



The 2021 Annual Report
for the
Friends of Plum and Pilot Islands, Inc.

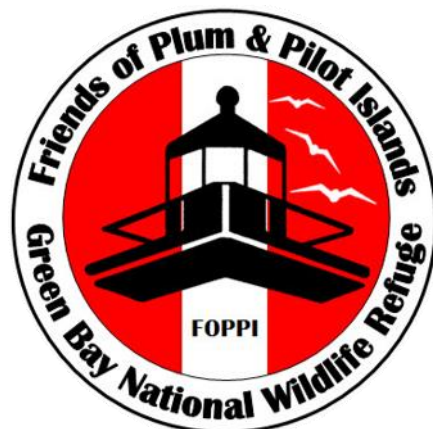


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A Message from our President

Hello Friends,

We spent the previous year wearing masks, waving to our loved ones from the safety of their homes, 'attending' church services via Zoom and YouTube, watching the COVID numbers rise, fall and rise again, praying and hoping that the virus doesn't reach those that are near to us. In the midst FOPPI managed to pull off some amazing Historic Preservation projects and were able to schedule a few workdays!

Thanks to generous donations by you and other grantors were able to:

- Replace the roof on the Plum Island Fog Signal
- Add gutters and downspouts to the Pilot Island Lighthouse
- Replace the metal roof on the Pilot Island summer kitchen
- Restore the Boathouse door sections that were damaged during a winter storm
- Front and Rear Range Light restoration
- Restored the Plum Island Crews' Quarters historic windows, rebuilt the back porch, recreated the historic boat bay doors, installed the missing windows in the boat bay, replaced the picture window with a historically accurate set of two windows, replaced (or restored) all of the exterior doors and uncovered a window that was covered in an earlier remodel

These projects could not have been completed without the help of our volunteers, specifically *Paul Schumacher* of Clark Lake. With the help of the US Fish & Wildlife historians, Paul assured that the Statements of Work were written with extreme detail, the best contractors for the project were selected, and the work was scheduled and completed to contract requirements all with the care he devotes to his own home. This is the type of volunteer that makes FOPPI unlike any other organization I have volunteered for and one for you, our members to be proud of.

While the U.S. Fish and Wildlife Service continued to search for a new Park Ranger, Frank Gercz stepped in to temporarily fill the role. Frank's leadership skills and passion for nature kept us headed in the right direction. By the end of the year we learned that Joel Vos would be joining the refuge as a Refuge Manager. One of Joel's first tasks was to complete our Friends Agreement and create a Fundraising Agreement that will serve as our source of reference to strengthen our partnership.

This year we formed a partnership with the Wisconsin Marine Historic Society (<https://wmhs.org/>). The Society is dedicated to promoting, discovering, collecting, recording, preserving and disseminating materials related to Great Lakes maritime history.

2021 was certainly a year of uncertainty. Together we weathered the storm and honored those who came before us.

Mary Beth Volmer
President – Friends of Plum and Pilot Islands

Our Framework

The Friends of Plum and Pilot Islands has grown and achieved success through the support of our members, donors, and supporters. Our business framework is built upon the foundation of our Mission, Vision and Core Values.

Our Mission

The mission of the Friends of Plum and Pilot Islands is to partner with U.S. Fish and Wildlife Service to support the preservation, restoration, maintenance, and contemporary use of the historic resources on Plum and Pilot Islands, and to conserve and protect wildlife resources, while providing opportunities for quality wildlife-dependent recreation.

Our Vision

Preserving the memories of those who came before us.

Our Core Values

1. We believe that preserving and restoring the historic maritime structures on Plum and Pilot Islands is important to Door County to preserve this community's culture and heritage.
2. We support US Fish & Wildlife's BIG SIX priority public uses: Hunting, Fishing, Wildlife Photography, Wildlife Observation, Environmental Interpretation and Environmental Education.
3. We believe that volunteering is important to improve community life, to give back, to learn, to get connected to other people, and to enhance the human spirit of giving.
4. We believe it is vital to sustain the unique ecosystem of the island through conservation and educational efforts.
5. We value our members, donors and volunteers and strive to use these resources responsibly.



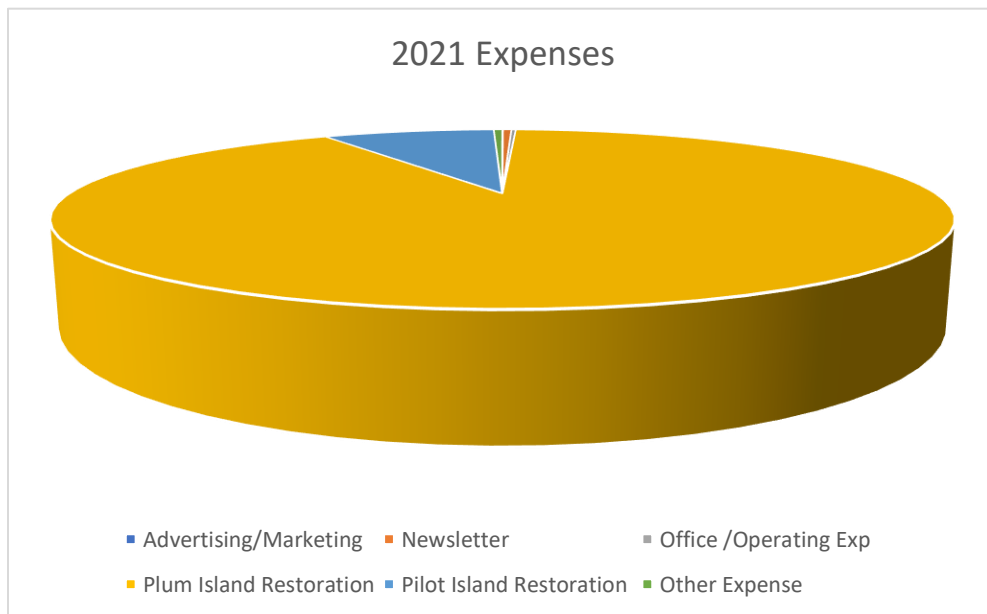
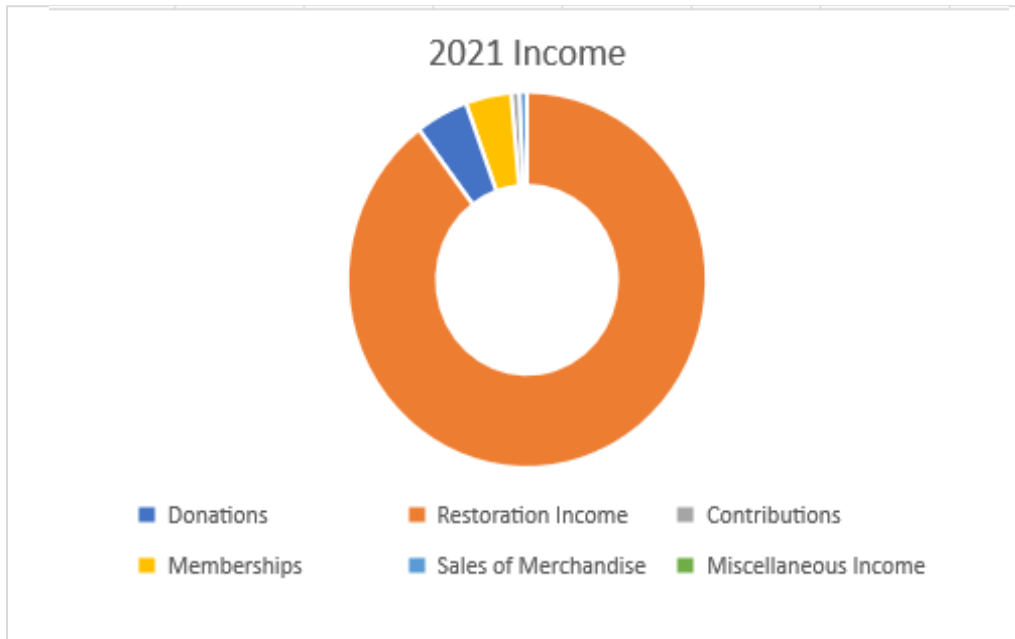
A Special Donor Thank You!

As a 501(c)3 non-profit organization we can only accomplish the things that you will read about in this report through the continued generous support of our Friends members, volunteers, foundations, donors and the U.S. Fish and Wildlife Service (USFWS). We deeply appreciate the support we receive. Your support directly allows us to achieve our mission of supporting the Green Bay National Wildlife Refuge (GBNWR).

Thank you for making this all happen!

Great Hearts Community • Your Cause LLC • Twin Cities United Way • The Benevity Community • Merlin & Carol Lang • Ginnie Harney • Carl Zapffe • Amy Lesnjak • Kenny Jobe • Bob and Janet Lordahl • Lynn Passino • Lori Brown • William and Sheryl S • William Bell • Washington Island Ferry • Ami Finn • Kit Keane and Duncan • Julie Gianni • Bruce McClaren • Deb Ford • Lewis Clarke and Deborah • Robert and Susan G • Amy and Norm Paul • Archie and Kathe Budzak • Gordon Jaeger and Sally • Michael Repp • Kimberly Wells • Tina Panagis • Merlin and Carol Lange • Richard Thatcher • John and Amy Becker • Gerald Harris • Susan and Hal Dickens • Steve and Marjorie Kargas • David Yazbec • John and Joni Pagel • Orv and Dee Langohr • Allan King • Ken Buchholz • Thomas Biermann • Laurel Braatz and Tim F • Tom and Judy Vonck • Lynn Passino • John and Deanna S • Glen Paul Schubert • Sandy and Ed Miller • Gary and Cindy Wilson • Door County Community Foundation • Deborah Wubben • Shoreline Charters • Dan and Beth Nilsson • Rodney Waage • Paul Schumacher and Deb • Elizabeth and Steve W • Robert Lindahl • Elizabeth Cole • Raibrook Foundation • Marcy Zientek • Sally Dery • Jean Fox • Tim Sweet • Allen and Judith W • Roxanne Jungwirth • Mike and Judy Brodd • Becky and Dave Kimball • Steve and Laurretta L • Steve and Laurretta • William and Nancy C • Amazon Smile • PayPal Giving Fund • Thrivent Fund • Kim Krueger

Financial Report



2021 Budget:

| | | | | | TOTAL | ACTUAL |
|---------------------------------|-------------------|-------------------|--------------------|-----------------|-------------------|-------------------|
| | Jan - Mar | Apr - Jun | Jul - Sep | Oct - Dec | Jan - Dec | |
| BALANCE FORWARD 1/1/2021 | 101,184.95 | | | | 101,184.95 | |
| Donations | 2,000.00 | 2,000.00 | 2,250.00 | 2,000.00 | 8,250.00 | |
| Special Events | 0.00 | 0.00 | 0.00 | | 0.00 | 4,340.03 |
| Fog Signal Building | | | | | 0.00 | 5,151.99 |
| Pilot Gutters/Downspouts | | | | | 0.00 | 588.7 |
| Front & Rear Range Lights | 200,000.00 | | | | 200,000.00 | 200,750.00 |
| Memberships | 2,000.00 | 1,500.00 | 3,000.00 | 3,000.00 | 9,500.00 | 8,130.82 |
| Sales of Merchandise | 200.00 | 500.00 | 500.00 | 500.00 | 1,700.00 | 1,065.24 |
| Fundraising | | | 100.00 | | 100.00 | |
| Interest Earned | | | | | 0.00 | 15.45 |
| Miscellaneous Income | 29.00 | 29.00 | 929.00 | 929.00 | 1,916.00 | 1,627.59 |
| Total Income | 305,413.95 | 4,029.00 | 6,779.00 | 6,429.00 | 322,650.95 | 221,669.82 |
| Advertising/Marketing | 180 | 100 | 100 | 100 | 480 | 25.00 |
| WIP | 0 | 750 | 0 | 0 | 750 | |
| Newsletter | 325 | 325 | 325 | 325 | 1,300.00 | 905.90 |
| Office/Operating | 60 | 60 | 215 | 145 | 480 | 546.54 |
| Plum Island Restoration | 0 | 58,469.04 | 192,442.95 | 0 | 250,911.99 | 258,142.80 |
| Pilot Island Restoration | 0 | 0 | 20,094.00 | 0 | 20,094.00 | 24,461.00 |
| Merchandise | 1,000.00 | 250 | 0 | 0 | 1,250.00 | 26.76 |
| Fundraising | 0 | 0 | 0 | 0 | 0 | |
| Membership Other Organizations | 0 | 40 | 0 | 135 | 175 | 40.00 |
| Other | 10 | 0 | 60 | 0 | 70 | 79.00 |
| Fees & Charges | 250 | 0 | 0 | 20 | 270 | |
| Total Expense | 1,825.00 | 59,994.04 | 213,236.95 | 1,633.00 | 276,688.99 | 284,227.00 |
| | 303,588.95 | -55,965.04 | -206,457.95 | 4,796.00 | 45,961.96 | -62,577.18 |

Historic Preservation

Pilot Island Lighthouse Gutters and Downspouts

- The contract was awarded to **Moore Quality Exteriors** of Sheboygan Wisconsin. This company worked with in 2019 on the Plum Island Crews' Quarters gutters.
- Installation of the gutters and downspouts will redirect the water running from the roof and prevent future spalling of the Cream City brick.
- Total Cost: \$7,092.00
- Funding: General Fund



Pilot Island Summer Kitchen Roof Restoration

- The contract was been awarded to **Moore Quality Exteriors** of Sheboygan Wisconsin
- Total Cost: \$17,389.00
- Funding: General Fund



Plum Island Fog Signal Building Roof

- The contract was awarded to **Chewy and Teo Roofing and Siding** of Baileys Harbor, Wisconsin. Chewy and Teo have worked with us to re-roof the Lighthouse Keepers Dwelling and have done considerable maintenance work on this building and the Crews' Quarters shingles to account for the adverse weather conditions on the island.
- Total Cost: 7,184.00
- Funding: The Raibrook Foundation and General Fund



Plum Island Front and Rear Range Lights

- The contract for this work was awarded to **Mihm Enterprises** of Hamilton, Michigan, a Great Lakes renown lighthouse restoration firm.
- This grant provided us the needed funding to:
 - Perform lead paint abatement and painting of the Front Range and Rear Lights
 - Restoration of the Lantern Room on the Rear Range Light
 - Restoration of the Watch Deck/Watch Room level (interior and exterior painting)
- Total Cost: \$215,614.85
- Funding: Grants from the David L. and Rita E. Nelson Family Fund, a donor advised fund within the Community Foundation for the Fox Valley Region, the Door County Community Foundation and the General Fund









Paul Schumacher inspecting the project.

Historic Windows and Crew Quarters' Exterior Restoration

- The scope for this project continued to change through the COVID years. In 2021 a group of volunteers gathered in one of the Horicon National Wildlife Refuge's outbuildings to paint the 43 windows.
- **Carlson Erickson Builders** of Sister Bay was awarded the contract to install the windows in the old boat bay, replacing (or restoring) the doors, rebuilding a period replica of the boat bay door, rebuilding the back porch steps, replacing the picture window with a period specific set of windows, installing windows in the boat bay, and uncovering windows openings that were covered in an earlier remodel.
- Funding for this project came from a \$50,000 grant awarded to us by a local philanthropic organization that wished their name to remain anonymous.







What's next? On Plum Island we plan to complete the boathouse overhead door installation, repair the corner pilasters on the boathouse, paint the Rear Range Light's structure and the Fog Signal Building. On Pilot Island we plan to correct the leaks in the lighthouse tower.

Membership

What does it mean to be a Friend of Plum and Pilot Islands (FOPPI)? Individual members and supporters of FOPPI are the very foundation on which our organization is built upon to pursue FOPPI’s mission, “to partner with the US Fish & Wildlife Service (USFWS) to support the preservation, restoration maintenance and contemporary use of the historic resource on Plum and Pilot Islands, and to conserve and protect wildlife resources, while providing opportunities for quality wildlife-dependent recreation.”

Membership Report by the Numbers

| | |
|-------------------------------|-----|
| Total Members | 252 |
| Potential Members | 96 |
| • 2021 conversions | 6 |
| New Members 12/2020 - 12/2021 | 37 |
| Non-renewals 2/2021 - 8/2021* | 23 |

Strategic Planning

We implemented the *Pillars for Success* strategic planning formula after our 2018-2019 USFWS Mentor program. The Pillars for Success provides us with a roadmap that establishes clarity and direction toward the future. The ‘pillars’ break our plan down into manageable initiatives and:

- Provide us with clear direction so we can reach where we are going².
- Help us prioritize so that we are doing the right things at the right time³.
- Help us create a clear plan for the rest of the team

| Pillar | Objectives |
|----------------------------------|---|
| Volunteerism Lead: Sally | <ol style="list-style-type: none"> 1. Clarify and document related board admin (workday) tasks 2. Recruit and retain new volunteers 3. Support Volunteer Coordinators 4. Establish procedures for special volunteer activities |
| USFWS Partnership Lead: Jude | <ol style="list-style-type: none"> 1. Develop a report card 2. Create an annual work plan which is sustainable and achievable 3. Create a historical preservation flowchart 4. Complete the Government Accountability Office (GAO) audit |
| Fundraising Lead: MB | <ol style="list-style-type: none"> 1. Send special appeal 3X during the year, 4 weeks after newsletter 2. Send Annual Appeal Letter 3. Create donor journey and appeal to regular donors 4. Align USFWS planning cycle and Historic Preservation projects 5. Create monthly pledge program |
| Board Sustainability Lead: MB | <ol style="list-style-type: none"> 1. Identify perks for being on the board 2. Grow the volunteer leader program 3. Mentor prospective board members 4. Recruit board members through LinkedIn |

Volunteer Coordination and Events

One of the new opportunities for volunteers this year was the chance to work at the Green Bay Packers' Lambeau Field. This team of volunteers works to clean up the stadium after each game and the Packers in turn make a donation to FOPPI for the hours they have worked. Even though cleaning doesn't seem like much fun, the team enjoyed working together and were treated to an end-of-year party at the stadium. Their work brought in over \$1,000!

| DATE | LOCATION | TOTAL VOLUNTEERS | NEW VOLUNTEERS | BOARD MEMBERS |
|--------------------|--------------------|----------------------------|----------------|---------------|
| June 19, 2021 | Plum | 10 | 2 | 3 |
| July 10, 2021 | Plum | 9 | 4 | 5 |
| July 24, 2021 | Horicon | 17 | 3 | 4 |
| August 7, 2021 | Plum | 12 | 5 | 3 |
| August 24, 2021 | Horicon | 9 | 0 | 2 |
| September 10, 2021 | Plum Monarch | 3 | 0 | 1 |
| September 11, 2021 | Plum (cancelled) | # of people that showed up | 13 | 4 |
| September 12, 2021 | Plum (rescheduled) | 6 | 0 | 2 |
| December 13, 2021 | Lambeau Field | 4 | 0 | 3 |
| | | 83 | 14 | 27 |

2021 Green Bay National Wildlife Refuge and FOPPI Events

For most up-to-date event status and its COVID-19 protocol, check online for details. Information is also available at <http://plumandplum.org/> and/or Facebook.

MAY
Watch for Washington Islands Birding Festival in 2022!



AUGUST
8/14-15 – 30th Annual Door County Maritime Museum Classic & Wooden Boat Festival
This popular event is held at the Maritime Museum in Sturgeon Bay. FOPPI booth will have merch for sale, information, and friendly volunteers! www.dcom.org



MAY through AUGUST
5/28 through 8/29 – Door County Festival of Nature
The Ridges Sanctuary will partner with local conservation groups, to offer hikes, workshops, and presentations highlighting the incredible beauty and diversity of Door County. <http://www.dcom.org/>



Explore Plum Island
FOPPI and the USFWS typically plan a fun day for folks to enjoy hiking, touring the rear range light, kayaking, snorkeling, and boating to the Grape Shot Shipwreck. Look for 2022 event!



JUNE
6/11-13 – 27th Annual Door County Lighthouse Festival
Hosted annually by the Door County Maritime Museum, event provides tours of area lighthouses. FOPPI members conduct informative guided tours of Plum Island's nature trails. It's a chance to spend time on this remote island, learning the special role it played in Wisconsin history. Learn more and buy tickets at <http://www.dcom.org/>



8/28 – Death's Door BBQ
FOPPI will be at this one-of-a-kind Washington Island event! <https://www.deathdoorbbq.com>



JULY
7/11 – FOPPI Women in Preservation
Part of FOPPI's Women in Preservation program, a member will be on hand to help volunteers build a picnic table and boot brushes for Plum Island visitors.



SEPTEMBER
9/11 – Monarch Tagging Plum Island
Join FOPPI volunteers on the last workday of the season as we become citizen scientists! Catch, tag and release monarchs to help track their migration south through the Monarch-Watch.org program. More information to come.



7/24 – FOPPI Annual Meeting and Painting Party
FOPPI's annual membership meeting will be held at the U.S. Fish and Wildlife Service's Horicon National Wildlife Refuge. After a short business meeting, election of FOPPI board members and other messages, attendees can join in painting window frames for the historic Life-Saving Station. Meeting back on Plum Island in 2022!



OCTOBER
10/02-03 – Fall Lighthouse Festival
Door County Maritime Museum sponsors this annual event, offering tours of area lighthouses. FOPPI hosts guided tours of Plum Island's nature trails and the newly renovated front and rear range lights as part of the festivities. See <http://www.dcom.org/>



Friends of Plum and Pilot Islands Inc.
2021 Board of Directors

President: Mary Beth Volmer

Vice President: Mike Repp

Treasurer: Amy Lesnjak

Secretary: Karen Ellery

Board of Members:

Amanda Danforth

Sally Dery

Jude Kuenn

John Sawyer

Paul Schumacher

Jim Schwartz

Gary Wilson

Patti Zarling

Emeritus Directors:

Frank Forkert

Eric Greenfeldt

Hoyt Purinton

Scott Nelson

Tim Sweet

Gordon Vieth

Matt Foss

Lew Clarke

Mike Brodd

Dan Olson



The mission of the Friends of Plum and Pilot Islands is to partner with U.S. Fish and Wildlife Service to support the preservation, restoration, maintenance, and contemporary use of the historic resources on Plum and Pilot Islands, and to conserve and protect wildlife resources, while providing opportunities for quality wildlife-dependent recreation.