

because, for most organizations, many of the values and the day to day operating principles are not written down. Often they are not talked about because they are assumed to be part of the collective ethos. They are internalized and reinforced during the processes of working through projects. Often in dysfunctional organizations that ethos can be easily disrupted if someone comes in who is not in agreement with those values, or since they are not expressed, misinterprets what the values are. What was interesting about the Millet and District Historical Society is that they do express their values, both verbally and in practice.

According to Tracey Leavitt, the Museum's Director, the Board is very good at articulating its goal at the beginning of every planning session and in keeping in the forefront of their plans their aim to preserve and promote the history of Millet and district. This allows new people coming into the organization to internalize the aims and early on to contribute to the advance toward the same goals.

The choice of Jean Scott as the subject for the Succession Memories project was inspired not only because of her long years of membership. Her leadership qualities and vision for the organization

inspire others, and, perhaps because of her education background, she has been able to mentor others' leadership skills. Jean, in turn, was mentored by Helen Moonen who emphasized and modeled the art of communication, delegation (or as Tracey Leavitt phrases it, "giving everyone their own piece of the pie"), and recognition of individuals' unique contributions. Because the directors of the Millet and District Historical Society have set themselves a common goal – to preserve their community's history – and they work within a set of values which emphasizes good community relationships (family, friendship and fun) they have created an environment where they are able to transform their vision of a historically aware community into action. Despite being a basically volunteer run, not-for-profit operation, the Millet and District Museum and Archives have been recognized within the Alberta heritage community as a model for others. Their thirty years of history and experience in the Museum field is only the beginning. Future directors and volunteers, imbued with the spirit of community service will continue to serve and follow in the footsteps of the early leaders of the Millet and District Historical Society. **R**

BIOGRAPHY

Kathryn A. Ivany is a public historian and archives consultant working in the Edmonton area. She has authored several publications pertaining to Edmonton's built heritage and social service organizations and is a regular presenter of public lectures and walking tours emphasizing the importance of heritage to communities.