

**MAINE TOWN & CITY MANAGEMENT ASSOCIATION
EXECUTIVE COMMITTEE RETREAT
HILTON GARDEN INN, AUBURN
MAY 20, 2004
DAY 1**

Present: Laurie Smith, Ruth Marden, Nathan Poore, Stu Marckoon, Mark Green, Dana Lee, Doug Harris, Nat Tupper, Joan Kiszely, Nancy Sargent

Laurie Smith convened the Retreat at 1:20 p.m.

Laurie asked the Board to answer the following questions (Listed below the question are the answers given by the Board members):

1. What has the MTCMA done for your professional development?

- Training
- Exposure to other managers, their ideas and demeanors
- Training and Networking
- Technical Skills/Laws
- *- Thought expansion – see bigger picture
- *- Kept grounded
- Opportunities to organize and present training opportunities/public speaking
- *- Reaffirming commitment to professional skills, ethics and profession itself
 reminder of role
- *- Revived/Encouraged/Emotional Support
- Raised ethical understanding

2. What has been MTCMA's biggest accomplishments over the past five years?

- Implementation of President and two Vice-President's continuity
- Strategic planning
- Listserv – technical & encouragement
- Training quality
- Retreat
- Admin Guide
- Sponsorships for training
- Name recognition
- Mission/Viability/Credibility
- Expanded role of MMA staff
- Community of Managers

3. What will be the biggest need of MTCMA members over the next year; next five years.

Next year –

- Tax revolt (Impacts)
- Access to information
- Board Recruiting

Next five years –

- Regionalization – New Models
- Association Vitality
- Political/Admin Complexity-member support
- Technology training
- Informing Elected Officials/Public
- Training difficult/Angry Public
- Personal Balance
- Electronic Resources
- Recruiting to Profession
- Manager replacement
- Survival (expectation overload)

4. What is MTCMA's biggest regret?

- Laying low/passive vs. Professional means
- Lack of Leadership
- Expanding staff support - redefine
- Web Page
- 100% eligible members

Laurie spoke about finances and financial comparison.

Membership Revenue:

1995 - \$12,109.00
2004 - \$18,000.00
Increase 55.29%

MTCMA Budget

1995 – 19,950
2004 – 39,735 (99% increase)

MTCMA Growth:

1995-2000: 140 – 170
2004: 185
23% growth

Sponsorships

1994 - \$0
2004 - \$14,000.00

Laurie feels that the sponsorship money has allowed MTCMA to do a better job of quality training.

The Board needs to actively think about how the Association should spend the resources and what steps does MTCMA need to do and what will it take to get there.

GOALS FOR 2004-2005

1. By-Laws need to be revised/updated
2. No Ethics Violations
3. Increased Membership
 - # of eligible managers
 - assistant managers
 - stability
 - quality of membership
 - activity level
 - increase participation
4. More Convenient Resources
5. Use intern to develop resource book
- *6. List Serv information posted on Website
 - reorganize and collect
7. Measure participation/activity on number of events
8. Training where you develop work product
9. How do you measure member participation & effectiveness
10. Hire a person to accomplish goals
 - Seek grants, sponsorships
 - Fund one-year trial basis
11. Resurrect Yearbook – Online version
12. Implement new Range Rider involvement
 - pay expenses
13. Develop relationship with Universities
 - need academic thinking in public policy
 - teaching

- recruiting/education
- 14. Training – limit/plan
 - affiliate groups
 - networking on more regional levels
 - How does MTCMA encourage/support
- 15. Continue with Professional Development Committee with sub-groups
- 16. Executive Board
 - regional representation
 - new members
 - better ratios
- 17. Have Fun

Training: Has MTCMA met the goal of higher quality training and increased training.

Stu Marckoon mentioned having a survey. Nat Tupper feels that the goal from last year has been met and MTCMA should make the effort to maintain that goal as has been done over the past year.

Ruth Marden reported that some Affiliate Groups have expressed interest in having training with the MTCMA in order to have the connectivity with the Association. Ruth mentioned that Police Association is interested in having a training with the managers in March.

Nat Tupper noted that encourage networking with the groups on a regional basis as well.