

MTCMA RETREAT
Branch Lake – Ellsworth Maine

Mark Green reported: Gave a brief history of how the idea of this retreat came into being.

Introduced Jody Harris – Gave a brief history of Jody and her experience with town management. Jody in charge of strategic planning for state.

Turned meeting over to Jody. Jody described her role as facilitator – will stay out of content and making suggestions. Decided on a model for a strategic plan. Will start with the model she suggested and can revisit the model at end of day if not working.

Goals – Mission Statement - Outcomes.

Reviewed agenda with board.

Celebration of Successes:

- 1. Great Institute in 2000 – Cornell Knight in charge.**
- 2. Better job with membership and yearbook – Ruth and Jonathan in charge.**
- 3. Has some web page presence – will continue to grow – Jonathan in charge.**
- 4. Record Attendance at Interchange – Cornell in charge.**
- 5. Newsletter – Dana in charge.**
- 6. No ethics violations – Doug Harris in charge.**
- 7. Improved financially through institute – Cornell and Joan in charge.**
- 8. Good Lunches – Nancy in charge.**
- 9. Looking ahead – Mark, Larry, Cornell & Tim in charge.**
- 10. No managers in distress – Judy in charge.**
- 11. Finding Jody as facilitator – Laurie in charge.**
- 12. Drove to Cinn. With Jim Bennett – Nathhan Poore**
- 13. Small Community Task Force – Nathan Poore**

14. E-Mail Communication

MTCMA AND HOW IT HAS CHANGED/EVOLVED OVER THE YEARS

- 1. Managers today put up with less civility. Need more support now than before when they were more respected in the community.**
- 2. There is more diversity among the membership now than earlier and possibly a lesser percentage of grads out of the UMO program.**
- 3. Change in longevity – shortened. Used to be more long-term.**
- 4. Things are more reactive now – more problem solving.**
- 5. More members – more town managers today than in years past.**
- 6. More to manage in the towns than ever before – more laws.**
- 7. More technology – speed of information (e-mail list serv/communication improvement).**
- 8. Greater need for interpersonal people skills and lesser emphasis on technical skills.**

Implications of these changes:

- 1. Take advantage of different ways to communicate – faster responses.**
- 2. Enhanced role in supporting other managers.**
- 3. Decline in face-to-face regional managers' meetings. Don't see each other as much.**
- 4. Nature of communication with peer managers changed.**
- 5. Local regional news/media – segregated, not covering local news.**

People do not read/don't care about local govt. issues

- 6. Difficult to find board members – volunteers**
- 7. Greater level of distrust.**
- 8. State/Municipal relations – Gov/Leg. Not understand challenges of local issues (DOT)**

9. More contention over land use issues.

Role of MTCMA in any of the above issues:

Are we doing our part in promoting mgr plan – promote understanding of community issues? (Perhaps not)

Split between lg/sm, urban/rural, experienced/new . How do we meet everyone's needs.

DRAFTING A MISSION STATEMENT

(See a copy of Cornell's statement)

What do you do? Support Managers – professional development (training)
 Personal growth
 Facilitate professional network (resource sharing)

Why: Promote professional management
 Promote professional growth among members

For Whom: Manage managers-members of MTCMA
 Broader community benefits

Mission Statement:

~~MTCMA is a professional network of Maine's local government administrators whose purpose is to increase knowledge and strengthen their commitment to the ethics and values of the profession for the benefit of the communities we serve.~~

The mission of MTCMA is to broaden the knowledge and promote values necessary for Maine's local government administrators to better serve their communities.

WHERE DO WE WANT TO BE?

100% Membership of all eligible municipal officials.

We would be valued

We would have contracts like superintendent

No Manager would feel alone

Continue to increase support for each other

Provide meaningful training annually

Bring in nationally recognized speakers

Increased diversity

Towns would require managers

Name recognition from general populations, legislators, state officials

Organized voice with regard to state policy

People would know what a town manager is

On appropriate issues, the opinion of the Assoc. would be sought

Assoc. writes op ed pieces

Managers access MTCMA website daily

Increased effort by individuals to achieve above. (improving image/name recognition)

Good Managers attract better elected officials. (If we don't mention it, they won't know)

Elected Officials improve their own standards – live up to ideals.

Higher expectations and standards

All managers are more content, less stresses & happier than today

Managers will want to attend all training and MTCMA functions

Better cooperation between towns

Closer relations between MTCMA & ICMA - greater recognition at national level of our organization. Closer relation with affiliate groups officers of MTCMA meet with affiliates (Clerks, Police Chiefs, etc.)

Jointly work on prof. Development lobbying

Replicate Mgrs/Fire Chiefs Session
Mgrs/Supt

Talking with NE Managers

Officers of MTCMA are regularly consulted with by Gov/Leg leaders on municipal issues

MMA Executive Director/Leadership listen to MTCMA more (more presence)

Presence in local schools promoting the profession (university too)

Roaming Managers – Expand range rider program

Expand list serve as resources clearinghouse

Establish talent book registry for members with unique skills

Need for resources to accomplish all this