

**2009**  
**Linc Stackpole Manager-of-the-Year**  
**Nomination Form**

The MTCMA Awards and Scholarship committee requests your nomination for the Linc Stackpole Manager of the Year Award for 2009. Please submit your nomination of the manager who you feel has contributed to the public management field in some outstanding fashion.

Your participation in the nomination process is very important. While committee members can, and sometimes do, nominate candidates, it generally relies on nominations from non-committee members. It is from the general MTCMA membership where the best awareness of outstanding characteristics of a manager originates. The Awards and Scholarship Committee only chooses the best candidate it determines based on the nominations submitted. The more nominations the better!

The MTCMA Board of Directors has previously developed criteria which you should take into consideration when making your nomination (see enclosure). You may submit your nomination in letter format, but please keep the criteria in mind. This award is the most prestigious award bestowed by your association; consequently, the person whom you choose to nominate deserves that a certain amount of consideration and effort be given to his/her nomination.

We urge you to give serious thought to your nomination and to make note of the deadline:  
**July 6, 2009.**

Thank you for your participation.

Please send your nomination to:

Joan Kiszely  
MTCMA Awards Committee  
60 Community Drive  
Augusta, ME 04330

Nomination Submitted by:
_____
Name
_____
Municipality
_____
Telephone

**Criteria and Nomination Form for the 2009  
Linc Stackpole Manager-of-the-Year Award**

I hereby nominate \_\_\_\_\_ of \_\_\_\_\_ for the Linc Stackpole Manager-of-the-Year Award based on the following reasons.

Signed,

\_\_\_\_\_  
\_\_\_\_\_

A nominee for this award shall meet a substantial number of the following criteria (or in some other way shown exemplary performance or made a significant contribution to the profession):

1. Recognition as an above average professional manager having displayed the characteristics of integrity and leadership and having received the respect and confidence of his/her peers.

State how your nominee meets the above criteria. Cite examples, if possible. Use additional pages, if necessary.

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

2. Demonstration of a socially responsible approach toward his/her community and fellow human beings (with services on civic and social boards as one example of community involvement).

State how your nominee meets the above criteria. Cite examples, if possible. Use additional pages, if necessary.

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

3. Demonstration of a concern for the support, well-being and growth of other professional and aspiring managers (i.e. student interns).

State how your nominee meets the above criteria. Cite examples, if possible. Use additional pages, if necessary.

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4. Service and contribution beyond just that of the municipality or municipalities in which he/she has served, through national, state and regional organizations including but not limited to ICMA, MMA, MTCMA, state boards (MSRS, BEP, etc.) and regional councils of government and planning commissions.

State how your nominee meets the above criteria. Cite examples, if possible. Use additional pages, if necessary.

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5. Service as a professional municipal manager for a minimum of six (6) years.
6. Full membership in the MTCMA.
7. Employment as a professional municipal manager at the time of the award selection or recently retired.
8. Nominee has not previously received the Linc Stackpole Award.

## **Linc Stackpole Background Information**

The MTCMA Awards and Scholarship Committee has been discussing the Linc Stackpole Manager-of-the-Year award, the nomination and selection process, and wants to keep you informed as to the process and criteria. This is your award. It is important for you to know how and why the award is given. It is important for you to participate.

Who was Linc Stackpole? Why is there an award with his name on it?

Lincoln C. Stackpole was the town manager of Machias from August of 1970 until he died at the age of 55 on Sept. 5, 1977. He was a corporate member of the International City Management Association; President of the Washington County Economic Development Corp. Board of Directors; a member of the Maine Town and City Management Association, and the Washington County Municipal Officials Association. He was also on the Advisory Committee of the Maine Municipal Association.

Mr. Stackpole was well respected and admired, both by his community residents and by his peers.

Said one Machias businessman of Lincoln Stackpole, "Linc literally knocked himself out for the Town of Machias; I've never known a more dedicated man."

Said one young manager from a nearby community, reflecting on Stackpole's funeral and legacy, "Linc's funeral was like a big community gathering. People from his town and all over the state celebrated his commitment to his good work on behalf of his community. It was also a community gathering of Maine town managers who came to pay tribute to someone who was what the rest of us should try to be. I won't forget that day and I won't forget Linc. I like to think that on my rare best days, I can exemplify his influence."

It is no wonder then, that the Manager of the Year award is named in Linc Stackpole's honor; it is to honor him, and to memorialize the standards he set for all managers to follow.

The selection committee is comprised of various managers throughout the state. While the committee includes a number of managers who have been past recipients so that possible conflicts of interest will be minimized, it also includes members who have not received the award. Committee members are chosen based on experience, community size, geography, and gender. It is hoped that the committee provides the broadest possible representation of all of the managers in the state, therefore the committee's selection represents the broadest basis for selection.

As in any award selection process, there has been criticism, if not in the award selections, in the perceived methodology and perhaps narrowness of community size or geographic bias. The committee has constantly discussed these elements, and has striven to be as broad in its considerations as possible, while keeping the integrity of the award intact. Indeed, a review of

past recipients indicates a variety of managerial experience, community size, and geographic spread.

However, the same review indicates a void for the manager with relatively limited experience and for female managers. These should not be reasons for non-selection, but to date, more experienced males have been nominated and selected. The committee is sensitive that the award not be just the “old fa-ah, old folgies award.” The Committee believes the award should not be given only to those who “survive” the longest.

It should be noted, though, that the committee only chooses from persons who have been nominated. So, while the selection committee represents a variety of geography, community size, experience, and gender, the selection is still dependent on having strong nominations submitted by the membership.

One of the most difficult aspects is to recognize the managerial strength in one’s own community. It is one of the bane’s of our profession: how do you really measure performance? In the private sector, the CEO can be judged by the bottom line—the profit margin. How do you determine success in the public community? Low tax rate? High tax rate? Good roads? Happy citizens?

If it is difficult to measure performance from within a community, it is considerably more difficult to measure performance from outside of a community. A manager may be doing a marvelous job, but his peer in a neighboring community might not be aware of it. Even if he/she is aware of it, it might not be quantifiable.

The Linc Stackpole award should seek to recognize good management performance and the criteria seeks to identify that performance. The criteria also includes recognition of contribution to the profession and to one’s fellow managers, items more clearly identifiable.

Hopefully, the selected candidates embody all aspects.

## **Linc Stackpole Manager-of-the-Year**

2008.....	Ruth Marden, Jay
2007.....	William Bridgeo, Augusta
2006.....	Jonathan L. Carter, Kittery
2005.....	Richard Michaud, Saco
2004.....	Dana Lee, Mechanic Falls
2003.....	James Bennett, Lewiston
2002.....	Mike Roy, Oakland
2001.....	Thomas Stevens, Presque Isle
2000.....	Doug Harris, Falmouth
1999.....	David Holt, Norway
1998.....	Phil McCarthy, Kittery
1997.....	Edward Barrett, Bangor
1996.....	Madeleine Henley, Bethel
1995.....	David Cole, Gorham
1994.....	Larry Cilley, Topsham
1993.....	Michael McGovern, Cape Elizabeth
1992.....	Harold Parks, Brewer
1991.....	Carl Betterley, Scarborough
1990.....	Terrence St. Peter, Caribou
1989.....	Edward Gagnon, Winslow
1988.....	Lucien Gosselin, Lewiston
1987.....	Donald Gerrish, Gorham
1986.....	Claude Dumond, Ft. Kent/New Canada
1985.....	No Nominee
1984.....	John E. Henchey, Cape Elizabeth
1983.....	Osmond C. Bonsey, Yarmouth
1982.....	Roger Foster, Bucksport
1981.....	Kenneth R. Knowles, Hodgdon/Linneus
1980.....	John P. Bibber, Brunswick
1979.....	Darrell Elsemore, Calais
1978.....	John Bird, Corinna
1977.....	Earle Stevens, Brewer