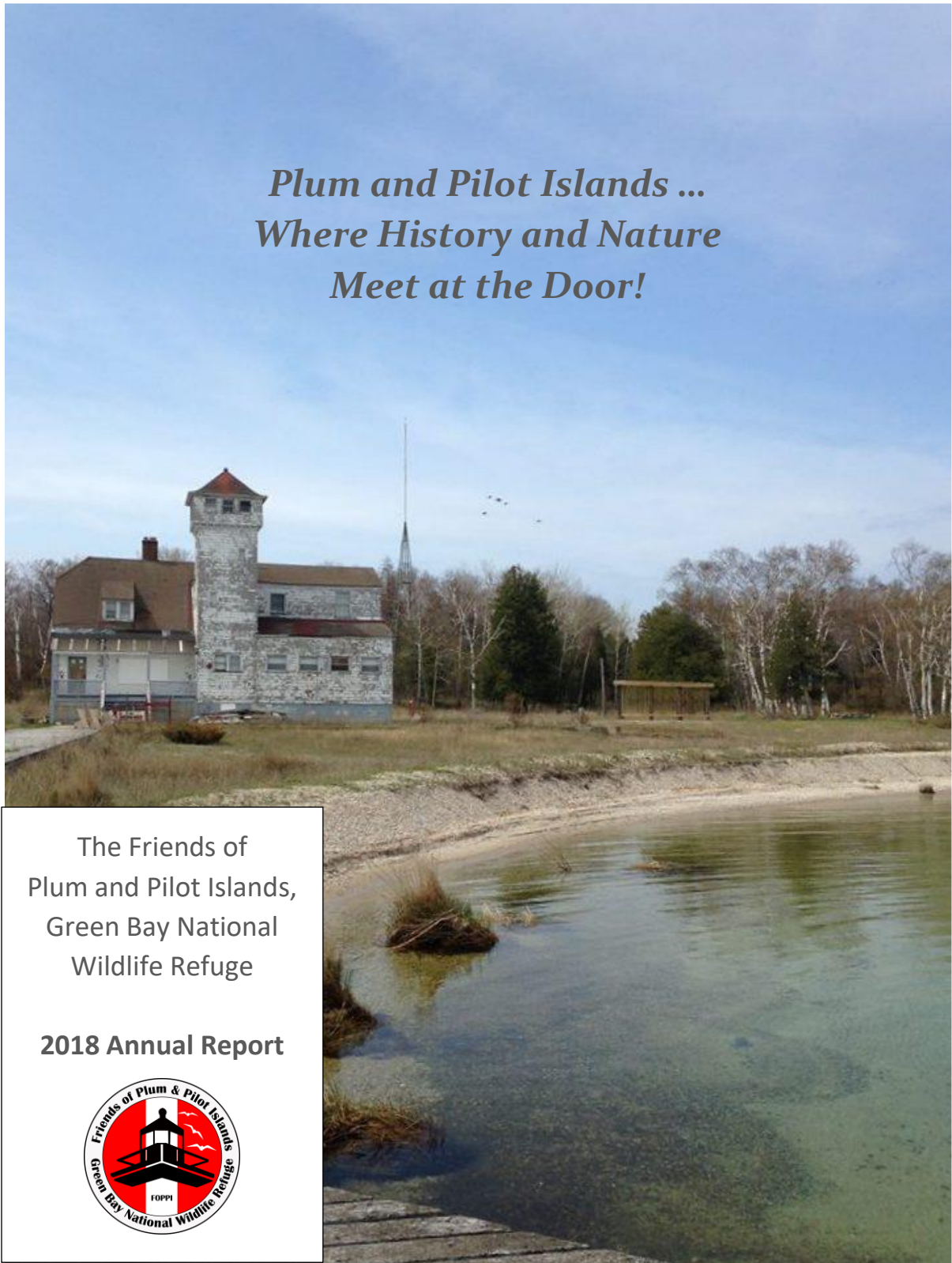


*Plum and Pilot Islands ...
Where History and Nature
Meet at the Door!*



The Friends of
Plum and Pilot Islands,
Green Bay National
Wildlife Refuge

2018 Annual Report



Photo by Dawn Nelson

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OUR MISSION:

The mission of the Friends of Plum and Pilot Islands is to work cooperatively with the US Fish & Wildlife Service to support the goals of preservation, restoration, maintenance and contemporary use of the lighthouses, accessory buildings, structures and other historic resources on Plum and Pilot Islands. To conserve and protect wildlife resources, while providing opportunities for quality wildlife-dependent recreation.

Letter from the President

Thank you for your support and inspiration this past year! Together we have weathered the government shutdown while continuing to support our staff members, the Green Bay National Wildlife Refuge and the Friends of Plum and Pilot Islands.

In 2018 we focused on developing our board members through transparent leadership and event-based planning. Did we stumble, yes. Did we grow, yes! Our teams are stronger, and we are continuing to streamline our processes so that when visitors come to Plum Island, they'll want to get more involved in being part of our mission.

Our volunteers logged over 2400 hours with the US Fish & Wildlife Service, which helped to secure some funding for one of our most dire needs – the Life-Saving Station's lead paint abatement. Some of these hours were put to great use in developing our Strategic Plan which will help to guide our organization down the right path for the next 10-15 years on both islands. The Plan encompasses all the amazing programs and projects that we have implemented within our organization; I felt it was a great outline for this Annual Report so please do read on!

The government shutdown stalled our progress in sourcing contractors for restoration and scheduling projects. However, it has given us a chance to recognize all that we have become, focus on our strategic plan and all the opportunities to grow our mission for the future.

We could not do this without your inspiration and support – thank you!

- Mary Beth Volmer
President, Plum and Pilot Islands 2017 to 2020



2018 Board of Directors

Name	Position	Team	Expiration
Mary Beth Volmer	President	Fundraising*, Membership*, Newsletter, Women in Preservation (WIP)*	2020
Karen Ellery	Secretary	Membership, Newsletter, WIP	2020
Amy Lesnjak	Treasurer	Merchandising, WIP	2020
Amanda Danforth	Director	Historic Preservation & Restoration, Merchandising*, WIP	2020
Dan Nilsson	Director	Strategic Planning*	2021
Gary Wilson	Director	Governance*	2021
Gordon Vieth	Director	Marketing, Membership	2021
Hoyt Purinton	Director	Historic Preservation & Restoration	2020
Jim Schwartz	Director	Membership, Newsletter, Volunteer Coordinator*	2019
John Sawyer	Director	Historic Preservation & Restoration	2020
Jude Kuenn	Director	Newsletter*, WIP	2021
Lew Clarke	Director	Historic Preservation & Restoration	2021
Matt Foss	Director	Fundraising	2020
Mike Brodd	Director	Membership, Merchandising, Newsletter	2021
Patti Zarling	Director	Marketing*	2021
Paul Schumacher	Director	Historic Preservation & Restoration*	2021
Frank Forkert	Emeritus Director	Historic Preservation & Restoration	2020
Eric Greenfeldt	Emeritus Director	Membership	2020
Tim Sweet	Emeritus Director	Membership	2020
Scott Nelson	Emeritus Director	Historic Preservation & Restoration	2021

* Denotes Team Lead

FOPPI 2018 Financial Statements

BALANCE SHEET

	12.31.2018	12.31.2017	\$ Change	% Change
ASSETS				
Current Assets				
Checking/Savings	102,386.91	64,578.94	37,807.97	58.6%
TOTAL ASSETS	102,386.91	64,578.94	37,807.97	58.6%
LIABILITIES & EQUITY				
Equity				
Opening Bal Equity	10,111.01	10,111.01	0.00	0.00%
Retained Earnings	54,467.93	19,761.95	34,705.98	175.6%
Net Income	37,807.97	34,705.98	3,101.99	8.9%
TOTAL EQUITY	102,386.91	64,578.94	37,807.97	58.6%
TOTAL LIABILITIES & EQUITY	102,386.91	64,578.94	37,807.97	58.6%

PROFIT & LOSS

	12.31.2018	12.31.2017
INCOME		
Contributions		
Special Events	261.00	0.00
Donations - Other	9,386.78	23,986.23
Grants	55,000.00	50,000.00
Speaker Honorariums	50.00	0.00
Gifts in Kind – Goods	0.00	0.00
Donation Porch	0.00	120.00
Dock Repair	0.00	250.00
Keepers Roof	3,780.50	220.00
Amazon Smile	16.41	40.23
PayPal Giving Fund	1.00	0.00
Thrivent	747.00	1,838.00
Lighthouse Tours	840.00	0.00
Membership	10,675.66	9,534.59
Cruise	12,266.90	9,048.23
WIP Income	0.00	115.00
Facebook/Network for Good	818.11	490.09
Sales of Merchandise		
Raffle	1,275.00	0.00

Sales of Merchandise – Other	2,503.09	1,017.48
Memorials		
Warren O Nilsson & Daniel Magnusson	2,500.00	0.00
Joan Milaeger Memorial	914.04	0.00
Miscellaneous Income		
Account Adjustment	9.01	5.00
Miscellaneous Income – Other	330.49	0.00
TOTAL INCOME	101,374.99	96,664.85
EXPENSE		
Advertising / Marketing		
Brochures	-690.95	0.00
Business Cards	-76.50	0.00
Advertising/Marketing – Other	-524.08	-758.25
WIP Expense		
Bench Expense	0.00	-69.00
WIP Advertising	-165.14	0.00
WIP Expense – other	0.00	-45.00
Newsletter		
Postage	-305.51	-164.93
Printing	-1,010.14	-196.30
Newsletter – Other	0.00	-1,080.41
Office / Operating Expense		
Postage	-164.17	-268.04
Printing	0.00	-266.93
Copies	-30.58	0.00
Program Expense	-371.70	0.00
Office / Operating Expense – Other	-15.75	0.00
Plum Island Restoration Expense		
LSS Gutters	-4,675.87	0.00
Life Saving Station – Other	-78.86	0.00
Keepers Building		
Supplies	-1,726.46	-3,037.50
Keepers Building – Other	-39,233.44	-31,492.50
Paint Shed	0.00	-3,650.00
Dock Repair Costs	0.00	-3,910.90
Dock Facilities – Other	-42.19	.00
Plum Island Restoration	-325.00	0.00
Pilot Island Restoration		
Light Keepers Building	-6,420.00	0.00
Historic Structures Report	0.00	-13,928.04
Merchandise	-2,812.43	-132.32
Cruise Expense	-3,097.00	-2,094.00
Insurance	-908.00	-908.00

Membership		
Membership Costs	0.00	-155.00
Membership Other Organizations	-415.00	0.00
Membership – Other		358.25
Other Expenses		
Misc	-70.00	-38.00
Fees & Charges		
Shopify Account Fee	-9.00	-117.00
Bank Fee	-40.00	-5.00
PayPal Fees	-25.19	0.00
Weebly Account Fee	-296.65	0.00
Check Printing Charge	-17.24	0.00
GoDaddy Fee	-20.17	0.00
TOTAL EXPENSE	-63,567.02	-61,958.87
Net Income	37,807.97	34,705.98

FOPPI 2018 Supporters

David & Karen Strauss

Jim Schwartz

Scott & Crystal Johnson

Abdul SM Farook

James & Margaret Young

Gary & Karen Kronschnabl

Peg Sullivan

Tom & Judy Vonick

Jean & Steve Fox

Jeffrey Francik

Frank & Jan Forkert

John Pagel

Paul Schumacher & Deb Logerquist

Christi Beernsten

Tim & Susan Stone

Tom & Judy Vonck

Dan & Beth Nilsson

Gilbert & Joyce Carlson

Steve & Marjorie Karges

John & Renee Fiedler

Mike & Judy Brodd

Robert & Suzanne Griem

Bill & Nancy Carpenter

Elizabeth Kohl

Carl Zapffe

Roxanne Jungwirth

Larel Braatz & Tim Feist

Dr. Ralph & Beverly Laurell

Door County Maritime Museum

Shoreline Charters

PayPal Giving Fund

Emmanuel Community United

Methodist Church

Amazon Smile

Twin Cities United Way

Network for Good

The Beatty Family Foundation

Washington Island Ferry Line

The GE Foundation

Your Cause LLC Trustee

Thrivent Financial

The Benevity Community Impact Fund

Vendors:

Hathead Embroidery, Fish Creek WI

Shafer Construction LLC, Wapello IA

Waterbottles.com, Glendora CA

Kuenn Printing, Green Bay WI

RM Masonry, Algoma WI

Dorsal, Sturgeon Bay WI

Chewy & Theo, Baileys Harbor, WI

Innovative Printing, Sister Bay, WI

John Herschberger, Washington Isl WI

Ellison Bay Electric, Ellison Bay WI

Island Bee, Sussex WI

Dynamic Designs, Pulaski WI

Algoma Lumber, Algoma WI

Zander Press, Brillion WI

FOPPI Strategic Plan

In 2018 we established a Strategic Planning Team (SPT) to work with the FOPPI Board and collaborate with the USFWS to energize the Board through the development of joint short-term and long-term visions for the Islands and USFWS. The complete plan will include input from the USFWS Visitor Services Plan and the Friends Mentor Workshop which has been delayed due to the government shutdown.

The plan identified 12 key objectives, which we began to implement in 2018 and will continue to focus our planning efforts around in 2019 and beyond to meet and exceed our Strategic Plan. Prioritized by order of importance, they are:

1. Support USFWS in Implementing Their Plans
2. Protect, Preserve and Restore Plum and Pilot Islands
3. Create a Funding / Development Plan
4. Implement the FOPPI Strategic Plan
5. Support Development of a Visitors' Service Plan
6. Develop a FOPPI Business Plan
7. Implement a Marketing, Advertising and Social Media Plan
8. Increase Membership and Enhance Volunteer Accomplishments
9. Recruit Additional Board Members
10. Increase Merchandise Sales
11. Develop Education Materials
12. Support USFWS work with Local / neighboring Communities

Ongoing:

- Publish FOPPI newsletter
- Develop / Implement FOPPI Website

SUPPORT USFWS IN IMPLEMENTING THEIR PLANS

The USFWS works strategically through various plans such as the Comprehensive Conservation Plan (developed in 2012) and the Visitor Services Plan (to be released in 2019), a step-down plan to the Comprehensive Conservation Plan. FOPPI supports the USFWS plans in our mission statement and provides fundraising and the volunteer efforts to meet our shared strategic goals and initiatives.

Per our mission statement, we continue to work cooperatively with the US Fish & Wildlife Service to support the goals of preservation, restoration, maintenance and contemporary use of the lighthouses, accessory buildings, structures and other historic resources on Plum and Pilot Islands. To conserve and protect wildlife resources, while providing opportunities for quality wildlife-dependent recreation.

Together we have made some significant progress on our joint projects and look forward to some exciting opportunities in 2019.

Process Improvement

FOPPI worked closely with USFWS to develop a restoration process for FOPPI-financed projects. All project packages now include a USFWS-approved Statement of Work (SOW), vendor-submitted estimate and a signed contract from a fully insured contractor before the project is scheduled. USFWS works with FOPPI to facilitate any State Historic Preservation Office (SHPO) approvals on our behalf.

USFWS-financed projects follow a similar process but are required to go through the government bid process, whereas FOPPI-financed projects are not required to go to public bid.

Special Events – Explore Plum Island

The Explore Plum Island event has been an ongoing effort to introduce Plum Island, and the Green Bay National Wildlife Refuge, to the public. FOPPI volunteers provide land and kayak tours to potential members. In 2018 we worked with Shoreline Charters to offer free transportation to the Plum Island and increased our attendance by 60%. Visitors were impressed with the natural beauty and the fine work that we have done to restore and preserve the historic maritime structures on the Refuge.

Shoreline Charters and Mockingbird Charters are two concessionaires who have been granted Special Use Permits to bring visitors to Plum Island.

Our 2019 plans include more interpretive tours and additional marketing to introduce the Refuge to the public through the Explore Plum Island Special Event.

Window Restoration

In 2018 we worked with our Fundraising Team to secure a \$50,000 grant (from an anonymous donor) to help finance a historic window restoration workshop in 2019. This will be an exciting three-fold partnership with contribution from FOPPI, USFWS and the National Park Service.

- USFWS will bring in two master carpenters from the National Park Services' Historic Preservation Training Center in Fredrick, MD to train a few of the USFWS carpenters from around the nation (they would go back to their regions and train others in this work) in working with historically significant buildings.
- In the second week, these carpenters would stay and train a larger set of USFWS maintenance personnel and FOPPI volunteers.
- When the work has ended, the FOPPI folks would stay involved and finish up the work on Plum and Pilot Islands.

This project will most likely stretch into 2020 and beyond, given all the windows, doors and porches that need restoration on Plum and Pilot Islands.



*Figure 1: Plum Island Life-Saving Station, 1960's
courtesy of Mark Miller.*

PROTECT, PRESERVE AND RESTORE PLUM AND PILOT ISLANDS

In 2016 we completed the massive Historic Structures Report which documented the work that needs to be done to restore the maritime structures to a specific period of interpretation. This plan is our guide to identify priorities and work with USFWS to create a SOW to submit to contractors.

In 2018 we completed a considerable number of complicated projects on the buildings and structures, such as:

Dock Restoration

We restored a section of the dock behind the boat house that exhibited considerable wood rot. Late into the 2018 season we learned that the section of dock we restored in 2017 was uplifted in a storm and will need to be repaired in 2019.



Figure 2: Examples of the dock damage.

Lighthouse Keepers' Quarters

Historic Restoration and Preservation team leader, Paul Schumacher has actively worked with area contractors and volunteers to restore the historic gutters on this building, replace a considerable portion of the trim, repair roof shingles and tuckpoint the chimneys on this building.

Additional exterior trim and downspout installation work will continue throughout 2019.

Historic Furnishings Report (HFR)

In 2019 we began the HFR for the Life-Saving Station (LSS) which is like the Historic Structures Report but is focused on the historic use, occupancy and furnishings of the LSS before or after the 1939-1969 period of interpretation. This is a multi-year project that begins with research into what it was like during that period and then sourcing potential reproductions to represent that era.



Figure 3: Historic gutters and trim for the Lighthouse Keepers Quarters

Life-Saving Station Restoration

USFWS has awarded the Green Bay National Wildlife Refuge a \$100,000 grant to remove the lead paint from the Life-Saving Station and Paint Shed. The timeline to put this project out-to-bid may be delayed due to the government shutdown, but plans are to have the project completed by the end of the 2019 season.

The Life-Saving Station, Boat House and the Pilot Island Lighthouse also underwent chimney tuckpointing in 2018.



Figure 4: Rebuilding the north wall of the Life-Saving Station

Pilot Island

Restoration work on Pilot Island is often met with a few challenges: docking is difficult, even for the experienced navigator, and work must be done either before or after the resident birds have migrated from the Island.

In 2019 we plan to re-roof the summer kitchen, install gutters and downspouts on the lighthouse and cap the existing walls of the fog signal building ruins to prevent further deterioration. Both buildings are built of cream city brick, a rather porous substrate that is prone to spalling when exposed to constant water immersion.

We also plan to install a bird distraction device to try and convince the shorebirds to hold watch someplace other than the roof of the lighthouse building.

These projects are dependent on funding, bird nesting season and weather to name a few of the challenges of this remote island.

CREATE A FUNDING / DEVELOPMENT PLAN

With our new bid process, it will be easier for us to source grants and donations for specific projects. We plan to work with a capital campaign consultant in 2019 to help us develop a thorough fundraising plan to help secure the necessary restoration funds needed to complete the tasks identified on the HSR.

In 2018 current and past Presidents, Mary Beth Volmer and Tim Sweet were interviewed for the Door County Living Philanthropy Issue <https://doorcountypulse.com/small-steps-big-goals-plum-pilot-islands/> which garnered a lot of interest.

In 2018 we focused on building relationships with three organizations: 'The Foundation,' an anonymous philanthropic organization that is interested in preserving historic buildings for the good of the Door County community, the US Life Saving Service Heritage Association and CoBank. We were successful in being awarded a total of \$60,000 for restoration work.

The Foundation

In 2017 we were awarded \$50,000 'The Foundation.'. This organization wishes to remain anonymous and we have done our part in respecting their request.

We worked with 'The Foundation' to:

Rebuild the Lighthouse Keepers' Quarters Gutters	9,290
Chimney Tuckpointing (5)	23,100
Dock Restoration	<u>17,610</u>
	50,000

We are honored that they have renewed their commitment and have awarded us another \$50,000 that will be applied toward the Window Restoration Project.

[US Life Saving Service Heritage Association](#)

In 2018 FOPPI received a \$5,000 grant from the US Life-Saving Service Heritage Association (USLSSHA) to purchase and install reproductions of the historic gutters for the LSS. Per their board members, this amount is the largest that they award to a single entity. USLSSHA is an organization that supports the restoration of historic Life-Saving Stations across the country. They are quite excited to be part of the restoration of the last remaining Duluth-style LSS on the Great Lakes!

Due to extensive wood rot detected on the north side of the building, the installation was delayed until USFWS could rebuild the wall. Once a contractor can be secured, this project will be completed in 2019.

[Co Bank](#)

In consideration for the work we did to secure a right-of-way for the Washington Island Electric Co-op to tunnel their electric and fiber optic cable on Plum Island, Co Bank awarded FOPPI \$5,000. This money will be used to fund future restoration and preservation projects.

[IMPLEMENT THE FOPPI STRATEGIC PLAN](#)

The Strategic Planning Team created a Vision End State providing us a high-level description of what needs to be done in the next 10-15 years on both Islands. It is based on the need for complete protection, stabilization, preservation, and restoration of the Islands for public benefit. It applies to all plants, animals, and historic maritime structures and facilities (to natural conditions and period of historic significance). And it is a stepping stone to allow visitors the opportunity to see, touch and feel maritime history, investigate the wildlife habitats, and appreciate the plant life that resides on both Islands.

[Strategic Plan Score Card](#)

The Board of Directors is working closely with the USFWS to ensure strategic alignment. FOPPI and USFWS will monitor the implementation of the Strategic Plan Objectives and the SMART Actions through a quarterly review of a color-coded Strategic Plan Score Card during the FOPPI Board Meetings.

2018 FOPPI Strategic Objective Scorecard



Priority	Strategic Plan Objectives	Comments	Color Codes
1	Δ Support USFWS in Implementing Their Plans	<ul style="list-style-type: none"> Paul Schumacher is leader and making excellent progress with Rip Koken and the team. Paul coordinated with Brett Shafer on LSS building repair with the Keepers roof repair and trim work to save cost and schedule. Has several local vendors ready to bid paint removal and painting of LSS and other <u>buildings</u>. FWS. Never let RFP to bid. FOPPI also aided in volunteer efforts/workdays clean up <u>6%</u> around Plum Island Participated in events and support FWS Develop realistic schedules and contractor requirements for restoration work 	Good Progress
2	Δ Protect, Preserve and Restore Plum and Pilot Islands	<ul style="list-style-type: none"> Paul Schumacher is leader and made excellent progress with Rip Koken and the team Repaired Keepers Roof and installed trim work Did not finish gutters/downspouts Rebuilt dock behind boathouse Replaced <u>decking</u> in front of boathouse OH door Tuck pointed all chimneys on Plum and Pilot 	Good Progress
3	Δ Create a Funding/Development Plan	<ul style="list-style-type: none"> MB developed an initial funding document. That document needs to be expanded with more details and information Need a proposal leader and writer within FOPPI 	Problem
4	Δ Implement the FOPPI Strategic Plan	<ul style="list-style-type: none"> Strategic Plan copies have been sent to FWS. Waiting for feedback Need to review with USFWS to negotiate strategic plan goals with visitor plan goals 	Caution
5	Δ Support Development of a Visitors' Service Plan	<ul style="list-style-type: none"> Need Draft of USFWS Visitor's Services Plan, not a viewgraph presentation to provide more feedback Need collaboration between USFWS/FOPPI Need more people to work on this objective since it is so important to the future direction of Plum and Pilot Islands 	Problem

Figure 5: Strategic Objective Scorecard example

SUPPORT DEVELOPMENT OF A VISITORS' SERVICE PLAN

The purpose of a visitor services program is to foster understanding and instill appreciation of the fish, wildlife, and plants and their conservation by providing the public with safe, high quality, appropriate, and compatible wildlife-dependent recreational and educational programs and activities. In 1997, Congress passed the National Wildlife Refuge Improvement Act (Improvement Act) which clearly states, that on national wildlife refuges, wildlife comes first. The Improvement Act also identified six priority wildlife-dependent public use activities and programs that are compatible with the mission of the National Wildlife Refuge System. These uses include hunting, fishing, wildlife observation, photography, environmental education, and interpretation.

A Visitor Services Plan (VSP) is in the process of being written based upon these guidelines. With the adoption and implementation of the Comprehensive

Conservation Plan (CCP) (USFWS 2012) and this step-down plan, all visitor service activities and programs on the Refuge would be in conformance with national guidelines and would insure that all visitor activities are compatible with the Refuges overarching wildlife mission and purposes.

The purpose of the VSP is to establish priorities and identify improvements, which will guide the Refuges visitor service program over the next fifteen years. A VSP addresses compatible wildlife-dependent recreational uses on the Refuge including hunting, wildlife observation, photography, environmental education, and interpretation. The VSP also addresses the volunteer programs and the partnership and resource protection goals.

The planning for the VSP used a logic model that breaks down the inputs, user groups, activities, outputs and outcomes into four main audiences: refuge visitors, Door County visitors, Door County residents and FOPPI. The plan will also detail the USFWS service priorities for the historic buildings, visitor amenities and newly acquired islands.

The draft plan was revealed to the FOPPI board in the Fall of 2018. Comments were received and reviewed by the VSP team for inclusion into the final product. Due to the government shutdown this plan has not been delivered to FOPPI.

DEVELOP A FOPPI BUSINESS PLAN

Once the VSP has been fully released, FOPPI will move forward with getting the Strategic Plan approved by USFWS. Our next step will be to develop a thorough Business Plan (BP) that will take the Strategic Plan one step further. The BP will outline our business goals, the methods in how these goals can be attained and the time frame to implement each of these goals. It will contain the detailed plans and budgets to support the objectives and strategically grow our organization.

IMPLEMENT A MARKETING, ADVERTISING AND SOCIAL MEDIA PLAN

When we see visitors, who have that ‘FOPPI Fever’ in their eyes, we are quick to assess how strongly this malady has affected them and where we can best apply their talents. Such was the case when I invited my relative Patti Zarling to come to Plum Island for a Women in Preservation event.

Patti expressed interest in joining our Marketing team and soon became our team leader. She has introduced us to social media and has grown our reach extensively. It’s not unusual to receive notice that our Facebook posts have reached over 3.1K followers! Patti submits a weekly blog post which gains a

great amount of attention also. She has worked with us to develop a press release list and has shown us how much exposure a couple of paragraphs can garner by sending to the correct players in the media world.

In 2019 we will be working to reach others by offering bookmarks, enhancing our membership brochure and attending community events such as the Door County Maritime Museum’s Wooden Boat Festival, the Washington Island Fair, Death’s Door BBQ and Canoecopia. Our 2018 Sunset Cruise was sold out, with a waiting list, and the 2019 team has already begun planning for the 2019 event.

Another wonderful outreach opportunity will be coming our way in 2019 is in the form of the documentary, ‘Lighting the Door’ by Jake Heffernan of Quarterdeck Media. Jake has spent hours walking Plum and Pilot Islands, gathering historic info from our newsletters and the Washington Island Archives and has shot some amazing footage of the beauty our Refuge holds.

INCREASE MEMBERSHIP AND ENHANCE VOLUNTEER ACCOMPLISHMENTS

Membership Growth

In 2018 we increased the number of volunteers on this team, providing each team member the space to focus on a particular task such as developing potential member relationships, welcoming new members and maintaining membership records.

Membership	As of 12.31.2017	As of 12.31.2018
Total members	317	328
Individual	55	101
Patron	27	29
Family	81	119
Keeper	29	39
Lifetime	43	44
Honorary	3	3
Business	3	3

Figure 6 – Membership Analysis

Membership Outreach

One of the processes in developing the Strategic Plan was to perform a SWOT (strengths, weaknesses, opportunities, threats) analysis. In this we recognized that we need to reach out to the ‘silent sports’ (kayaking, canoeing) enthusiasts. The annual Kayak Symposium, held at Rowley’s

Bay Resort, often brings experienced paddlers to Plum Island but we don't have a welcoming spot for them to tie up and take a break.

In 2019 we will have official kayak landing signs on the north and south ends of the Island and a special area cleared on the south side. Our location will be noted in the Door County Visitor's Bureau Silent Sports map and we have secured a table at the annual Canoecopia event which reaches over 22,000 potential visitors / members daily.

Volunteer Development

In 2018 our Volunteer Coordinator, Jim Schwartz was named 'Volunteer of the Year' for the Green Bay National Wildlife Refuge. Years ago, Jim was curious about us, came to one of our board meetings and soon began volunteering to push the brush hog along the trails. Looking for something a bit more challenging he volunteered to serve as our Volunteer Coordinator. Jim's attention detail and personal touch has brought many people to Plum Island repeatedly. His passion and enthusiasm have convinced them that this is a project that they need to be a part of too.

In 2017 we were selected to work with the USFWS Friends Mentor program. This is a highly sought-out opportunity to learn from trained ambassadors to:

1. Develop strategies to address capacity building for board and partnership skills, succession planning, defining roles and responsibilities, position descriptions, recruitment
2. Develop strategies for building financial capacity to support the refuge.
3. Develop strategies to recruit additional members, partners, and volunteers
4. Enhance our Strategic Plan

This comprehensive program is scheduled for April 12-14, 2019 and will be facilitated by two Friends Volunteers and a USFWS staff member.

Women in Preservation Program

Founded in 2013, the Women in Preservation (WIP) continue to be a driving force in membership recruitment with their goal for each woman to leave the refuge with dirt under their fingernails and knowledge within their soul.

Projects planned for 2019 include: Planting more pollinator plugs, building three picnic tables (one ADA-style) and additional GBNWR signage.

The success of the WIP program has prompted us to schedule the WIP events like the Special Events; each event will have a volunteer coordinator and specific project.

RECRUIT ADDITIONAL BOARD MEMBERS

Our bylaws make allowance for 21 board members, we currently have 15 board members. Our terms are staggered so that we have new talent coming in on a regular basis. We're learning that the ideal way to increase our board is to grow them; i.e., match volunteers up with a committee and give them time to get acclimated to the board function, then recruit them.

We've also learned that this means we need to spread the planning responsibilities to other individuals. In 2019 we will have Special Event Leaders, rather than one person leading all the events. We will also use this model for planning and implementing our Women in Preservation (WIP) events.

In 2018 we met with the Necedah NWR and learned about how their Friends Group operates. The Necedah NWR was awarded the 'Friends Group of the Year' in 2017 so we're being mentored by the best of the best. They plan to work with us on building our advocacy voice later this year.

In 2019 we will be focusing on providing leadership training to our board through the Friends Mentor retreat and taking advantage of the training and transportation vouchers at the National Conservation Training Center in Virginia.



INCREASE MERCHANDISE SALES

In 2018 we focused on selling off old merchandise through web sales. This rewarded us with over \$2400 in total sales. As merchandise is expensed when received, this shows as income on our financial statements.

Our team lead, Amanda Danforth has built strategic relationships with area vendors and applies her green-living interests to sourcing eco-friendly vendors for product not available in the Door County area. In 2019 we will be introducing new stainless-steel water bottles and stoneware mugs with our FOPPI logo to diversify our catalog.

Amanda has forged a relationship with a Washington Island outfitter, *Island Adventures* to sell our merchandise out of their building and is working with *DorSail* of Sturgeon Bay to produce handy bags made from discarded sail cloth.

USFWS has agreed to work with us setting up a special place to display and store our merchandise within the boat house.

DEVELOP EDUCATION MATERIALS

The Environmental Education Program's mission is to bring recreational and environmental wonder to the lives of youth. The Program was created to provide transportation to the Islands where youth may experience the beauty of one of the last 'wild' islands in the Grand Traverse archipelago.

Washington Island School System

Past FOPPI President, Tim Sweet has volunteered to facilitate a discussion with the Washington Island School System. They were quite enthusiastic about getting their students out to Plum Island. Some of the ideas discussed were:

- Service projects for the high school students involving removal of invasive species, help with the dock, or whatever else FOPPI or the USFWS would like them to do.
- Have older students read Dan Egan's book, *The Death and Life of the Great Lakes*.
- Younger students would do a book study on *Paddle-to-the-Sea* by Holling C. Holling.
- Have 6th and 8th graders do an overnight campout (contingent upon approval by USFWS) on Plum. Do water quality testing around Pilot Island, use the Trident ROV to explore the Grape Shot shipwreck, do journaling in a nature connection book by Claire Walker Leslie.
- Experts in historical preservation (i.e. James Myster, John Lauber, Ken Czapski, Tamara Thompson, Sarah, Zaske, FOPPI members) come to school to take to them about careers in this field with the hope of inspiring some local island students to consider historic preservation as a possible occupation.

The Washington Island School staff members will be putting together a proposal for FOPPI and the USFWS to consider for the school year. They would like to get their students out to the island(s) in late May or during the first week of June.

They are considering making the Grand Traverse Islands and historic reservation a theme of study for the next school year and FOPPI will be there to support them.

Speakers Bureau

The Bureau offers informational presentations on the Friends of Plum and Pilot Islands and the Green Bay National Wildlife Refuge.

In 2018 the Bureau made the following presentations:

- Paul Schumacher was a featured presenter in the *Door County Maritime Museum's* winter speaker series in Sturgeon Bay WI. He was also featured in the Green Bay Gazette <https://www.greenbaypressgazette.com/story/news/local/door-co/news/2018/04/06/work-continues-restore-historic-lighthouses-plum-pilot-islands/484277002/>.
- Mary Beth Volmer presented her volunteer journey to *the Emmanuel Community United Methodist Church's* Young at Heart and Mind (YAHAS) group in Menomonee Falls WI
- Mary Beth Volmer and Mike Brodd made two presentations to *The Clearing* in Ellison Bay WI
- Jonathan Ringdahl presented at the *Wisconsin Citizen-based Monitoring Network Conference* in Eau Claire WI

We are working to arrange speaking engagement with other local organizations for 2019 and beyond.

SUPPORT USFWS WORK WITH LOCAL / NEIGHBORING COMMUNITIES

Washington Island

In the Spring of 2018 a tragedy struck Washington Island when their 40-year-old electric cable split and blacked out the Island until their diesel generators could be energized. The Washington Island Electric Co-op (WIEC) was able to locate and repair the cable but they were cautioned that there could possibly be other faults along the cable which ran from Northport directly to Washington Island. WIEC weighed their options and felt that it would be less risky to have three separate cables: Northport to Plum Island, Plum Island underground and Plum Island to Washington Island. First, they needed to work with the USFWS to obtain a right-of-way (ROW) across the Island. After some discussion, the ROW was granted and WIEC ordered their materials. The ROW lies along the former Fern Trail and will no longer be used for hiking across the Island.

The equipment to do the dredging needed to be transported on the Washington Island Ferry and driven onto Plum Island via the old ferry dock; unfortunately, the ferry dock hadn't been used since the last time that the island was logged and was sorely in need of repair. FOPPI worked with the Washington Island Ferry Line to secure rock and fill in the rough spots.

To prepare for the future, the cable was laid with fiber optics that will be connected to a high-speed internet for Washington AND Plum Island (after it is connected from Gills Rock to Northport). The WIEC will reseed the section of the trail that their equipment disturbed. They will also work with the USFWS engineers to safely restore electricity to the buildings.



[Odawa Tribe](#)

As a member of Washington Island, Door County and lighthouse communities, we feel it is our responsibility to share what we have learned with others. We have entered into a partnership with the Odawa Tribe which own the lighthouse property on St Martin Island, part of the Green Bay National Wildlife Refuge. In 2018 Tim Sweet, Dusty Hoffman and Steve Lenz met with the tribe to provide direction on the restoration and preservation of their light and lighthouse keepers quarters (which is the twin of ours).

[Door County Historical Society](#)

We joined the Door County Historical Society. Their mission is much like ours: to collect, maintain and share the history and heritage of Door county through preservation, education and programming. Their vision is to keep history alive for future generations through collection, preservation and sharing of the heritage of Door County.

Shoreline Charters

We partnered with *Shoreline Charters* to assist with their daily shipwreck tours. Their tours are so accepted that they decided to offer a ½ hour stop-over so visitors could walk around and view the work that we've been doing on the island. This new trip was constantly booked throughout the season.

Ongoing Objectives

PUBLISH FOPPI NEWSLETTER

The newsletter team works with the marketing team to coordinate and disseminate the Friends of Plum and Pilot Islands information to members and other interested parties, primarily by publishing and distributing the FOPPI Forum and posting in social media outlets. The newsletter is archived at the Washington Island Archives, the Wisconsin Maritime Historical Society, the Wisconsin Maritime Museum and the Wisconsin Historical Society Archives.

Jude Kuenn assumed the newsletter responsibility from Mary Beth in 2018 and added the Egg Harbor Library to the list of archives.

In 2018 we sent the newsletter to 89 members and 101 complimentary copies via snail mail and 168 members receive their copies via email. The website archives previous editions.

DEVELOP / IMPLEMENT FOPPI WEBSITE

We use Weebly as a format for our website. A group of dedicated volunteers, Amy Lesnjak and Patti Zarling, manage our website as part of the Marketing team's responsibility. The total website hits increased 114% in 2018.

In Summary

When I look at the progress we have made on the Refuge, I equate it to a tree ... our early years were spent building our roots and the more recent years our trunk and branches. As our roots continue to strengthen us, our branches reach out to spread the seeds of faith in our mission.

Our Explore Plum Island event and Women in Preservation program introduces others to Plum Island that may not have otherwise thought to visit a remote island in Lake Michigan. They learn about maritime history and those mighty men who risked their lives to rescue those in peril. They learn about the natural beauty of an Island with qualities unique to Wisconsin. They learn to relax and refresh, taking in the cool breezes of the lake and the rustle of the leaves through the forest. They chance hearing birdsong so delightful that they reach for their phone to identify it on their app. They leave the island with a smile.

This is what it's all about, bringing joy to others through immersion into something so amazing that one must step foot on the refuge to experience it. This is why we thank you for your support and continued inspiration.

~ Mary Beth Volmer, President Friends of Plum and Pilot Islands

