

Message from the CCS Team

Happy New Year!

Our team at Capuco Consulting hopes you have enjoyed a wonderful holiday season. 2005 was a year of diverse and enjoyable projects for us. As we look forward to 2006, we find it rewarding to revisit the successes of 2005.

Last year's highlights included planning and facilitating a partnership building conference for a local watershed and helping the Kunta Kinte-Alex Haley Foundation. The CCS team also reached a major milestone with the release of a project that had been ongoing since 2002! October marked the completion of the Ocean Race Adventure, an interactive learning resource based on the Volvo Ocean Race. Other 2005 highlights are detailed in this newsletter as well as on our website at www.capucoconsulting.com

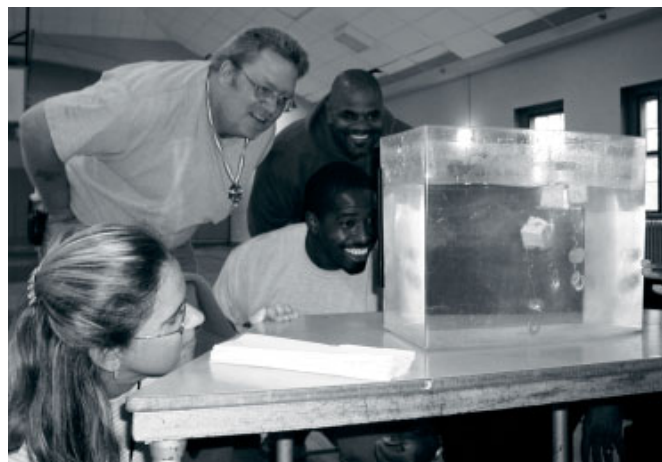
We look forward to another year of working with you to help you to achieve your goals. Wishing all a happy and healthy 2006!

-The Team

Team Building/Team Bonding

Maryland Judiciary's Human Resources Department Builds Teamwork

The CCS team helped several organizations learn to work together more efficiently, solve problems and strengthen communication through our team building/team bonding programs. 2005 Team Building Program participants included the World Bank, the University of Maryland, Verizon, Nextel, and many others. Programs were held at the Chesapeake Bay Beach Club, Herrington Harbour, and aboard vessels owned and operated by Watermark Cruises, Inc.



A spectacular success was experienced by the Maryland Judiciary's Human Resources (HR) Department. Taking place on a gorgeous spring day at Wye Island Natural Resources Management Area on Maryland's eastern shore, 40 HR employees had a fantastic time completing our team-building challenges presented by CCS staff. Working in progressively larger teams, participants solved puzzles, mastered challenges, and allowed themselves to be blindfolded while undertaking a group task. Probably the most memorable and challenging activity occurred over the lunch break when teams created "vessels" that neither sink nor float, affectionately known as "flinkers" by CCS staff. Winners were awarded with CCS ribbons. The entire day was a tremendous success, and the Maryland Judiciary HR employees can feel confident that their shared experiences at the park will help them achieve their goals in working more cohesively as a team. ❁





Curriculum Development Ocean Race Adventure Developed

In October 2005, the CCS team completed a middle school curriculum, "The Ocean Race Adventure." Located at www.oceanraceadventure.net, the program was sponsored by the National Oceanic and Atmospheric Administration, Ocean Race Chesapeake, and Monumental Life Insurance Company. This teaching resource uses the Volvo Ocean Race as a tool to educate students about the oceans of the world and the Chesapeake Bay. The CCS team developed lesson plans covering topics from the history of clipper ships, to global current and weather patterns. These lesson plans, approved by the Maryland State Department of Education, also provide links to a variety of weather and earth science websites. We encourage you to visit the website and participate in the Ocean Race Adventure with your school or group. ❁

Organizational Development Organizations Build Capacity Under CCS Guidance

The CCS team worked with a wide spectrum of clients in 2005 to assist and strengthen their non-profit and private sector organizations. Clients included the Kunta Kinte-Alex Haley Foundation, Annapolis Area Ministries Inc., Big Brothers/Big Sisters of the Lower Eastern Shore, Maryland Citizens Against Lawsuit Abuse, and the City of Annapolis.

Over the summer, CCS team members helped the Kunta Kinte-Alex Haley Foundation achieve its goal of creating a new Board of Directors and promoting its mission to the general public. Working with the president of this non-profit organization, the CCS team conducted a skills assessment of the existing board, and then identified possible candidates to fill vacant board positions. To increase public awareness, the CCS team developed new promotional materials. This on-going project is expected to continue in 2006. Based on this project and similar work performed for Big Brothers/Big Sisters of the Lower Eastern Shore, the CCS team has once again been selected to serve as a preferred provider for the University of Maryland School of Social Work in their Organizational Capacity-Building Program.

Again in 2005, the CCS team continued its relationship with Annapolis Area Ministries Inc. (AAMI), a non-profit organization operating The Light House Shelter in Annapolis. As we have since 2002, the CCS team assisted AAMI by developing and coordinating promotional materials including their bi-annual newsletters, progress report, and public appeals.

For the City of Annapolis, CSS prepared hazard plans. Working with city business owners, state, county and municipal officials, the CCS team developed plans for the Office of Emergency Management. With the completion of these plans, the City of Annapolis is now eligible for FEMA support. ❁

Program Development State-wide Essay Contest Coordinated for Non-Profit

Program development projects also flourished in 2005. Clients included several localized non-profits as well as a statewide non-profit, the Maryland Citizens Against Lawsuit Abuse (MDCALA).

In the spring, for a second time, the CCS team coordinated the fifth annual essay contest and reception for MDCALA. Essay questions were developed, notices of availability posted, participants and judges solicited and winners selected—all under the direction of CCS staff. An awards reception was held in April in downtown Annapolis where three high school seniors and thirteen fourth grade students were presented with cash prizes and certificates before an audience of their families, MDCALA supporters, and Maryland legislators.

Since 2003, the CCS team has also assisted this statewide non-profit by producing web page and outreach materials, developing legislative agendas, planning and facilitating media tours, and operating a local-government initiative to solicit county and municipal council support for its mission. ❁

CCS Takes Organizational Development to a Personal Level

"Individual Solutions" was initiated this summer to help individuals meet the vast challenges involved with transitions. For details about this service, please visit our website or call our office at 410-268-3706 to request a brochure. ❁

Environmental Education

Vision of Nature Center in Annapolis Becomes a Reality Through CCS Partnerships

Capuco Consulting Services once again enjoyed a successful year in environmental education work. As we have done since 1997, a variety of programs were held at the Osprey Nature Center at Back Creek Nature Park in Annapolis—including a week-long summer camp. The CCS team also continued its involvement with the City of Annapolis on long-range plans for the park.

Early in the year, the CCS team worked with teachers at a Prince George's County elementary school to develop a two-day school based expedition focusing on the Chesapeake Bay. Over the course of the two-day program, the CCS team led children through classroom activities and on a hike around their schoolyard to examine runoff and potential sources of pollution.

In the spring, preschool age children and their caregivers joined the CCS team weekly to learn about pond life, trees, seeds and more. The children loved seeing baby ducks and turtles as they explored the park, and were especially excited at the final session when dip nets revealed the abundance of life in the water.

At the Osprey Nature Center, the CCS team also educated groups from Aleph Bet Jewish Day School and the Chesapeake Children's Museum. An exciting new partnership was formed with Gutter Covers of Maryland and Virginia. With Gutter Covers, the CCS team designed and led children's activities at the Maryland Maritime Heritage Festival, plus the U.S. Boat Shows. Children observed first hand the causes of sediment run-off and what they can do to prevent it.

In August, the CCS team treated a group of campers, ages 6-10, to a plethora of hands-on activities and fun-filled days at "Camp Osprey," sponsored by the City of Annapolis Recreation and Parks Department. Campers got their hands dirty and their minds filled with knowledge as they explored the natural resources at Back Creek and the Back Creek Nature Park.

Fall 2005, a number of children joined the CCS team for programs on insects, mushrooms, and tree identification at the Osprey Nature Center. A variety of nature and environmental programs will be taught by the CCS team at City of Annapolis parks in 2006, so be sure to check the schedule in the City of Annapolis magazine and join us! ❁



Facilitation

Strong Facilitation Results in New Partnerships



Spring 2005, the CCS team planned and facilitated a Partnership-Building Conference focusing on building relationships between local business, homeowners and other members of the community to protect and enhance the Spa Creek Watershed. Funded by the Chesapeake Bay Program, the conference featured sessions on topics including "Working Together and Learning from One Another" and "Viewpoints of Different Players." As a result of facilitated discussions staffed by the CCS team, community members were able to examine successful existing partnerships and identify partners for future projects. For more information on the conference and its goals please visit the Spa Creek Conservancy website at www.spacreek.org ❁



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Team Tidings

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