



# MTCMA

Maine Town, City and County  
Management Association

A State Affiliate of ICMA

## 2018 Linc Stackpole (Manager-of-the-Year) Award Nomination Form

The MTCMA Awards and Scholarship committee requests nominations for the Linc Stackpole (Manager of the Year) Award for 2016. Please submit nominations of the Public Administrator who has contributed to the public management field in some outstanding fashion.

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 peers, co-workers and public officials where the best awareness of outstanding characteristics of a Public Administrator originates. The Awards and Scholarship Committee only chooses the best candidate it determines based on the nominations submitted. The more nominations the better! The Public Administrator can be nominated by his or her peers, staff, citizens or elected officials.

The MTCMA Board of Directors has previously developed criteria which should be taken into consideration when making a nomination. Nominations may be submitted in letter format as long as the criteria is included in the letter nomination. This award is the most prestigious award bestowed by the MTCMA; consequently, a certain amount of consideration and effort should be made to the nomination process on behalf of the nominated person.

Nomination Submitted by:

Name

Municipality

Telephone

Email

Please send nominations to MTCMA, 60 Community Drive, Augusta, Maine 04330  
or email [training@memun.org](mailto:training@memun.org).

*If your nominee is selected as the recipient for this year's award, you will be contacted to assist in the confidential planning of the awards ceremony. Your cooperation is appreciated.*

**All nominations must be received or postmarked by June 30, 2018.**

**Criteria and Nomination Form for the 2018  
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 public administrator 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.

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

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

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.

5. Service as a professional public administrator for a minimum of six (6) years.  YES  NO

6. Full corporate membership in the MTCMA.  YES  NO

7. Employment as a professional public administrator at the time of the award selection or recently retired.  
 YES  NO

8. Nominee has not previously received the Linc Stackpole Award.  YES  NO

## Linc Stackpole – Background Information

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 public administrators throughout the state. While the committee includes a number of 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 public administrators 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 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.

The committee is sensitive that the award not be just the “old fogies.” 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.

One of the most difficult aspects is to recognize the managerial strength in one’s own community. It is one of the pitfalls 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 Public Administrator 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 Public Administrators, items more clearly identifiable.