

BRIDGING THE G.A.P. UPDATE

Bridging the G.A.P. is off to a great start!

Our **Guide** track activities have focused on working with youth ages 13-21 in Foundation 2's AMP (Achieving Maximum Potential) program. Members have been at AMP meetings, interacting with youth in out of home placement (foster care, relative placement, or residential placement) and helping youth develop positive relationships with adults. November's JLCR-led AMP meeting focused on healthy cooking – a valuable life skill for all young adults! We helped the AMP members make fajitas, salsa and smoothies, and showed them the difference between our meal and a typical fast-food meal. The AMP members were amazed to learn how much longer they would have to exercise to work off those fast-food calories!

In the first half of the League year, the **Advocate** track has hosted incredible speakers in our Speaker Series, including Representative Renee Schulte, Judge Barbara Liesveld (a JLCR Sustainer), and Senator Chuck Grassley. The JLCR membership also voted to adopt the following position statement:

Position Statement on Foster Youth

Junior League of Cedar Rapids recognizes the unique challenges faced by youth currently in foster care and youth aging out of the foster care system. Numerous studies confirm that these youth experience a disproportionate increase in homelessness, unemployment, unplanned pregnancy, and incarceration. Junior League of Cedar Rapids supports efforts to ensure that youth aging out from foster care have the opportunities and services essential for their physical, intellectual, emotional, mental, social, and economic well being and will advocate on their behalf to recommend that such opportunities and services exist. Additionally, Junior League of Cedar Rapids sees value in supporting and promoting court-appointed volunteer advocacy for foster youth.

The **Provide** track has been busy as well, cooking healthy and affordable meals for AMP meetings, including one night where we fed 30 people for \$50! We're also getting six "Apartments in a Suitcase" together for youth who will be living independently in January. Members on the Provide track have been busy implementing a Holiday Ask program, inviting local businesses to adopt a suitcase this holiday season.

Stay tuned for more information and opportunities to get involved. Please contact Maria Sanchez-Masi with questions.

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President's Letter: How JLCR is Making an Impact



Happy Holidays!

I cannot believe that we are halfway through the Junior League year. In just 6 months time, our membership has made a significant impact since we embarked on our project to start "Bridging the G.A.P." I hope you all feel like the past 6 months have been rewarding and eye opening. If you are like me, I can't wait to see what more we can do in the months and years to come!

This is a very exciting time as you start to think about your role in Junior League next year. I would guess that you chose to join Junior League to make community impact and meet some of the most amazing women in the community. Junior League's hidden gem, however, is that you have the opportunity to improve yourself – whether professionally or personally. Think about how you want to grow and let Junior League help you get you there. Start thinking about where you want to be placed next year and I encourage you to take that leap.

Welcome to our new member class! We have had an amazing group of new members who have raised considerable funds to make a significant impact to kids in the foster care system. I am so excited to have these ladies join us in January as Active Members!

As you are entering into this holiday season I would like for you to REFLECT on the past 6 months of the League Year and RE-ENERGIZE yourself to continue to make community impact! Don't miss the opportunity this Holiday season to pause, take a breath and remember what is most important to you.

2012 is going to be an exciting year! I am so thankful to have been able to serve you this year!

Wishing you Peace, Love and Joy this Holiday Season!

Kari Cooling

2011-2012 President

Calling all ladies for leadership and training opportunities...

Just a quick reminder that all applications for slated positions and for Spring ODI are due December 31, 2011. These can be emailed to Andrea McVay at amcvay@bankerstrust.com. Thank you in advance for your consideration of these wonderful opportunities to support League!

Education and Training Update

This fall, members of Junior League had the opportunity to attend a variety of Education and Training events. First up was Car Care 101, held at Downtown Tire in Cedar Rapids. Participants learned the trade secrets of car maintenance and even got to practice changing a tire! Next was a digital photography workshop by Ed and Molly Kempf, owners of Impact Photography. Attendees brought their own cameras and got tips and tricks on how to improve their photography skills.

Current President Kari Cooling facilitated a Junior League 101 session covering the basic concepts of league membership, and Vanessa Rogers shared her expertise by leading a Public Speaking 101 seminar. Rounding out the fall lineup were two Culinary Arts sessions at the Kirkwood Hotel. Participants worked with veteran culinary expert Marjorie Jensen to make the French puff pastry Pate a Choux. It was an outstanding start to the league year – be sure to watch for the spring lineup of E & T sessions!

New Member Class Update

New member class assembles suitcases for AMP

The new member class has been hard at work this fall. At their fall retreat, they were given the challenge of raising funds to help build suitcases for foster kids. The large group split into 3 smaller ones to help tackle the challenge – fundraising, shopping and assembly committees. The fundraising group helped to provide tools and answer questions about the boxed greetings cards new member sold to raise funds for the suitcases. They also set a goal for each member to raise \$150 selling two variations of boxed greeting cards and through cash donations, which would allow the group to raise over \$2,500 in total.

On Tuesday, Dec. 13, representatives of the New Member class gathered in a Marion warehouse to celebrate the holidays while assembling items for almost 100 foster child suitcases. From babies to elementary school children, and junior high to high school kids, new members have worked to provide them with essential items in a suitcase they can call their own. After raising almost \$4,600 before Thanksgiving, new members bargain-shopped and solicited donations to fill 100 suitcases – with the goal of completing another 25 if possible.

Dressed in ugly holiday sweaters and enjoying homemade treats, 14 of the 24 new members packed up items for the 75 suitcases already on hand, and assembled items for the remaining 25 suitcases on backorder. After a second assembly night, all will be delivered in January.

We look forward to greeting these ladies as full members at our Jan. 17 General Membership Meeting!



DONE IN A DAY: Brighten & Gems of Hope

Throughout the fall, Junior League of Cedar Rapids supported local organizations in many ways through our Done-In-A-Day (DIAD) events and had a great time while doing so. In September, we held a School supply drive and helped to organize the Clothing Closet for Families Helping Families. In October, we rolled back our sleeves helped paint a house with BRIGHTEN in a local neighborhood. In November, we volunteered and participated in the Return of the Turkey Trot race that supported Horizons. And in December, members and their families helped to bring some holiday cheer and decorations to Ronald McDonald House in Iowa City.

We will continue to provide service and make an impact in the New Year! On Thursday January 19th, members of JLCR will have a DIAD event supporting **Gems of Hope**. **Gems of Hope** is a nonprofit organization that offers gifts of jewelry mounted on inspirational cards to cancer patients. They promote what medical research now supports: developing one's spirituality can encourage feelings of optimism and hope and, thus, healing. **Gems of**

Hope was founded in 2005 to share hope with others.

On January 19th from 6:30-7:30pm, members and their families will have the opportunity to decorate cards and bookmarks to help inspire cancer patients and their families. Please contact Heather Sayasit, (hsayasit@skogman.com) if you are interested in participating.

In addition to Gems of Hope, here are the organizations which JLCR will be partnering with for the remainder of our 2011-2012 Done-In-a-Day Projects:

- Metro High School
- The Arc
- Science Station
- Habitat for Humanity

Details on the upcoming projects will be available at the GMMs and in the Weekly News.

MACARONI & PLEASE: Recap

Macaroni & Please is our "leadership meets etiquette" educational play shop. This Fall we were able to bring our program directly to 114 children affiliated with various Four Oaks programs thanks to grant dollars from the Witwer Trust and the Alliant Energy Foundation. Thank you to all the Sustainers, Actives and Provisionals who volunteered at these events. We look forward to doing it all again in the Spring!

We'd also like to thank That One Cupcake Place for donating cupcakes and The Cedar Rapids Kernels for their donations of treat bags and soft baseballs. Their donations helped bring big smiles to small faces and we couldn't be more thankful.



MEMBER IN THE SPOTLIGHT: Ann Tiernan



Ann Tiernan has been in Junior League since 2009. She joined Junior League because she has a passion for volunteering and helping others as much as she can. She was so happy to find a structured, non-profit organization in the area. Also, she is not from Cedar Rapids and wanted to meet women with the same interests as her. It has been so wonderful to make friends with so many positive women in our community!

This year Ann is the Technology Chair for JLCR. It is a different step for her from past years because she has been on Fundraising Committees, such as Kids First, Mac and Please, and Butterfly Kisses. It has been fun and exciting for her to be on the more technical side of Junior League and to learn about the marketing that we do.

Ann's favorite memory so far with JLCR is attending Butterfly Kisses. It is such a fun event! Seeing the girls dressed up and attending the special event with their dads is so endearing. She loves that JLCR puts on an event that holds such positive memories for daughters and fathers that they will remember for years down the road.

Her family is the most important thing to her. She was blessed with two great parents and two older sisters who are her best friends. Ann has been married to her husband, Brian, for over five years. A fun thing about her relationship is that they grew up next door to each other. She feels so lucky for having him in her life for so long, and marrying her best friend.

Ann was born and raised in Ankeny, IA. After I graduated high school she attended Iowa State University where she got her B.S. in Marketing. She currently works at Millhiser Smith Agency as a Risk Consultant. She designs insurance policies, and builds tailored coverage to protect a person's commercial or personal insurance needs.

Her favorite thing to do is spend time with her husband, family, and friends. Ann loves to be surrounded by people who make her laugh and who are genuine. Watching sports is one of her favorite past times; particularly football and basketball. March Madness is one of her favorite times of the year! She also enjoys reading and loves to travel whenever the opportunity is available.

One of the most inspiring people in Ann's life is one of her dear friends who was diagnosed with ALS this past year. He has the most amazing attitude that she has ever seen! He has stayed upbeat and positive through his diagnosis, and keeps his fabulous smile on at all times. Keith has inspired Ann to live every moment to the fullest and cherish the small things that one can take for granted from day to day.

CONGRATULATIONS!

Congratulations to Sustainer Lee Clancy on being awarded the 14th Annual Betty Berry Volunteer of the Year Award! The award will recognize her work with Leadership for Five Seasons, the Cedar Rapids Airport Commission, Tanager Place and many other endeavors, such as Junior League of Cedar Rapids.

The award is in memory of Betty Berry, a longtime Cedar Rapids Realtor and area volunteer. She was the first female president of the board of Realtors and was involved in many activities.

BUTTERFLY KISSES 2012

Date and Time: Sunday January 29, 2012
1:00 - 4:00 pm

Location: Cedar Rapids Country Club

Ticket Price: \$75 per couple and \$15 for each additional daughter. Ability to purchase online coming soon!

Additional Raffle Tickets: \$5 a piece or 3 for \$10

Features: Raffle for American Girl Doll Weekend Getaway in Chicago, Glitz and Glam Station, 5x7 portrait, photo booth, Papa Balloon, light luncheon, take home gifts, raffle for prizes, cupcakes, Valentine's Day crafts, and silent auction

Butterfly Kisses

Volunteers Needed!

If you would like to volunteer, shifts are:

Shift 1: 10:00 am—12:00 pm - Set Up

Shift 2: 12:00—2:00 pm - Various roles during the event

Shift 3: 2:00—4:00 pm - Various roles during the event

Shift 4: 4:00—6:00 pm - Clean up

You can sign up for as many shifts as you like! If you know exactly what you would like to do, please let Katie Schroeder know as well.

Please email katiesueschroeder@gmail.com to sign up!

SAVE THE DATE: Holiday Party

Save the Date! JLCR Holiday Party: Friday, January 20, 2012

Mark your calendar for Friday, January 20 for the annual JLCR holiday party. You and a guest are cordially invited to celebrate at the home of Anne and Dave Parmley. The evening will begin at 6:30 p.m. More details to follow, but please plan on joining us for a wonderful evening of food and fun!



BOARD MEETING MINUTES: Oct. 2011– Nov. 2011

JLCR Board Meeting Minutes October 4, 2011

Board members present: Kari Cooling, Leah Rodenburg, Mindy Sorg, Kristin Roberts, Maria Sanchez-Masi, Nicole Ridge, Malora Cosgrove, Molly Baynes, Joanna Nohr

Board members absent: None

Guest attendees: Crystal Hardinger

Call to Order

The Board Meeting was called to order at 6:03 PM in the conference room of the Human Services Campus (HSC) building.

Agreement on the Agenda

The agenda was approved as presented.

Consent Agenda

A motion to amend the consent agenda to include approval of the August and September 2011 board meeting minutes and to move the Membership Council item 'Membership Council Concerns' to the Finance Council agenda was unanimously approved. The August and September 2011 JLCR board meeting minutes were approved as published.

Active Agenda

President's Report

GMM Feedback – Overall positive feedback received about the new changed GMM start time to 6:30 PM. Presenters will use the microphone for all future GMMs. Presenters did well providing focused content. The thought was

expressed that valid member concerns voiced during the meeting LTTC discussion were not adequately addressed. All member comments and feedback provided during open floor discussion during GMMs will be given equal consideration and a thorough response provided. This will include both positive and negative feedback regarding JLCR activities.

Annual Plan – VP should track council progress on Annual Plan objectives in all board reports, including the completion date, so that President may update Master Annual Plan document accordingly.

Board Reports – Chairs and VP's should include accurate budget itemization in each month's board report. JLCR office manager will run monthly council budget reports and provide to each VP prior to the board meeting.

Midyear Leadership Retreat – President proposed conducting a training at the Midyear retreat and holding the meeting either on the second Tuesday in December or a Saturday in January. VP Marketing and Technology Chair will create survey via Survey Monkey for all committee chairs and VPs to respond to regarding meeting date preference.

Membership Council

Bring a Friend to League Night – Diane Ramsey and Leah Rodenburg will sponsor the 2011-12 \$90 financial commitment payments for the two JLCR

members who bring the most guests to the Bring a Friend Night that end up becoming Active members.

Community Council

Public Policy – Crystal Hardinger, PP chair, presented a Position Statement and Public Stand proposal, including a definition of each (Position Statement = advances the understanding of a problem and suggests a possible solution. Membership would vote to adopt. Public Stand = an outgrowth of a position statement that includes a plan for action. A public stand would need to be reviewed by the JLCR President, attorney, Board of Directors and include a member vote at a GMM). The position statement will propose that JLCR members support the CASA program (Court Appointed Special Advocate) by 1) advocating for foster youth and 2) advocating for the CASA program itself. JLCR members could accomplish these goals by serving as a liaison to community organizations/individuals to raise awareness of CASA needs/goals and by directly recruiting/recognizing volunteers or serving as volunteers that assist with the CASA program. Under the CASA program, a judge appointed volunteer works with the judge and a social worker to determine the best outcome for a foster child. This position statement could lead to the Public Stand that JLCR will publicly support the CASA program. Question 1 posed: What is the standard length of a Position Statement or Public Stand proposal?

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BOARD MEETING MINUTES: Oct. 2011-Nov. 2011

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Answer 1: Content varies with subject matter. Public stands may be added or deleted from position statements as needed. Refer to Bylaws page 42, 43 Rule 10, Section 2D: Each position statement is to be reviewed and voted upon annually. Question 2 posed: How will the JLCR liaison role fit into the established Placement Committee placement strategy? Answer 1: This role serves as opportunity for members to earn Project Hours and is independent of the formal committee placement process. Those members most interested in the Project Advocacy Track will most likely be involved in this effort, although the opportunity is open to all members. **Public Policy motion:** Public Policy committee moves that JLCR members vote on the Position Statement as presented at the October GMM. Motion approved unanimously.

DIAD – **DIAD Motion:** DIAD committee moves that JLCR members may earn one project hour maximum for bringing \$20 worth of toiletries to the November GMM for the Hawthorne Hills facility. Motion did NOT pass. Discussion focused on strategies for increasing DIAD participation including posting information on JLCR website one month in advance and including more background information on the activity during GMM presentations. Project – no motion presented. JLCR members may earn a maximum of two project hours for reading (one hour) and attending a training (one hour) for the following identified books related to foster

care: Three Little Words and On Their Own. Event: Charles Grassley will present to JLCR members and targeted community partners October 25.

Finance Council

Budget – The primary JLCR account balance is \$40, 221; the Duramed account \$3,986; the Money Market \$71,706, CD \$26,090 and the Endowment \$142, 866.

Training on Budget – VP Finance provided overview of different types of financial QuickBooks reports available for board members to review. Reports reviewed include Profit & Loss Budget vs. Actual, Profit & Loss, Profit & Loss Detail. All committee chairs should track all committee members' expenditures. Chairs should use the Budget Template on the OFF to improve committee transition process and ensure responsible use of budget. All in-kind donations should be accounted for and included in budget projection. VP Finance will send budget template to all VP's for VP to review with respective chairs responsible for a budget. All VP's should notify VP Finance of preferred financial report layout for monthly board meeting. Leah Rodenburg will inform JLCR board of financial report format utilized by other non-profit organizations.

Hours for Making Asks – **Resource Development Committee Motion:** JLCR members may be credited one Fundraising Hour for making a Resource Development Committee

pre-approved corporate sponsorship ask, with a maximum of one hour earned per League year. Discussion topics: Leah will work with VP Finance to develop list of JLCR Sustainers who might be interested in assisting with making corporate asks. Strategies for increasing Active motivation to help with making asks discussed. **Resource Development Committee AMENDED Motion:** JLCR members may earn one fundraising hour for making a Resource Development Committee pre-approved corporate sponsorship ask or one project hour for making a project related ask, with no maximum number of hours earned. Amended motion passed.

LPGA Futures Tour Organizers Conference – **LTTC committee motion:** Nicole Ridge and Tom O'Shea attend the LPGA Futures Tour Organizer's Conference Dec 7 – 9, 2011 in Daytona Beach, FL. All expenses will come from the LTTC Budget for 2012. Motion passed.

Membership Council Concerns – Members have voiced concern and questions regarding feasibility and long-term benefit of continuing participation in LTTC. Discussion regarding strategy to address all concerns. Nicole Ridge will develop and distribute to all members a written Question and Answer sheet including a location to ask further questions. Nicole will allow for time at the Oct GMM for discussion of items on the Q&A.

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BOARD MEETING MINUTES: Oct. 2011-Nov. 2011

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Planning Council

AJLI Dues Increase – *Advisory Future Planning Motion*

The following changes are requested:

Article V, Section 1 A 1 reads: 1. Active Members a. Local dues of \$70.00, in addition to the current Association per capita dues. b. At present, the Association per capita dues are \$35.00. c. Effective with the March 2009 dues assessment, JLCR will increase local dues by three percent every two years; and if AJLI levies a dues increase, said increase amount will be charged to members in full with the next dues payment billing.

AFP Chair requests a change in Article V, Section 1 A 1b to read: 1. Active Members a. Local dues of \$70.00, in addition to the current Association per capita dues. b. The Association per capita dues are located in the current fiscal year budget. c. Effective with the March 2009 dues assessment, JLCR will increase local dues by three percent every two years; and if AJLI levies a dues increase, said increase amount will be charged to members in full with the next dues payment billing.

Article V, Section 1 A 2 reads: 2. Non-Resident and Sustaining a. Local dues of \$50.00 for non-resident and sustaining members in addition to the current Association per capita dues. b. At present, the Association per capita dues are \$35.00.

AFP Chair requests a change in Article V, Section 1 A 2 to read: 2. Non-Resident and Sustaining a. Local dues of \$50.00 for non-resident and sustaining members in addition to the current Association per capita dues. b. The Association per capita dues are located in the current fiscal

year budget. c. Effective with the March 2009 dues assessment, JLCR will increase local dues by three percent every two years; and if AJLI levies a dues increase, said increase amount will be charged to members in full with the next dues payment billing.

Article V, Section 1 A 3 reads: 3. New Members a. Local dues to be determined annually by the Board of Directors of Junior League of Cedar Rapids in addition to the current Association per capita dues. b. At present, the Association per capita dues are \$35.00.

AFP Chair requests a change in Article V, Section 1 A 3 to read: 3. New Members a. Local dues to be determined annually by the Board of Directors of Junior League of Cedar Rapids in addition to the current Association per capita dues. b. The Association per capita dues are located in the current fiscal year budget. c. Effective with the March 2009 dues assessment, JLCR will increase local dues by three percent every two years; and if AJLI levies a dues increase, said increase amount will be charged to members in full with the next dues payment billing.

Article V, Section 1 B 3 reads: When a non-resident, new member candidate accepts an invitation to membership, the inviting League shall collect the AJLI per capita dues of \$35.00 and a processing fee of \$3.00. The new member shall pay the new member course fee and dues less the AJLI per capita dues to the receiving league. [See Article IV, Section 2, B, (4).]

AFP Chair requests a change in Article V, Section 1 B 3 to read: When a non-resident, new member candidate accepts an invitation to membership, the inviting League shall collect the AJLI per capita dues for the current fiscal year and a processing fee of \$3.00. The new member shall pay the new member course fee and dues less the AJLI per capita dues to the receiving

league. [See Article IV, Section 2, B, (4).]

All motions passed as written above.

Adjournment

The meeting adjourned at 8:56 PM.

JLCR Board Meeting Minutes November 1, 2011

Board members present: Kari Cooling, Mindy Sorg, Kristin Roberts, Maria Sanchez-Masi, Nicole Ridge, Malora Cosgrove, Molly Baynes, Joanna Nohr

Board members absent: Leah Rodenburg

Guest attendees: New Member Class

Call to Order

The Board Meeting was called to order at 6:03 PM in the conference room of the Human Services Campus (HSC) building.

Agreement on the Agenda

The agenda was approved as presented.

Consent Agenda

The October 2011 JLCR board meeting minutes and November 2011 Consent Agenda, including dashboard, were approved as published.

Active Agenda

President's Report

President welcomed all New Members in attendance at the board meeting.

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She requested that any alcohol served at JLCR events at HSC be kept solely in the immediate meeting area and out of all common areas out of respect for other agencies/groups present in the building.

Board reports – VP's asked to remind committee chairs that board reports must be turned in on time as requested to allow President adequate time for review and response prior to board meeting.

Membership Council

Welcome Night / Advisor Social – VP Membership presented possibility of combining Advisor Kick-off meeting with Welcome Night next year and offering one GMM credit for those attending. VP will discuss with new member committee and implement if agreed upon.

New Member T-Shirts – VP Membership proposed t-shirt purchase as gift to new members. Acquisition estimates range from \$8 – 9.75 / shirt. President mentioned Endowment committee considering selling t-shirts as a fundraiser with all profit placed into endowment fund. It was suggested that shirts be paid for on pre-order basis vs. paying back cost to JLCR budget. Question posed: Is there room in the budget for pay for New Member shirts? Answer: Budget may NOT be used for gift purchase. President, VP Membership, and Endowment Chair are to finalize t-shirt purchase and distribution logistics off-line. Question: VP Planning asked if there are any foreseeable issues with

current ODI budget. Answer: President indicated budget should be adequate due to timing/location of 2011-2012 ODI.

Closed Session requested.

Finance Council

Butterfly Kisses Motion – 'VP Finance moves that JLCR members be allowed to bring a new toy worth a minimum of \$20 for the Butterfly Kisses raffle in exchange for earning one Fundraising Hour'. Discussion called for. Question posed: Is the committee having trouble procuring items? Will the raffle be a good fundraiser? Answer: No difficulty in procurement currently identified.

Outcome: Motion was unanimously opposed and did not pass as presented.

Financial Committee Education – Financial committee description in Bylaw Article X. Question posed: What is the Executive Committee? Answer: Description not included in bylaws. Policy probably based on template and needs to be updated. VP Admin will get Finance Committee Policy from VP Finance. Goals of Financial Committee include: Committee education, review financial policy and assure alignment with JLCR bylaws, review current company holding JLCR mutual fund (Merrill Lynch) for comparison against new company, assess asset allocation. Question: If bylaw changes required, what is timeline? Answer: March notice to JLCR members with April GMM vote. President

noted that job descriptions should indicate which JLCR positions are members of this committee. VP Planning will contact Jenn Bleil (planning) to update job descriptions accordingly. VP Planning noted that JLCR members should be cautious who financial statements and information is shared with (profit/loss reports, etc) due to Annual Fund itemization/name recognition, members on a payment plan, etc. Confidentiality should be assured at all times.

President asked for questions from attending New Members; none posed. President suggested that all VP's share their respective monthly Profit/Loss statements with council chairs as a learning opportunity. VP Finance and office manager will work on method of printing to maintain member/donor confidentiality.

Other Business

LTTTC Chair indicated that Kristie is no longer employed by the tour. VP Admin will have office manager move new 2011 sustainer names to sustainer list in Mailchimp. VP will follow-up to include instructions for signing up for Out of League announcements in weekly e-news.

Adjournment

The meeting adjourned at 7:16 PM.

GENERAL MEETING MINUTES: Oct. 2011-Nov. 2011

JLCR General Membership Meeting (GMM) Minutes October 18, 2011

Welcome and Call to Order

The GMM was called to order at 6:32 PM in the conference room of the Human Services Campus (HSC) building. VP Administration reported that for the purposes of conducting business, a quorum had been reached. June and September 2011 GMM minutes were approved as published.

Meeting Sponsor Presentation

Converge Consulting presented by Ann Oleson.

DIAD

Presented by Stephanie Lueck: Turkey Trot will be held Saturday November 12, 2011 at 9 AM; event sponsored by Horizons. Project hours may be earned for both race participation and volunteer assignments. Sign up through email to be sent from Stephanie. The December DIAD will be held Saturday December 3 from 9 AM – 1 PM at the Ronald McDonald house in Iowa City. Project hours may be earned for decorating house rooms for the holidays. See Weekly E-News for details and sign-up information.

Project

Presented by Kathy Crosby: Project subcommittee names identified. Upcoming project hours opportunities include: AMP meeting assistance 6:30-8:30 pm at Four Oaks, provide food for AMP meetings 5:30-7 PM at Four Oaks. See Weekly E-News for dates. AMP Training sessions November 3, January 5, and March 1: all held 6-8:30 PM at Four Oaks. AMP Christmas party to be held December 15.

Presented by Danielle McCoy: A JLCR led training on life skills will be conducted November 3. The training will include a presentation on healthy cooking / eating strategies followed

by sharing a balanced, nutritious meal.

AJLI

Presented by Kristin Roberts. Explanation of AJLI as an organization, it's functions and a list of benefits it provides to JLCR was provided. An overview of AJLI cost containment strategies was provided. \$35 of JLCR dues is payable to AJLI. In May 2011, at the AJLI Annual Conference, an AJLI dues increase was voted on and approved. The last dues increase occurred in 2000. JLCR members will pay \$4 more for annual dues each year for the next two years to cover the increase.

Presented by Jenn Bleil:

The specific by-laws that will be presented for a membership vote at the November GMM were outlined. The current and proposed highlighted changes will be sent to members electronically via the Weekly E-News.

Article V, Section 1 A 1 reads:

Active Members

Local dues of \$70.00, in addition to the current Association per capita dues.

At present, the Association per capita dues are \$35.00.

Effective with the March 2009 dues assessment, JLCR will increase local dues by three percent every two years; and if AJLI levies a dues increase, said increase amount will be charged to members in full with the next dues payment billing.

AFP Chair requests a change in Article V, Section 1 A 1b to read: Active Members

Local dues of \$70.00, in addition to the current Association per capita dues.

The Association per capita dues are located in the

current fiscal year budget.

Effective with the March 2009 dues assessment, JLCR will increase local dues by three percent every two years; and if AJLI levies a dues increase, said increase amount will be charged to members in full with the next dues payment billing.

Article V, Section 1 A 2 reads: Non-Resident and Sustaining

a. Local dues of \$50.00 for non-resident and sustaining members in addition to the current Association per capita dues.

At present, the Association per capita dues are \$35.00.

AFP Chair requests a change in Article V, Section 1 A 2 to read: Non-Resident and Sustaining

a. Local dues of \$50.00 for non-resident and sustaining members in addition to the current Association per capita dues.

b. The Association per capita dues are located in the current fiscal year budget.

Effective with the March 2009 dues assessment, JLCR will increase local dues by three percent every two years; and if AJLI levies a dues increase, said increase amount will be charged to members in full with the next dues payment billing.

Article V, Section 1 A 3 reads:

3. New Members

a. Local dues to be determined annually by the Board of Directors of Junior League of Cedar Rapids in addition to the current Association per capita dues.

At present, the Association per capita dues are \$35.00.

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AFP Chair requests a change in Article V, Section 1 A 3 to read:
3. New Members

a. Local dues to be determined annually by the Board of Directors of Junior League of Cedar Rapids in addition to the current Association per capita dues.

b. The Association per capita dues are located in the current fiscal year budget.

Effective with the March 2009 dues assessment, JLCR will increase local dues by three percent every two years; and if AJLI levies a dues increase, said increase amount will be charged to members in full with the next dues payment billing.

Article V, Section 1 B 3 reads: When a non-resident, new member candidate accepts an invitation to membership, the inviting League shall collect the AJLI per capita dues of \$35.00 and a processing fee of \$3.00. The new member shall pay the new member course fee and dues less the AJLI per capita dues to the receiving league. [See Article IV, Section 2, B, (4).]

AFP Chair requests a change in Article V, Section 1 B 3 to read: When a non-resident, new member candidate accepts an invitation to membership, the inviting League shall collect the AJLI per capita dues for the current fiscal year and a processing fee of \$3.00. The new member shall pay the new member course fee and dues less the AJLI per capita dues to the receiving league. [See Article IV, Section 2, B, (4).]

Nominating

Nicole Lee and Crystal Hardinger were selected to attend the next ODI. President-Elect applications are due November 30, slated position applications are due December 31,

Spring ODI applications due December 31. To apply for President-Elect, members must complete a leadership application including the addendum with specific questions for the President-Elect position in addition to participating in an interview in early December.

Advisor Time

Macaroni and Cheese

Presented by Lindsay Prince. First session held at Four Oaks October 17, 2011. Forty-four Four Oaks children participated. The second session will be held Wednesday October 26 from 2 – 5 PM at the Four Oaks Bridge. Nine more volunteers needed, contact Lindsay to sign-up.

Butterfly Kisses

Presented by Katie Schroeder. Members were asked to complete a survey soliciting ideas for father/daughter activities during this year's BK event. JLCR member business owners asked to offer services for the event; 50% of the service value may be claimed as a tax write-off.

Financial Update

Presented by Malora Cosgrove. An overview of the different JLCR financial accounts and budget division was provided. The checking account is used for fundraisers (not LTTC), dues and general operating expenses. The LTTC account is used solely for golf tournament operation. The Money Market is an investment of any excess funds. The CD is an investment with a better interest rate than the other accounts. The endowment is a mutual fund, held by Merrill Lynch. The JLCR policy is that 10% of any net profit will be transferred to the endowment annually. The JLCR policy provides that 2% of the endowment may be transferred to the operating budget as needed. The support account is the general

operating account supported by member dues and the annual fund. The community budget income is generated from fundraisers and supports JLCR project activities. Account balances are as follows: Primary account = \$30,218.52, LTTC = \$3986.10, Money market = \$71,705.98, CD = \$26,089.64, Endowment = over \$145,000.

LTTC Update

Presented by Nicole Ridge. Advisors emailed an Excel document of common Questions and Answers regarding the LTTC event to all advisees. All members were asked to send further questions and requests for clarification to Nicole Ridge. No inquiries or questions were received at all. An open forum was conducted at the Oct GMM to discuss questions, concerns, etc.

Q1: What is the projected profit for the 2012 event?

A1: Tour will give JLCR \$15,000 this year. If \$80,000 is raised for 2012 sponsors, a profit of \$11,000 is projected (includes the \$15,000).

Q2: What was the net profit of each year's event?

A2: Members were asked to refer to Q&A document emailed for specific profit numbers. All new events for 2012 were also itemized in document to show projected 2012 profit.

Q3: What LTTC committee needs the most help?

A4: Pro-am Chair, Special Events, Community Events, Marketing and Media (JLCR will do most of this). Beginning in January 2012, new members will assist with LTTC committee activities.

Q4: Can members co-chair a committee rather than serving alone as chair?

A4: Yes. Any community members can serve in chair role; does not need to be a JLCR member.

Q5: What are the LTTC tournament dates for 2012?

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A5: June 4 – 10, 2012. This is one week later than previous events.

Q6: What is the event timeline?

A6: Monday/Tuesday of tournament week = setup, Juniors Clinic and Volunteer Meeting. Wednesday = Pro-Am tournament. Thursday = Two more Pro-Ams for TitanTire volunteers. Friday – Sunday = LTTC tournament.

Q7: Has JLCR already committed to participate in the 2012 event?

A7: Yes. Member Feedback = JLCR should reconsider cost/benefit ratio when determining future tournament participation. Response = Ways and Means will evaluate all fundraisers this coming spring for feasibility. Member Feedback = LTTC presents much more than a financial gain opportunity. All beneficial aspects should be considered in addition to the financial profits.

Public Policy

Presented by Crystal Hardinger. A video clip of Senator Grassley speaking on foster care and Issues surrounding children aging out of the system was shown. Focus was on need for expanded government funding. Upcoming training session: Tuesday October 25, Senator Charles Grassley will speak at HSC.

Definitions of Position Statement and Public Stand were provided.

Motion Read and a question/answer session followed:

Position Statement on Foster Youth

The Junior League of Cedar Rapids recognizes the unique challenges faced by children currently in foster care and youth aging out of the foster care system. Numerous studies confirm that foster youth experience a disproportionate increase in homelessness, unemployment, unplanned pregnancy, and incarceration. The Junior League of Cedar Rapids supports efforts to ensure that youth aging out from foster care have the

opportunities and services essential for their physical, intellectual, emotional, mental, social, and economic well being and will advocate on their behalf to recommend that such opportunities and services exist. Additionally, the Junior League of Cedar Rapids sees value in supporting and promoting court-appointed volunteer advocacy for foster youth.

Q1: Please provide background on development of a position statement.

A1: Public policy committee consulted other Junior Leagues involved in foster care. Adopting this statement would allow us to network with other Leagues. Most leagues have one position statement JLCR would renew any and all position statements annually.

Amended Motion proposed (all preceding 'the' in front of Junior League of Cedar Rapids removed for marketing consistency):

Junior League of Cedar Rapids recognizes the unique challenges faced by children currently in foster care and youth aging out of the foster care system. Numerous studies confirm that foster youth experience a disproportionate increase in homelessness, unemployment, unplanned pregnancy, and incarceration. Junior League of Cedar Rapids supports efforts to ensure that youth aging out from foster care have the opportunities and services essential for their physical, intellectual, emotional, mental, social, and economic well being and will advocate on their behalf to recommend that such opportunities and services exist. Additionally, Junior League of Cedar Rapids sees value in supporting and promoting court-appointed volunteer advocacy for foster youth.

A voice vote was called.

Amended Motion passed.as

Adjournment

The meeting adjourned at 8:10 PM.

JLCR General Membership Meeting (GMM) Minutes November 15, 2011

Welcome and Call to Order

The GMM was called to order at 6:34 PM in the conference room of the Human Services Campus (HSC) building. VP Administration reported that for the purposes of conducting business, a quorum had been reached. October 2011 GMM minutes were approved as published. Meeting Sponsor Presentation CarePro Health Clinic. Treasurer's Report – to be given by Megan Moran at January GMM due to absence at November meeting.

DIAD

Presented by Heather Sayasit. December DIAD to be held Dec 3 from 9 AM – Noon at Ronald McDonald house in Iowa City. Participants must complete Ronald McDonald House volunteer application form prior to event. Email hsayasit@skogman.com for form, sign-up and carpool coordination. January DIAD will be held Jan 19 from 6:30-7:30 with Gems of Hope; activities to include card and bookmark making.

Project

Presented by Kathy Crosby: Update on committee activities given: JLCR served a meal to AMP participants on Oct 20, a Healthy Teen Cooking class was held Nov 3, Suitcase shopping completed on Nov 5. New members have raised over \$4,000 for suitcase supplies. A suitcase packing activity will be held December 30.

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Holiday Ask Program – One project hour may be earned for submission of potential suitcase/supply donor names. Project committee will pass all submitted names to Resource Development for approval. \$250 provides one fully stocked suitcase. Donors will receive a tax exemption letter upon JLCR receipt of their commitment.

Guide Track – December 1, 5:30-8 PM, a Baking and Making event will be held with AMP participants as their Community Service project. On Dec 15, OPN will sponsor a holiday party for AMP participants including dinner and gifts.

Nominating

Presented by Andrea McVay: Applications for President Elect will be accepted until noon on November 30, 2011. All slated position applications are due December 31. Upcoming Education and Training Sessions will provide training for application process. A review of the Slate Day selection process was provided.

Advisor Time

Butterfly Kisses

Event will be held January 29, 2012. Volunteer opportunities are available between 12 – 5 PM. Email katiesueschroeder@gmail.com to sign up.

Ways and Means

Presented by Liz Erickson: An overview of Ways and Means committee function was provided: evaluate financial partners and fundraisers to make recommendation on whether or not to continue relationship or activity and how to improve upon existing practice. A member survey will be conducted in 2012; Ways and Means committee will then meet with 15 random members for interviews on perception

of JLCR financial and fundraiser status. At the March GMM, the committee will present their recommendations for the April GMM vote.

Mac and Please

Presented by Lindsey Prince. To date, 114 kids ages 5-10 participated in the 2011 Mac and Please event. Net income to date is \$2,850. 2011-12 income goal is \$6,000. The Ronald McDonald grant has been secured.

Technology

Presented Ann Tiernan: If JLCR members would like to post JLCR-related information on the website or JLCR Facebook page, a request form must be completed and submitted. The form may be found on the Online File Folder > Marketing folder > Technology Committee > Facebook Form and JLCR Form. Chair requested that all JLCR members become Fans or 'Like' the JLCR Facebook page.

How to Make an Ask

Presented by Cally Murray: Strategies for requesting a donation were presented (be prepared, be knowledgeable of donor, make the ask personal and make request face-to-face). The Resource Development committee serves as a clearinghouse for all JLCR asks and prepares a standard solicitation packet. The 5 Step Solicitation Process includes: Prospect assignment, packet preparation, appointment scheduling, solicitation and follow-up). All solicitation packet components can be found on the JLCR Online File Folder. The definition of In-Kind Donation was provided (a good or service is donated. Donor receives tax credit for fair market value). Thank you notes must be sent within 48 hours of JLCR receipt of gift/donation.

Members were reminded that contributions to the Annual Fund made before December 31, 2011 can be deducted from this year's taxes.

Question: Who should write donor thank you notes? Answer: The Office Manager writes, and the President signs. The person may also send a note, but the President must co-sign. ALL donor information should be forwarded to office manager for inclusion in Donor Perfect database. Members may make asks in pairs; contact Cally for partner assignment.

Bylaw Change

Presented by Advisory Future Planning (Jenn Bleil). The following proposed bylaw changes were presented by Advisory Future Planning and confirmed as written in member notice: Bylaws VIA1, VIA2, VIA3, VIB3. Bylaw changes for VIA1 and VIB3 were each passed with 52 votes in favor. Bylaw changes for VIA2 and VIA3 were each passed with 51 votes in favor and 1 vote opposed.

Article V, Section 1 A 1 reads:
Active Members

Local dues of \$70.00, in addition to the current Association per capita dues.

At present, the Association per capita dues are \$35.00.

Effective with the March 2009 dues assessment, JLCR will increase local dues by three percent every two years; and if AJLI levies a dues increase, said increase amount will be charged to members in full with the next dues payment billing.

AFP Chair requests a change in Article V, Section 1 A 1b to read:

Active Members

Local dues of \$70.00, in addition to the current Association per capita dues.

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WINTER BIRTHDAYS



December

Ann Tiernan	1
Kelsey Motley	1
Brittany Tillman	2
Samantha McGrane	2
Charity Tyler	14
Jennifer Zach	17
Heather Wagner	31

January

Jennifer Byers	7
Lijun Chadima	9
Kati Davis	15
Jessica Cummings	21
Krable Dougherty	22
Jennifer Bleil	27
Michelle Foley	29

Febru-

ary

Kari Cooling	2
Laurie Wahlert	5
Kymm Barnes	11
Carey Buresh	12
Lizabeth Wardzinski	16
Amy Weber	16
Abbie Covenah	22
Kathy Crosby	25
Natalie Ditmars	26
Molly Baynes	29



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The Association per capita dues are located in the current fiscal year budget.

Effective with the March 2009 dues assessment, JLCR will increase local dues by three percent every two years; and if AJLI levies a dues increase, said increase amount will be charged to members in full with the next dues payment billing.

Article V, Section 1 A 2 reads:
Non-Resident and Sustaining

a. Local dues of \$50.00 for non-resident and sustaining members in addition to the current Association per capita dues.

At present, the Association per capita dues are \$35.00.

AFP Chair requests a change in Article V, Section 1 A 2 to read:
Non-Resident and Sustaining

a. Local dues of \$50.00 for non-resident and sustaining members in addition to the current Association per capita dues.

b. The Association per capita dues

are located in the current fiscal year budget.

Effective with the March 2009 dues assessment, JLCR will increase local dues by three percent every two years; and if AJLI levies a dues increase, said increase amount will be charged to members in full with the next dues payment billing.

Article V, Section 1 A 3 reads:
3. New Members

a. Local dues to be determined annually by the Board of Directors of Junior League of Cedar Rapids in addition to the current Association per capita dues.

At present, the Association per capita dues are \$35.00.

AFP Chair requests a change in Article V, Section 1 A 3 to read:
3. New Members

a. Local dues to be determined annually by the Board of Directors of Junior League of Cedar Rapids in addition to the current Association per capita dues.

b. The Association per capita dues are located in the current fiscal year budget.

Effective with the March 2009 dues assessment, JLCR will increase

local dues by three percent every two years; and if AJLI levies a dues increase, said increase amount will be charged to members in full with the next dues payment billing.

Article V, Section 1 B 3 reads:

When a non-resident, new member candidate accepts an invitation to membership, the inviting League shall collect the AJLI per capita dues of \$35.00 and a processing fee of \$3.00. The new member shall pay the new member course fee and dues less the AJLI per capita dues to the receiving league. [See Article IV, Section 2, B, (4).]

AFP Chair requests a change in Article V, Section 1 B 3 to read:

When a non-resident, new member candidate accepts an invitation to membership, the inviting League shall collect the AJLI per capita dues for the current fiscal year and a processing fee of \$3.00. The new member shall pay the new member course fee and dues less the AJLI per capita dues to the receiving league. [See Article IV, Section 2, B, (4).]

Adjournment

The meeting adjourned at 8:10 PM.

Human Services Campus
 317 7th Ave. SE,
 Cedar Rapids

Address Service Requested

Phone: 319.364.7892
 info@juniorleaguecr.org
www.juniorleaguecr.org



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IMPACT COMMITTEE:

Janelle Clymer
 Abbie Covenah
 Becky Floyd
 Katie Goldberg, Chair

Junior League of Cedar Rapids (JLCR) is an organization of women committed to promoting voluntarism, developing the potential of women and improving the community through the effective action and leadership of trained volunteers. Its purpose is exclusively educational and charitable. JLCR reaches out to women of all races, religions and national origins who demonstrate an interest in and a commitment to voluntarism.

JLCR CALENDAR

DECEMBER 2012

- | | | |
|----|-------------------------------|---------|
| 1 | Cookie/Candy Exchange with | 5:30 pm |
| 1 | Culinary Arts at Kirkwood | 6:30 pm |
| 3 | DIAD at Ronald McDonald House | 9:00 am |
| 7 | Project Book Club | 6:00 pm |
| 8 | Culinary Arts at Kirkwood | 6:30 pm |
| 15 | Holiday Party for AMP | 6:00 pm |
| 20 | Wrapping for a Cause | 5:00 pm |
| 30 | Suitcase Packing | 1:00 pm |

JANUARY 2012

- | | | |
|----|------------------|---------|
| 7 | Slate Day | |
| 19 | Gems of Hope | 6:30 pm |
| 29 | Butterfly Kisses | 1:00 pm |

FEBRUARY 2012

- | | |
|-------|---------|
| 10-12 | ODI, TX |
|-------|---------|



MEMBERSHIP NUMBERS

Active: 71
 Emeritus: 17
 Sustainers: 199