

## Otter Lake Sustainable Lake Plan: Summary of Action Items

Note: This document is continually being updated.

### Status Explanation:

- *In Progress:* Action item has a finite termination date
- *Ongoing:* Action item has a never-ending termination date
- *TBD:* Action item not yet start
- *Completed:* Actions items completed have been moved to the Addendum to this document
  - Note: Action Items retain their original numbering both in the main document and the addendum.

1.1 Water Quality			
Objective	Actions	Status	Comments
#1 Monitor water quality.	1. Continue monitoring E. coli levels and seek no net increase in levels over time, with OLLA target being less than 5 cfu/100ml at all sites tested.	Ongoing	o Monitoring continued in 2016
	2. Continue monitoring Nitrogen levels and seek no net increase in levels over time, with target being in the acceptable range of between 200 – 500 µg/L at all sites tested.	Ongoing	o Monitoring continued in 2016
	3. Continue monitoring Phosphorous levels and seek no net increase in levels over time. Target is to achieve a Phosphorous Concentration, averaged across all test sites, of less than 10 micrograms based on a 5-year rolling average.	Ongoing	o Monitoring continued in 2016
	4. Continue to monitor water quality, for E.coli, Nitrogen, and Phosphorous, 3 to 5 times per year at the test sites in conjunction with Rideau Valley Conservation Authority (RVCA).	Ongoing	o OLLA in conjunction with the Rideau Valley Conservation Authority (RVCA) monitors water quality, at least 3 to 5 times during the year at a number of test sites.
	5. Seek expert advice and take appropriate actions should there be any consistently high	Ongoing	o Readings taken in 2016 were similar to 2015 readings, thus there was no need to take action

	water quality results.		in 2016.
<b>1.1 Water Quality</b>			
Objective	Actions	Status	Comments
#2 Educate Otter Lake community & visitors about the lake's water quality and how to maintain and improve it.	1. Report water quality results back to the community in the watershed (newsletters, website, OLLA AGM).	Ongoing	o OLLA reported on the 2015 results in the Spring 2016 newsletter, which is posted on the OLLA website.
	2. Develop and deliver an awareness program on: the impacts of fertilizers, pesticides, gasoline, unmaintained on-site sewage systems, and other matters on water quality.	In Progress	o RVCA brochure on proper septic system maintenance was delivered to all cottages during the sewage system inspections conducted in Fall 2015 and Spring 2016.
	3. Promote existing stewardship programs to the lake community to protect and enhance shorelines and protect water quality.	Ongoing	
#3 Reduce the input of nutrients into the lake.	1. Recommend that all new commercial and residential development and redevelopment uses sewage treatment systems that reduce or eliminate phosphorous to the greatest extent possible.	TBD	
	4. Support and recognize the farming and logging communities to continue best management practices within the Otter Lake Catchment Basin.	TBD	
	5. Promote existing stewardship to the lake community to protect and enhance shorelines and protect water quality.	Ongoing	o Continue to promote lake stewardship through newsletters, website, annual picnic and AGM events.
<b>1.2 Water Levels</b>			
Objective	Actions	Status	Comments
#4 Monitor and address excessively high or low water levels.	1. Continue the water level monitoring program to measure water levels on Otter Lake.	Ongoing	o OLLA has measured water levels, since 2003, at the culvert on Otter Lake Road and plan to continue to do so.
#5 Educate the community about water levels.	1. Continue to report findings of the monitoring program to the community on a regular basis (using OLLA website and newsletters).	Ongoing	o OLLA has the March 2015 results posted on the OLLA website. OLLA reported on the 2014 results in the Winter 2015 newsletter. OLLA reported on 2013 results at the 2014 AGM.

<b>1.3 Shoreline Health &amp; Protection</b>			
Objective	Actions	Status	Comments
#6 Re-naturalize altered shorelines and encourage the retention of natural shorelines.	<i>All Action items for this objective have been completed (see Addendum).</i>		
<b>1.4 Aquatic Plants</b>			
Objective	Actions	Status	Comments
#7 Recognize the value of indigenous aquatic plants.	1. Establish a volunteer-based committee to begin a formal species inventory listing.	Ongoing	<ul style="list-style-type: none"> <li>o Committee established November 2015: Judy Hodgins, Ted Duffin, Doug Franks.</li> <li>o Two-day aquatic plants survey conducted July 19-20, 2016 with RVCA. Two invasive species identified: Eurasian Milfoil and European Frogbit.</li> <li>o RVCA assisted in removal of European Frogbit in August 2016.</li> <li>o Commitment from Carleton University for an Honours student to conduct a 2-week study of Otter Lake in 2017.</li> <li>o Township of Rideau Lakes Community Grant Application and Presentation made in November 2016. Application was for \$750 to support the Carleton University initiative. Application was not successful.</li> </ul>
	2. Promote good stewardship practices and provide education and awareness about importance of phosphate-free detergents, regular septic maintenance, and fertilizer-free properties via newsletters, website, presentations and workshops.	Ongoing	<ul style="list-style-type: none"> <li>o Info article published in OLLA Spring 2016 newsletter.</li> <li>o Educational presentation provided at June 5, 2016 OLLA Family Day. Presentation posted on website as well as a one-page info sheet. Fact sheets and other materials made available. This information to be made available at the July 23, 2016 AGM.</li> <li>o Continue to promote whenever timely.</li> </ul>
	4. Encourage research into factors contributing to growth of aquatic plants by working with universities, RVCA and other partners.	TBD	

#8 Protect against introduction of aquatic invasive species (AIS).	1. Establish a volunteer-based AIS identification and monitoring program	Ongoing	<ul style="list-style-type: none"> <li>o Same committee as in #7 above. To help identify AIS consult: <a href="http://www.invasive.org">www.invasive.org</a> <a href="http://www.invadingspecies.com">www.invadingspecies.com</a></li> <li>o Report algae blooms or large mats of aquatic plants @ <a href="http://www.citizenwaterwatch.ca">www.citizenwaterwatch.ca</a></li> </ul>
	2. Participate in the EDDMaps AIS Monitoring Program provided by MNRF and OFAH for early detection, management and possible eradication.	Ongoing	<ul style="list-style-type: none"> <li>o Enrolled in AIS Monitoring Program on November 17, 2015. <a href="http://www.eddmaps.org/Ontario">www.eddmaps.org/Ontario</a></li> </ul>
	3. Work with scientific communities/ universities to understand how to control aquatic invasive species.	Ongoing	
<b>1.5 Fish &amp; Wildlife</b>			
Objective	Actions	Status	Comments
#9 Protect fish and wildlife through education and partnerships.	2. Identify fish spawning areas in Otter Lake and Otter Creek.	In Progress	<ul style="list-style-type: none"> <li>o On June 16, 2016, RVCA (Jennifer Lamoureux and Adrienne Lewis) conducted informal survey of spawning areas on Otter Lake noting areas in lake for potential fish habitat improvement projects. RVCA sent report to Fish and Wildlife committee summer 2016.</li> <li>o Fall 2016 – Committee reviewed RVCA recommendations for fish and wildlife habitat improvements, report to OLLA executive and conducted initial research/planning to determine resource and support requirements needed to implement RVCA recommendations.</li> <li>o Spring 2017 – RVCA to return to Otter Lake to visit pike spawning areas to observe spawning activity.</li> <li>o Spring/Summer 2017 – Otter Lake volunteers to build nesting boxes for Nesting Box installation project with RVCA.</li> <li>o Spring/Summer 2017 – RVCA and sub-committee to obtain permits from MNRF for fish habitat enhancement project.</li> <li>o Fall 2017 – RVCA and Otter Lake volunteers to enhance fish habitat by building and placing brush bundles in lake at recommended locations.</li> </ul>
	3. Educate shoreline owners and visitors about fish habitat requirements, spawning schedules and near-shore and in-water activities that can	Ongoing	<ul style="list-style-type: none"> <li>o Completed spring 2016 -- article for spring newsletter on how to protect fish habitat and spawning areas</li> </ul>

	disturb or destroy fish habitat and spawning sites, as well as importance of re-naturalization of shorelines.		<ul style="list-style-type: none"> <li>Completed July 2016 -- Added link to the Ontario Ministry of Natural Resources and Forestry Fish identification site to OLLA website</li> <li>2017 – Continue to educate as needed through newsletter articles, boat launch notices and website postings.</li> </ul>
	5. Work with Township of Rideau Lakes to ensure that developments to the official plan and zoning by-laws protect the natural areas and healthy habitats for fish and wildlife in the Otter Lake watershed.	Ongoing	<ul style="list-style-type: none"> <li>Ongoing communication with Township through Development Committee and OLLA executive</li> </ul>
<b>1.6 Septic Systems, Water Quality &amp; Re-Inspection</b>			
Objective	Actions	Status	Comments
#10 Quantify the Systems on Otter Lake and Determine the Various Classifications	2. Perform a field survey of lake residents and/or obtain information from township to determine type, age and numbers of systems and distribute pamphlet.	In Progress	<ul style="list-style-type: none"> <li>Distribution and survey on-going. Survey is 80% complete.</li> </ul>
	3. Summarize data arising from the 2015 Shoreline Assessment with respect to existing system set-backs and the extent of vegetative buffer strips and any sewage system within the 1:100 year flood plain.	In Progress	<ul style="list-style-type: none"> <li>Watersheds Canada data is being reviewed and compared to draft 1:100 year flood plain levels as determined by RVCA. (Note 1:100 year levels proposed but not yet approved for use of TRL.)</li> </ul>
	4. Summarize data and report.	In progress	<ul style="list-style-type: none"> <li>2017</li> </ul>
#11 Lobby Principal Authorities for the Creation of a Mandatory Re-inspection Program	5. Monitor township development decisions with respect to conformity to MOECC-D-5-4 guidelines.	Ongoing	<ul style="list-style-type: none"> <li>Encourage TRL to ramp up mandatory septic inspection from current 100 properties per year.</li> </ul>
#12 Maintain and Expand OLLA Testing Program and Community Education	1. Continue regular phosphorus and coliform bacteria testing and reporting.	Ongoing	<ul style="list-style-type: none"> <li>2017</li> </ul>
	2. Perform random testing for coliform bacteria at near-shore sites.	Ongoing	<ul style="list-style-type: none"> <li>2017</li> </ul>
	3. Perform periodic tests in inflow creeks to monitor upstream water quality.	Ongoing	<ul style="list-style-type: none"> <li>2017 Lake Steward to coordinate.</li> </ul>
	4. Perform periodic tests in Otter Creek to monitor downstream water quality.	Ongoing	<ul style="list-style-type: none"> <li>2017 Lake Steward to coordinate.</li> </ul>
	5. Report annually or immediately if E-coli tests are above 20.	Ongoing	<ul style="list-style-type: none"> <li>As required.</li> </ul>
	6. Educate community by providing information on when to pump out septic systems and holding tanks.	In Progress	<ul style="list-style-type: none"> <li>Included in pamphlet distribution.</li> </ul>

1.7 Development Control			
Objective	Actions	Status	Comments
#13 Quantify Residential Units, Farmland and Logging Operations in the Otter Lake Catchment Basin	1. Determine numbers for each resident category, including commercial, within 300 meters of the high water mark.	TBD	
	2. Determine the area of farmland in the Otter Lake catchment basin.	TBD	
	3. Determine extent of logging operations within the Otter Lake Catchment Basin.	TBD	
	4. To encourage the MNRF in the identification, classification and zoning of unevaluated natural areas in the Otter Lake Catchment Area.	In Progress	<ul style="list-style-type: none"> <li>Updated data from MNRF has been sent through to TRL and RVCA. Doug, Karl and Randy met with RVCA to plan assessment of remaining unevaluated wetlands. OLLA to do a field survey summer 2017 to confirm locations.</li> </ul>
#14 Evaluate Existing Models and Systems of Lake Classification	1. Work with RVCA and MNRF to Investigate and evaluate the use and success of capacity models that have been implemented in Ontario.	In Progress	<ul style="list-style-type: none"> <li>Initial contact made with RVCA. Discussion with planner Peter Hannah about best approach. Review of OP requirements.</li> </ul>
	2. Investigate and evaluate lake classification systems that have been used in Ontario.	TBD	
	4. Work with the Township to ensure that appropriate development standards are established, maintained and monitored, to ensure that new development and redevelopment will protect or restore water quality.	Ongoing	<ul style="list-style-type: none"> <li>Objections noted in lot severance due to lack of attention to fish and wildlife habitat protection and wetland setback.</li> <li>Must push to have site plans registered on title to ensure conditions are maintained in the future. Other municipalities are already doing this but not TRL.</li> <li>Doug and Karl met with Development Services in January 2017. In March 2017, TRL has agreed to advise lake associations of development applications on their waterfront.</li> </ul>
#15 Develop Appropriate Plan or Classification System for Otter Lake	1. Advise Township Development Services of objectives.	In Progress	<ul style="list-style-type: none"> <li>Met with Development Services January 2017 to advise of need to have lakes classified in order to make informed decisions.</li> </ul>
	2. Invite stakeholders to participate in the process.	TBD	
	3. Communicate results to stakeholders and OLLA.	TBD	
	4. Possible inclusion in Official Plan.	In Progress	<ul style="list-style-type: none"> <li>TRL has opened the door to have lake plans included in the new Official Plan.</li> </ul>
	5. Include consultation with Rideau Lakes Networking Group.	In Progress	<ul style="list-style-type: none"> <li>Communication started.</li> </ul>

1.8 Social & Recreational			
Objective	Actions	Status	Comments
#16 Encourage responsible and respectful boating behaviour	1. Develop a Boating Code of Conduct to minimize negative impacts on the lake, shoreline, wildlife, safety of swimmers and peace and quiet.	In Progress	<ul style="list-style-type: none"> <li>o Research to be conducted and an info document to be prepared in 2017.</li> <li>o Review Pike Lake's Boat Wake Information Package.</li> <li>o See <a href="http://foca.on.ca/watch-your-wake">http://foca.on.ca/watch-your-wake</a>.</li> </ul>
	2. Provide map of shoals and lake depths for safer boating.	In Progress	<ul style="list-style-type: none"> <li>o Obtain updated map and share with OLLA members; post at boat launch.</li> </ul>
#17 Quantify recreational boat and seadoo use	1. Monitor recreational use and conduct a survey of boat launch use by non-residents.	TBD	
#18 Retain and enhance dark skies.	1. Promote awareness of the importance of best practices to help maintain a dark night sky.	In Progress	<ul style="list-style-type: none"> <li>o Research to be conducted and an info document to be prepared in 2017.</li> <li>o See <a href="http://www.darksky.org/">www.darksky.org/</a> for more information</li> </ul>
	2. Encourage all shoreline property owners to use "dark sky friendly" lighting.	In Progress	<ul style="list-style-type: none"> <li>o Provide information via picnic, AGM, website and newsletter once #1 completed.</li> </ul>
	3. Request owners of local cell phone towers to install light deflectors or some other means to minimize input on area residents and effect on dark skies.	TBD	<ul style="list-style-type: none"> <li>o See Mississippi Mills Light Bylaw.</li> </ul>
	4. Work with Township of Rideau Lakes on better process for notifying community when new cell towers are being planned for the area and allowing for input.	TBD	
#19 Promote sense of community among Otter Lake landowners.	2. Continue to hold OLLA Annual Family Day as a social event as well as an opportunity to educate and promote lake stewardship.	Ongoing	<ul style="list-style-type: none"> <li>o To date to OLLA Annual Family Days have taken place: June 7, 2015 and June 5, 2016. June 4 is the date for 2017.</li> </ul>
	4. Promote OLLA membership and greater participation at the AGM.	Ongoing	<ul style="list-style-type: none"> <li>o Survey conducted at June 5, 2016 Family Day re attendance at Family Day versus AGM.</li> <li>o Via the OLLA Newsletter and at the Family Day event, members are encouraged to attend the AGM as well as a call for new volunteers for Board of Directors.</li> </ul>
	5. OLLA to watch for and monitor developments that may impact the community (mail delivery, road names, etc.)	Ongoing	<ul style="list-style-type: none"> <li>o Depend on OLLA Directors, OLLA members and public at large to bring matters to attention of Lake Plan Committee.</li> </ul>

**ADDENDUM to Summary of Action Items – Otter Lake Sustainable Lake Plan**

<b>1.1 Water Quality</b>			
Objective	Actions	Status	Comments
#1 Monitor water quality.	6. Consider expansion of testing to include periodic testing of inflow and outflow creeks.	Completed	o Water testing sites have been expanded to include sites on Barker's Creek and Road O6/O7 creek. However, due to low water levels and lack of water flow in the creeks, no water testing has been done at the sites so far this year.
<b>1.1 Water Quality</b>			
Objective	Actions	Status	Comments
#2 Educate Otter Lake community & visitors about the lake's water quality and how to maintain and improve it.			
#3 Reduce the input of nutrients into the lake.	2. Continue to promote voluntary septic system re-inspection program that the Township introduced in 2007.	Completed	o Township of Rideau Lakes will be implementing a mandatory septic inspection program.
	3. Work with the Township of Rideau Lakes to establish a mandatory sewage systems inspection program, with an associated educational program; and seek funding to provide financial assistance to landowners for repair or upgrades to their systems.	Completed	o Township of Rideau Lakes will be implementing a mandatory septic inspection program.
<b>1.2 Water Levels</b>			
Objective	Actions	Status	Comments
#4 Monitor and address excessively high or low water levels.	2. Establish a standard measuring location on the lake, the "benchmark" water level (derived from the RVCA 124.85 MASL measurement), and the measuring authority (OLLA, RVCA or either).	Completed	o Established a standard water level measuring location on the lake, to function as the "benchmark" water level, to facilitate regular on-going measurements. RVCA has calibrated a rock, as 124.65 MASL (Meters Above Sea Level), close to the dock at Cottage 26 O5B.

	3. Continue to leave to the forces of nature the natural flow of water into and out of Otter Lake, except in the case of expected high spring water levels in which case may need the help of RVCA and the Otter Creek Beaver Management Group to lower the beaver dams to increase the outflow of water through Otter Creek.	Completed	o OLLA continues to support this approach. The Fall 2016 newsletter provided a detailed communication concerning water levels and stated clearly that OLLA has not undertaken any effort to control or manipulate the water level.
	4. Investigate and consider the value of bringing the Otter Creek Beaver Management Group under the umbrella of OLLA as a standing committee and amend the OLLA policy on water levels to reflect this.	Completed	o Decision made not to bring the Otter Creek Beaver Management Group under the umbrella of OLLA.
	5. Continue to monitor if there is a need for greater outflow capacity from Otter Lake, than is currently provided by the existing culvert under Otter Lake Road. The option of building a second culvert would need to be studied to determine the effect.	Completed	o Decision made on no need for greater outflow capacity.
#5 Educate the community about water levels.	2. Communicate to the community (using OLLA website and newsletters) when and why actions were taken with regard to water levels (flood avoidance) through the beaver management program.	Completed	o The Fall 2016 newsletter provided a detailed communication concerning water levels and stated clearly that OLLA has not undertaken any effort to control or manipulate the water level.
<b>1.3 Shoreline Health &amp; Protection</b>			
Objective	Actions	Status	Comments
#6 Re-naturalize altered shorelines and encourage the retention of natural shorelines.	1. Establish a shoreline assessment program, as offered by Watersheds Canada “Love Your Lake”, to provide property owners with an assessment of the condition of their shoreline, and recommendations for improvement.	Completed	o OLLA has engaged with Watersheds Canada for their “Love Your Lake” program. Watersheds Canada, in June/July 2015, completed an assessment of every shoreline property. Mailings were sent to all property owners in May 2016 with instructions for accessing their personalized shoreline property report.
	2. Develop an education program to inform landowners about the value and importance of natural shorelines, utilizing available RVCA pamphlets and leveraging tools such as Watersheds Canada’s: Shoreline Self-Assessment, and Action Checklist	Completed	o OLLA notified property owners of the “Love Your Lake” program in an April 2015 mailing. OLLA gave a talk on the program and the Otter Lake shoreline assessment at the community picnic on June 7, 2015. Mailings were sent to all property owners in May 2016 with instructions for accessing their personalized shoreline property report.
	1. Partner with RVCA to promote the RVCA’s	Completed	o RVCA continues to attend OLLA annual picnic

	Shoreline Naturalization Program.		and OLLA AGM events to promote the RVCA Naturalization Program.
<b>1.4 Aquatic Plants</b>			
Objective	Actions	Status	Comments
#7 Recognize the value of indigenous aquatic plants.	3. Provide information on targeted, effective and approved aquatic plant removal when required.	Completed	o Educational presentation provided at June 5, 2016 OLLA Family Day. Presentation posted on website as well as a one-page info sheet.
#8 Protect against introduction of aquatic invasive species (AIS).	4. Ensure signs about responsibility to eliminate spread of AIS continue to be posted at boat launch area off Hwy 15.	Completed	o New signs on invasive species and on how to stop the spread have been posted at the boat launch area on a newly constructed sign board. Some signs also provided to Twin Pines and Moonlight Bay for owners to post on their premises.
	5. Provide educational information about aquatic invasive species and the pathways for introduction via newsletters, website, presentations at AGM and pamphlets	Completed	o Educational presentation provided at June 5, 2016 OLLA Family Day. Presentation posted on website as well as a one-page info sheet. Fact sheets and other materials made available. This information to be made available at the July 23, 2016 AGM.
<b>1.5 Fish &amp; Wildlife</b>			
Objective	Actions	Status	Comments
		Completed	o Sub-committee formed: June Finless, Ken McKinnon
#9 Protect fish and wildlife through education and partnerships.	1. Request the Ministry of Natural Resources and Forestry to conduct a fish population assessment for Otter Lake.	Completed	o Completed spring 2016 -- Contacted MNR and they do not have resources available to conduct a fish population assessment for Otter Lake. They recommended that we work with RVCA. RVCA agreed to conduct an informal survey of fish spawning areas.
	4. Educate shoreline residents about best management practices to deal with species such as Canada Geese (e.g. replace grass areas with native ground cover and shrubs).	Completed	o Completed spring 2016 – collaborated with aquatic plants sub-committee on article for spring newsletter on invasive aquatic species. Love your Lake shoreline assessment also provided information to landowners on how to provide native groundcover and shrubs at shoreline.
<b>1.6 Septic Systems, Water Quality &amp; Re-Inspection</b>			
Objective	Actions	Status	Comments
#10 Quantify the Systems on Otter Lake and	1. Review Building Code Part 8 (On-site Sewage Systems) details and summarize in a pamphlet for public consumption.	Completed	o Used existing pamphlet from Rideau septic office.

Determine the Various Classifications			
#11 Lobby Principal Authorities for the Creation of a Mandatory Re-inspection Program	1. Prepare an information package to include survey results, lake nutrient levels, and shoreline assessment results.	Completed	o TRL has committed to a mandatory inspection program for 2016. Otter Lake is not included for 2016.
	2. Research re-inspection models from other municipalities that have already implemented a suitable waterfront program.	Completed	o TRL has committed to a mandatory inspection program for 2016.
	3. Seek endorsement Mississippi – Rideau Septic System Office.	Completed	o TRL has committed to a mandatory inspection program for 2016.
	4. Present information to Development Services Department at Township of Rideau Lakes with the goal of establishing a mandatory sewage system inspection program.	Completed	o TRL has committed to a mandatory inspection program for 2016.
#12 Maintain and Expand OLLA Testing Program and Community Education	7. Review and report on the 2015 Ontario Geological Survey Groundwater Chemistry Data for the Otter Lake catchment area.	Completed	o Detailed report submitted to the Lake Plan Committee by Marcus Brady.
<b>1.7 Development Control</b>			
Objective	Actions	Status	Comments
#13 Quantify Residential Units, Farmland and Logging Operations in the Otter Lake Catchment Basin			
#14 Evaluate Existing Models and Systems of Lake Classification	3. Assess how the RVCA site assessment program as defined in: The Assessment of Municipal Site Evaluation Guidelines for Waterfront Development in Eastern Ontario's Lake Country, 2014 (Hutchinson Environmental Consultants) is used to review development applications in the Township.	Completed	RVCA and TRL have confirmed that 1992 protocol is still in use however 2014 Hutchinson amendments are considered but not yet approved by TRL. In some cases TRL ignores written advice from RVCA on site plans. Should be a new action item to press for "Site Plans to be Registered on Title".
#15			

Develop Appropriate Plan or Classification System for Otter Lake			
<b>1.8 Social &amp; Recreational</b>			
Objective	Actions	Status	Comments
#16 Encourage responsible and respectful boating behaviour			
#17 Quantify recreational boat and seadoo use			
#18 Retain and enhance dark skies.			
#19 Promote sense of community among Otter Lake landowners.	1. OLLA to create a Social Committee.	Completed	o Social Committee created April 2016
	3. Consider holding other events such as a sailing regatta and/or paddling regatta.	Completed	o In keeping with survey results, the OLLA Annual Family Day at Camp Otterdale will be the sole social event unless need for change arises.