

# SEEDS FOR THOUGHT

## Master Gardener Foundation of Washington State

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Vol. 9 No. 4

October 2008

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Hello, Master Gardeners!  
Mary Shane, President

Welcome to the newly formatted *Seeds for Thought*! Lee Haugen, our editor, has given this newsletter a fresh look, which I hope you will find makes for easy online reading.

Allow me to introduce myself as the newly elected president of the Master Gardener Foundation of Washington State. I am honored to begin a two-year term. A very special tip of the hat to the man I succeed, Bill Havens, who has guided the MGFWS organization for almost three years.

Upon joining the state-foundation board last year, I quickly learned that its members are outstanding examples of all that is excellent in our state's Master Gardener program. You have indeed chosen exceptional Master Gardeners to represent you at the state foundation!

A brief note on my background: I became a Master Gardener in Grays Harbor County in 1998, a year after moving to Montesano from the San Joaquin Valley, California. I was the Grays Harbor/Pacific Counties MG Foundation president in 1999, their secretary in 2005, and have chaired several committees for that organization. I have also served as an officer in other non-profits here in Grays Harbor. I was elected as our counties' representative to this foundation last year.

The year ahead finds us working towards a landmark statewide Master Gardener conference on the WSU campus in Pullman, September 24-26, 2009. Pull out your 2009 calendar now so you can reserve those dates for this special event! Helen Bachrach, Kittitas County; Tonie Fitzgerald, WSU Master Gardener Program Leader; and Chris Bailey, Benton County, have already spent many hours beginning the planning and organization of this event. This committee has closely reviewed the comments that you all submitted at the conclusion of this year's conference. You can count on changes to the conference layout that will reflect your suggestions. In the meantime, if you have additional ideas, please send them to me ([meshane@comcast.net](mailto:meshane@comcast.net)). I will make sure the committee gets them.

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**Helping WSU Extension Master Gardener Programs "grow" better communities through financial support, communication, education and advocacy.**

Integral to planning for the 2009 conference are several activities that I hope will involve all of you:

- The nomination of candidates for selection as the outstanding “Master Gardener of the Year”;
- The annual “Search for Success,” the solicitation of innovative programs from counties throughout the state to serve as models for others;
- Recruitment of candidates for the Mary Robson and Van Bobbitt Scholarships;
- The honoring of an individual as recipient of the Ed LaCrosse Award for Exceptional Service; and
- The selection of an exemplary news-media representative for our Media Award.

The committee chairs and co-chairs rely upon your knowledge and insight for nominations for these awards. I hope that you will actively participate this year by sending nominations when the requests come to you.

### MGFWS Standing Committees

Awards	Patty Brown ( <a href="mailto:yellowdog@toledotel.com">yellowdog@toledotel.com</a> )
Ed LaCrosse/Media	Patty Brown ( <a href="mailto:yellowdog@toledotel.com">yellowdog@toledotel.com</a> )
MG of the Year	Larry Davis ( <a href="mailto:davislw3@comcast.net">davislw3@comcast.net</a> )
Scholarships	Martha Clatterbaugh ( <a href="mailto:m.gardener@verizon.net">m.gardener@verizon.net</a> )
Communications	Mary Shane ( <a href="mailto:meshane@comcast.net">meshane@comcast.net</a> )
Directory	Christine Bailey ( <a href="mailto:mastergardenerwa@yahoo.com">mastergardenerwa@yahoo.com</a> )
Elections	Bill Havens ( <a href="mailto:behavens@earthlink.net">behavens@earthlink.net</a> )
Finance	Sharon Commander ( <a href="mailto:cmdrs@cablespeed.com">cmdrs@cablespeed.com</a> )
Search for Success	Chris Bailey ( <a href="mailto:mastergardenerwa@yahoo.com">mastergardenerwa@yahoo.com</a> )

### Got an Idea for the Website?

Mark Clark

You are encouraged to provide proposed content, design changes, or feedback on the Website to any member of the MGFWS Board or via the Website email address [Webmaster.mgfws@wsu.edu](mailto:Webmaster.mgfws@wsu.edu). It will get to the Communications Committee, who will, in consultation with the Webmaster, review and edit each proposal prior to its release to the Webmaster for placement or implementation on the Website. Look for new material to be placed online concerning scholarships, upcoming meetings, and our new Memorandum of Agreement with WSU Extension.

### Thank You

The following have made a generous contribution to the Foundation: Bill Havens, Hilltoppers Garden Club, and Mary Jane Tyler. Their interest in the mission of the Foundation is greatly appreciated.



## MGFWS Board Officers

President	Mary Elizabeth Shane ( <a href="mailto:meshane@comcast.net">meshane@comcast.net</a> )
Secretary	Carolyn Brand ( <a href="mailto:carolynbrand@comcast.net">carolynbrand@comcast.net</a> )
Treasurer	Sharon Commander ( <a href="mailto:cmdrs@cablespeed.com">cmdrs@cablespeed.com</a> )
VP Olympic Pen.	Mike McFadden ( <a href="mailto:lakehouse@olympus.net">lakehouse@olympus.net</a> )
VP Northwest	Stan Lundgaard ( <a href="mailto:captstan@comcast.net">captstan@comcast.net</a> )
VP Southwest	Ben Trowbridge ( <a href="mailto:ben.trowbridge@comcast.net">ben.trowbridge@comcast.net</a> )
VP Metro	Larry Davis ( <a href="mailto:davislw3@comcast.net">davislw3@comcast.net</a> )
VP Northeast	Vacant
VP Southeast	Helen Bachrach ( <a href="mailto:bachrach@elitel.net">bachrach@elitel.net</a> )

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WSU Master Gardener Program Leader Tonie Fitzgerald ([tjfitz@wsu.edu](mailto:tjfitz@wsu.edu))

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Master Gardener Foundation Website <http://mastergardener.wsu.edu/mgfws/index.html>

Webmaster Mark Clark ([sonomarko@yahoo.com](mailto:sonomarko@yahoo.com))

Washington State University Master Gardener Program <http://mastergardener.wsu.edu/>



Members of the Board, left to right: Mark Clark, Helen Bachrach, Mike McFadden, Tom Kerns, Mary Shane, Roland Malan, Patty Brown, Stan Lundgaard, Sharon Commander, Larry Davis, Bill Havens, Bill Longnecker, Carol Rubado, Betty Ryan, Martha Clatterbaugh, Ed LaCrosse, Chris Bailey, and Carolyn Brand. Not pictured: Jeff Leonard, Lorraine Fritsch, John Bowles, Deloris Jungert-Davissou, Linda Berquist, Marcia Nelson, Linda Walz, Marge Lippincott, Betty Teunessen, Ben Trowbridge, and Elaine Anderson.

## Can Mentoring be Formalized?

Ben Trowbridge

Mentoring has probably been around as long as we have walked upright. Most of us have been mentors as well as mentored. It is a very human process. So why do Master Gardeners need a structured program? Most MG programs have a problem retaining members. In Newport Oregon, in 1997, a chapter decided to make a difference through mentoring. Their format quickly spread to other states.

Last year I re-introduced a mentor program in Mason County; an earlier attempt was not successful. This coming October, I will conduct follow-up research to determine how successful we have been. It would appear that we did retain more class members. For sure we know that we worked them into the program quicker and with great success. The results will be forwarded to Carolyn Brand as I hope your comments will be.

I got involved in mentoring, on an academic level, when I was teaching at the University of Southern Oregon in Ashland. My particular area of interest was adolescents. The parents of many of these kids, either in my classes or in counseling sessions, wanted to know more about the mentoring process. I thought mentoring was a natural process and was hesitant to “formalize” it. But mentoring in a more structured way turned out to be very rewarding for me and the participants.

In Mason County, we had about 50 students in our class last fall. I was able to find eight wonderful mentor volunteers from our experienced Master Gardeners. We had several mentor training sessions at which we talked about our own mentoring experiences, our concerns about being intrusive, how much time it would take and many other topics. The mentors were asked to make a commitment to stick with the program.

We divided up the new members and, because our geographic area is so large, we matched those living close together. When we introduced the mentors to the new class on our first day of training, we told the class members that they didn’t have to commit to a mentor although they would still be contacted during their training to see how they were doing and how we could help them. I felt it important that each mentor should make contact with their class members once a month. It seems to be working.

Carolyn and I will be doing more research and writing about mentoring and we welcome your input. In the meantime, check out [www.joe.org](http://www.joe.org) and take a look at what is going on nationally in mentoring programs. Enter the word “mentoring” in the search tool. ([ben.trowbridge@comcast.net](mailto:ben.trowbridge@comcast.net))

## Mentoring: Please Share Your Thoughts

Carolyn Brand

Mentoring is a major component of being a Master Gardener! As a new Master Gardener, I was impressed by the depth of the relationships the volunteers shared. I realized at that time that these special bonds were the by-product of sharing a *passion* for gardening. As a professional in the field of radiation oncology for forty years, I acted as a mentor at both local and national levels. I

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shared experience related to my work area. I was impacted as a Master Gardener when I realized that sharing a personal area of interest (gardening) which happens to be a passion, creates a special dynamic to mentoring. As Master Gardeners, we are first introduced to mentoring as trainees, but after our first year, mentoring is seldom mentioned as a primary function of Master Gardeners. As we share our passions for gardening with other volunteers in the Demo Garden, during continuing education programs, and working with the Community, we are working as mentors, as well. I will share more on this after receiving your feedback on mentoring trainees.

After Ben Trowbridge, Jeffrey Leonard, and I gave a presentation on mentoring at the Annual Conference at Fort Worden, we received a great deal of feedback indicating there are many questions related to mentoring. Ben and I have been asked to do another presentation at the Annual Conference in Pullman. *Seeds for Thought* is the perfect venue to ask you to share your ideas and concerns about mentoring so we can address your thoughts in our presentation. We would like to focus on mentoring trainees in this first outreach and would like to have your input on the following items:

1. Please send information on guidelines, handouts, etc.
2. Are you satisfied with your county's approach?
3. Problems and/or questions you would like to share.
4. Please share your accomplishments and ideas on mentoring.

Thank you for sharing your thoughts!! Send your info to [carolynbrand@comcast.net](mailto:carolynbrand@comcast.net) or mail to 3615 72<sup>nd</sup> Ave Ct W, University Place, WA 98466.

## Mentoring: Lessons Learned from My Experience in Grays Harbor County

Linda Lee ([leebears@techline.com](mailto:leebears@techline.com))



I have been a Master Gardener in Grays Harbor County since 2000, and I implemented a mentoring program in 2006 for a group of 42 trainees. But before that, I was a mentee. I met my mentor at our foundation's awards banquet. She introduced herself and explained what the different committees were doing. Cherie Cooperrider was always available to answer questions and she was very supportive.

We worked together on the Cosmopolis Community Garden and spent a lot of time together. I really learned what it means to be a Master Gardener that first year. I didn't need a lot of guidance other than learning which hours counted and some technical things. Cherie made sure I not only read the bylaws but understood them. Having worked as a counselor for over 20 years, I was familiar with grants and reporting. By watching Cherie (the 2000 WSU Master Gardener of the Year), I saw a dedicated Master Gardener at work. We became good friends.

In 2002 and 2004, Grays Harbor did not have a mentoring program. Many of the new interns in those training years were simply overwhelmed, first, with their fulfilling their 60-hour payback. A lot of interns signed up for too many things. Many did not return after the first year because they felt they didn't have anything to offer or that it was just too overwhelming.



To re-start the program, I drew on my experience in state service, and then did a lot of research on Master Gardener mentoring programs, such as those in Florida and Wisconsin. I wrote a mission statement for the program and defined a mentor as one who provides leadership, expertise and support: a coach. After getting this all down, I outlined the mentors' responsibilities.

Next, I developed the mission statement, the definition of a mentor, an action plan and then sent it out to the membership, asking for volunteers and had good response. I tried to assign one student to one mentor. In some cases, a mentor had more than one mentee, but never more than four. Many of the volunteers requested trainees they'd recruited; some trainees requested members they knew.

To train the mentors, I outlined their responsibilities, the dos and don'ts of a mentor, as well as those of the trainee. I held a meeting with the mentor volunteers to assess the need for training and go over the outline. Because most of the volunteers had some experience in the process, there was a consensus that no real training was necessary.

The trainees were told that their mentors would provide support and answers to their questions--any questions---along with assistance in reporting hours and understanding the program. Many of the mentors worked plant clinics with the interns to gently break in those who were put off by the prospect of answering the public's questions.

As for what mentors should not do, a mentor should never criticize; never try to solve all of the trainee/intern's problems; never make a trainee/intern dependant on them, or be too busy to help. They should not take responsibility for the intern's programs or duties. Mentors definitely should not try to settle conflicts or answer legal questions. When these situations arise they are to be referred to the supervising extension agent or program coordinator.

All the interns I talked with who'd had a mentor when they started training in 2006, were very glad they did. Some of those who'd opted out of the program were sorry they did. All of the mentors felt the program worked very well. Some said their "mentee" really didn't need them as much as they'd hoped. I think some felt they didn't do enough as a mentor because their intern was really very self-reliant and didn't need a lot of mentoring.

The mentoring program definitely helps with retention. Most of the Class of 2006 are still active members. Often by assisting someone with a problem, the mentor learned more about the subject, helping them also understand things better. I think the program builds friendships and respect for what Master Gardeners do. If I were to do it over, I would get more input from other Master Gardeners who may have had previous mentoring experience. I might hand out a before-and-after survey to see how the program aided in the growth of the new interns as well as the mentors, and ask if they would do things differently, etc.

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## From the WSU MG Program Leader

Tonie Fitzgerald

One of my goals this first year as State MG Program Leader was to foster lines of communication among all Master Gardeners and I am pleased to be working with MGFWS to do this. The ad hoc Communications Committee, consisting of Mary Shane, Mark Clark, Lee Haugen, and myself, has met (via telephone) to set initial guidelines for the newsletter, Website, and ListServ. A standing Communications Committee, with Mary as chair, and Chris Bailey and Mike McFadden, will carry on this important work. Master Gardener volunteers all across the state, can now count on hearing about WSU and Foundation news through one or more channels.

The main way that MG Volunteers can talk to each other about ideas relevant to all MGs is through the MG volunteer ListServ that Mark Clark set up. All volunteers, regardless of state or local foundation status, may subscribe to this listserv by contacting Mark Clark at [sonomarko@yahoo.com](mailto:sonomarko@yahoo.com). In my last letter to MG Program Coordinators, I encouraged them to tell their volunteers about the ListServ.

Other ways volunteers can be in touch include this *Seeds for Thought* newsletter and the MGFWS Website at <http://mastergardener.wsu.edu/mgfws/index.html>. MG Program Coordinators are receiving monthly e-newsletters from me regarding program management and that is helping to clarify the policies and procedures concerning the WSU MG Program and the state and local foundations and associations. A revised version of the WSU Master Gardener Program Handbook for faculty, staff and volunteers is now online at <http://mastergardener.wsu.edu/handbook.html>. I encourage everyone to take a look at this and let me know if you have any questions or suggestions for changes.

It has been my pleasure to attend quarterly cluster meetings for Program Coordinators in each Extension district (NW, SW, and Eastern WA) and meetings of the MGFWS board. The result has been a greater understanding of each other's roles in the success of WSU's Master Gardener Program. I am looking forward to the work ahead on the on-line version of MG Basic Training, a supplemental manual, opportunities for advanced training, and training for Program Coordinators. Completing those tasks will strengthen our MG program, but these first six months of getting out and meeting with MGFWS board members, volunteers and WSU Program Coordinators has been essential in improving communication and understanding. Again, I commend the efforts of MGFWS in welcoming me "to the fold" and helping move our great volunteer program forward.

## Have Something to Share on the MGFWS ListServ?

The intended purpose of the MGFWS ListServ is for Washington State Master Gardeners to communicate with each other on topics of statewide interest. It is not to be used for any commercial purpose or for local program news or notices unless there is a wider regional interest.

You may subscribe or unsubscribe by sending a request, including your name and email address, to [Webmaster.mgfws@wsu.edu](mailto:Webmaster.mgfws@wsu.edu). To send an email to the ListServ, just address your email to [mgfws@lyris.cahnr.wsu.edu](mailto:mgfws@lyris.cahnr.wsu.edu). Emails will go directly to all members of the ListServ. If you reply to an email received from the ListServ, your reply will go only to the author of that email.



Anyone who abuses the ListServ; for example, by sending commercial solicitations or by sending emails which otherwise do not support the mission of the MGFWS; may be blocked from submitting emails to the MGFWS ListServ. You are encouraged to provide feedback regarding the Listserv to any member of the MGFWS Board or via the Website email address [Webmaster.mgfws@wsu.edu](mailto:Webmaster.mgfws@wsu.edu).

## **County News Briefs**

### **Grays Harbor/Pacific Counties**

The Grays Harbor/Pacific Counties Master Gardener Foundation invites you to explore our Website <http://pnwmg.org/>. It is the hard work of Mike Spencer (class of 2006). We are very proud of it. It's chock full of information for the public and contains separate pages (password-protected) for Master Gardeners, where we can access our minutes, notices, policies, etc.

### **Mason County**

Mason County is about to end their first eight-week Country Living Workshop. It was labor-intensive but attracted over a hundred class members each week. An unexpected plus: it turned out to be a major fundraiser. It will keep us in business well into the new year.

### **Snohomish County**

Posters celebrating the 35th anniversary of the Master Gardener Program are being distributed in Snohomish County. Each county library now has a copy for posting. On September 8, ten Snohomish County Master Gardeners attended the Snohomish County Council meeting in Everett to thank the Council members for their support of the MG Program and to present each of them with a framed copy of the 35th Anniversary poster. It was a festive occasion, with badges and green shirts dominating the back rows of the council chamber. Martha Clatterbaugh spoke briefly of the MG Program, what we do, how we partner with the County and WSU Extension, and how we appreciate the County's support. Chair Dave Somers noted that his wife has taken the Master Gardener training and the Council members understand how important our work is.

### **Benton-Franklin Counties:**

Benton-Franklin Counties will host a Fall Gardening Festival for the public on Saturday, October 4th. There will be a keynote speaker followed by gardening classes and demonstrations. The Demo Garden will be utilized as an outdoor classroom. For more information, contact Marianne Ophardt at 509-735-3551.

### **Jefferson County:**

Jefferson County continues with successful plant clinics at the Co-op in Port Townsend and the Chimacum Grange farmer's market through October, and possibly beyond. A joint project with Clallam County to assist the Hoh Reservation with their greenhouse development is proceeding.



## **King County**

We, as Master Gardeners, must realize that our value to the public is measured in our reported hours and WSU then can increase their support both financially and physically by these figures. In King County, our coordinator, Elaine Anderson, got tough this year. She gave delinquent Master Gardeners till Aug. 15 to report 1<sup>st</sup> & 2<sup>nd</sup> quarter hours. Those who did not would not be able to volunteer until doing so. As a result, only 28 MG's remained delinquent, compared to more than 150 last year.

King County will be recognizing its Master Gardeners at a Reorganization Dinner, Oct. 22. The KCMGF will finance this as well as working with Elaine to "pat every MG on the back."

Are we keeping our clinics open at the best times? Calls to King County's Phone Clinic were highest in March (184), April (190), and May (201). There was a small drop in the next grouping: June (176), July (171) and August (177). Calls noticeably declined in September (127) and October (99). They were lowest in November (74), December (32).

## **Pierce County:**

The MG demonstration garden, "Sehmel Homestead," located near Gig Harbor, is experiencing ongoing change. The PenMet Parks project is moving forward by leaps and bounds. The work included some necessary removal of timber, then the creation of a new entry road and finally a mass movement of soil, as ball fields are carved out of the old homestead property. Construction is going on all around the designated area for the heritage and demo gardens.

Under the leadership of Karen Larson and Cyndi Dillon, a group of MG volunteers is having "watering parties" for the transplanted mature Rhododendron, Japanese maple, dogwood, and native plantings. Some time ago, Karen Larson applied to PenMet Parks for a grant to be used for the demo garden. As a result, a \$10,000 grant has been awarded.

## **IRS Updates: Revised Instructions for the New Form 990**

The IRS has released revised instructions, background documents, and a summary of filing requirements for the new Form 990; guidance on political activities by 501(c)(3) organizations; information for sponsors of donor-advised funds seeking exemption under section 501(c)(3); and an update of the *Tax Guide for Charities and Religious Organizations*. The service is also requesting comments on the new Exempt Organizations Voluntary Compliance Program.

## **Revised Instructions, Background Documents, and Filing Requirements Summary for the New Form 990 and More**

On August 19, the IRS released all-but-final instructions for completing the new Form 990. The instructions incorporate changes made in response to comments from the public. Although the version currently posted on the IRS Website is stamped "draft," the service does not expect to make substantive changes to the instructions. The final version will be released late this year.

Form 990 filers will be required to begin using the new return to report on fiscal years beginning on or after January 1, 2008.

- [Revised instructions](#)
- [Additional information](#)
- [IRS release about the revised instructions](#)

For the 2008 tax year (i.e., fiscal year begins on or after January 1, 2008), filing requirements for most organizations are:

- Form 990—organizations with gross receipts greater than or equal to \$1 million AND/OR total assets greater than or equal to \$2.5 million
- Form 990-EZ—organizations with gross receipts of more than \$25,000 but less than \$1 million AND total assets of less than \$2.5 million
- Form 990-N—gross receipts normally less than or equal to \$25,000

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[http://www.guidestar.org/news/features/irs\\_updates\\_sept08.jsp](http://www.guidestar.org/news/features/irs_updates_sept08.jsp).

**For those interested in Northwest Horticultural Society events:  
 Wednesday, October 8, 2008**

*The Synergy that Creates Great Gardens: Richard Hartlage, manager of the Landscape Architecture Group at AHBL, will demonstrate how equal parts horticulture and landscape architecture create a synergy that makes for great gardens. His work crosses several styles -- playful, serious, dramatic, tranquil, or exuberant - that are always unexpected. He uses material ranging from the familiar to the newest on the market.*

6:45 pm Reception, 7:15 pm Meeting

NHS Hall, Center for Urban Horticulture (U of W Botanic Gardens)

3501 NE 41st Street, Seattle, WA

Price: \$10 (\$5 NHS members)

Information: 206-527-1794 [www.northwesthort.org](http://www.northwesthort.org)

**Wednesday, November 12, 2008**

*Classic Northwest Garden Gems: Japanese Maples and their Conifer Counterparts: Fran Sharp, West Coast sales representative for Iseli Nursery in Boring, Oregon, was the sales manager of Brigg's Nursery for many years. Iseli Nursery is a wholesale grower of rare and beautiful dwarf conifers, Japanese maples, bonsai, and other ornamental trees and shrubs. Fran will show how to use these wonderful plants in our landscapes.*

6:30 pm Reception, 7:00 pm Meeting

*Lecture immediately following the annual meeting*

NHS Hall, Center for Urban Horticulture (U of W Botanic Gardens)

3501 NE 41st Street, Seattle, WA

Price: \$10 (\$5 NHS members)

Information: 206-527-1794 [www.northwesthort.org](http://www.northwesthort.org)



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