and/or species, including Two Sisters Lake?

Moving a boat from one lake to another...I personally would be very interested in knowing which lakes are infested so that I could avoid them or know what I need to do or not do to avoid infesting other lakes. I would be supportive of the WDNR posting signs at public landings of lakes that are infested and what they are infested with. Below is some education that the average person should be enlightened with:

<http://dnr.wi.gov/invasives/prevention.htm>

We all know this subject is daunting in scope and the ramifications are potentially devastating. One big question will arise if and when nasty invasives come to Two Sisters Lake... Who is going to PAY for expensive management/control of the problem. PREVENTION is our cheapest approach and I know that we have volunteers that so graciously donate their time to protect our most valuable resource. I would support the placement of a sign at the pier pleading our interest in preserving the beautiful Two Sisters Lake. Make some mention to **boaters right to launch a boat in Two Sisters Lake** with an appreciation of their time to self inspect their trailer and boat for invasives along with a THANK YOU!!

We have enjoyed 43 years of family time at Two Sisters Lake and look forward to preserving this for generations to come.

Response to Survey Q #41

Respondent #43

To: Two Sisters Lake Management Planning Project

Re: Stakeholder Survey

41. I would like to let you know that I feel that the TSLPOA has done an excellent job helping its members learn more about the lake and about possible dangers to the lake. The time spent by some of the volunteers is amazing.

I would also like to let you know that I feel too many members have forgotten about the fun they had enjoying the lake in the past and seem to now focus on trying to regulate the heck out of everything. Whereas I am content with the way things currently are, I am very concerned that the TSLPOA may try to push further regulations through that will negatively impact our enjoyment of the lake. The question - #37 – about possible shoreline protection violations on private property and how we would like the Association to respond concerns me. I truly believe that if you went around the lake and looked at every possible violation you would find that over half of our members are in some violation or another. I most certainly do NOT want us to start “upsetting the apple cart” over every little thing. I feel any concern can almost always be resolved with a friendly discussion, if it is even warranted. If there are members that have too many boats in the water, too big of a raft, too many boat docking areas, too long of a pier, etc do we really want to do anything when these items don't really impact the rest of us? There are so many rules and regulations it is getting to be silly. We already have a lake regulation that I am not really sure is enforceable that we are supposed to not use personal watercraft after 3 or 4 pm.

I absolutely love the lake and everything about it. I plan on retiring there. I think the Association has done a wonderful job with all that it has done and hope it continues to do so. What I don't want is to see us start increasing regulations and nit picking every tiny little possible thing people can find. I love my neighbors and would do just about anything they needed me to do at any time day or night. Let's make sure we keep things positive and continue to have one of the absolute best lakes to be on in the country.

Thank you.

Response to Q#41
Survey #65

41. Please feel free to provide written comments concerning Two Sisters Lake, its current and/or historic condition, and its management. Please use an additional sheet if necessary.

① Over 41 years, many things change. We have no problem with change. Everyone should be able to enjoy the lake; water skiing/fishing, jet skiing etc. However, common sense does not prevail when some of these "cowboys" interfere with wild life, people who are fishing or coming too close to the shore line.

② Property owners who have potted plants on docks or too close to the shore line. The plants are beautiful but the soil/fertilizer from these pots are going into the lake, degrading water quality. Owners need to be educated. (Over)

3. People who grew up in the country appreciate the darkness and watching the night sky.

The lighting that now prevails on some residences light up the woods and the lake shore line. This interferes with star gazing.

A flash light did the job for so many years and is obsolete today.

We hope that future generations can enjoy the quality of lake living that we have had the privilege of experiencing. We all need to be good stewards of this lake and the surrounding woods.

Response to Q #41
Survey # 104

I think one of our greatest challenges to the future of Two Sisters Lake is controlling AIS. I'm involved as a volunteer in the boat landing inspection program and the shoreline inspection program. These are worthwhile activities and should continue.

I recommend expanding the program to include all property owners on the lake. We need to send each property owner a detailed description of AIS and let them keep an eye on their own shoreline. The 8 x 10 pictures given to me when I started shoreline inspections were excellent. They have expanded my knowledge of what to look for. We spend a lot of time talking about AIS, supporting AIS and donating to AIS but I'll bet many of our members (and nonmembers) could not identify the species of plants and animals we're referring to. People are interested in keeping the lake AIS free, especially on their own shoreline. Let's give them the information to do it.

To complete the program I would recommend a member of the Lake Association Board or AIS committee member as a point of contact for emails and telephone calls on these items. If you're not sure what's on your shoreline, call or email the contact person and we'll find out for sure.

On another subject I have seen a species of algae, maybe metaphyton, in Eagle Bay and on a boat lift on the north side of the small lake. It looks like a fresh water jellyfish. I don't think it's a problem.

Thanks for the work you do for our lake!

C

APPENDIX C

Lake Waterway Ordinance (1999)

WATERWAY ORDINANCE

Town of Newbold # 02-1999 (A Revision of # 03-1996)

A SOLE ORDINANCE TO REGULATE BOATING UPON THE WATERS OF TWO SISTERS LAKE AND PRESCRIBING PENALTIES THEREOF.

The Town Board of the Town of Newbold, Oneida County, Wisconsin, does ordain as follows:

SECTION I: APPLICABILITY AND ENFORCEMENT

- A. The provisions of this ordinance shall apply to the waters of Two Sisters Lake in the Town of Newbold, Oneida County, Wisconsin.
- B. This ordinance will be enforced by the officers of the Town of Newbold and any other authorized law enforcement officers.

SECTION II: INTENT

The intent of this ordinance is to provide safe and healthful conditions for the enjoyment of aquatic recreation consistent with public rights and interests, and the capability of the water resources.

SECTION III: STATE BOATING AND SAFETY LAWS ADOPTED

Wisconsin Boating and Safety Laws and Rules are adopted by reference.

SECTION IV: DEFINITIONS

- A. "Slow-No-Wake" means that speed at which a boat moves as slowly as possible while still maintaining steering control.

SECTION V: CONTROLLED AREAS

No person shall operate a boat faster than slow-no-wake in the following locations:

- A. Tamarack Bay: Northwest of a line from the southeast lot line of the parcel described as the East 538 feet of the West 860.5 feet of Govt. Lot 7, Section 17-T38N-R8E (tax number NE 644.5) to the eastern lot line of the property described as Parcels 9 & 10 of Genisot Plat 7267, part of the SE SE, Section 18-T38N-R8E (tax number NE 661.2).
- B. Spring Bay: South of a line from the eastern lot line of the parcel described as the East 200 feet of Government Lot 4, Section 17-T38N-R8E (tax number NE647.2) due south to the south shore of the bay.
- C. Eagle Bay located in the SE NW and NE SW parts of Section 19-T38N-R8E.
- D. HAZARD ROCK: A buoy will be placed at the hazard rock which is located near the emerging weed bed south of the north shore of the large portion of Two Sisters Lake.

SECTION VI: PLACEMENT AND MAINTENANCE OF MARKERS

Purchase and placement of markers and public landing postings will be by the Two Sisters Lake Property Owners Association, Inc., in accordance with instructions by the Town Chairperson and as described in Section V above, and further that the Association will maintain the markers and postings in a manner sufficient to meet State of Wisconsin requirements.

SECTION VII: POSTING REQUIREMENTS

The Town of Newbold shall place and maintain a copy of this ordinance at all public access points on Two Sisters Lake.

SECTION VIII: PENALTIES

Wisconsin state boating penalties as found in Section 30.80, Wisconsin Statutes, are adopted by reference.

SECTION IX: SEVERABILITY

The provisions of this ordinance shall be deemed severable and it is expressly declared that the Town of Newbold Board would have passed the other provisions of this ordinance irrespective of whether or not one or more provisions may be declared invalid. If any provision of this ordinance or the application to any

person or circumstances is held invalid, the remainder of the ordinance and the application of such provisions to other persons or circumstances shall not be affected.

SECTION X: EFFECTIVE DATE

This ordinance shall take effect and be in force from and after its passage and posting as provided by law. The foregoing ordinance was adopted at a regular meeting of the Town Board of the Town of Newbold on January 28, 1999

effective jan 29, 1999

D

APPENDIX D

Water quality data

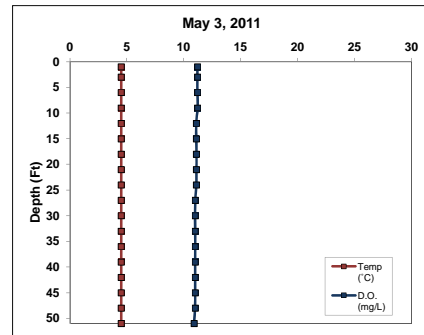
Two Sisters Lake

Date: 5/3/2011
Time: 8:15
Weather: 100% clouds, snow, 31°F
Entry: TWH

TSL
TSLB

Max Depth: 54.4
Depth (ft): 3.0
Depth (ft): 51.0
Secchi Depth (ft): 8.8

Depth (ft)	Temp (°C)	D.O. (mg/L)	pH	Sp. Cond. (µS/cm)
1	4.5	11.2	7.6	63.0
3	4.5	11.2	7.6	63.0
6	4.5	11.2	7.6	63.0
9	4.5	11.2	7.6	63.0
12	4.5	11.1	7.6	63.0
15	4.5	11.1	7.6	63.0
18	4.5	11.1	7.6	63.0
21	4.5	11.1	7.6	63.0
24	4.5	11.1	7.6	63.0
27	4.5	11.0	7.6	63.0
30	4.5	11.0	7.6	63.0
33	4.5	11.0	7.6	63.0
36	4.5	11.0	7.6	63.0
39	4.5	11.0	7.6	63.0
42	4.5	11.0	7.6	63.0
45	4.5	11.0	7.6	63.0
48	4.5	11.0	7.6	64.0
51	4.5	10.9	7.6	64.0



Parameter	TSLS	TSLB
Total P (µg/L)	13.00	15.00
Dissolved P (µg/L)	ND	ND
Chl-a (µg/L)	6.78	
TKN (µg/L)	240.00	330.00
NO ₃ + NO ₂ -N (µg/L)	ND	ND
NH ₄ -N (µg/L)	ND	40.00
Total N (µg/L)	240.00	330.00
Lab Cond. (µS/cm)	67.00	68.00
Lab pH	7.52	7.47
Alkalinity (mg/L CaCO ₃)	28.60	29.00
Total Susp. Solids (mg/L)	ND	ND
Calcium (mg/L)	7.00	

Data collected by TAH (Onterra)

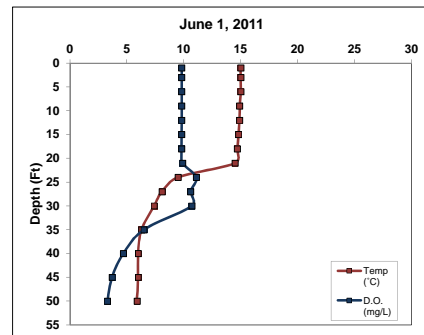
Two Sisters Lake

Date: 6/1/2011
Time: 14:25
Weather: 90% sun, very windy, 70°F
Entry: TWH

TSL
TSLB

Max Depth: 54.7
Depth (ft): 3.0
Depth (ft): 50.0
Secchi Depth (ft): 15.5

Depth (ft)	Temp (°C)	D.O. (mg/L)	pH	Sp. Cond. (µS/cm)
1	15.0	9.8	8.3	65.0
3	15.0	9.8	8.3	65.0
6	15.0	9.8	8.3	65.0
9	14.9	9.8	8.3	65.0
12	14.8	9.8	8.3	65.0
15	14.8	9.8	8.3	65.0
18	14.7	9.8	8.3	65.0
21	14.5	9.9	8.3	65.0
24	9.5	11.1	8.3	64.0
27	8.1	10.6	8.1	64.0
30	7.4	10.7	7.9	64.0
35	6.3	6.5	7.6	63.0
40	6.0	4.7	7.4	62.0
45	6.0	3.7	7.3	62.0
50	5.9	3.3	7.2	62.0



Parameter	TSLS	TSLB
Total P (µg/L)	11.00	26.00
Dissolved P (µg/L)		
Chl-a (µg/L)	2.04	
TKN (µg/L)		
NO ₃ + NO ₂ -N (µg/L)		
NH ₄ -N (µg/L)		
Total N (µg/L)		
Lab Cond. (µS/cm)		
Lab pH		
Alkalinity (mg/L CaCO ₃)		
Total Susp. Solids (mg/L)	ND	3.00
Calcium (mg/L)		

Data collected by TWH and MMF (Onterra)

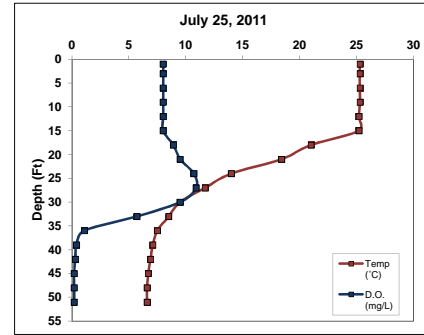
Two Sisters Lake

Date: 7/25/2011
Time: 15:30
Weather: 80°F 25% clouds and windy
Entry: MMF

TSLS
TSLB

Max Depth: 54.6
Depth (ft): 3.0
Depth (ft): 51.0
Secchi Depth (ft): 17.3

Depth (ft)	Temp (°C)	D.O. (mg/L)	pH	Sp. Cond. (µS/cm)
1	25.3	8.0	8.5	67.0
3	25.3	8.0	8.5	67.0
6	25.3	8.0	8.5	67.0
9	25.3	8.0	8.5	67.0
12	25.2	8.0	8.5	67.0
15	25.2	8.0	8.5	67.0
18	21.0	8.9	8.4	66.0
21	18.4	9.5	8.3	66.0
24	14.0	10.7	8.1	65.0
27	11.7	10.9	8.0	65.0
30	9.5	9.5	7.8	65.0
33	8.5	5.7	7.6	65.0
36	7.5	1.1	7.3	68.0
39	7.1	0.4	7.1	70.0
42	6.9	0.3	7.1	72.0
45	6.7	0.2	7.0	73.0
48	6.6	0.2	7.0	83.0
51	6.6	0.2	7.0	84.0



Parameter	TSLS	TSLB
Total P (µg/L)	9.00	90.00
Dissolved P (µg/L)	ND	18.00
Chl-a (µg/L)	1.61	
TKN (µg/L)	280.00	590.00
NO ₃ + NO ₂ -N (µg/L)	ND	ND
NH ₄ -N (µg/L)	ND	207.00
Total N (µg/L)	280.00	590.00
Lab Cond. (µS/cm)	68.00	78.00
Lab pH	7.84	6.91
Alkalinity (mg/L CaCO ₃)	28.70	34.00
Total Susp. Solids (mg/L)	ND	7.00
Calcium (mg/L)		

Data collected by TWH and MMF (Onterra)

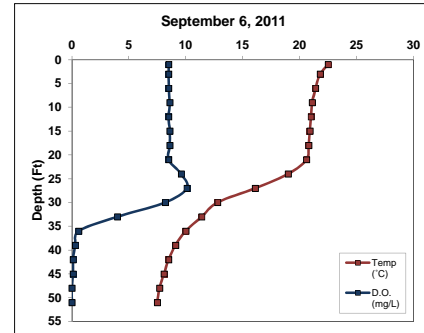
Two Sisters Lake

Date: 9/6/2011
Time: 14:30
Weather: clear, little wind, 65°
Entry: TWH

TSLS
TSLB

Max Depth: 54.1
Depth (ft): 3
Depth (ft): 51
Secchi Depth (ft): 17.1

Depth (ft)	Temp (°C)	D.O. (mg/L)	pH	Sp. Cond. (µS/cm)
1	22.5	8.5		
3	21.8	8.5		
6	21.4	8.5		
9	21.1	8.6		
12	21	8.5		
15	20.9	8.6		
18	20.8	8.6		
21	20.6	8.5		
24	19	9.6		
27	16.1	10.1		
30	12.8	8.2		
33	11.4	4		
36	10	0.6		
39	9.1	0.3		
42	8.5	0.1		
45	8.1	0.1		
48	7.7	0		
51	7.5	0		



Parameter	TSLS	TSLB
Total P (µg/L)	13.00	257.00
Dissolved P (µg/L)		
Chl-a (µg/L)	25.80	
TKN (µg/L)		
NO ₃ + NO ₂ -N (µg/L)		
NH ₄ -N (µg/L)		
Total N (µg/L)		
Lab Cond. (µS/cm)		
Lab pH		
Alkalinity (mg/L CaCO ₃)		
Total Susp. Solids (mg/L)	ND	15.00
Calcium (mg/L)		

Data collected by TAH and TWH (Onterra)

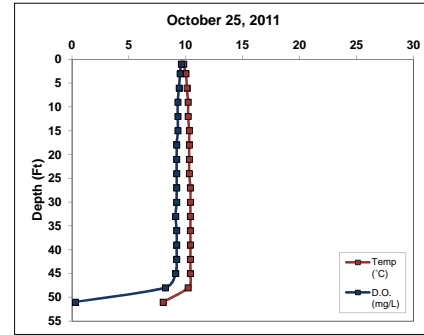
Two Sisters Lake

Date: 10/25/2011
Time: 1:10
Weather: 100% clouds, breezy, 45°F
Entry: TWH

TSLS
TSLB

Max Depth: 54.6
Depth (ft): 3
Depth (ft): 51
Secchi Depth (ft): 11.9

Depth (ft)	Temp (°C)	D.O. (mg/L)	pH	Sp. Cond. (µS/cm)
1	9.8	9.6		
3	10	9.5		
6	10.1	9.4		
9	10.2	9.3		
12	10.2	9.3		
15	10.3	9.3		
18	10.3	9.2		
21	10.3	9.2		
24	10.3	9.2		
27	10.4	9.2		
30	10.4	9.2		
33	10.4	9.1		
36	10.4	9.2		
39	10.4	9.2		
42	10.4	9.2		
45	10.4	9.1		
48	10.2	8.2		
51	8	0.3		



Parameter	TSLS	TSLB
Total P (µg/L)	13.00	161.00
Dissolved P (µg/L)		
Chl-a (µg/L)	3.60	
TKN (µg/L)		
NO ₃ + NO ₂ -N (µg/L)		
NH ₄ -N (µg/L)		
Total N (µg/L)		
Lab Cond. (µS/cm)		
Lab pH		
Alkalinity (mg/L CaCO ₃)		
Total Susp. Solids (mg/L)	ND	12.00
Calcium (mg/L)		

Data collected by TWH (Onterra)

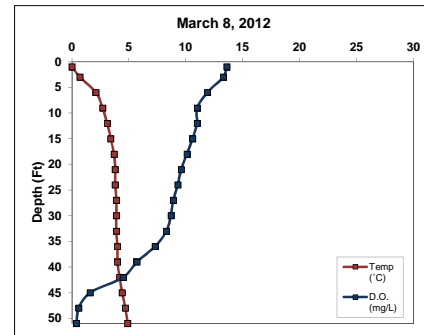
Two Sisters Lake

Date: 3/8/2012
Time: 14:00
Weather: 75% sun
Entry: TWH

TSLS
TSLB

Max Depth: 54.2
Depth (ft): 3
Depth (ft): 51
Secchi Depth (ft): 34.2

Depth (ft)	Temp (°C)	D.O. (mg/L)	pH	Sp. Cond. (µS/cm)
1	0	13.6	8.7	98
3	0.7	13.3	8.7	72
6	2.1	11.9	8.5	67
9	2.7	11	8.4	66
12	3.1	11	8.3	66
15	3.4	10.6	8.3	66
18	3.7	10.1	8.2	66
21	3.8	9.6	8.2	66
24	3.8	9.3	8.1	66
27	3.9	8.9	8.1	67
30	3.9	8.7	8	67
33	3.9	8.3	8	67
36	4	7.3	7.9	68
39	4	5.7	7.8	69
42	4.2	4.5	7.8	71
45	4.4	1.6	7.6	76
48	4.7	0.6	7.5	94
51	4.9	0.4	7.5	123



Parameter	TSLS	TSLB
Total P (µg/L)	11.00	280.00
Dissolved P (µg/L)	ND	167.00
Chl-a (µg/L)	NA	NA
TKN (µg/L)	260.00	1720.00
NO ₃ + NO ₂ -N (µg/L)	25.00	ND
NH ₄ -N (µg/L)	33.00	1220.00
Total N (µg/L)	285.00	1720.00
Lab Cond. (µS/cm)	NA	NA
Lab pH	NA	NA
Alkalinity (mg/L CaCO ₃)	NA	NA
Total Susp. Solids (mg/L)	ND	10.00
Calcium (mg/L)	NA	NA

Data collected by TAH and TWH (Onterra) Ice depth: 1.6ft

Trophic State Index (WTSI)

Year	TP	Chl-a	Secchi
2011			

Water Quality Data

2011	Surface	Bottom

1986			36.5
1987			32.1
1988			34.6
1989			32.4
1990			33.2
1991			34.1
1992			35.1
1993			36.1
1994			34.7
1995			34.9
1996			33.0
2001			37.4
2002			37.4
2003	41.1	38.1	38.6
2004	38.4	36.1	36.5
2005	42.5	36.4	37.4
2006	39.6	35.5	36.6
2007	36.4	38.2	36.2
2008	37.8	35.7	37.4
2009	40.0	35.3	34.7
2010	38.7	39.0	35.2
2011	38.2	37.7	37.1
#REF!			
#REF!			
#REF!			
#REF!			
#REF!			
All Years (Weighted)	39.2	37.0	35.5
Deep, Headwater Drainage Lakes	45.0	46.4	42.8
NLF Ecoregion	48.1	47.5	45.7

Parameter	Count	Mean	Count	Mean
Secchi Depth (feet)	6	17.5	NA	NA
Total P (µg/L)	6	11.7	6	138.2
Dissolved P (µg/L)	3	ND	3	92.5
Chl a (µg/L)	5	8.0	0	NA
TKN (µg/L)	3	260.0	3	880.0
NO3+NO2-N (µg/L)	3	25.0	3	ND
NH3-N (µg/L)	3	33.0	3	489.0
Total N (µg/L)	3	268.3	3	880.0
Lab Cond. (µS/cm)	2	67.5	2	73.0
Lab pH	2	7.7	2	7.2
Alkal (mg/l CaCO3)	2	28.7	2	31.5
Total Susp Sol (mg/l)	6	ND	6	9.4
Calcium (µg/L)	1	7.0	0	NA

Year	Secchi (feet)				Chlorophyll-a (µg/L)				Total Phosphorus (µg/L)			
	Growing Season		Summer		Growing Season		Summer		Growing Season		Summer	
	Count	Mean	Count	Mean	Count	Mean	Count	Mean	Count	Mean	Count	Mean
1986	7	16.3	6	16.8								
1987	8	21.1	5	22.7								
1988	6	19.1	4	19.2								
1989	14	22.6	12	22.2								
1990	6	21.9	5	21.1								
1991	4	17.5	2	19.8								
1992	6	14.5	2	18.5								
1993	6	15.0	2	17.3								
1994	4	16.6	1	19.0								
1995	2	19.4	1	18.8								
1996	4	21.4	4	21.4								
2001	11	15.0	6	15.7								
2002	13	15.1	7	15.8								
2003	14	13.2	8	14.4	4	2.8	3	2.1	5	13.4	3.0	13.0
2004	13	14.5	7	16.8	5	2.4	4	1.8	6	13.2	4.0	10.8
2005	13	15.1	6	15.8	4	2.6	3	1.8	5	15.4	3.0	14.3
2006	13	14.7	7	16.7	4	2.5	3	1.6	5	16.2	3.0	11.7
2007	13	14.9	6	17.1	3	2.2	3	2.2	4	10.8	3.0	9.3
2008	14	14.8	8	15.7	2	1.7	2	1.7	4	12.3	3.0	10.3
2009	11	16.1	6	19.0	3	1.6	3	1.6	4	13.3	3.0	12.0
2010	10	17.7	6	18.4	3	2.4	3	2.4	4	11.5	3.0	11.0
2011	13	15.4	6	16.1	9	2.9	5	2.1	10	11.6	5.0	10.6
All Years (Weighted)		16.4		17.9		2.5		1.9		13.0		11.4
Deep, Headwater Drainage Lakes				10.8				5.0				17.0
NLF Ecoregion				8.9				5.6				21.0

Summer 2011 N: 280.0
 Summer 2011 P: 9.0
 Summer 2011 N:P 31 :1

Trophic State Index (TSI)

Year	TP	Chl-a	Secchi
1973			38.1
1974			38.3
1986			35.7
1987			32.3
1988			33.6
1989			32.4
1990			31.9
1991	32.2		34.4
1992	35.8		34.6
1993	24.1	36.8	35.5
1994	32.2	34.2	
1995		26.7	34.0
1996	32.2	34.1	32.9
2001			37.9
2002	38.1	30.8	36.7
2003	45.6	35.4	38.7
2004	38.1	35.4	36.6
2005	43.5	35.0	36.9
2006	39.2	34.2	36.4
2007	34.7	38.1	35.9
2008	36.9	29.3	36.4
2009	39.2	34.5	33.5
2010	36.9	38.2	34.8
2011	35.8	37.8	35.8
All Years (Weighted)	38.4	35.0	35.4
Deep, Headwater Drainage Lakes	45.0	46.4	42.8
NLF Ecoregion	48.1	47.5	45.7

Year	Secchi (feet)				Chlorophyll-a (µg/L)				Total Phosphorus (µg/L)			
	Growing Season		Summer		Growing Season		Summer		Growing Season		Summer	
	Count	Mean	Count	Mean	Count	Mean	Count	Mean	Count	Mean	Count	Mean
1973	1	15.0	1	15.0								
1974	2	10.9	1	14.8								
1986	7	17.2	6	17.7								
1987	8	20.4	5	22.4								
1988	6	20.0	4	20.4								
1989	7	22.4	6	22.3								
1990	5	23.7	4	23.1					2	7.0		0.0
1991	4	17.8	2	19.4					3	5.3	1.0	7.0
1992	4	15.3	2	19.2					3	9.0	1.0	9.0
1993	3	14.9	1	18.0	3	3.4	1	1.9	3	5.3	1.0	4.0
1994					2	2.0	1	1.5	2	8.0	1.0	7.0
1995	2	19.9	1	20.0	2	1.7	1	0.7	1	8.0		0.0
1996	2	21.5	2	21.5	2	1.4	2	1.4	1	7.0	1.0	7.0
2001	11	14.5	6	15.3								
2002	12	15.0	6	16.6	4	1.7	3	1.0	5	12.0	4.0	10.5
2003	14	12.9	8	14.4	4	2.0	3	1.6	5	15.4	3.0	17.7
2004	13	14.9	7	16.6	5	2.1	4	1.6	6	11.7	4.0	10.5
2005	13	14.5	6	16.3	4	2.2	3	1.6	5	16.6	3.0	15.3
2006	13	14.5	7	16.8	4	2.2	3	1.4	5	15.0	3.0	11.3
2007	13	15.1	6	17.5	3	2.1	3	2.1	4	10.3	3.0	8.3
2008	14	14.9	8	16.8	3	0.9	3	0.9	4	11.5	3.0	9.7
2009	11	17.2	6	20.7	3	1.5	3	1.5	4	12.8	3.0	11.3
2010	10	18.2	6	18.8	3	2.2	3	2.2	4	10.5	3.0	9.7
2011	6	16.6	4	17.6	3	2.2	2	2.1	4	10.3	2.0	9.0
All Years (Weighted)		16.3		18.1		2.0		1.6		11.3		10.7
Deep, Headwater Drainage Lakes				10.8				5.0				17.0
NLF Ecoregion				8.9				5.6				21.0

E

APPENDIX E

Watershed Analysis WiLMS Results

Two Sisters Lake
Watershed Analysis

Date: 3/27/2012 Scenario: Two Sisters Watershed - Current

Lake Id: 1588200

Watershed Id: 0

Hydrologic and Morphometric Data

Tributary Drainage Area: 0.0 acre

Total Unit Runoff: 12.2 in.

Annual Runoff Volume: 0.0 acre-ft

Lake Surface Area <As>: 705 acre

Lake Volume <V>: 21325 acre-ft

Lake Mean Depth <z>: 30.2 ft

Precipitation - Evaporation: 5.8 in.

Hydraulic Loading: 340.8 acre-ft/year

Areal Water Load <qs>: 0.5 ft/year

Lake Flushing Rate <p>: 0.02 1/year

Water Residence Time: 62.58 year

Observed spring overturn total phosphorus (SPO): 13.0 mg/m³

Observed growing season mean phosphorus (GSM): 10.5 mg/m³

% NPS Change: 0%

% PS Change: 0%

NON-POINT SOURCE DATA

Land Use	Acre (ac)	Low	Most Likely	High	Loading %	Low	Most Likely	High
		Loading (kg/ha-year)				Loading (kg/year)		
Row Crop AG	0.0	0.50	1.00	3.00	0.0	0	0	0
Mixed AG	0.0	0.30	0.80	1.40	0.0	0	0	0
Pasture/Grass	0.0	0.10	0.30	0.50	0.0	0	0	0
HD Urban (1/8 Ac)	0.0	1.00	1.50	2.00	0.0	0	0	0
MD Urban (1/4 Ac)	0.0	0.30	0.50	0.80	0.0	0	0	0
Rural Res (>1 Ac)	0.0	0.05	0.10	0.25	0.0	0	0	0
Wetlands	0.0	0.10	0.10	0.10	0.0	0	0	0
Forest	0.0	0.05	0.09	0.18	0.0	0	0	0
Lake Surface	705.0	0.10	0.30	1.00	100.0	29	86	285

POINT SOURCE DATA

Point Sources	Water Load (m ³ /year)	Low (kg/year)	Most Likely (kg/year)	High (kg/year)	Loading %
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Two Sisters Lake
Watershed Analysis

SEPTIC TANK DATA

Description	Low	Most Likely	High	Loading %
Septic Tank Output (kg/capita-year)	0.3	0.5	0.8	
# capita-years	0.0			
% Phosphorus Retained by Soil	98	90	80	
Septic Tank Loading (kg/year)	0.00	0.00	0.00	0.0

TOTALS DATA

Description	Low	Most Likely	High	Loading %
Total Loading (lb)	62.9	188.7	629.0	100.0
Total Loading (kg)	28.5	85.6	285.3	100.0
Areal Loading (lb/ac-year)	0.09	0.27	0.89	0.0
Areal Loading (mg/m ² -year)	10.00	30.00	100.00	0.0
Total PS Loading (lb)	0.0	0.0	0.0	0.0
Total PS Loading (kg)	0.0	0.0	0.0	0.0
Total NPS Loading (lb)	0.0	0.0	0.0	100.0
Total NPS Loading (kg)	0.0	0.0	0.0	100.0

Phosphorus Prediction and Uncertainty Analysis Module

Date: 3/27/2012 Scenario: 35
 Observed spring overturn total phosphorus (SPO): 13.0 mg/m³
 Observed growing season mean phosphorus (GSM): 10.5 mg/m³
 Back calculation for SPO total phosphorus: 0.0 mg/m³
 Back calculation GSM phosphorus: 0.0 mg/m³
 % Confidence Range: 70%
 Nurenberg Model Input - Est. Gross Int. Loading: 0 kg

Lake Phosphorus Model	Low	Most Likely	High	Predicted	% Dif.
	Total P	Total P	Total P	-Observed	
	(mg/m ³)	(mg/m ³)	(mg/m ³)	(mg/m ³)	
Walker, 1987 Reservoir	13	38	126	28	267
Canfield-Bachmann, 1981 Natural Lake	6	11	22	1	10
Canfield-Bachmann, 1981 Artificial Lake	8	13	23	3	29
Rechow, 1979 General	1	3	8	-8	-76
Rechow, 1977 Anoxic	6	17	58	7	67
Rechow, 1977 water load<50m/year	1	3	11	-8	-76
Rechow, 1977 water load>50m/year	N/A	N/A	N/A	N/A	N/A
Walker, 1977 General	11	32	106	19	146
Vollenweider, 1982 Combined OECD	8	20	54	8	68
Dillon-Rigler-Kirchner	15	46	154	33	254
Vollenweider, 1982 Shallow Lake/Res.	6	16	46	4	34

Two Sisters Lake
Watershed Analysis

Larsen-Mercier, 1976	8	23	76	10	77
Nurnberg, 1984 Oxid	12	35	118	25	238

Lake Phosphorus Model	Confidence		Parameter	Back Calculation (kg/year)	Model Type
	Lower Bound	Upper Bound			
Walker, 1987 Reservoir	19	93	Tw	0	GSM
Canfield-Bachmann, 1981 Natural Lake	3	32	FIT	1	GSM
Canfield-Bachmann, 1981 Artificial Lake	4	37	L p	1	GSM
Rechow, 1979 General	1	6	P L qs	0	GSM
Rechow, 1977 Anoxic	9	43	FIT	0	GSM
Rechow, 1977 water load<50m/year	1	8	FIT	0	GSM
Rechow, 1977 water load>50m/year	N/A	N/A	N/A	N/A	N/A
Walker, 1977 General	14	81	FIT	0	SPO
Vollenweider, 1982 Combined OECD	9	45	FIT	0	ANN
Dillon-Rigler-Kirchner	23	114	P L qs p	0	SPO
Vollenweider, 1982 Shallow Lake/Res.	7	37	FIT	0	ANN
Larsen-Mercier, 1976	12	56	P Pin	0	SPO
Nurnberg, 1984 Oxid	16	89	qs	0	ANN

Water and Nutrient Outflow Module

Date: 3/27/2012 Scenario: 22
 Average Annual Surface Total Phosphorus: 10.5mg/m³
 Annual Discharge: 3.41E+002 AF => 4.20E+005 m³
 Annual Outflow Loading: 9.3 LB => 4.2 kg

F

APPENDIX F

Aquatic Plant Survey Data

Point Number	LATITUDE	LONGITUDE	DEPTH	SEGMENT	PILE / ROPE	COMMENTS
1124	45.7228274	-89.5206982	0			DEEP
1125	45.722828	-89.5207189	0			DEEP
1126	45.722823	-89.5196415	0			DEEP
1127	45.7228209	-89.5191142	0			DEEP
1128	45.7228185	-89.5186999	0			DEEP
1129	45.7228163	-89.5182696	0			DEEP
1130	45.7228141	-89.5178323	0			DEEP
1131	45.7228118	-89.5173950	0			DEEP
1132	45.7228096	-89.5169476	0			DEEP
1133	45.7228074	-89.5165003	0			DEEP
1134	45.7228052	-89.5160530	0			DEEP
1135	45.7228029	-89.5156056	0			DEEP
1136	45.7228007	-89.5151583	0			DEEP
1137	45.7227984	-89.5147110	0			DEEP
1138	45.7227962	-89.5142637	0			DEEP
1139	45.7227939	-89.5138164	0			DEEP
1140	45.7227917	-89.5133691	0			DEEP
1141	45.7227894	-89.5129218	25		Rope	
1142	45.7227872	-89.5124745	19		Rope	
1143	45.7227849	-89.5120272	5		Stand Pole	
1144	45.7227827	-89.5115799	8		Stand Pole	
1145	45.7227805	-89.5111326	8		Stand Pole	
1146	45.7227782	-89.5106853	28		Rope	
1147	45.7227760	-89.5102380	0			DEEP
1148	45.7227738	-89.5097907	0			DEEP
1149	45.7227715	-89.5093434	0			DEEP
1150	45.7227693	-89.5088961	0			DEEP
1151	45.7227671	-89.5084488	0			DEEP
1152	45.7227648	-89.5080015	0			DEEP
1153	45.7227626	-89.5075542	0			DEEP
1154	45.7227604	-89.5071069	0			DEEP
1155	45.7227581	-89.5066596	0			DEEP
1156	45.7227559	-89.5062123	0			DEEP
1157	45.7227537	-89.5057650	26		Rope	
1158	45.7227514	-89.5053177	6		Rock Pole	
1159	45.7227492	-89.5048704	3		Stand Pole	
1160	45.7227470	-89.5044231	14		Rope	
1161	45.7227448	-89.5039758	0			DEEP
1162	45.7227426	-89.5035285	0			DEEP
1163	45.7227404	-89.5030812	0			DEEP
1164	45.7227382	-89.5026339	0			DEEP
1165	45.7227360	-89.5021866	0			DEEP
1166	45.7227338	-89.5017393	17		Rope	
1167	45.7227316	-89.5012920	2		Rock Pole	
1168	45.7227294	-89.5008447	6		Stand Pole	
1169	45.7227272	-89.5003974	8		Stand Pole	
1170	45.7227250	-89.5000001	27		Rope	
1171	45.7227228	-89.4995528	28		Rope	
1172	45.7227206	-89.4991055	15		Rope	
1173	45.7227184	-89.4986582	17		Rope	
1174	45.7227162	-89.4982109	18		Rope	
1175	45.7227140	-89.4977636	16		Rope	
1176	45.7227118	-89.4973163	25		Rope	
1177	45.7227096	-89.4968690	0			DEEP
1178	45.7227074	-89.4964217	0			DEEP
1179	45.7227052	-89.4959744	0			DEEP
1180	45.7227030	-89.4955271	0			DEEP
1181	45.7227008	-89.4950798	0			DEEP
1182	45.7227008	-89.4946325	0			DEEP
1183	45.7227008	-89.4941852	0			DEEP
1184	45.7227008	-89.4937379	0			DEEP
1185	45.7227008	-89.4932906	0			DEEP
1186	45.7227008	-89.4928433	0			DEEP
1187	45.7227008	-89.4923960	0			DEEP
1188	45.7227008	-89.4919487	0			DEEP
1189	45.7227008	-89.4915014	0			DEEP
1190	45.7227008	-89.4910541	0			DEEP
1191	45.7227008	-89.4906068	0			DEEP
1192	45.7227008	-89.4901595	0			DEEP
1193	45.7227008	-89.4897122	0			DEEP
1194	45.7227008	-89.4892649	0			DEEP
1195	45.7227008	-89.4888176	0			DEEP
1196	45.7227008	-89.4883703	0			DEEP
1197	45.7227008	-89.4879230	0			DEEP
1198	45.7227008	-89.4874757	0			DEEP
1199	45.7227008	-89.4870284	0			DEEP
1200	45.7227008	-89.4865811	0			DEEP
1201	45.7227008	-89.4861338	0			DEEP
1202	45.7227008	-89.4856865	0			DEEP
1203	45.7227008	-89.4852392	0			DEEP
1204	45.7227008	-89.4847919	0			DEEP
1205	45.7227008	-89.4843446	0			DEEP
1206	45.7227008	-89.4838973	0			DEEP
1207	45.7227008	-89.4834500	0			DEEP
1208	45.7227008	-89.4829027	28		Rope	
1209	45.7227008	-89.4824554	16		Rope	
1210	45.7227008	-89.4820081	3		Rock Pole	
1211	45.7227008	-89.4815608	5		Stand Pole	
1212	45.7227008	-89.4811135	0			DEEP
1213	45.7227008	-89.4806662	2		Stand Pole	
1214	45.7227008	-89.4802189	27		Rope	
1215	45.7227008	-89.4797716	0			DEEP
1216	45.7227008	-89.4793243	0			DEEP
1217	45.7227008	-89.4788770	0			DEEP
1218	45.7227008	-89.4784297	0			DEEP
1219	45.7227008	-89.4779824	0			DEEP
1220	45.7227008	-89.4775351	0			DEEP
1221	45.7227008	-89.4770878	0			DEEP
1222	45.7227008	-89.4766405	0			DEEP
1223	45.7227008	-89.4761932	0			DEEP
1224	45.7227008	-89.4757459	0			DEEP
1225	45.7227008	-89.4752986	0			DEEP
1226	45.7227008	-89.4748513	0			DEEP
1227	45.7227008	-89.4744040	18		Rope	
1228	45.7227008	-89.4739567	4		Stand Pole	
1229	45.7227008	-89.4735094	26		Rope	
1230	45.7227008	-89.4730621	0			DEEP
1231	45.7227008	-89.4726148	30		Rope	
1232	45.7227008	-89.4721675	16		Rope	
1233	45.7227008	-89.4717202	23		Rope	
1234	45.7227008	-89.4712729	2		Rock Pole	
1235	45.7227008	-89.4708256	11		Stand Pole	
1236	45.7227008	-89.4703783	12		Rope	
1237	45.7227008	-89.4700000	14		Rope	
1238	45.7227008	-89.4695527	19		Rope	
1239	45.7227008	-89.4691054	19		Rope	
1240	45.7227008	-89.4686581	25		Rope	
1241	45.7227008	-89.4682108	28		Rope	
1242	45.7227008	-89.4677635	29		Rope	
1243	45.7227008	-89.4673162	0			DEEP
1244	45.7227008	-89.4668689	0			DEEP
1245	45.7227008	-89.4664216	0			DEEP
1246	45.7227008	-89.4659743	0			DEEP
1247	45.7227008	-89.4655270	0			DEEP
1248	45.7227008	-89.4650797	0			DEEP
1249	45.7227008	-89.4646324	0			DEEP
1250	45.7227008	-89.4641851	0			DEEP
1251	45.7227008	-89.4637378	0			DEEP
1252	45.7227008	-89.4632905	0			DEEP
1253	45.7227008	-89.4628432	0			DEEP
1254	45.7227008	-89.4623959	0			DEEP
1255	45.7227008	-89.4619486	0			DEEP
1256	45.7227008	-89.4615013	0			DEEP
1257	45.7227008	-89.4610540	0			DEEP
1258	45.7227008	-89.4606067	0			DEEP
1259	45.7227008	-89.4601594	0			DEEP
1260	45.7227008	-89.4597121	0			DEEP
1261	45.7227008	-89.4592648	0			DEEP
1262	45.7227008	-89.4588175	0			DEEP
1263	45.7227008	-89.4583702	0			DEEP
1264	45.7227008	-89.4579229	0			DEEP
1265	45.7227008	-89.4574756	0			DEEP
1266	45.7227008	-89.4570283	0			DEEP
1267	45.7227008	-89.4565810	0			DEEP
1268	45.7227008	-89.4561337	0			DEEP
1269	45.7227008	-89.4556864	0			DEEP
1270	45.7227008	-89.4552391	0			DEEP
1271	45.7227008	-89.4547918	0			DEEP
1272	45.7227008	-89.4543445	0			DEEP
1273	45.7227008	-89.4538972	0			DEEP
1274	45.7227008	-89.4534500	15		Pole	
1275	45.7227008	-89.4529027	15		Pole	
1276	45.7227008	-89.4524554	3		Stand Pole	
1277	45.7227008	-89.4520081	10		Stand Pole	
1278	45.7227008	-89.4515608	21		Rope	
1279	45.7227008	-89.4511135	22		Rope	

G

APPENDIX G

Oneida County Shoreland Restoration Program Overview

Oneida County Cost Share Program Shoreline Restoration program

1. Landowner to obtain, complete, and return a Cost Share application to Oneida County Land & Water Conservation Department, P.O. Box 400, Rhinelander, WI 54501. This application does not obligate the applicant or Oneida County to enter into a cost share agreement. A completed application is merely stating the landowner is interested in the cost share program and the process can start.
2. An on site visit will be scheduled. The Conservation Specialist will go to the site and perform an assessment of the site. At this point, the landowner may be present but it is not necessary. This visit will determine if the site is eligible for the cost share program.
3. If a complete assessment was not performed during the first visit, another site visit may be necessary to gather more information. That information could be for the type of existing vegetation of the area, measurements, type of soils, etc.
4. The Conservation Specialist will then meet with the landowner to exchange ideas, determine the view corridor if there is one, explain and answer questions regarding the program, future contract obligations, operation and maintenance agreement, etc.
5. A plan will be designed
6. The plan will then be shown to the landowner for their approval. Final tweaking can be made here.
7. The landowner will then be required to obtain a minimum of three cost estimates from contractors of their choice. The landowner will be given four copies of the plan; one for the landowner and three for the contractors. Quantities will be the same for all three contractors and a cost estimate sheet will be provided for completion.
8. The Land and Water Conservation Department staff will reviewed the submitted cost estimates. When the review is completed they will be scheduled on the Land and Water Conservation Committee agenda. The Committee meets once a month and depending on when the cost estimates are submitted, approval may be several

- days to up to a month. Usually the low cost estimate will be approved. The amount of the cost share is determined by the lowest cost estimate. This does not mean that the landowner must choose the contractor with the lowest estimate. If the landowner chooses to hire a contractor with a higher cost estimate, the landowner will be responsible for the difference in cost.
9. Before the contract can be signed, Oneida County must have a copy of the homeowner's insurance and the contractor's insurance.
 10. Once the Committee approves a cost estimate, it is now time to sign the contract, operation and maintenance agreement and tax form (W-9).
 11. The Land and Water Conservation Department shall be notified five working days in advance of start work.
 12. Once the work is complete, the landowner is responsible to pay the contractor. Submit paid invoices to the Land and Water Conservation Department. Invoices must have date, check number (if paying by check), paid in full written or stamped, and initials of contractor on them.
 13. The Committee must approve payment; therefore payment will be placed on the next available agenda for approval.
 14. Payment will be sent to the landowner
 15. Periodical site visits will be made over the next ten years