

NEWFOUND LAKE REGION ASSOCIATION



2025 ANNUAL REPORT

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A MESSAGE FROM THE PRESIDENT

The Newfound Lake Region Association's new Conservation Center at Grey Rocks has given us the home we need to deliver expanded stewardship, education, outreach, and engagement programs. This remarkable step forward marks 2025 as a truly transformative year for the Association. We grew in every dimension toward the next stage of our stewardship of Newfound Lake and its watershed.

The health of Newfound Lake is one of the measures of our success, but we can only achieve and sustain it through strong programs, dedicated staff and volunteers, and the continued support of our members and partners. This report reflects the professionalism and effectiveness of that work.

All these resources provide the foundation and support for the Association's work but they do not define it. Alongside our transition to Grey Rocks our trustees and staff dedicated many long hours to the development and refinement of a new five-year strategic plan. As we begin 2026 we're ready to begin implementing that plan to enhance the long-term health of the environment we all value.



Ed McNierney
NLRA President



OUR MISSION, VISION, AND VALUES

As we look to the future of Newfound Lake, our mission, vision, and values serve as both our foundation and our compass. They guide our conservation efforts, community engagement, and long-term commitment to protecting land and water for generations.

MISSION

NLRA protects and improves the health of the Newfound Lake Watershed. We support ecosystem resilience and natural resource conservation through focused programs and community engagement.

VISION

Our vision is for human impact on the Newfound Lake Watershed to be net positive, ensuring it thrives as a healthy and sustainable ecosystem.

VALUES

Excellence and Adaptability: We hold ourselves to the highest standards and embrace change to drive continuous improvement.

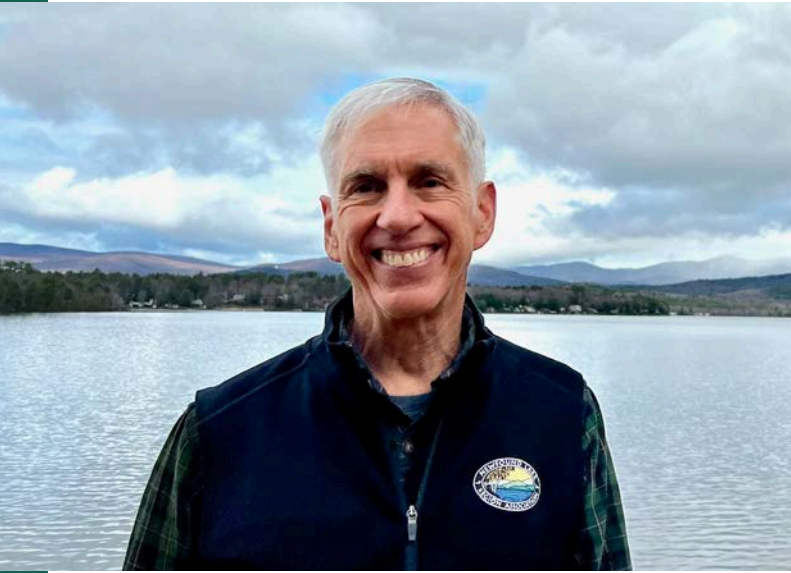
Integrity and Accountability: We communicate openly and act accountably, building trust through transparent reporting and data-driven decisions.

Collaboration and Leadership: We lead by example, partnering with public, private, nonprofit, and community stakeholders through listening and cooperation to unite strengths, build strong partnerships, and deliver shared solutions that protect and restore watershed sustainability.

Inclusion and Accessibility: We ensure that everyone can participate in, and benefit from, our programs and facilities, fostering an inclusive environment that welcomes people of all backgrounds and celebrates diversity in all forms.

TREASURER'S REPORT

by Jim Fitts, Treasurer



2025 was a transformative year for NLRA. We have grown both operationally and physically with the successful completion of the Grey Rocks Conservation Center. That growth is partially reflected in our annual operating expenses which were 30% higher in 2025 than last year as we continue investing in infrastructure, programs and staff. To take full advantage of our new facility we have just completed a five-year strategic plan which is already being implemented. We will advance our capabilities in environmental monitoring, land conservation, water quality protection, and education, communication and advocacy as we build our organizational capacity. As we review the Association's financial condition, you will see a strong foundation for our future.

As before, we distinguish between our revenue and expense for recurring operations from the revenue and costs of completing Grey Rocks, and the contributions and investment returns of our endowment.

Operations

Most expense categories exceeded our budget in 2025 because of investments in people, strategic planning, and higher operating expenses associated with the move to our new facility: total operating expenses were \$702,697. Operating revenue was very close to expectations at \$559,654, and had we taken an annual draw from our endowment, the loss from operations would have aligned with our expectations for this year. Because of a strong operating cash position, it was prudent to remain invested versus taking the endowment draw unnecessarily. These results reflect a year where needed investments were made to launch NLRA's expanded capacity, and because of your support, we are confident in what we will accomplish.

Other Revenue

We had other non-operating revenue for the year which significantly enhanced the overall condition of NLRA. Additional endowment contributions not associated with Grey Rocks were \$74,432. Contributions for Grey Rocks totaled \$716,526, some of which established a Building & Maintenance Fund to support the new facility. And finally, investment income for the endowment added \$258,212 to its balance. Overall, net revenue for 2025 was positive at \$857,397.

Balance Sheet

Our assets have grown by \$858,161 since last year and now exceed \$5.8 million. Cash and investments exceed \$3.1 million with the balance in fixed assets and pledges receivable. Our endowment did well in 2025 with a return of 13.2% and now exceeds \$2.5 million. Total liabilities remain exceedingly small at \$12,621.

Our annual audit is underway and there may be small changes in the numbers presented here. What you can be confident of is the substantial progress we've made with your support, and the ability to further fulfill our mission because of a strong financial foundation. The audited financial statements will be available at NewfoundLake.org/about-us once it is completed.



CONSERVATION IN ACTION

Education and Outreach

Helping community members and visitors connect with and care for the Newfound Watershed is essential to growing the next generation of environmental stewards. Through year-round community programs, outreach to schools and summer camps, and partnerships with local organizations, NLRA engages all ages in protecting the Newfound Watershed.

With Grey Rocks Conservation Area closed during the first half of 2025 for construction of the Grey Rocks Conservation Center, NLRA expanded its reach by partnering with organizations across the watershed to offer programs at the Hebron Town Forest, Sugarloaf Ridge–Goose Pond Conservation Area, and the Slim Baker Foundation. When the Grey Rocks Conservation Center opened to the public in July, we welcomed the community into a new, more immersive setting that strengthened our physical presence on the landscape and deepened participants' connections to the lake and watershed. Over the course of the year, NLRA hosted more than 50 community programs, engaging nearly 600 participants through hikes, paddles, birding outings, and expert-led talks.



NLRA also continued its strong partnerships with schools, making nearly 150 classroom visits, primarily within the Newfound Area and Pasquaney school districts, while also working with schools throughout the Lakes Region. Several classes visited the Conservation Center in the fall, bringing hands-on watershed learning to life. Our collaboration with Plymouth State University further expanded our impact, with Environmental Science & Policy students completing capstone projects that provided valuable real-world experience for students while advancing NLRA's understanding of the watershed and strengthening our conservation work.

Learn more about our education programs at: NewfoundLake.org/protecting-newfound/community-education

CONSERVATION IN ACTION

Invasive Species Prevention and Detection

Aquatic invasive species are plants and animals introduced to waterbodies where they do not naturally occur. These species can quickly outcompete native plants and animals, degrade water quality, and create hazards for recreation. Once established, invasive species are extremely difficult and costly to manage, and diminish property values and recreational opportunities. For Newfound Lake, prevention and early detection remain the most effective strategies for protecting the lake's ecological health and long-term value.

Lake Host Program: Invasive Species Prevention

NLRA's Lake Host Program, operated in partnership with NH LAKES, serves as the first line of defense against aquatic invasive species. Lake Hosts staff Newfound's public boat launches, offering free boat and trailer inspections and educating visitors on how to "Clean, Drain, and Dry" their watercraft before entering the lake. During the 2025 season, Lake Hosts conducted 1,796 inspections at public launches. Approximately 16% of inspected boats had previously visited waterbodies known to contain invasive species, underscoring the ongoing risk of introduction and the critical importance of consistent prevention efforts. Since the program began in 2002, Newfound Lake Hosts have inspected more than 60,000 boats and successfully prevented 21 potential invasive species introductions.

Weed Watchers: Invasive Species Detection

While prevention is essential, early detection provides a vital second line of defense. NLRA's Weed Watchers are trained volunteers who patrol Newfound's shoreline by kayak, canoe, and paddleboard, closely monitoring nearshore areas for signs of invasive aquatic plants. In 2025, 23 Weed Watcher volunteers contributed a combined 95 hours on the water, paddling more than 126 miles of shoreline. Their efforts culminated in the annual Weed Stampede, a lake-wide survey that brings volunteers together to focus on high-risk areas. Through these coordinated efforts, Weed Watchers successfully surveyed 100% of Newfound Lake's shoreline, helping ensure the lake remains invasive-free for years to come.



CONSERVATION IN ACTION

Addressing a New Threat: Spiny Water Flea

While Newfound Lake remains free of invasive aquatic plants, September 2025 marked the unwelcome arrival of the invasive spiny water flea (*Bythotrephes longimanus*). Native to Europe, spiny water flea was first detected in the United States in the 1980s and reached New Hampshire lakes in 2023. This invasive species disrupts lake ecosystems by consuming native zooplankton, organisms that help control algae and bacteria and serve as a critical food source for native fish.

Recognizing the potential threat to Newfound's ecosystem, NLRA staff proactively collected baseline data on the lake's native plankton community throughout 2025. Working with the University of New Hampshire, these data will help us better understand Newfound's complex food web and track the impacts of spiny water flea over time.

Although spiny water flea cannot be removed once established, NLRA is committed to understanding and managing its effects through research and monitoring. We hope this work serves as a model for other lakes across New Hampshire, helping inform statewide response strategies. Preventing further spread remains critical: cleaning, draining, and drying all watercraft and gear is especially important, and anglers are encouraged to dry fishing line with a sturdy cloth after their final cast.



Photo: Vermont Invasives



Photo: Chris Hagen



DO YOUR PART TO STOP INVASIVE AQUATIC SPECIES

For all watercraft, trailers, and recreational gear entering and leaving Newfound Lake:

CLEAN off visible aquatic plants, animals, and mud.

DRAIN bilge, livewell, motor and other areas that hold water before leaving the launch.

DRY everything for at least five days or wipe with a towel before reuse.

A special note for anglers: be sure to wipe your fishing line and dry your fishing tackle between trips.



CONSERVATION IN ACTION



Stormwater Management

Polluted stormwater runoff from watershed development remains the single greatest threat to Newfound Lake. NLRA addresses stormwater impacts at multiple levels, combining long-term planning, municipal partnerships, and on-the-ground assistance to reduce pollution before it reaches the lake.

Large-scale stormwater projects are guided by the Newfound Watershed Management Plan and implemented collaboratively with watershed towns and state agencies to address major pollution sources. In 2025, NLRA upgraded three failing culverts on Pike Hill in partnership with the Town of Hebron, convened a stakeholder working group and engaged an engineering firm to address chronic flooding in Bristol's Shore Drive neighborhood, and secured federal funding to address the watershed's single largest pollution source, Atwell Brook in Groton.

NLRA also works directly with individual property owners, homeowner associations, and neighborhood groups to assess and reduce localized stormwater impacts. In 2025, we connected 29 watershed property owners and ten homeowner associations with stormwater resources and installed 25 stormwater control measures through seven assistance projects. By working together at every level, we all play a role in keeping Newfound Lake clean and clear.

Watershed Management Planning

Watershed management planning is a proactive, science-based approach to protecting water quality by understanding and addressing the many factors that affect water quality. These plans are community-driven and provide a roadmap to work together to maintain water quality, protect ecosystems, and ensure clean water for people and wildlife. They identify pollution sources and provide action items to address pollution and other threats to water quality.

Along with guiding our broader conservation efforts, the Newfound Watershed Management Plan identifies clear ways to partner with municipalities to protect water quality. In 2025, this work included our annual Watershed Workshop, which brought together municipal representatives from across the watershed to coordinate, collaborate, and learn from one another. The Lake Sunapee Protective Association joined us to present a case study of how Lake Sunapee watershed towns are protecting water quality with septic maintenance ordinances.

NLRA also worked directly with towns to address local stormwater challenges. In 2025, we partnered with Groton to update floodplain maps, supported Bristol in developing a steep slope ordinance, and worked with Hebron to evaluate undersized and failing culverts that contribute to erosion and runoff.



Would you like to stop stormwater pollution on your property? Find our DIY resources and more ways NLRA can help at NewfoundLake.org/small-scale-stormwater.

Thank you volunteers!

Our mission is driven by volunteers. In 2025, 130 volunteers gave more than 1,100 hours to protect Newfound Lake and its watershed. Volunteer efforts span education and outreach, water quality monitoring, invasive species prevention, stewardship of Grey Rocks Conservation Area, administrative support, and organizational leadership, collectively strengthening the health of the lake and the future of our region.

2025 Volunteers

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Dick Batchelder
Jen Berry
Dick Beyer
Black Mountain Tree Service
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Anne Bosley
Arthur Bosley
Joe Boucher
Becca Boudreau
Karen Boyd
Paul Bradshaw
Bill Brady
Edith Brashares
Vin Broderick
Karen Byrne
Craig Cadieux
John Christ
Linda Cirurso
Mary Cody
Steve Cole
Herb D'Arcy
Rosemary D'Arcy
Paul DeBassio
Max Delisle
Sharon Devine
Philip Dubey
Bernice Dunlap
Victor Espericueta
Dan Fallon
Jim Fitts
Coleen French
Beth Geever
Margaux Gemmill
Michael Genzano
Jeff Gerding
Chris Giguere
Jack Giller
Golden Leaf Landscapes
Nick Gosling
Angie Graves
Parker Griffin
George Grzyb
Jenny Guelich
Claudia Guillot-Wallace
Steve Gunn
Ken Hall
Michelle Hall
Kay Hanson
Kate Harvey
Electra Heath
Holderness School

Sam Howorth-Vargas
Susan Hunt
Scott Hyder
Nick Ilyadis
Deborah Jacques
David James
Debbie James
Dana Kennedy
Jim Koch
Arielle Kotulak
Roger LaRochelle
Chris Laux
Lori Lerner
Kathy Lewis
Chris Lucier
Sandy Mackay
Bob Martens
Jon Martin
Andy McLane
Ed McNierney
Tom McShane
Natalie Mills
Rob Moore
Jack Mudge
Linda Murphy
Catherine O'Brien
John O'Brien
Mark O'Connor
Craig Palmer
Brian Picard
Rob Pinsonneault
Catherine Pitari
Cookie Ragen
Benjamin Rangel
Deborah Rangel
Paul Rangel
Vin Raso
Cathy Redman
Dave Redman
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Fiona Roman
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Terry Romero
Ellen Rousseau
Ben Ruoff
Fred Ruoff
Kyle Russ
Jennifer Salvail
Val Scarborough
Emily Shangraw
Kim Sharp
Jessica Shelton

Kevin Shelton
Ben Simon
Bob Smith
Janice Smith
Joanne Smith
Nancy Springer
Sean Sullivan
Rachael Sundborg
Cathy Taglieri
Ed Taglieri
Skip Tobin
George Trahan
Carole Tremonti
Martha Twombly
Greg Wagner
Lynn Wahl
Martin Wahl
Ken Weidman
Barbara Wheaton



JOIN THE EFFORT!



NLRA has a volunteer opportunity for everyone. See how you can make a difference for Newfound: NewfoundLake.org/volunteer.

THE GREY ROCKS CONSERVATION CENTER

Rooted in Community. Built for Conservation.

In 2011, Grey Rocks Conservation Area was donated to the Newfound Lake Region Association with a bold vision: to create a permanent home for conservation in the Newfound Watershed. In 2025, that vision became reality.



A Shared Vision Realized

Thanks to extraordinary community support, NLRA opened the doors to the conservation center in July, providing the region with a purpose-built, energy-efficient hub for education, stewardship, and conservation action. This new center strengthens our ability to protect Newfound's clean water and healthy forests while welcoming people of all ages to learn, connect, and get involved.

The Grey Rocks Conservation Center is designed to serve both people and the landscape:

- A welcoming great room for educational programs, community gatherings, and exhibits.
- Workspace for staff and volunteers, supporting expanded conservation efforts.
- Sustainable design and construction that models responsible development.
- Landscaping that manages stormwater and supports ecological function.

- A building that meets high energy-efficiency standards and reflect's NLRA's commitment to leading by example in environmental stewardship.

Built by Community, For Community

The Grey Rocks Conservation Center is the result of hundreds of individual gifts, business partnerships, volunteer hours, and decades of shared commitment to Newfound. This was truly a community project, made possible by people who believe that conservation is an investment in our region's future.

From early planning through construction and opening day, supporters showed up with generosity, encouragement, and pride. Every contribution, large and small, helped create a lasting resource for the watershed.

This achievement is also a tribute to the generations of Newfounders who built the philanthropic foundation that made this moment possible. For more than 50 years,

supporters and volunteers have dedicated themselves to protecting Newfound's waters and forests.

We are proud to carry this legacy forward, and grateful to be launching into a new era of conservation success from a place built on shared values, trust, and commitment.

Up Next: Expanding Impact

Work on the Grey Rocks Conservation Center continues. In 2026, NLRA will build on this momentum by enhancing the site and programs that bring conservation to life. Planned next steps include expanded ecological landscaping to further support habitat and manage stormwater, the installation of educational exhibits and hands-on activities that connect visitors to the Newfound Watershed, and construction of a dedicated stormwater workshop to support NLRA's growing stormwater management program. Together, these additions will deepen the center's role as a hub for learning, stewardship, and practical conservation solutions.

Project Milestones

Fall 2024
Groundbreaking begins.



Spring 2025
Interior finishes are completed.



Summer 2025
The Conservation Center opens to the public.



THANK YOU TO OUR SUPPORTERS

We are grateful for your support of our work to protect the Newfound Watershed.

Asterisks indicate Shore to Shore Society members, our longest-giving donors, who have included NLRA in their annual charitable giving for 15 years or more.

This list has been compiled with care! If you notice an error or omission, please contact Audrey@NewfoundLake.org.

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Barnard Survey Associates Inc
Basic Ingredients*
Belknap Landscape
Bridgewater Inn
The Bristol Botanist*
Bristol Diner
Camp Pasquaney*
Camp Wicosuta
Solis Properties LLC
Coppertoppe Inn & Retreat Center
Danbury Country Store
Dave Redman Photography
Dead River Company
DEI Systems
Eagle Pond Studio
Echo Communications
Elaina Shinn, Realtor
Eversource Energy
Experience Newfound
Hannaford Supermarkets*
Hart's Turkey Farm
Hayward and Company Log and Timber Homes, LLC
Homestead Restaurant*
Jeremy Hiltz Excavating
The Kelby Boutique Motel
Kill Mountain Building Co, LLC
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Minuteman Press
New England Forestry Consultants
New Foundations Consulting
Newfound Country Store*
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Onaway Camp Trust*
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Timberloch Lodge*
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Twin Oaks Construction, Inc.
United Way of Massachusetts Bay and Merrimack Valley
Village Local Kitchen
Warner Bros Discovery
West Shore Marine*
White Mountain Fiberglass

Homeowner Associations

Bridgewater Hills Association*
Bristol Shores
Camelot Acres Residents Association*
Clubhouse Maintenance Association*
Don Gerry Condo Association
Newfound Boat Club Unit Owner's Association
Oakdale Condominium Association
Red Fox Village Property Owners Inc.
Shackett's Landing*
Sleepy Hollow Village Association
Spruce Woodlands Association*
Stone Gate Acres Association*
Wagon Wheel Condo Association
Westview Estates Association
Whittemore Improvement Association*
Whittemore Shores Condo Association
Windridge Condominium Association

Towns

Alexandria*
Bridgewater*
Bristol*
Groton*
Hebron*

Protecting Newfound Together

Join your friends and neighbors in caring for the land and waters we all love by becoming a member of the Newfound Lake Region Association. Your support powers hands-on education, land conservation, and water protection efforts across the watershed. Together, we can ensure Newfound remains healthy and thriving for generations to come. Every gift makes a difference.

Become a member today at NewfoundLake.org.

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Clear Water Society members have committed to the future of Newfound by including NLRA in their estate or financial planning. We thank them for their visionary approach to philanthropy!

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Photo: Carole Binder

WHAT IS YOUR LEGACY?

A gift included in your estate or financial plan is one of the most impactful ways you can support conservation and help protect our land and water for generations to come. There are many planned giving options that allow you to meet your estate planning goals while creating a legacy that reflects your values, priorities, and hopes for the future.

WAYS TO GIVE

- **Gifts through a will or trust.**
- **Beneficiary designation of your retirement account, donor-advised fund, life insurance policy, or bank or brokerage account.**
- **Gifts of stock and appreciated securities.**
- **And more!**

If you are considering a planned gift and would like to learn how it can benefit you, your loved ones, and Newfound Lake, visit NewfoundLake.org/planned-giving or email Development Director Audrey West at Audrey@NewfoundLake.org.

FROM VISION TO ACTION: STRATEGIC PLAN

During 2025, NLRA completed an in-depth strategic planning process to chart our direction for the next five years. With guidance from staff, board, community partners, volunteers, and supporters, we established clear goals and strategies to amplify our impact. Implementation begins in 2026, translating vision into action for Newfound Lake.

Over the next five years, NLRA will focus on five interconnected priorities that strengthen the health of Newfound Lake, protect the surrounding lands, engage our community, and build a resilient organization. Together, these pillars guide our work from science to stewardship.

ENVIRONMENTAL MONITORING & ASSESSMENT

We will expand and strengthen monitoring of water quality and lake ecosystems to better understand climate impacts, identify key species, and guide conservation decisions. Our goal is to build a strong scientific foundation that supports rapid response, long-term lake health, and clear communication with our community.

LAND CONSERVATION

We will increase the pace of land conservation across the watershed, prioritizing forests, shorelines, and steep slopes that safeguard water quality. By strengthening partnerships and setting clear conservation targets, NLRA will lead coordinated efforts to permanently protect critical lands.

WATERSHED RESILIENCE & WATER QUALITY PROTECTION

We will advance high-impact stormwater projects, support watershed towns, and empower property owners to reduce runoff and pollution. Through large-scale infrastructure improvements and community-based solutions, we aim to improve watershed resilience and protect clean water for generations.

EDUCATION, COMMUNICATION, & ADVOCACY

We will expand educational experiences, refresh our brand, strengthen communications, and elevate NLRA as a trusted voice for science-based watershed protection. From exhibits and programs at Grey Rocks to advocacy at the local and state level, we will engage people of all ages in caring for Newfound Lake.

ORGANIZATIONAL CAPACITY BUILDING

We will invest in staff, volunteers, technology, governance, and diversified funding to ensure NLRA has the capacity to deliver on our mission. A stronger organization means more conservation, better programs, and a sustainable future for the watershed.





Protecting the Newfound Watershed for over fifty years.



NEWFOUND LAKE REGION ASSOCIATION

178 North Shore Rd, Hebron, NH 03241

(603) 744-8689

NewfoundLake.org

info@NewfoundLake.org