



DEVELOPING LEADERS

December 2008

Session 3
Issue 3

ORGANIZING FOR ACTION



The third session of the *Leadership Tioga County Community Leadership Program* took place at the Blossburg First United Methodist Church on Friday, December 5, 2008.

Presenters discussed team goal setting and some exciting plans and outcomes that have and will be taking place in Tioga County.

Linda Williams was introduced by participant Sueanne Carson. Linda is a self employed certified professional training consultant. She trained the group on Organizing for

Action. The group broke out into teams and after some problem solving activities, each team practiced goal setting using the RUMBA acronym (Realistic, Understandable, Measurable, Behaviorally Focused, Agreed Upon) which is intended to help remember those components of effective goal setting. The group was also introduced to SWOT analysis, or Strengths, Weaknesses, Opportunities and Threats. By identifying SWOT, groups can utilize resources and overcome threats in goal planning. Each team chose a goal they felt may be realistic to work on and developed a plan using the above strategy and analysis.

Linda stayed and helped members comment on their assignments, which was to report on a problem each identified and described within their community. Each participant researched a problem, interviewed someone knowledgeable about and taking action about that problem, and discussed their findings. Problems researched were: attracting new business and industry to Tioga County, freshmen retention at MU, who is responsible for replacing the parking lines on Rt.

15 in Mansfield after the resurfacing project, the "town and gown" relationship between MU and Mansfield borough, County food pantries, dental health care in the County, health insurance costs for small businesses, wind farms, obesity within the County, gas drilling effects on the water supply and gas lease payments, and lack of food donations at the Blossburg food pantry. Thirteen people were able to explore quite a variety of issues pertaining to this area.



Tioga County Development Corporation



The next presenters shared examples of communities organizing for action in Tioga County.

Tanya McNamara, introduced by Wendy Swingle, shared her work with VIBE, or Vision in Business and Entertainment. Tanya explained how a group of Blossburg citizens came together to spruce up Main Street. VIBE is a project through Blossburg Borough Council and Blossburg Improvement Association. They held some “visioning” sessions, looking at strengths, weaknesses, opportunities and threats (SWOT). They created a mission, set up teams, utilized opportunities and are in their fifth year of reaching their goal of sprucing up Main Street. The group has made a lot of changes, but also have some exciting projects in the works.

After lunch, sponsored by the First United Methodist Church of Blossburg, the group heard from Charlie and Joyce Andrews of the Tioga County Concerned Citizen’s Committee. Dennis Snell introduced this couple.

TCCCC is a group who are working to reclaim the upper Tioga Watershed. Joyce spoke to the group about the history of the group, and explained the purpose of the group which is to protect the environment and educate the public about the needs. This group is quite active throughout the County in educating the public about their efforts.

Charlie then spoke about the issues facing the Upper Tioga Watershed. Acid mine runoff has polluted the Tioga river, a fact well known by most of Tioga County Citizens, but what may not be so well known is efforts this group is taking to have the problem fixed. Steps have been taken to begin the cleanup process and a grant has been applied for to try and bring life back to the river.

Joyce and Charlie led the group on a quick tour around Fallbrook to see some of the mine runoff and Weirs that have been put in place to test the water. Seeing the mine runoff coming out of the ground was an eye opener to this writer.

Hopefully the grant will be given to this group to put the pieces in place to finally clean up our river. This ended our third session of the leadership program. After meeting back at the church to complete evaluations, the group broke until next time.



CLP Class of 2009 Profile



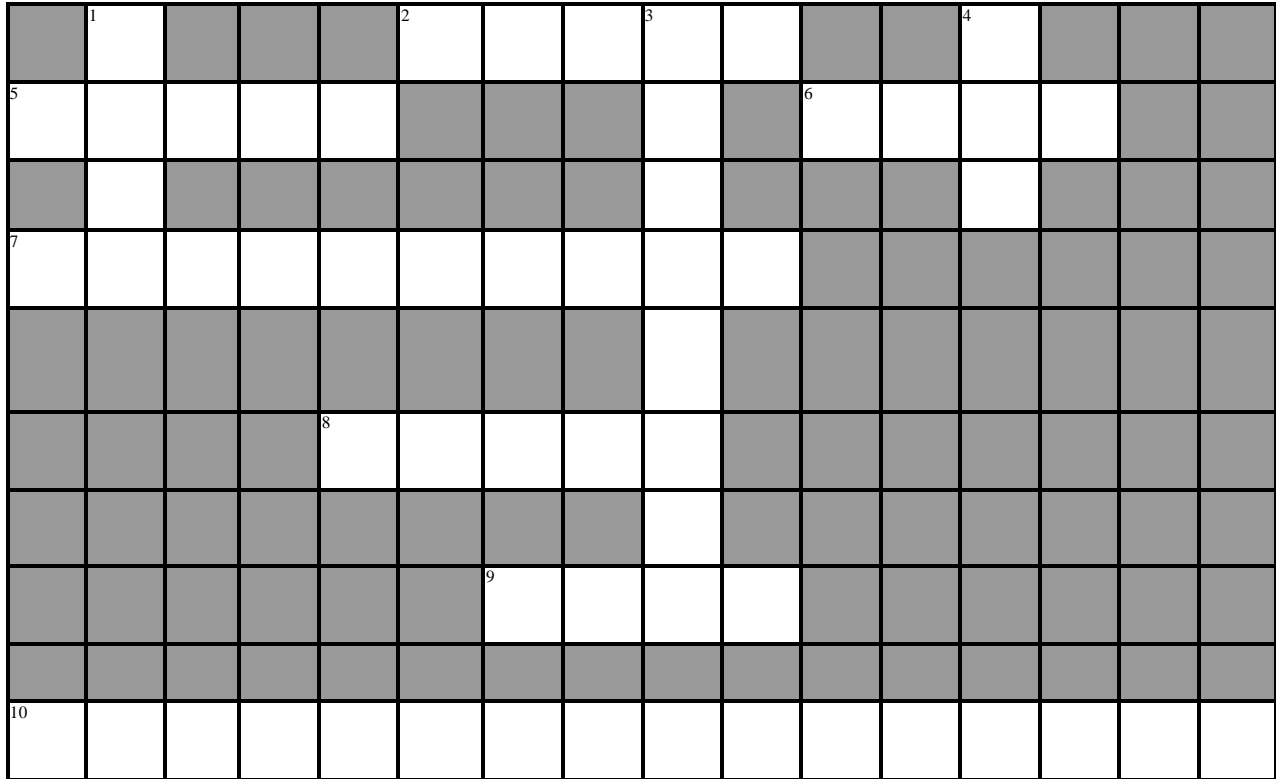
This session's *CLP* spotlight shines on **Alan Zellner**. Alan resides in Mansfield, PA with his wife Margaret. Alan holds a Bachelor's of Science in Business Education and a Master's of Science in Educational Leadership. These degree's serve Alan well as he is employed by Mansfield University as the Social Equity and Multicultural Affairs Officer. This position involves improving the campus/community climate as it relates to issues of Diversity, Multiculturalism and Social Equity.

Alan is excited to be a participant in this year's *CLP* Program. Alan hopes to learn about Tioga County and states, "I hope to learn ways that I can become an active and productive community member in Tioga County." Everyone has their own definition of leadership and what it means to them. Alan's definition is, "Leadership is about developing ways for me and the people around me to maximize our opportunity to be successful at what we are trying to accomplish."

Alan is relatively new to the Tioga County area, but enjoys it's rural culture. Alan also says that the Black Swan Café in Mansfield is a good place to go for a friendly conversation and a meal.

Alan has experience in working in higher education for the past 28 years at small Colleges and Universities and finds it common to have to use his talents in a number of different roles. Particularly, Alan finds his main passion in coaching wrestling and sharing his coaching and wrestling talents with his team.

TIOGA COUNTY LEADERSHIP CROSSWORD PUZZLE



ACROSS	DOWN
2. Tioga County Concerned Citizens Committee 5. a county 6. strengths, weaknesses, opportunities and threats 7. the activity of leading 8. Co-Chair 9. Co-Chair 10. dress warm when visiting this place	1. Visions In Business Entertainment 3. Leadership Coordinator 4. President/Chief Executive Officer

TIOGA COUNTY WINTER ACTIVITIES



Cross Country Skiing - Currently there are 29 miles of maintained cross-country ski trails including Bee Tree and Sand Run. Pine Creek Rail Trail now offers over 60+ miles of suitable trails along the bottom of the Canyon.

Snowmobiling - Tioga State Forest offers approximately 177 miles of snowmobile trails. Registered snowmobiles may use the network on state forest daily after the close of deer season. Hundreds of miles of trails are accessible in the region.

Community Leadership Program Alumni



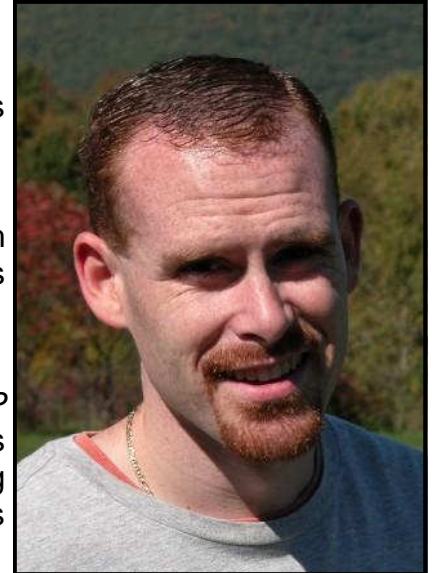
Tom D'Angelo was chosen as the focus for this month's Alumni feature. Tom was in the 3rd *Community Leadership Program*, Class of 2005. He resides in Mansfield with his wife Kristen and their son, Talon, 19 months old. For the past four years Tom has been employed as an Insurance Agent for Wert Insurance Agency in Mansfield. If the Fighting Irish are playing, you'll find Tom cheering them on to victory, because he is a huge college football fan. His other hobbies include traveling and boating. A few of us may have had some choice words to yell at Tom at one time or another, as he has been a High School Basketball Official for the past ten years. Tom's family is very important to him and he expressed that his greatest joy in life is watching his son grow up.

During his experience with the *Community Leadership Program*, Tom said that he realized that businesses have similar obstacles and difficulties regardless of the industry.

Meeting and becoming friends with his fellow *CLP* classmate was probably his fondest memory of the program.

Through his participation in the *Community Leadership Program* Tom learned that sometimes you need to talk less and listen more. This has helped him to become a better leader.

When asked if he had a comical or embarrassing memory of his *CLP* journey, Tom stated "the list of comical or embarrassing memories would be too long to list." He said, "I guess I would go with receiving the award for the "class clown". I liked to make my classmates laugh."



The quality of leadership, more than any other single factor, determines the success or failure of an organization.

- Fred Fiedler & Martin Chemers *Improving Leadership Effectiveness*

HOT COCOA MIX AND HOMEMADE MARSHMALLOWS

Hot Cocoa:

6 ½ cups powdered milk ½ cup powdered non-dairy creamer
1 (5 oz.) pkg. non-instant chocolate pudding mix ½ cup confectioners' sugar
1 cup powdered chocolate drink mix (i.e. Quick) ½ cup unsweetened cocoa powder

In large bowl, combine powdered milk, chocolate pudding mix, chocolate drink mix, creamer, confectioners' sugar, and cocoa. Store in sealed container.

To make hot cocoa: Dissolve 1/3 Cup Cocoa Mix in 1 Cup boiling water.

Homemade Marshmallows:

3 Tbsp. (3 packets) powdered gelatin 2 cups cold water
2 cups sugar 2 egg whites
2 cups confectioners' sugar, sifted Butter for greasing pan

In medium saucepan soak the gelatin in cold water. After gelatin has softened (approx. 10 mins.) add the regular sugar and dissolve over low heat (approx 8 mins.) Remove from heat and allow to cool to room temp.

With mixer, beat the egg whites until stiff peaks and fold in sifted confectioners' sugar. With mixer on low, slowly pour in cooled gelatin mixture. Increase speed and beat until white and thick. Volume should double and form between soft to firm peaks.

Line 8 by 8-inch baking dish with high sides with foil, grease slightly with butter and coat with confectioners' sugar. (You can use baking sheet, but marshmallows will not be as tall.) Pour marshmallow mixture in and top with more sifted confectioners sugar. Leave out overnight or at least 3 hrs.

Loosen marshmallow from edges of tray and invert on large cutting board. Peel off foil and use a large knife to cut into cubes (you can also cut with kitchen scissors.) Dredge each piece in confectioners' sugar.



The Adult Leadership Program participants were visited by Charlie and Joyce Andrews from the Tioga County Concerned Citizens Committee. They educated the members on the Watershed Project and provided them with a tour of Fall Brook and the effected streams.

Charlie and Joyce Andrews from the Tioga County Concerned Citizens Committee

2009 Youth Leadership Program



Pictured with YLP students are local business and industry volunteers who participated in the panel discussion (L to R): John Davis, Liberty High School; Joey Heckler, Branch Manager, Northwest Savings Bank (Wellsboro); Cindy Frost, Administrator, The Green Home; Dylan Tevlin, Wellsboro High School; Claudia Erway, North Penn High School; Matt Feil, Human Resource Manager, Osram Sylvania; Sam Bradley, Wellsboro High School; Phil Waber, Superintendent Wellsboro Area School District; Allysa Kent, Williamson High School and Peggy Koontz, Penelec, A FirstEnergy Corporation.

The *Tioga County Development Corporation Leadership Tioga County Youth Leadership Program* Class of 2009 learned about Business & the Economy of Tioga County during Session 3 **Understanding Business & Economics** on December 4, 2008. The Session was held at Osram Sylvania in Wellsboro. Participants received a tour of Osram's facility, an introduction to Economy in Tioga County and panel discussion on the importance of education and how it relates to gainful employment after high school.

Session 4 **Teens & The Law** will be held at the Tioga County Courthouse and the Tioga County Prison on Wednesday, January 7, 2009.

CLP Class of 2009 Profile



This session's *CLP* spotlight shines on **Michelle Zelinski**. Michelle resides in Wellsboro, PA with her husband Bob and son Talas. Michelle is actively involved in the community through Moose International and their Youth Awareness program. This scholarship program involves working with youth ages 4-9 to bring about drug, alcohol, stranger danger and healthy eating awareness.

Michelle is employed by Ward Manufacturing, LLC where she has worked for the past 11 years. Her current job title is Assistant Buyer, which includes purchasing materials for manufacturing and all other company operations.

Michelle is happy to be a participant in this year's *CLP* Program, where she hopes to learn more about Tioga County. Michelle states, "I have lived most of my life in Tioga County but clearly do not know a lot about it. Already through the *CLP* Program, I have learned so many things that I was never aware of and am excited to continue to learn more about. So far this opportunity has been a great experience." Everyone has their own definition of leadership and what it means to them. Michelle's definition is, "Being able to positively influence performance, whatever the task." Michelle also has a more personal interest in leadership, which focuses on her son and his enthusiasm for playing baseball. Talas will be playing for two baseball teams this summer, including nine tournaments in four states.

Michelle loves the beautiful Tioga County scenery and especially loves the fall season with the changing of the leaves. She also has other interests, including biking, walking and traveling with her husband.

ANSWERS TO CROSSWORD PUZZLE: 1.VIBE, 2.TCCCC, 3.Christie, 4.Bob, 5.Tioga, 6.swot, 7.leadership, 8.Brett, 9.Joey, 10.watershedproject