



ENCORPS eNews

Up to the minute developments at ENCorps •• Dec/Jan 2012

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www.facebook.com/encoreleaders



ENCORPS volunteer Lynn DeGrenier works with Jim Bird, Director of the Orono Bog Boardwalk, to support fundraising efforts

Blue flag with royal fern, skunk cabbage, pitcher plant and bog rosemary on red peat moss, and bladderwort... just a few of the unique plants you'll see as you stroll along the .8 mile Orono Bog Boardwalk. On land stretching from the Bangor/Orono town line through to the University of Maine, this handicapped accessible trail was built on a natural bed of peat moss. In fact, the moss is 25 feet deep in some areas of the bog.

Much work has gone into preserving the bog since it became officially designated as a national natural landmark by the National Park Service in 1974. Although the bog is jointly managed by the University of Maine, the City of Bangor, and the Orono Land Trust, the wooden boardwalk built in 2002 and 2003 was the result of hard work and contributions by the Maine Conservation Corps, a Charleston Correctional Facility crew, and numerous other volunteers.

One active volunteer for the Bog Boardwalk is Encore Leadership Corps' very own **LYNN DEGRENIER**. Lynn joined the project after attending a presentation by Jim Bird, Director of the Orono Bog Boardwalk, at the ENCorps Bangor regional gathering.

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Find the snowflake!



Find all of the snowflakes (not including this one!) in this issue of ENCorps eNews and email your total to **carol@encoreleaders.org** by December 10 to enter to win a \$25 LL Bean gift card!

Bog... from page 1

Her children were heading off to college and she was looking for ways “to fill the void.” She saw the project as a way to get more involved in her community.

In 2010 she contacted Jim and soon became a central agent to the annual yard sale to raise money to maintain the Boardwalk. Nearly half the costs of maintaining the Boardwalk are covered by this fundraising event alone. For Lynn, one of the most rewarding aspects of working on the yard sale is witnessing the Boardwalk’s ability to be largely financially self-sustainable.

“It’s amazing to see how successful the one event proves to be each year,” she says. The event has become ingrained in the community and does not rely on solicitation. Lynn takes great pride in the ability of the event to be maintained year to year in “polite fashion. Nobody is bothered or guilted into making donations.”

Prior to her work with the Orono Bog Boardwalk, Lynn was an active leader in the Safe Medicine Disposal for ME program through her participation in the UMaine Center on Aging Retired and Senior Volunteer Program (RSVP). Through her connection with Safe Med and RSVP, she began leading presentations on a regular basis and came to enjoy the bonds she made with people she met and it was there that she learned about Encore Leadership Corps. “I love the free workshops,” she says, “staying connected with other volunteers, and finding new ways to get involved.”

According to Lynn, the most empowering part of coordinating the yard sale each year is the social network she’s created with others in her community. She has also been able to use her connections to gain media coverage for the event. She reflected on how small the world can be when she spoke of seeing her son’s name along the Boardwalk as a volunteer many years ago.

“It makes you feel like you’re contributing,” she says, “like you’re getting more than you give.”



The boardwalk is open May 1 - late November. In addition to the boardwalk, you will find 9.15 additional miles of trails through the Bangor City Forest.

For more information and directions to the Orono



The Bog’s Boardwalk covers .8 miles and offers breathtaking views of flora and fauna. It was built and is maintained by volunteers.

Bog Boardwalk, visit www.oronobogwalk.org.

If you would like to help maintain the Boardwalk during the 2012 season, contact Phil Locke, Boardwalk Maintenance Leader, at plockebangor@hotmail.com.

BUILDING THE BOARDWALK

The boardwalk consists of 509 8-ft long by 4-ft wide boardwalk sections made out of rough sawn hemlock lumber. The lumber was cut to size, dipped in a waterproofing bath and assembled into sections using jigs to assure uniformity.

The boardwalk trail was cleared and leveled to receive the boardwalk sections, which “float” atop the water saturated peat. Footings were placed on the trail to receive the boardwalk sections and hold the boardwalk above spring high water to extend the life of the boardwalk by keeping the wood dry. In total, the Boardwalk took 8 months to build.





The next time you find yourself in the Katahdin region you might see a bear or a moose, but If you're lucky, you might just come across ENCorps member **ALICE MORGAN**.

Alice joined ENCorps in January 2010, having heard about it through her involvement with the Eastern Area Agency on Aging. Prior to her work in Maine, she organized a tax assistance program at the Nashua Public Library in New Hampshire and she was also a trustee at the Nesmith Library in Windham, NH. When she joined ENCorps, she was already member of the Millinocket AARP cohort and served as an active member of the Millinocket Baptist Church. She had also just joined the Rotary Club of Millinocket.

Today, she is also part of the Millinocket Downtown Revitalization Committee. Currently, the group's focus is on a fundraising campaign to support the foundation of the group. Members are active in the community, holding meetings with local bankers and business owners, and is going through the process of filing for 501c(3) status, which would allow the group to function much like a charitable foundation. Overall, Alice feels the group has already garnered strong business support and developed meaningful local connections.

Her work on the Millinocket Downtown Revitalization Committee has required a number of important volunteer and leadership skills. In combination with other committee members, she has networked with local town representatives, created an economic development plan, and communicated directly with citizen project partners. She continues to play a key role in the fundraising campaign, as well.

As Alice's volunteer experiences illustrate, many ENCorps members are actively involved in downtown revitalization efforts across the state.



Alice Morgan at the Millinocket Trails End Festival; Millinocket center.

Networking with other members involved in similar projects is a great way to track the progress of your own project, share and exchange ideas, and learn new skills or strategies for success.

For more information, please visit the Millinocket Downtown Revitalization Committee Facebook or email **MDRC2011@hotmail.com**.

In response to ENCorps member requests to learn more about Smartgrowth and Green Downtowns, we've scheduled two webinar events in January and February. In addition, we are offering 10 scholarships for ENCorps members to attend the Downtown Institute in February. See page 5 for details.



The Sharing Tree

Giving is a very powerful act. It has as many benefits for the “giver” (maybe more) as it does for the “receiver.” To inspire and motivate the act of giving in her community, ENCorps member **PHYLLIS VONHERRLICH** created The Sharing Tree.

Held during the Augusta Downtown Tree Lighting on November 26, the event offers families the opportunity to bring food items or make monetary donations as an opportunity to engage in the act of giving. Each donation is represented by a tree ornament signed by the giver. The Sharing Tree collected nearly 150 food items and donated \$158 to local charities.

“I think the effort was very successful” for its first year, said Phyllis, adding that the event was well planned and coordinated through the larger efforts of the Augusta Downtown Alliance, a group committed to revitalizing the Augusta downtown and restoring the historic district. In addition, Phyllis had applied for the \$200 Encore Leadership Corps stipend, which she received and used to purchase lighting for the student art exhibit – a small project she coordinated in conjunction with the Sharing Tree. She also used the funds to produce fliers for the event, hooks for the ornaments, and other materials for the Sharing Tree project.

For Phyllis, this event was just one way the Augusta Downtown Alliance is working to restore the energy and enthusiasm for the historical significance and economic possibilities of Augusta’s downtown district. Their goal is to foster an “authentic downtown community” where businesses can grow by “promoting downtown and beautifying the historic city center as a source of pride for residents and visitors alike.” Phyllis is very passionate about this and encourages people to explore the rich history of the Augusta Downtown Alliance District.



Phyllis vonHerrlich and friend at the Sharing Tree.

Individuals interested in seeing the many historical landmarks and buildings of downtown Augusta can visit the Museum in the Street, Augusta online. Just go to www.augustamaine.gov and search for “museum in the street” in the top right corner. Adventurers, who do go on the tour, look for some brightly colored buildings along Water Street. These freshly restored store fronts are recent successes of the Augusta Downtown Alliance.

If you’d like further information on the Augusta Downtown Alliance or the events happening in downtown Augusta, please visit them on Facebook at www.facebook.com/AugustaDowntown.

For ENCorps members who are considering creating a Facebook page, you will see how Phyllis was able to use online communication to connect communities and get individuals involved and also to extend the optimism and cheer of The Sharing Tree event through pictures and discussions.



Upcoming Events

HEALTHY AGING LUNCH & LEARN

Date: December 6, 11 AM – 1 PM

Location: Katahdin Area Training & Education Center, Millinocket

The Health Access Network will discuss healthful living in your 50's and beyond. Lunch will be served.

U.S. EPA AIR POLLUTION & THE HEART WEBINAR

Tuesday, December 6, 2011, 2 - 3:30 PM

Call-in # number: (877) 290-8017

Conference ID #: 29821035

*Operator Assisted Toll-Free Dial-In Number: (877) 290-8017

Webinar registration:

<https://www1.gotomeeting.com/register/465818617>

This webinar will discuss the importance of being aware of the environmental hazard of air pollution and its potential health impacts on the heart. Speakers include Dr. Wayne Cascio, MD, FACC, FAHA, U.S. EPA; Susan Stone, Office of Air and Radiation, U.S. EPA, and; Dr. Rob Brooks, MD, American Heart Association.

*** To ensure we have enough conference lines, please RSVP to Aging.info@epa.gov, write "Green Heart" in the Subject line and include your name and organization. PowerPoint presentations and other information will be sent prior to the webinar. A fact sheet that addresses environmental health issues that can be downloaded at

<http://1.usa.gov/uEWk7E>

In response to ENCorps requests to learn more about Smartgrowth and Green Downtowns, we've scheduled two webinar events in January and February. In addition, we are offering 10 scholarships for ENCorps members to attend the Downtown Institute on February 17, 2012.

Getting Involved - Smart Growth

Date: January 19, 3:30 - 5 PM

Call in #: 1-800-444-2801

Conference ID #: 3779326

Webinar registration:

<https://www3.gotomeeting.com/register/505344286>

Join us for a special online presentation with Kathy Sykes, Senior Advisor, U.S. EPA Aging Initiative, who will discuss smart growth concepts, provide

concrete examples of smart growth work, and help you identify ways you can get involved in promoting smart growth in your local community.

**** This event takes place online and on the telephone. Members without a computer should RSVP by Jan 10 so we can send you the handout copies.



YOUR DOWNTOWN - HOW TO VOLUNTEER TO IMPROVE YOUR COMMUNITY

Date: February 1, 10 - 11:30 AM

Call in #: 1-800-444-2801

Conference ID #: 3779326

Webinar registration:

<https://www3.gotomeeting.com/register/505344286>

Roxanne Eflin from the Maine Development Foundation will conduct this webinar discussing the Maine Street Four Point Approach, one of the most powerful economic development tools in the nation for vibrant, healthy downtowns. She will also offer ideas for getting involved to improve Maine communities.

**** This event takes place online and on the telephone. Members without a computer should RSVP by Jan 21 so we can send you the handout copies. Also, please submit any questions you may have regarding improving your downtown and she will try to address them.

DOWNTOWN INSTITUTE

Date: February, 17, 9 AM - Noon

Location: TBA

\$35; includes breakfast

The Maine Downtown Institute, now in its third year, provides the essential training every community leader must know to boost your local downtown economy and leave a lasting legacy.

**** ENCorps will offer 10 scholarships to ENCorps members – on a first-come, first-served basis – to attend this event. Participation in the teleconference calls before attending the Institute is strongly encouraged. Contact Patti Foden to apply for your scholarship.



RSVP to Patti Foden, Program Coordinator, (unless otherwise noted) at 207-767-5352 or info@encoreleaders.org. All ENCorps meetings and workshops are free for ENCorps members and their guests.

Strengthening Your Leadership Muscles

ENCOrps members recently learned to flex their leadership biceps with Deb Burwell, of Paddling the Rapids, who led the group through exercises aimed at recognizing strengths and creating leadership goals at the Senator Inn in November. Here are some tips on how to make your own leadership goals.



Five Dimensions of Leadership Practice

Developed by Jim Kouzes and Barry Posner

1. Model the Way
 - Clarify values by finding your voice and affirming shared ideals
 - Set the example by aligning actions with shared values; “walk the walk”
2. Inspire a Shared Vision
 - Envision the future by imagining exciting and ennobling possibilities
 - Enlist others in a common vision by appealing to shared aspirations
3. Challenge the Process
 - Search for opportunities by seizing the initiative and by looking outward for innovative ways to improve
 - Experiment and take risks by constantly generating small wins and learning from experience
4. Enable Others to Act
 - Foster collaboration by building trust and facilitating relationships
 - Strengthen others by increasing self-determination and developing confidence
5. Encourage the Heart
 - Recognize contributions by showing appreciation for individual excellence
 - Celebrate the values and victories by creating a spirit of community

Research shows that people who set clear, specific written goals for the future are significantly more likely to accomplish them than people who do not set or write goals. Think about a personal best leadership experience and reflect upon the following questions:

- What are three personal leadership strengths?
- What are three areas you want to strengthen?



ENCOrps member, Frank Ober, contemplates leadership strengths.

- How can you continue to nurture and further develop your strengths?
- How might you “build muscle” in areas you want to strengthen?
- What is the most important area to pay attention to right now? Build a goal for this area.

Now, describe your goal. Imagine what will success look like. How will you hold yourself accountable? Who will you enlist to help keep you on track?

Each ENCorps member left the presentation with a written goal and a plan to achieve it. If you would like to see a video of the ENCorps presentation, “Strengthening Your Leadership Muscles” please call Dave Wihry at 207-262-7928. for more information on the topic, go to www.leadershipchallenge.com.

Volunteer Hours to Date

20 + Hours

Mary Andrews
Lynn DeGrenier
Elaine DuBois
Jane Fairchild
Oscar Feagin
Roberta Goodell
Jim Goodson
Harold Goodwin
Tina Harnden
Dorothy Havey
David Howe
Sherry Miller Welch
Jim Nichols
Ingrid Perry
Gail Peters
Sharon Phelan
Nancy Rosalie
Norma Simpson

50 + Hours

Candace Austin
Alice Bolstridge
Linda Bradford
Steve Demaio
Kate Harris
Ardis Mayo-McNeil
Judy Merck
Peter Reilly

100 + Hours

Billy Brown, Sr.
Richard DuBois
Leslie Gilliland
William Gilliland
Nancy Hoffman
Sandra Hopkins
Sue Kircheis
William McPeck

Heidi Munro
Mary Neal
Jim Pierce
Marianne Reynolds
Joan Shapleigh
Toby Simon
Lorraine Taft
Donna Waterman

200 + Hours

Mary Berger
Chris Corbett
Hugo Diaz
Thomas Gruber, Jr.
Julia Emily Hathaway
Beverly Johnson
Eileen Kreutz
Sue Mackey Andrews
Sandy Olson
Leelaine Picker
Norma Rossel
David Stansfield
Warren Wind

500 + Hours

Kerry Corthell
Michael Costello
Donald Nodine
Frank Ober
Paricia Wurlpel

800 + Hours

Edgar Anderson
Pamela Matthews
Richard Matthews
Alice Morgan
Debbie Mullen
Phyllis vonHerrlich

**Total Hours
Reported!!!**

15,794.35

Why Report Hours?

The purpose of ENCorps is to support your efforts to improve your community with training and networking opportunities. All of our programming – the Summit and training events – are free for ENCorps members.

Since we are privately funded through grants, we need to report how you're doing. One tangible way is to keep track of our member volunteer's hours each month. It's also a great way for us to acknowledge your good work!

Please help us by reporting your hours by the 15th of the following month (for November hours, please report by December 15).

Visit www.encoreleaders.org:

- Click ENCorps Volunteers tab
- Click Submit Your Hours tab
- Fill out the form and hit SEND

Thank you for your help!



Volunteer Opportunities

The Eastport Arts Center

www.eastportartscenter.com

The cornerstone of the artistic community in Eastport needs volunteers to help with art classes held at the Shead High School and afternoon art classes for students age 7-12. Contact Valerie Lawson, Executive Director at eastportarts@gmail.com to see how you can help.

Volunteer Maine

www.volunteermaine.org

Check out this website to learn about volunteer opportunities around the state.

Inspiring Leadership Within Your Board

On October 19th, ENCorps members in three locations participated in a workshop titled, “Move Your Board to Inspired Leadership.” Deb Burwell (right) of Paddling the Rapids led the workshop from the Hutchinson Center in Belfast. Ann Harrison joined us in Bath and Steve Demaio and Alice Bolstridge participated in Presque Isle. It was ENCorps’ first attempt at video-conferencing and we hope to try this technology again with future workshops. Below are some tips to enhancing your board engagement.



Deb Burwell

Three Foundation Elements Necessary for an Effective Board

1. Passion and engagement/connection with the mission, vision, and values of the organization.
 - Make sure your recruitment strategies attract people who have a passion for what you do.
 - Nurture this passion and connect it to your mission: this is the responsibility of individual board members as well as board and staff leadership.
2. Understand board roles and responsibilities.
 - Provide solid orientation to the organization for new members and invite all members to attend to deepen their understanding.
 - Educate all board (and staff) about board roles and responsibilities.
3. Run meetings well and create workable committee structure.
 - Reports go out ahead of time with the expectation that everyone has read them.
 - Use Consent Agendas so meeting time can focus on the most important items.

Practices of Higher Functioning Boards

- Use the 3 As to guide you (see box next page): Altitude, Attitude, and Action.
- Spend more time having strategic conversations about the big questions facing the organization.
- Make sure that good research and provocative articles are sent out to board members ahead of time.

9 Big Board Questions by Nick Fellers

1. What is our purpose or raison d’etre? Raison d’etre means REASON FOR EXISTENCE. It’s the WHY question. If you can’t answer WHY, then WHAT and HOW are irrelevant.
2. How can we (intentionally) go out of business? How often do we re-examine our activities and ask, “Can we find a SOLUTION?”
3. What would you do with \$100M? This helps inform a vision versus incremental tactics.
4. What strategic partnerships can we pursue?
5. How can we maximize our impact? Simple and open-ended... but not asked enough.
6. What are we best in the world at? This is a question of priorities and focus. It helps make decisions about grants, programs, staffing, etc.
7. Should we grow wider or deeper? This is a scope of services question.
8. How much money do we need to achieve our vision? Many organizations spend time tweaking funding goals based on last year’s results. It would be valuable to know how much money an organization really needed – annually or over time via a campaign initiative.
9. What is our business model? Or, what business are we in?

The 3 As of Board Engagement



ALTITUDE

Levels of engagement

| | | |
|---------|----------|-----------|
| 30,000' | The WHY | VISION |
| 14,000' | The WHAT | STRATEGY |
| 33' | The HOW | EXECUTION |

Where (at what altitude) are the majority of your board members?

- Your board should be engaged at 30,000 feet around the vision, message and goals of your organization.
- Individual board members should be engaged at 14,000 feet based upon their own particular talents and strengths.
- No one should be involved in the "details" of the execution.

ATTITUDE

Roles for you board

CHAMPION your cause
INVITE others to get engaged
INVEST with an equal commitment

- If you feed your board every detail and reams of minutiae at board meeting... then that will be their attitude.
- When you have the outdated attitude that every board member must give or get, or that your board is responsible for fundraising, then they believe the only reason you want them engaged is for "money."

ACTION

- Get the right people on the bus... and the wrong people OFF the bus!
- Change the way you run your meetings! (Use attitude framework)
- Visit with each board member and go over their three roles!

What is a Consent Agenda?

A consent agenda can turn a board meeting into a meeting of the minds around the things that matter most. A consent agenda is a bundle of items that is voted on, without discussion, as a package. It differentiates between routine matters not needing explanation and more complex issues needing examination.

While not difficult to use, a consent agenda requires discipline in working through the following seven steps:

1. Set the meeting agenda
2. Distribute materials in advance
3. Read materials in advance
4. Introduce the consent agenda at the meeting
5. Remove (if requested) an item from and accept the consent agenda
6. Approve the consent agenda
7. Document acceptance of the consent agenda

With a consent agenda, what might have taken an hour for the board to review, takes only five minutes. Because it promotes good time management, a consent agenda leaves room for the board to focus on issues of real importance to the organization and its future, such as the organization's image and brand, changing demographics of its constituents, or program opportunities created by new technology. To learn more about a Consent Agenda, go to <http://bit.ly/bBZluY>

To borrow a DVD of the ENCorps' presentation "Leading Your Board to Inspired Leadership" call Dave at 207-262-7928 or e-mail dave.c.wihry@umit.maine.edu.

Resources & Links

Volunteers of America

www.voa.org

Offers services and volunteer opportunities in Northern New England.

Natural Resources Defense Council

www.NRDC.org

Works to protect wildlife and wild places and to ensure a healthy environment for life on earth.

SmartGrowth America

www.smartgrowth.org

"Making Neighborhoods Great Together"

SmartGrowth is a better way to build our urban, suburban and rural communities.

Congratulations!

Kyle Allen was the winner of our October/November "Find the Leaf" contest and received a \$25 gift certificate to LL Bean!

Welcome New ENCorps Members!

Linda Keil Wakely, Belfast

“You have to become involved to make an impact. No one is impressed with the win/loss record of the referee.”

--John Holcomb



Thank you for all you do as a member of Maine's volunteer community.

ENCorps Staff

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ENCorps is a program of the University of Maine Center on Aging in partnership with the Maine Community Foundation and with the cooperation of local, state, and national organizations. Initial project funding is provided by the U.S. Environmental Protection Agency's Aging Initiative and the Atlantic Philanthropies.

Call 207-262-7928

E-mail staff at info@encoreleaders.org

Check out our website at www.encoreleaders.org

Like us on Facebook: www.facebook.com/encoreleaders

community**experience**
PARTNERSHIP

