



## Vibrant Volunteers

Fall 2023 Edition



Jewel Hill Photo Credit: Above Summit

## INSIDE THIS ISSUE

Page 1

The Volunteer Journey

Page 2

Message from the Director:  
Bob Bowers

Page 3

Property Spotlight:  
Armstrong-Kelley Park

Page 4

Upcoming Volunteer  
Training

Page 5

Staff Spotlight:  
Clinton Flagg

Page 6-7

Happenings Across the  
Commonwealth

Page 8

Volunteer News and  
Opportunities

### The Volunteer Journey

*“The best way to find yourself is to lose yourself in the service of others.” – Gandhi*

People volunteer for a variety of reasons, and their motivations can be deeply personal and diverse. Many volunteers are driven by a genuine desire to make a positive impact on their community while others are compelled to support the causes they believe in or help those who are less fortunate. Some may just want to get out to connect with like-minded people or do something which gives them a sense of purpose and fulfillment. Regardless of the motivation, each of us embarks on our own personal volunteer journey which begins the moment you decide to dedicate your time and energy to a cause that resonates with you.

I began my Trustees volunteer journey in 2022, helping at events and on hikes. This past January, I took on a very different type of role. While searching on Volunteer Connect, I noticed a posting for an Assistant Writer. Since I had recently discovered a new passion for writing, I thought this would be an exciting opportunity to do something totally new and different. I expressed my interest and soon became a member of the Volunteer Services team.

As the new Editor of our Vibrant Volunteer Newsletter, I am fortunate to work with an amazing team (Bob Bowers and Eliza Forman) as I plan, design and write content for this quarterly newsletter. As part of my role, I interview staff from across the organization to learn how their work contributes to the Trustees overall mission and get to explore many of the properties. It is also refreshing that I am able to tap into my creativity which I do not get to do in my career as an Information Security professional. While this is only my second edition of the newsletter, it has already been a rewarding journey filled with self-discovery, personal growth and new knowledge.

I believe the volunteer journey is a path that leads us to discover our strengths, while enabling us to connect with diverse individuals, and make a positive impact in our community. The Trustees offer so many unique and interesting opportunities for us all to make a difference. We invite you to explore these options to find a role that fuels your passion.

*By Diana Nicolo, Volunteer Services Associate & Editor*

# A Message From the Director






*By Bob Bowers, Director of Volunteer Services*

Hello Trustees Volunteers! Happy Fall!

These are exciting and challenging times for The Trustees. Along with our essential work of conservation, preservation and welcome, our mission also embraces climate adaptation and resiliency. As the effects of a changing climatic environment become impactful on all of us, we have the privilege of working together in and through our beautiful properties to make a real difference. You, the volunteer workforce, are contributing directly to that end and your contributions to our full mission are essential and deeply appreciated. Thanks to your generous passion for this work, we are also having fun, engaging local communities and providing learning opportunities in art and culture, spaces for relaxation and outdoor enjoyment, and the means to welcome everyone from all walks of life.

Did you ever wonder just how deeply volunteers are woven into the fabric of Trustees life?

Here are some of the roles and areas where you are found volunteering side-by-side with your staff colleagues. These are actual volunteer opportunities!

-  **Ecology:** Coastal monitoring, land restoration, weed/invasive species removal, re-vegetation, coastal erosion/preserving the coast.
-  **Effective Stewardship:** Supporting local farms, preserving open and natural spaces, clean-up of beaches, coastline, trail management for safe hiking.
-  **Education and Learning:** educating visitors at properties in environmental knowledge and history, supporting in-person or virtual events, working with animals/livestock, creating welcoming spaces for all.
-  **Fundraising to Support Conservation, Preservation and Healthy Environments:** volunteering at fundraising events, volunteering at property-based events, programs and happenings.
-  **Trustees Staff Support:** In addition, many of you volunteer assisting with data management, volunteer recruitment, thought partnership, outreach and inclusivity. Even this newsletter has an amazing volunteer editor, Diana Nicolo.
-  **Lead Volunteers:** Most recently and significantly, some volunteers have been promoted to Lead Volunteers, taking on a leadership role by leading volunteer teams, handling on-boarding, scheduling, supervision and more.

We are so fortunate to have such a strong and vibrant volunteer team and we are hoping you will help us by recommending The Trustees to others as a place to volunteer, truly contribute and make a difference.

On behalf of The Trustees family: Thank you!



## Property Spotlight - Armstrong-Kelley Park - Osterville, MA

*By Diana Nicolo, Volunteer Services Associate & Editor*

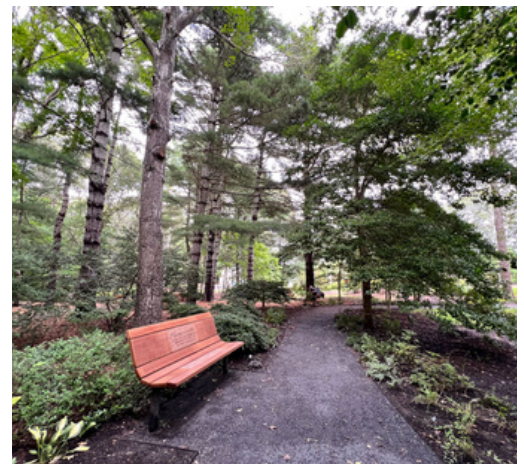
Nestled in the heart of Osterville, MA, lies a tranquil public garden where visitors can go to connect with nature and escape the hustle and bustle of everyday life. Armstrong-Kelley Park is Cape Cod's oldest and largest privately owned public park. With its winding trails, lush landscapes and unique trees, Armstrong-Kelley Park has become a peaceful retreat for both residents and visitors alike.



Since the 1930s, the park has been owned by the Cape Cod Horticultural Society (CCHS) and maintained by a team of dedicated volunteers for over 90 years. These volunteers have worked tirelessly to keep the property in a state of beauty for all to enjoy. But with 8.5 acres to care for and limited resources, the CCHS knew it needed help to ensure this community resource would be preserved for years to come. That's when they reached out to The Trustees.

In Spring of 2020, the CCHS and The Trustees decided to join forces and came up with a plan that would protect the park. Armstrong-Kelley Park officially became the newest addition to the Trustees properties and its 12th public garden in the fall of 2021. As part of the adoption, the Trustees embarked on a fundraising effort and developed a 3-year plan to revitalize the park to ensure it could be enjoyed by generations to come.

Recently, I had the pleasure to speak with Joann Vieira, Director of Horticulture, to learn about the magnificent transformation of the park. The first phase of the project focused on redesigning the entry and parking area to make it more welcoming and accessible as well as to protect a prized beech tree. Buffers along the perimeter were also added to provide privacy to the neighboring houses. The next phase focused on enhancing the landscape with the expansion of the pond and the addition of new trees, shrubs and flowers which now provide year-round color.



This past June, the park reopened to the public with a community celebration that was held in July. This marked the beginning of a new era for Armstrong-Kelley Park. One that is filled with aspirations for continued improvement and everlasting preservation. While The Trustees are now the steward for the park, these longtime volunteers are still very much involved in helping to maintain the property and ensure it remains a part of the community. The park is managed by Anne Smith-White, Director, South Shore Portfolio.

Continued on next page

## Property Spotlight - Armstrong-Kelley Park - Osterville, MA

Special recognition is warranted to the band of volunteers, who over the decades have preserved and maintained this local sanctuary. Without their time and commitment, this community resource would be in jeopardy. Their tireless efforts and love for the property is much appreciated!

A special thank you to volunteers:

Dee Dow Chase  
Trish Chase  
Vin Byrne  
Don Salamack  
Mara Beliveau  
Conrad Beliveau



Armstrong-Kelley Park invites all to experience the beauty and tranquility of its trails, gardens and landscapes. Come visit this peaceful sanctuary where you can stroll along the walkways and trails, have a picnic or simply bask in the natural beauty all around.

Do you have a love of gardening and the outdoors?  
Join the Armstrong-Kelley Park volunteers to help manage the property.  
Wednesdays 9:00AM-12:00PM April-October  
Gardeners of all level of experience are welcome.

### Supporting Excellence in Volunteering

What do visitors expect when they come to a Trustees site? What should they expect when they encounter a Trustees volunteer? What are your expectations when visitors come to our properties as a Trustees volunteer?

Welcoming and inclusive spaces is one of the signatures of The Trustees experience. Recognizing we live and work in a changing culture with more and more diverse audiences, and knowing how our organization responds is important to the mission of The Trustees. There is a link between evolving expectations when people come to one of our properties, and the vision, goals, values and commitment of The Trustees to provide welcoming and inclusive environments. The Trustees Volunteer Services Team takes this seriously and we want to make sure you are fully supported to continue providing an excellent visitor experience through your volunteer work, feel connected to the mission, and of course have fun!



*A new, interactive training called "**Supporting Excellence in Volunteering**" will soon be available to all volunteers. Watch for a roll out in the coming months!*

## Employee Spotlight

### Clinton Flagg



**Head Gardener  
Armstrong Kelly Park**

Meet Clinton Flagg, a dedicated horticulturist with a lifelong passion for the beauty of nature...

From an early age, my heart has always belonged to the world of flowers and plants. This ardor was ignited by my grandmother, an avid gardener, who nurtured my connection with the earth as I spent countless hours tending to her lush gardens. My journey continued through an Agricultural high school, where I not only gained knowledge but also volunteered and apprenticed with demanding Head Gardeners on private estates, honing my skills.

Armed with a design background and a keen understanding of color, I ventured into a career in flower design. Over two decades, I established and ran a high-end flower shop and event company in Osterville, catering to some of the most influential people worldwide.

Currently, I serve as the Head Gardener at Armstrong Kelly Park, a role that places me at the helm of maintaining the park's vitality and appeal. The park boasts one of Cape Cod's longest herbaceous border gardens, a marvel that transitions seamlessly from full sun to dappled shade, creating a dynamic journey through varying plant life and moods.

Armstrong Kelly Park, a hidden gem in Osterville with a history spanning 150 years, has always been freely open to the public. Its charm owes much to the devoted volunteers, the heart and soul of the garden, who have generously given their time for decades. The gratitude that emanates from the smiles and kind words of visitors serves as a testament to the volunteers' dedication.

I can't emphasize enough the profound satisfaction that comes from engaging in what you love and excelling at it. I believe that such joy is contagious, spreading to those who encounter it. While volunteering might encompass challenging and routine tasks, it's crucial to remind oneself of the garden's ability to evoke beauty and emotion, a gift that can only be nurtured with love.

Being the Head Gardener, I cherish my interactions with volunteers. I value the fresh perspectives they bring, as well as the exchange of ideas, garden traditions, folklore, and life stories. I believe that whatever energy one invests in the garden remains there, nurturing growth, reflects his spiritual connection to the natural world.

In the garden, as in life, change is the constant, and each day brings a new opportunity to learn. I revel in collaborating with like-minded individuals who share my passion for growth and discovery. I describe the garden as an unfolding adventure, where surprises and moments of sheer awe await, reminding us of the breathtaking beauty that exists around us.

If I possessed a superpower, it would be to bestow upon everyone the same joy, happiness, and solace that the garden bestows upon me. My journey from a childhood inspired by a grandmother's garden to a life dedicated to nurturing nature's beauty is a testament to the enduring impact of a passion pursued with unwavering dedication.

*By Clinton Flagg*

## Happenings Across the Commonwealth



Photo Credit: Diana Nicolo

As summer's warmth begins to give way to the crisp autumn air, it's the perfect time to enjoy some of the fall activities that are happening across the Trustees properties. From pumpkins fests, foliage hikes, hayrides and concerts, there are so many opportunities to get out and have fun.



### **Long Hill's Halloween on the Hill**

September 29 – October 29

Wednesday – Sunday, 5:30PM – 9:30PM

Sensory Friendly Hour on Fridays,  
4:00PM – 5:00PM

### **The Incredible Naumkeag Pumpkin Show**

September 30 – October 29

Wednesday – Sunday, 5:00PM – 8:30PM

Early Hours, 4:00PM – 5:00PM

### **Fall Festival at Weir River Farm**

Saturday, October 7

11:00AM – 5:00PM

Hingham, MA 02043

### **New Event! Ghoulish Gardens!**

October 1 – 31

The Stevens-Coolidge House & Gardens property in North Andover will be filled with pumpkins, scarecrows, hay bales, mums and more. Come explore the stunning gardens all dressed up for fall.



## Happenings Across the Commonwealth



**Saturday, October 14, 2023**

Volunteer Appreciation Event  
Rocky Woods in Medfield  
11:00AM – 3:00PM

Please **RSVP** by October 9, 2023



Volunteer Appreciation Day 2022



### **Castle Hill Vintage Car Climb**

Step back in time as you watch pre-WWII cars race up the hill while you picnic on the lawn. Races run in the morning and again in the afternoon.

Sunday, October 15  
9:00AM – 4:00PM

### **Oktoberfest at Appleton Farms**

Stop by the farm for some Oktoberfest-inspired food, games and music. Local breweries will be onsite.

October 14 – October 15  
1:00PM – 4:00PM



Fall is a great time to get outdoors to explore and enjoy the fall foliage! Check out these [favorite Trustees hikes](#) for your leaf peeping adventures.

# Volunteer News and Opportunities

## VOLUNTEERS NEEDED

### WinterLights at Bradley Estate



WinterLights, our holiday light extravaganza, is just around the corner and we are recruiting volunteers to help with setup and during the event! Join us as we transform the property into a sparkling wonderland.

#### WinterLights Set-up

Volunteers will help hang holiday lights, set up decorations, and make sure the trails are safe and clear. The set-up starts in September on Wednesdays 8:00AM–12:00PM. Drop-ins are welcome with 2-hour notice prior to first visit.

#### WinterLights Event Volunteers

Assist staff with a variety of tasks during the event, including parking direction, welcoming visitors and refreshments. Event runs November 24, 2023 through January 7, 2024. Shifts are available Wednesday-Sunday 3:00PM–8:30PM each week.



### Appleton Farms Opportunities

#### Events and Marketing Structured Volunteer

The Appleton Farm team is looking for a volunteer to assist with various tasks related to digital marketing, event planning and promotion. Previous experience is preferred. This is a hybrid position with a 3 month commitment and 12-15 hours of volunteering each week.

#### Hike volunteers at Appleton Farms

Like the outdoors? Join us to assist or lead one of the many hikes at the farm.

#### Assistant Livestock Caretaker at Powisset Farm

Do you love being around farm animals?

Currently the Powisset Farm livestock team is recruiting volunteers to assist in the care of our livestock with a concentration on the daily chores surrounding chickens and pigs.

Tasks may also include moving temporary fencing, moving and filling water troughs, tracking forage availability and general barnyard maintenance.

The ideal candidate will have experience with livestock and can commit to a weekly schedule for a minimum of 3-6 months. Minimum age: 18.

### Volunteer Connect

Search for [Volunteer Opportunities](#)  
Check out [Resources](#)  
Learn About [Community Volunteering](#)  
[Corporate Volunteering](#)  
[Frequently Asked Questions](#)