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Welcome to the Annual Meeting of the Foster's Pond Corporation. Thank you for joining us in this, our 86th Anniversary.

I'm Steve Cotton, President of the FPC.

The mission of the FPC is to serve as a protector of the Pond. We try to build a sense of community, embracing full-time residents, neighbors, and visitors - anyone who has come to cherish this magnificent resource.

Foster's Pond has a rich history and a remarkable ecology, and - if you'll pardon the metaphor - we'll take a deep dive into both this evening.

So without further ado, let's get started.

# Agenda

- Welcome
- Brief (!) Business Meeting
  - Adoption of Minutes
  - Adoption of Treasurer's Report
  - Election of Directors & Officers
- The Main Event:
  - "A Storm of Witchcraft: The Salem Witch Trials" - Tad Baker
- Updates on the Dam and the Pond
- Looking Ahead to 2025
- New Business, Questions, & Comments

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I hope you got to see the introductory slide show with some history of the Pond. I'm just going to take a minute to give you a preview of the rest of the evening.

This being the Annual Meeting of the Corporation, we have a few organizational obligations to fulfill. This will be a very short business meeting so that we can get right to our featured speaker.

After Tad's presentation, I'll bring you up to date on what we accomplished last year and hope to get done this year. Then we'll have our usual open forum for new business, wildlife sightings, questions, and comments.



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I promise, this won't take long.

We have five votes to take.

## Approval of Minutes

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- April 11, 2024 Annual Meeting (slideshow)
- August 10, 2024 Summer Meeting



There are two sets of minutes to approve. Both have been posted on-line so that we don't have to make a lengthier presentation.

First, in lieu of written minutes, we posted the slideshow of the business portion of our 2024 Annual Meeting.


Second, we posted minutes of our 2024 Summer Meeting.

May I have a motion to approve the minutes? 2d? All in favor say Aye? Opposed, No.

The ayes have it, and the Minutes are approved.



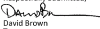
# Approval of Treasurer's Report



**Foster's Pond Corporation**  
www.fosterspond.org  
% David Brown, Treasurer  
31 Glenwood Road  
Andover, MA 01810-6250

**TREASURER'S REPORT**  
For Fiscal Year ended December 31, 2024

<b>Assets</b>	
Checking Account balance 12/31/2023	\$ 704.87
Money Market Account balance 12/31/2023	44,181.35
Certificate of Deposit - Eastern Bank	0.00
Accounts receivable: NFG contributions	778.70
Undeposited Funds	0.00
<b>Total Assets 12/31/2024</b>	<b>\$45,664.92</b>
<b>Total Assets 12/31/2023</b>	<b>\$61,773.34</b>
<b>Net change in Assets for year ending 12/31/2024</b>	<b>-\$16,108.42</b>
<b>Liabilities</b>	
Prepaid dues & contributions for 2024	\$ 0.00
Accounts Payable: Solitude Lake Management	0.00
<b>Net income for year ending 12/31/2024</b>	<b>-\$13,828.42</b>
<b>Income</b>	
Dues income	\$3,415.00
11 Individual memberships	
46 Family memberships	
13 Sustaining memberships	
Contributions (not including dues payments or grants)	
87 Households	\$21,142.00
Grants	
Boston Foundation (for dam & pond maintenance)	\$,000.00
American Online Giving	1,030.00
Schwab Charitable	\$,000.00
Interest Income	2,177.55
<b>Total Income</b>	<b>\$37,798.59</b>
<b>Expenses</b>	
Dam Maintenance	\$ 91.79
Pond Maintenance	49,094.00
General Administration	325.78
Community Building - Communications	1,050.57
Community Building - Meetings & Events	597.88
Fundraising	254.35
Real Property	211.74
<b>Total Expenses</b>	<b>\$51,627.11</b>
<b>Net Income</b>	<b>-\$13,828.42</b>

Respectfully Submitted,  
  
David Brown  
Treasurer  
Report revised May 1, 2025



The Treasurer's report was also posted on-line, and, as promised, our Treasurer is not going to read it.

So once again, I will take a vote. All in favor of approving the Treasurer's report say AYE. Opposed, NAY.

The ayes have it, and the Treasurer's Report is approved.

Thank you, Dave.

## Election of Directors

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- Nominated for re-election for two-year terms ending December 31, 2026:
  - David Adilman
  - Steve Ellis
  - Dorothy Tyler



Earlier this year, the Board of Directors voted to amend our by-laws to allow for enlarging the Board. Everyone on our email list was notified of this change, in accordance with the by-laws. Tonight we're voting on the re-election of three incumbent Board members and - after that - the addition of two new members. When we're done, the Board will consist of 11 members, including the four officers and seven non-officer directors. We will retain staggered terms of the non-officer directors, with as close as we can get to half of the non-officer directors up for election each year.

I recognize director Amy Janovsky to make a motion.

AMY: I NOMINATE FOR RE-ELECTION AS DIRECTORS David Adilman, Steve Ellis, and Dorothy Tyler.

STEVE: Are there any other nominations? Hearing none, we'll vote on this slate. If you are in favor of re-electing these directors, please say AYE. If you are opposed, say NAY.

The ayes have it. The directors are re-elected. I would like to thank the other two incumbent directors, who were re-elected last year for two-year terms: Amy Janovsky and Katie Workman.

## Election of Directors

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- Nominated for election for one-year terms ending December 31, 2025:
  - Paul Chase
  - Tracy Sioussat



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Now for our expansion slate. Tracy and Paul have volunteered faithfully in support of the FPC for a number of years, and the Board is unanimous in recommending them for Board membership.

I recognize Amy to make a motion.

AMY: I NOMINATE FOR ELECTION AS DIRECTORS FOR AN INITIAL TERM OF ONE YEAR Paul Chase and Tracy Sioussat.

STEVE: In line with what I said earlier about staggering the terms of Board members, Paul and Tracy will be eligible for re-election to two-year terms, along with Katie and Amy, at our next Annual Meeting.

Are there any other nominations? Hearing none, we'll vote on this slate. If you are in favor of electing these directors, please say AYE. If you are opposed, say NAY.

The ayes have it. The directors are elected.

## Election of Officers

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- Nominated for election for 2025:
  - ▶ President: Steve Cotton
  - ▶ Vice-President: Marty Rabinowitz
  - ▶ Treasurer: Dave Brown
  - ▶ Secretary: Michele Scavongelli



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Under the by-laws, officers are elected for a term of one year.

I will turn to Amy once again:

AMY: I NOMINATE FOR RE-ELECTION AS OFFICERS:

STEVE COTTON, PRESIDENT  
MARTY RABINOWITZ, VICE PRESIDENT  
DAVID BROWN, TREASURER  
MICHELE SCAVONGELLI, SECRETARY

STEVE: Pursuant to the by-laws, the Board appointed Michele to serve as Secretary earlier this year following the resignation of Janet Kenney, who served for more than 4 decades. The Board is delighted to recommend that you vote for Michele to continue in the position of Secretary/Clerk of the Corporation. Some of you met Michele and her husband Peter for the first time at last summer's annual picnic, which they hosted. For the past several years, Michele has been an enthusiastic volunteer. Michele is a lawyer and has considerable experience with non-profits.

Are there any other nominations? Hearing none, I am going to ask you to indicate whether you are for or against the motion to elect these officers.

If you are in favor, say AYE. Opposed, say NAY.

The ayes have it, and the officers are elected.

I want to thank Dave and Marty for their past service and for their willingness to continue serving as officers.





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And now I want to pay a special tribute to Janet Kenney. Janet, unfortunately, cannot be with us this evening due to illness. Janet is a very special person. She helped to keep the FPC alive through an extended period of dormancy and served the Corporation unflinching in the face of great personal adversity. We are very, very sorry to see her step down. Earlier this week, I presented her with a small token of appreciation on behalf of the Board of Directors. I would like to read the inscription.:

"Presented to Janet Kenney in grateful appreciation for your invaluable and enduring contribution to the community by serving for more than 40 years as an Officer of the Foster's Pond Corporation."

And that concludes the formal business meeting.

# **The Main Event:**

## **‘A Storm of Witchcraft: The Salem Witch Trials’**



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Our featured speaker this evening is Emerson Baker.

Tad is a history professor at Salem State University. Before that, he served as vice provost and dean of the graduate school. He has written or co-authored six books on the history and archaeology of early New England, including "A Storm of Witchcraft: The Salem Trials and the American Experience" and "The Devil of Great Island: Witchcraft and Conflict in Early New England". Tad has served as a consultant and as an on-camera expert for historical documentaries and TV shows on PBS, The Learning Channel, Smithsonian and the History Channel.

I got to see some of Tad's scholarship and meticulousness up close, when he routinely answered some of my questions with emails that didn't just say Yes or No but included copies of wills and deeds from the 1600s to back up his conclusions. So tonight I know we're in for a treat - some history, some humor, and some myth-busting.

Please join me in welcoming Tad Baker.

# What's Next

- Updates on the Dam and the Pond
- Looking Ahead to 2025
- New Business, Wildlife Reports, Questions, and Comments



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Next up, by way of my President's Report, I'll summarize how the Dam and the Pond fared in 2024, and let you know what's on the program for this year. That should take about 20 minutes.

Then I'll open the floor to more questions for Tad or me, comments, and New Business.

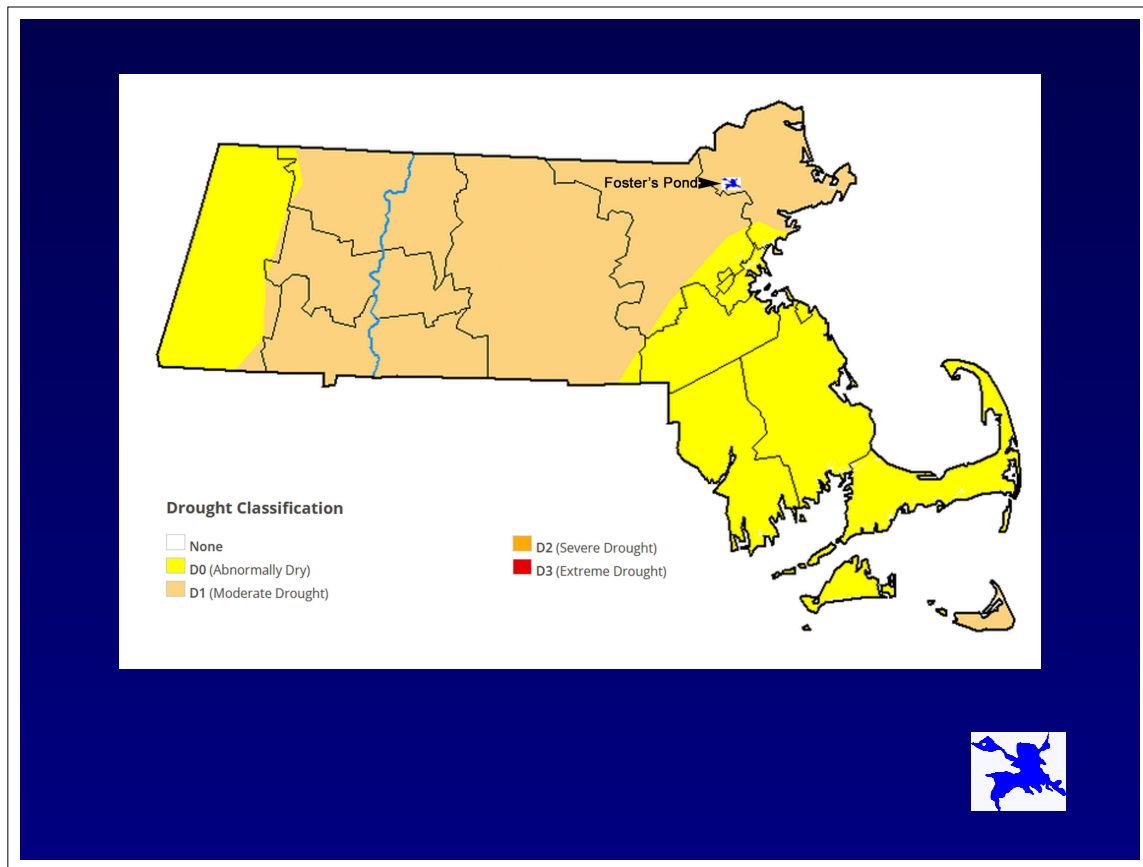


Maintaining our pre-Civil War dam was the main reason Homer Foster lobbied the community for ten years to create the Corporation. The Dam is beautiful, but as the mill owners and Homer found out, maintaining it is challenge.





When it comes to the Dam, no news is good news. I am therefore delighted to report that there's not much to report. The Dam just needed some routine maintenance last year, and that's all we're anticipating this year.



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Foster's Pond lies within an area that has been experiencing drought conditions for months. It started in early October of last year. It got worse as the progressed, then improved a bit, but we've remained in "Moderate Drought" since January.

As of last week, before we got a bit more rain, the band of "Moderate Drought" shrunk quite a bit from what you see here (which was two weeks ago). We won't know until tomorrow, when a new map comes out, whether we remain in Moderate Drought.



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With the drought in mind, we began refilling the Pond a week earlier than usual.

Paul Chase (on the left) and Zac Johnson inserted the three stoplogs into the sluiceway on March 25.

By April 12 - after the Pond came up about 15 inches - our lovely waterfall was back.

Fortunately, over the last month, we never came close to the flooding conditions which can put strain on a dam. I'm thinking of the Mother's Day flood of 2006, which came close to taking out the Dam. The potential for spring flooding is the main reason for having a winter drawdown.

So the Dam made it through its 168th winter. And I would like to thank Paul and Zac for taking on the primary role of maintaining and keep an eye on this historic icon.



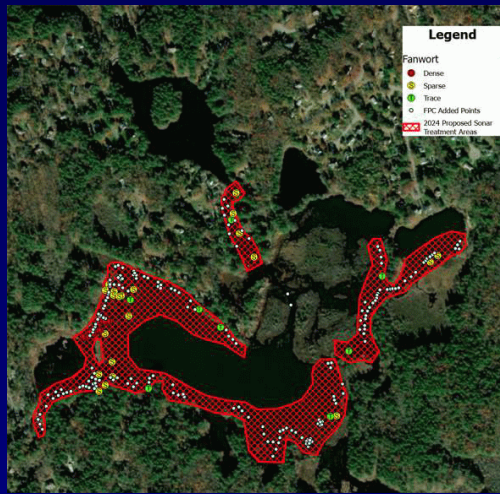
16

Managing nuisance vegetation is by far the Corporation's most expensive undertaking. Our aims are to safeguard the ecological balance of the Pond, and to protect public health.



**2023**

## **Fanwort Late-Season Surveys & Observations**



**Main Pond, facing  
Journey's End**

**August & September Surveys**



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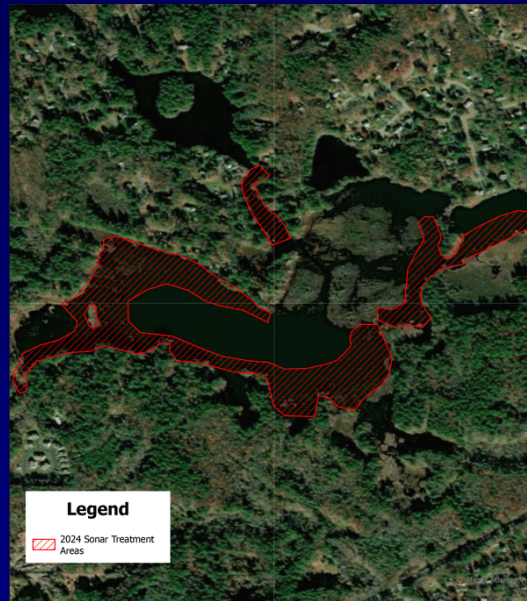
2023 was, unfortunately, a great year for fanwort - by which I mean fanwort exploded to a horrifying extent. Fanwort is the most persistent and diabolical invasive weed in the Pond.

I took the pictures on the right in early September, from a kayak looking from the Main Pond towards Goldsmith. All those delicate white flowers on the open water not covered by lilies are dense stands of fanwort.

The survey map on the left shows where the biologists found fanwort in August of 2023, and where I mapped additional infestations in September of that year. That set our agenda for last year's fanwort treatment.

**2024**

## **Treatment Areas**



Last year we undertook the most extensive - and expensive - fanwort treatment since 2015. We treated 42 of the Pond's 120 acres.

**2024**

## **Fanwort Treatment**



**June 3**



**May 2**



**July 2**

Last year's fanwort treatment actually required four applications of Sonar. That's the slow-acting herbicide which is the only effective control approved by the State for containing dense infestations of fanwort. Sonar acts by blocking the plant's production of what amounts to an internal sunblock, letting sunlight bleach out the plant's chlorophyll. Over time, the plant turns white and dies. The process takes a good 90 days.

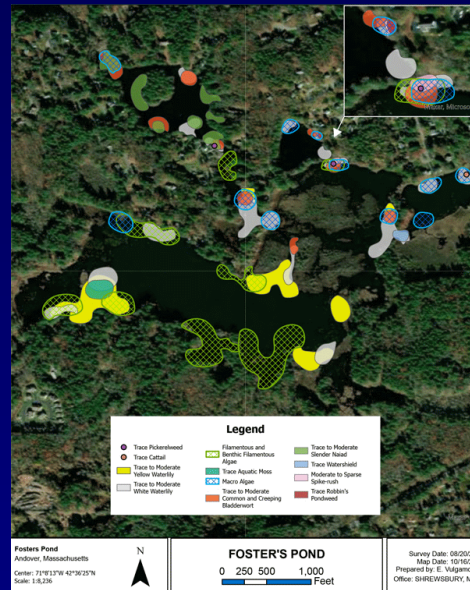
Sonar has a relatively short half-life, which is why booster treatments are needed every 30 days or so.

The initial Sonar application was administered in early May, followed by two booster applications to all 42 acres in June and July. A third booster just for the Channel was applied on August 7.

# 2024

## Native Plant Assemblages Post-Treatment

14 native  
species  
identified in  
August survey



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We do a comprehensive vegetation survey every year. Biologists from our consultant drag the bottom in 61 locations. They tabulate plant species and make observations throughout the pond. Last August, while Sonar was still present, they found only two small stands of fanwort that were nearly dead. So the treatment was highly successful.

The biologists also mapped stands of native vegetation. The number of native species is holding steady. That's exactly what we want to see.

Because of last year's treatment, there's no need to treat for fanwort this year. Based on past experience, we probably won't have to treat fanwort for at least two or three years.

Unfortunately, fanwort is practically impossible to eradicate. We are likely to find small infestations, but with a combination of hand-pulling by divers and spot-treatment of a few acres here and there, it's reasonable to expect that we won't need another extensive treatment for several years.



## Blue-Green Algae



Blue-green algae can cause gastro-intestinal problems in kids, and can be fatal to pets.



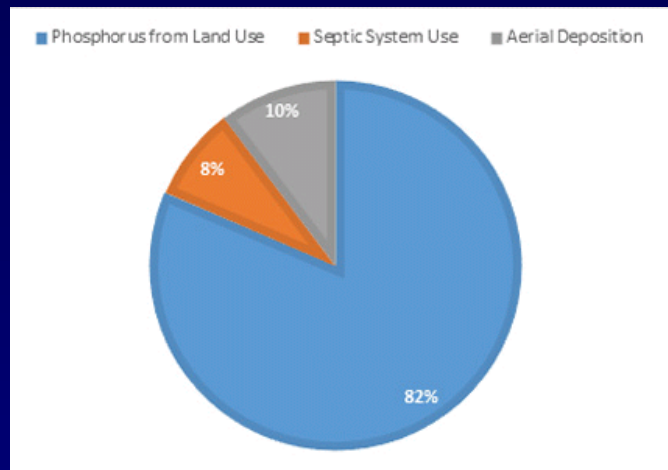
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Like a lot of other ponds in Massachusetts, we have to contend with blue-green algae. This is a bloom I photographed from my dock in the Main Pond a couple of years ago.

Blue-green algae is nasty. It's especially bad for kids and pets. We've had to treat the Pond with copper sulfate once or twice most years since 2012. We've gotten into a routine. Volunteers measure water clarity to see if algae are developing. When the clarity drops, they take water samples, and we send the samples to a lab for analysis. If the lab finds enough blue-green algae to warrant concern, we arrange for treatment.

We treated the Pond just once last year.

## Algae and Phosphorous



Algae need phosphorous to grow. Of the 255 pounds of phosphorous entering the Pond each year, 208 pounds come from stormwater run-off.



The only way to minimize chemical control is prevention. The key is to starve the algae of a vital nutrient, and that usually means phosphorous. Which is why you're always hearing about the need to use detergents and fertilizers with low or no phosphates.

Here are some figures for Foster's Pond, from the Watershed-Based Plan we commissioned in 2017. Most of the phosphorous that flows into the Pond comes from stormwater run-off. That's the blue piece on the pie chart.

Now a major portion of the phosphorous in stormwater run-off can't be controlled. It comes from the decomposition of organic matter in the woodlands surrounding much of the Pond.

But some phosphorous in stormwater run-off can, at least theoretically, be reduced.

## Algae and Phosphorous

Stormwater run-off anywhere in the Pond's 1.5 sq. mi. watershed eventually can flow into the Pond.

Residential land use contributes an estimated 72 pounds of P. We could markedly reduce algae if we cut P loading by just 25 pounds.



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This is the Pond's 1.5 square mile watershed, outlined in red. It extends north of Faith Lutheran Church on Main Street, east to Rt 125, down and southwest to Fiorenza Drive and Ashwood Avenue off Andover Street in Wilmington.

Within the red lines, all streams, gulleys, catchbasins, and run-off from storms lead to Foster's Pond.

If we could reduce the overall annual phosphorous loading into Foster's Pond by just 10% - 25 pounds out of the 255-pound total - our algae problems could be very close to eliminated.

## Algae and Phosphorous

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Residential land use contributes an estimated 72 pounds of P. We could markedly reduce algae if we cut P loading by just 25 pounds.



Foster's Pond Corporation  
www.fosterspond.org

How YOU Can Help Protect Foster's Pond!

- ✓ "Just say No" to fertilizer. Lawn fertilizer is transported to Foster's Pond by storm water runoff, fueling algae blooms that reduce water clarity and can lead to closures. Use natural alternatives to lawn and garden chemicals and establish low-maintenance, native vegetation on your property.
- ✓ Build a raingarden to manage stormwater runoff from your property. Raingardens protect water quality while beautifying your home and neighborhood! For more information, see: <http://mad.sos.ut.edu/PondToad/00001.pdf>
- ✓ Rain barrels are a great way to re-use rainwater from roofs for gardening and landscaping. A rain barrel will save most homeowners about 1,200 gallons of water during the peak summer months. Diverting this water from storm drains also decreases the impact of runoff to streams. Rain barrels can be purchased at many home and garden centers.
- ✓ Keep litter, leaves, and debris out of street gutters and storm drains. Dispose of used oil, antifreeze, paints, and other household chemicals properly. Do not dump these products in storm drains. These outlets drain directly into Foster's Pond or streams that flow into the Pond.
- ✓ Don't feed waterfowl! Bread and snack food are harmful to waterfowl. Feeding discourages winter migration and encourages large bird flocks that degrade the Pond and its shoreline with droppings that contribute to the growth of toxic algae.
- ✓ Pick up after your pet! Use biodegradable doggie bags to collect pet waste. Don't dispose of pet waste in storm drains.
- ✓ Control soil erosion on your property by planting ground cover and stabilizing erosion-prone areas.



That is not an easy task. But there are some things each of us can do. This one-page list is on our web site. It's taken from our Watershed-Based Plan. Please read it, download it, print it out and pin it up as a reminder. Talk to your kids about it.

The advice is pretty simple. Clean up after your dog. Cut down on fertilizers, use only low-phosphate fertilizers. Or none! Put in native plants that don't need fertilizing. If you have a storm drain on your property that channels stormwater from a road into the Pond, put in some native plants to absorb the flow before it drains directly into the Pond. Even a little bit of prevention can help.

**2024:**



**September 3**

**2025:**

### **Possible Copper Sulfate Treatment of Blue-Green Algae**

- Same treatment regimen we've used successfully since 2013
- We'll only treat if blue-green algae are detected and water clarity drops



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We'll treat for blue-green algae this year if there are high algae counts. We'll have volunteers monitoring the Pond and taking samples.

Monitoring for blue-green algae, and figuring out when to treat, is harder than it sounds. The Pond may get cloudy and develop surface scum for reasons having nothing to do with blue-green algae - for example, pollen, benign forms of algae, or other organisms.

Lab tests are expensive, and with our modest budget, we can't afford frequent testing. We need to make judgment calls on when to ship samples to the lab, and we're amateurs, not experts.

Likewise, treating with copper sulfate is itself a judgment call. Copper sulfate kills algae on contact but doesn't stay in the water column very long. Treat before the algae come on, and you've accomplished nothing. Wait too long, and it's too late to prevent a dangerous bloom.

I'd like to give a shout-out to our volunteers: John Lugas, Al Barber, David Adilman, Paul Chase, and Michele Scavongelli. Thanks, guys.



**2025**

## **Spiny Naiad: Possible Treatment**



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Spiny naiad is another invasive that, when it crops up, we need to treat with a chemical.

Spiny naiad, like fanwort, forms a dense monoculture that overcomes native vegetation but doesn't provide habitat for fish and other wildlife. And, like fanwort, it spreads easily and is almost impossible to eradicate.

The only effective control is chemical treatment. Spiny naiad is too brittle for divers to remove. We last treated for spiny naiad in 2020, when we had an infestation in the Channel. Small infestations seem to come and go. Larger infestations can quickly get out of control. We'll be prepared to treat it if a large infestation emerges in midsummer, but hopefully our luck will continue and we won't need to.

## Water Use Restrictions: Algae and Spiny Naiad Treatments

- Treated areas will be closed for fishing, swimming & boating for the day of any treatment
- Copper Sulfate treatment for Algae
  - No use restrictions after day of treatment
- Diquat (Reward) treatment for spiny naiad
  - Water within 200 feet of treated areas should not be used for irrigation or consumed by pets for 5 days.



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All of the treatments we undertake are performed by our lake management consultant, under a permit approved by the State and in accordance with an Order of Conditions approved by the Andover Conservation Commission. That Order of Conditions dates back to 1992, and has been amended and renewed every few years. It was renewed for another three-year term - the maximum now allowed by law - by a unanimous vote of the Conservation Commission last December.

Under the Order, chemical treatments must be authorized in advance by the Conservation Commission on a yearly basis. I will be bringing this year's potential treatments of blue-green algae and spiny naiad to the Commission next Tuesday.

None of the herbicides we use carry any restrictions on recreational use of the Pond - swimming, boating or fishing. Nevertheless, we close the Pond, or the affected areas, on the day of treatment to minimize the chances that anyone gets too close to the craft that's applying the chemical or interrupts the calibration. And we don't want anyone swamped if our consultant is using an airboat.

All of the herbicides authorized by the Order of Conditions are approved for use in public drinking water supplies.

The only longer-lasting restrictions for the chemical we use to control spiny naiad apply to Pond water within 200 feet of the treatment area. Within that area, water should not be used for irrigation or consumed by pets for 5 days.

If we apply that chemical, I notify potentially affected residents directly by email.

And for all our treatments, I notify our entire email list and put information up on the web site. I also post appropriate streets, mailbox clusters, and public access locations.

## 2025 Hydro-raking

- Each participating shoreline owner pays
- Anticipate starting on June 2



Photo by Jim Cyrier



Finally, I just wanted to mention hydro-raking, which is another component of managing the Pond.

We hydro-rake in the spring when the water is up, letting the rake navigate to hard-to-reach shorelines. Also, it's still too cold to swim, so raking generally doesn't interfere with recreational uses.

This year, 10 shoreline property owners have signed up for hydro-raking - 8 on the Main Pond and 2 on the Channel.

The rake removes organic matter which contains nutrients, and nutrient reduction contributes to the health of the Pond. But the primary benefit goes to the shoreline owner, so the Corporation does not pay for the work.

Hydro-raking is also governed by that Order of Conditions and is subject to an annual vote by the Conservation Commission approving the list of participants. This year, the Conservation Commission will consider the list at its meeting next Tuesday.



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We have plenty of opportunities for volunteers to lend a hand. The FPC is only as active and effective as the volunteers who step up.



## Please Volunteer

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- Take on a WBP project
- Administration & communications
- Help with setting up and cleaning up for the Summer Picnic on Saturday, August 9

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If you live on the Pond - or are a visitor - and observe fanwort anywhere, please let me know. But please don't rake fanwort or try to pull it out yourself. It's fragile, you'll inevitably create fragments, and that will just spread it.

I mentioned the Watershed-Based Plan. Please read the summary on the web site. At the end, there's a list of projects that cry out for volunteer leadership. If there's something that appeals to you, let me or Amy know.

And if you'd like to contribute time to administrative chores, communications, or anything else we do or you think we should be doing, drop me an e-mail.

This year's Summer Picnic will be Saturday, August 9. I want to thank Roberta & Sal Dell'Anno for graciously offering to host the picnic at their lovely home on Foster's Pond Road. I'll put out more information as the time draws closer. This will be the 20th pond-wide picnic in the modern era - continuing a tradition which dates back to 1927. Mark your calendar!





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Now it is time for New Business.



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I'd like to start off by mentioning two Corporation assets that can use some TLC.

The first is the community raft, which remains functional but has become orphaned.

A raft has been a feature of the Pond for decades. Its upkeep depends on volunteers, who usually are parents or older kids. From time to time, high-school or college kids. But when one generation ages out, the raft can fall on hard times. And that is its fate today. The only regular users last summer were cormorants, and with no one to chase them off, they leave it unusable for anyone else.

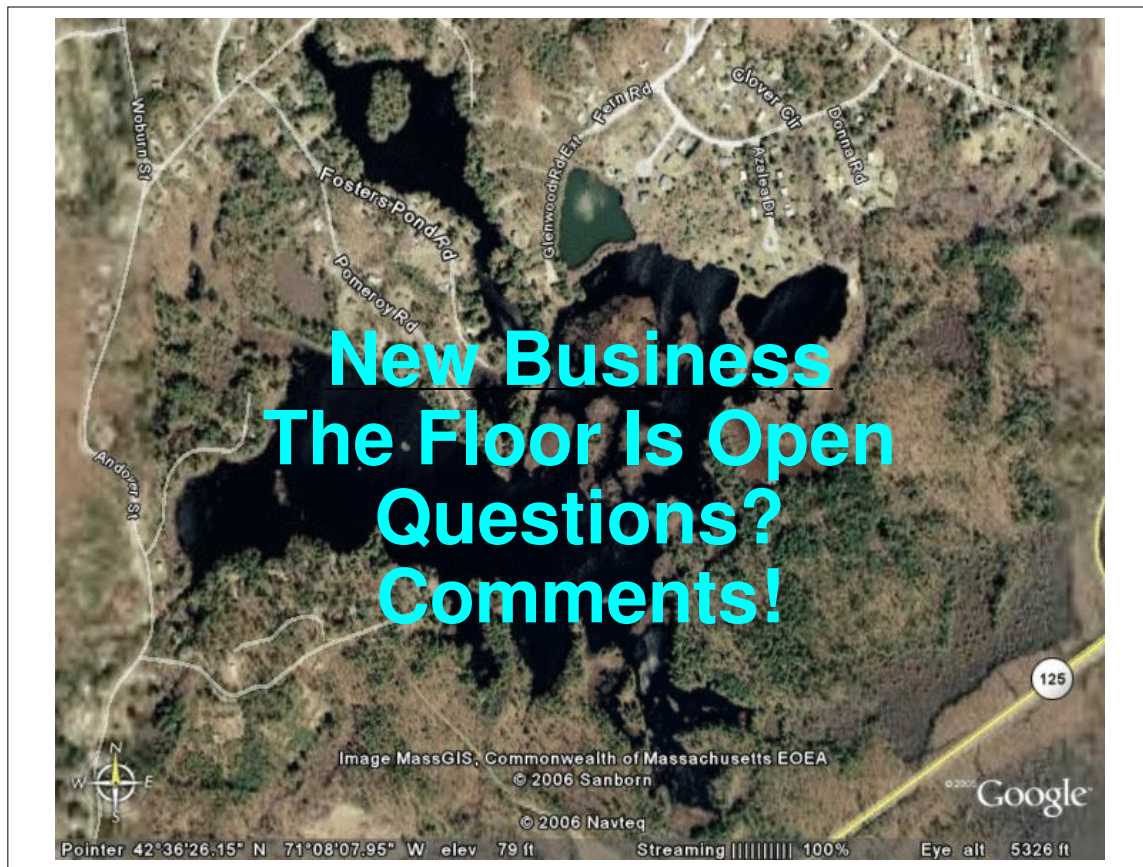
This winter, no one even brought the raft to shore for safe storage. It wasn't vandalized, but that's mainly because the ice wasn't safe enough to support mischief-makers.

So I am asking whether there is anyone who wants to volunteer take the raft under their wing. If not, we can't just let it disintegrate in the middle of the Pond. We will have to dispose of. Please just let me know.

I also want to call your attention to the Point. That's a small parcel at the end of a trail from Pomeroy Road. It was given to the Foster's Pond Corporation by Homer Foster. He labelled it on his 1937 campsite plan as "Bathing for Campers."

It served that function for many years, and residents from time to time brought in sand. Back when we had 18" of ice covering the Main Pond every winter, ice fishermen sometimes built fires on the beach and tossed in the occasional beer bottle. The broken glass dampened enthusiasm for swimming there. It is now largely overgrown, though the trail is pretty clear. It offers a lovely view of the Main Pond. If anyone would like to explore making the Point more accessible, please talk to me.





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And now the floor is open.

