



**JUNIOR LEAGUE OF  
CEDAR RAPIDS**

*Women building better communities®*

# IMPACT

**Volume 76, Issue 4**

**December 2009**

## **JLCR DONATES MORE THAN 150 COATS**

Never underestimate the power of Junior League! What a sight to behold, as dozens and dozens of coats were unloaded in front of Tanager Place! For the November Done in a Day (DIAD), JLCR contributed **more than 150 coats** to Tanager and still have more on the way. Joan Hackbarth, Director Community Relations, and Lezlie John, Community Relations Assistant, were so happy and amazed at the number of coats being donated. As the picture shows, Lezlie's office was taken over, leaving little room for her to work. A huge Thank You goes out to all who helped make this event a success and for your generosity. Some Leaguers said they still have coats to donate. Please contact **Kari Cooling** who will arrange to pick them up and deliver them.



JLCR members donated more than 150 coats along with other winter gear to Tanager Place, filling the Community Relations Assistant's office.

### **December DIAD Activity December 18–19**

JLCR's DIAD Activity for December will be partnering with Waypoint Services for their **Waypoint Wonderland**. We encourage everyone to sign up for a time to help area moms as they shop for the kids at Waypoint. You will be working directly with a client of Waypoint.

This is a great opportunity for you and your family to get involved. You won't feel like you are "working the volunteer event" during this activity. You will end the day with your heart warmer, and a wonderful impact will be made on you! If you don't want to shop, you can greet, wrap presents, etc. If interested in signing up, please contact **Angela Quell** at [angela.quell@waypointservices.org](mailto:angela.quell@waypointservices.org) or 319-365-1458 .

Volunteer during one of these designated times and help families select their holiday gifts:

**Friday, Dec. 18**

4:30–6:30 p.m.

6:30–9:00 p.m.

**Saturday, Dec. 19**

8:30–11:30 a.m.

11:30 a.m.–2:30 p.m.

2:30–5:30 p.m.

### **Information About Waypoint's Wonderland**

The holidays are a welcoming time for most, but for many in need, it can be a challenging time of year. There are thousands of families in our community who are in need—living in a homeless shelter, seeking refuge from domestic violence, or are nearly homeless

and living paycheck to paycheck. Some families may receive support from a friend or family member; others receive help from human service agencies, such as Waypoint, for shelter, basic needs and holiday presents. There are many great opportunities for individuals, families, groups or businesses to get involved with this holiday to help women and children served at Waypoint.

Members can donate holiday gifts and/or food and toiletries for families at Waypoint. Stop in at the Waypoint Wonderland Open House between 11 a.m. and 7 p.m. **Tuesday, Dec. 15**, to deliver your donations, receive an optional tour of the Waypoint facilities, and enjoy holiday cookies and punch. A complete list of holiday needs at Waypoint can be found at [www.waypointservices.org](http://www.waypointservices.org)

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**SEEKING EXPERTS TO HELP WITH ARC PROJECT**

Expressive Arts Therapy encompasses the use of visual and performing arts as a means of healing, treatment, rehabilitation, psychotherapy and the development of an individual's self-understanding. The discipline provides a creative outlet to uniquely express one's point of view and to experience one's environment in new ways.

The Arc Project Committee is developing expressive arts activities in the following areas: crafts, painting, drawing,

photography, music, theater, yoga, ceramics, sewing, knitting, and creative writing.

If you or someone you know has expertise in one of these areas and would be interested in participating in the Arc project efforts, please forward their contact information to Arc project co-chairs **Maria Sanchez-Masi** [msanchezmasi@fmtcs.com](mailto:msanchezmasi@fmtcs.com) and **Joanna Nohr** [JoannaNohr@hotmail.com](mailto:JoannaNohr@hotmail.com). The chairs will provide interested individuals with program-specific details.

**ODI PARTICIPANTS SHARE THEIR EXPERIENCE**

**Emily Ernst and Maria Sanchez-Masi** were selected by the Nominating and Placement Committee to attend Organizational Development Institute (ODI) training in Las Vegas Nov. 6–8. Emily and Maria both came away with new perspectives and ideas for Junior League. They share their experiences here.

**Emily Ernst**

First of all, I would just like to thank the Nominating and Placement committee for carefully choosing me. I definitely came back a Leaguer for life. I know Rome wasn't built in a day, and I'm not going to change League overnight but attending an ODI really fires you up about implementing new ideas into your own Junior League. An ODI really opens your eyes about other Junior Leagues too. We aren't all the same. Sometimes I can forget that. We do different projects and fundraisers. We pay different dues. We are even different sizes.



**Ernst**

*I know Rome wasn't built in a day, and I'm not going to change League overnight but attending an ODI really fires you up about implementing new ideas into your own Junior League.*

—Emily Ernst

JLCR is one of the smaller Leagues! I had never thought of us like that because we are so powerful within our community. I met some great women. I formed some great friendships, especially in my own League. I didn't know Maria very well and now I'm proud to say we are friends. I am thankful for this ODI experience and I hope I can show that to our membership.

**Maria Sanchez-Masi**

Emily Ernst and I were thrilled to escape to 80-degree Las Vegas for a

weekend in November. It was fabulous to be outside without a jacket and wear sandals again (and yes, we gambled, and won)!

More importantly, though, ODI was a wonderful and energizing experience. It was an incredible opportunity to connect with League members from across the United States and Canada and to hear about other Leagues' successes and challenges.

AJLI's message was consistent throughout the conference: Leagues are most effective when they focus on the mission, are strategic about program planning, and when they use the skills of new members, active members and provisional members. In the community track, I learned much that can be applied to our current project with the Arc, and lots that will be helpful for future projects as well. Thanks for this awesome opportunity!



**Sanchez-Masi**

319-389-0692 facebook DAN KEMPf  
**DAN KEMPf**  
**DKP**  
 PHOTOGRAPHY  
 KRISTIN REGGIE 2009  
 blaze



## NEW MEMBERS SELECT PROJECT AT RETREAT

The New Member 2010 Class of 25 women is beginning its project work.

At a new member retreat on October 23-24, new members decided to work with HACAP and KidsFirst. The details of the projects are in development with agency representatives and will include both a fundraising and volunteer component.

New Members met again in November for a presentation on budgeting from Karen Pelletier and successful meetings from Cristiane AbouAssaly.

The New Member class is eager to begin their work and to contribute to the organizations supported by Junior League. These 25 women bring a variety of experience and knowledge and are eager to contribute to their community. JLCR Active members will have an opportunity to meet these new members at the Holiday Party on Dec. 18.

In other membership news, the Membership Recruitment, Development and Retention Committee thanks those members who participated in the Tailgate for the Iowa vs. Ohio State game on Nov. 14. It was great to see some JLCR spirit cheer on the Hawkeyes and have some fun. Special thanks to Chappy's Safari Lounge for hosting our Tailgate!

Keep up to date on JLCR events at [www.juniorleaguecr.org](http://www.juniorleaguecr.org).



The New Member Class plays ice breaker and team building games at the New Member Retreat in October at Four Oaks. This year's class has 25 members.

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**HOLIDAY TRUNK SHOW**  
DEC. 9 FROM 5-8 PM AT JAVA CREEK CAFE

kelli.weber@mchsi.com • 319-431-1836  
[linklustjewelry.com](http://linklustjewelry.com)

## GOING ABOVE AND BEYOND

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Each month JLCR members recognize fellow Leaguers who have shown extraordinary commitment to League.

- I would like to celebrate ALL the **chairs on Finance Council**. They are very dedicated and all have put in a ton of time to get things done. Special mention goes to **Kristin Roberts** and her committee (especially **Nikki Kettelkamp**) for helping to pull the Greater Cedar Rapids Community Foundation grants together, as well as **Charity Tyler** for taking the lead on writing the Hotel/Motel tax grant. Of course, **Karen Pelletier** deserves a BIG hand for her reviews, comments and suggestions on all the grants.

- LKBR had a committee of just four talented and committed women! Special thanks go to **Janelle Thoms**. She went above and beyond her role as co-chair while being a single mother, trying to relocate to Texas, and also trying to sell her house, meanwhile keeping a calm, cool demeanor. **Lindsey Prince** and **Kimberly McGuire** also performed beyond expectations with their roles of securing entertainment and carnival games for the event. The Marketing committees, as well as **Kymm Barnes** were a tremendous help for us, and we couldn't have done the event without their innovative ideas and troubleshooting strategies!

- Butterfly Kisses committee would

like to thank **Laurie Wahlert** who is not a committee member but has been very generous in her time and resources to help us with businesses that may be willing to donate to our event! Thanks!

- Thank you to **Nikki Kettelkamp** who gathered documents, made copies and delivered the LTTC hotel/motel tax application for 2011 tournament. **Kymm Barnes** also pulled together financials for supplemental information in support of the grant application. Couldn't have completed it without their help.

- **Nikki Kettelkamp** deserves a HUGE round of applause for her work on submitting three grants to the Greater Cedar Rapids Community Foundation for JLCR. She is a busy mother of three who travels often for work. She was committed to making it come together enough to take time off of work! She made sure all the t's were crossed and i's were dotted. Self-proclaimed "Cuttin' it close Kettelkamp" got it done with style!

- A big thanks, as well, to **Karen Pelletier** for her unending patience and guidance on submitting these grants. Resource Development Committee couldn't have done it without **Nikki Kettelkamp**, and Nikki couldn't have gotten it done without Karen. Karen's grant writing knowledge is immeasurable for JLCR!

- Thanks to **Kymm Barnes** for being a great VP Finance. She is always there, willing to lend an ear

and positive suggestion. She did more than her fair share of the heavy lifting with the grants as well, collecting all of the needed financial data.

- Hats off to **Cari Foss** and the IMPACT committee (**Cindy Duran**, **Jessica McAllister**, and **Vanessa Solesbee**) on how well done IMPACT is and the great photos, easy to read content and overall success.

- A big thank you to **Molly Baynes**, **Cari Foss** and **Chelsey McDill** for working on a letter for marketing, as well as Molly for creating and sending out the Community Grants press release and the release for DIAD for November Coats for Kids.

- Membership thanks **Mindy Sorg** who attended Structure Night and provided craft materials for the new member retreat, **Marcy Dent**, **Ellen Ramsey-Kacena** and **Tara DeWolf** for sharing their knowledge and experience through presentations at the New Member Retreat, **Ellen Ramsey-Kacena** for helping to develop a potential project list for new members to choose from, **Ann Oleson** for assisting in getting Dan Kempf to take photos of new members and the retreat, and **Abbie Covenah** for rushing to our rescue to get Retreat handouts printed.

- Congrats to **Emily Ernst** and **Maria Sanchez-Masi** who attended the Fall ODI conference from Nov. 6-8 in Las Vegas.

## Sustainers Holiday Party Reminder

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The annual Sustainers Holiday Party will be **Tuesday, Dec. 15**, and the following events are planned:

- \* **Morning Coffee:** 10 a.m. to 12 p.m., House of Susan Ovel, 138 Guildford SE, Cedar Rapids
- \* **Evening Cocktails:** 5 to 7 p.m., Home of Kathy Layden. 2355 Blake Blvd SE, Cedar Rapids. Please

bring either an appetizer or bottle of wine to share and specify your contribution when responding.

Please bring an unwrapped toy or gift to the party you attend. We will be participating in the Actives' Done in a Day Project Gifts for Waypoint Families. Please RSVP by **Dec. 11** to Ronda Hill at 319-651-4450 or Kara Heying at [drkara@creyecare.com](mailto:drkara@creyecare.com).

**BOARD MINUTES: November****Minutes from the JLCR Board Meeting Tuesday, Nov. 3, 2009**

The Board meeting began at 5:37 pm at the Bridge. Present were: Kymm Barnes, Abbie Covenah, Marcy Dent, Ashley Felder, Ann Oleson, Karen Pelletier, Mindy Sorg, and guests, Stephanie Rex and Kari Kempf.

Agreement on the Agenda

Karen asked to move the Finance Council report from the consent agenda to the active agenda.

Consent Agenda

The consent agenda was approved with the changes.

Approval of October Board Meeting Minutes

The October board minutes were approved.

Advisory Future Planning

There is some ambiguity in the wording of the by-laws regarding AAM and AAC status. After the board approves the changes, Stephanie will present the proposed amendments to the by-laws for a membership vote at the November GMM.

Stephanie made a motion to amend Article IV, section 1C, of the by-laws to read...of the fiscal year in which she has completed five or more years of active service... Karen seconded. The motion passed with 7 in favor, 0 against, and 0 abstentions.

Stephanie motioned to amend Article IV, section 1 D of the by-laws to read... Any member, who has given five cumulative years of active service in addition to her new member year to Junior League (Not including AAC and AAM), exclusive of a leave of absence, may become a sustaining member. Marcy seconded. The motion passed with 7 in favor, 0 against, and 0 abstentions.

Mindy motioned to remove Article VII, section 6C from the by-laws...Karen seconded. The motion passed with

7 in favor, 0 against, and 0 abstentions.

Stephanie is concerned about the way to present the addendums to the standing rules to the general membership. She does not want members to feel policed. Stephanie asked the board to discuss what would happen should someone have an infraction. The board agreed that infraction files will be held by the VP for Membership. These files will be kept until one year after the member with the infraction leaves Junior League. Stephanie also brought up that we need to review the conflicts of interest policy with the membership. Anne Tiskoff, our AJLI Consultant, recommended that Junior League ask members to also disclose any conflicts of interest. Each advisor will be responsible for having their advisees sign the Code of Conduct, Whistle Blower, and Confidentiality Agreement at the beginning of each year. These documents will also apply to the office manager position.

Stephanie motioned to add the addendum to the standing rules. Karen seconded. The motion passed with 7 in favor, 0 against, and 0 abstentions.

The advisors will need to have each advisee sign the above mentioned forms at the next GMM. This would typically be presented and signed at the beginning of each Junior League year when new members become active.

President's Report

Mindy asked Kari and the board to discuss Advisor Pre-qualifications. Kari suggested that a possible standard would be to require advisors to have been a committee chair or have been in league for four years instead of three. Ashley reminded the group that many members are chairs in their first or second years and feels that the required experience should be a committee placement and at least three active years in league. Kari pointed out that Nominating & Placement positions are the last to be slated. She feels that if they slate the N&P committee earlier, they will get a more qualified group of advisors. Ann is concerned that we are trying to make the requirements harder

instead of focusing on training. She feels that general community leadership experience should be accepted in lieu of league experience. Kari is also increasing training, but feels that more seasoned league members will help greatly. The board along with Kari also agreed that there should be a total of 9 advisors instead of 10. It was agreed that moving forward pre-qualifications for an Advisor placement will be as follows: 3 Active years within League which would include a minimum of (1) year serving in a chair/VP position.

For Mindy's "Why Are We Here?" section, she shared an experience that Marcy had with her family after volunteering at the H.D. Youth Center.

Mindy and Abbie will be selling old JLCR merchandise at a discount before the November GMM.

The Mid Year Retreat will take place at OPN on January 23, 2010 from 9 am to 2 pm. All Council VP's need to strongly encourage their committee chairs to attend.

Finance Council

Karen asked for a few clarifications on the budget.

Administration Council

Abbie announced that she has hired Tina Allison for the Office Manager position. Tina has a BA in Finance from the University of Iowa and has been a Junior League member in several leagues across the country.

Other Business

Ashley went over the list of LTTC sponsorship asks. She asked the board to make some of the sponsorship asks. These asks need to be completed by the Board on December 1, 2009 prior to the Board meeting that evening.

Mindy also reminded the board that they could register for the Community Awareness Breakfast online.

ADJOURNMENT

The meeting adjourned at 7:59 pm.

Respectively submitted,

Abbie Covenah, VP Administration

## GMM MINUTES: November

### Minutes from the JLCR GMM Tuesday, Nov. 17, 2009

Mindy Sorg called the meeting to order at 7:05 pm and welcomed the membership. Abbie Covenah called for an approval of the October meeting minutes. The minutes were approved by the membership. Mindy then shared a story about a successful coat drive that was coordinated by a League in another community.

#### Promoting Voluntarism

##### Done in a Day (DIAD)

Kari Cooling announced that members donated 140 coats prior to the meeting. She feels that we will easily collect 200 coats by the end of the collection period. These coats will go to the residents of Tanager Place.

The next DIAD activity will take place December 18 & 19 and will benefit the clients of Waypoint and their families. Members will get a chance to help the moms from Waypoint select Christmas gifts for their children. Additionally, Mindy wanted all members to know that they could also donate money for this cause if they are not able to attend. The sustainers will also be joining us in this DIAD project.

#### Developing the Potential of Women

##### Education & Training

Emily Ernst introduced Joan Hackbarth, Director of Community Relations of Tanager Place. Joan thanked the membership for the donated coats and shared some information on the Tanager Place mission of advocating for children. She spoke about their clients and some of the programs they have available.

##### Ways & Means

Kristin Roberts went over the top three revenue makers and expenses for Junior League.

Dues - \$30,304  
Fundraisers - \$46,300  
Corporate Sponsorships - \$14,200  
Administration Costs - \$23,505  
Fundraisers - \$16,300  
AJLI Dues - \$11,825

##### Advisory Future Planning

Stephanie Rex reviewed the purposes of the standing rules and the bylaws. Stephanie made the following three motions:

Advisory Future Planning moves to amend Article IV, section 1C, of the

bylaws to read...of the fiscal year in which she has completed five or more years of active service....

Kari Cooling moved to amend this motion to read...of the fiscal year in which she has completed five or more years of active service, exclusive of a leave of absence, to obtain Advisory Active Meeting (AAM) status. The advisory active status shall be effective beginning the next fiscal year...Marcy seconded. The amendment to the motion passed by voice vote.

The amended motion passed with 58 in favor, 5 against, and 1 abstention.

Advisory Future Planning moves to amend Article IV, section 1D, of the bylaws to read... Any member, who has given five cumulative years of active service in addition to her new member year to Junior League (not including AAC and AAM), exclusive of a leave of absence, may become a sustaining member. The motion passed with 60 in favor, 4 against, and 0 abstentions.

Advisory Future Planning moves to remove Article VII, section 6C from the bylaws. The motion passed with 54 in favor, 9 against, and 1 abstention.

Also, Stephanie asked that the advisors review the additions to the standing rules with their advisees. Members will need to review these additions (Code of Conduct form, Whistle Blower policy, and Confidentiality Agreement) and sign the required documents. Members will also need to fill out and return the Conflict of Interest Disclosure forms that were distributed to each table.

Karen Pelletier then explained a second available ballot. This vote is being presented in order to waive any procedural failure that the active membership of the Junior League of Cedar Rapids did not receive the official 10 day written notification (per Bylaws, Article XVI Amendments, Section 1) on the below stated issue. If passed via ballot vote on Tuesday, November 17, 2009, the JLCR Board of Directors will cure the defective note and notice at their state January 5, 2010 meeting:

Karen made a motion to waive the absence of a board vote on the motion proposed below for presentation to the full membership any other "technical notice failures" by

the board regarding the vote on amending Article X, Section 1B of the bylaws." The motion passed with 64 in favor, 0 against, and 1 abstention.

Karen then made a motion to amend Article X, Section 1B, of the Bylaws to read... "A person must be an active member for at least three years (four years including the new member year) AND have served as Chair of any committee to be eligible to serve on the nominating/ placement committee ..." After some discussion, the motion passed with 50 in favor, 12 against, and 3 abstentions.

##### Nominating

Lori Houston reminded everyone that nomination forms are due for stated positions by December 15. The following positions are slated: President Elect / VP Planning, VP Administration, VP Community, VP Finance, VP Marketing, VP Membership, At-Large Board Member, Membership Development Assistant Chair, Nominating Assistant Chair, Placement Assistant Chair, Nominating/Placement Committee, Ways and Means, Project Research, and Advisory Future Planning.

##### Membership

Jenn Higgins announced that 25 people have committed so far to be in the new member class. The new members will be invited to the holiday party this year and she wants to encourage everyone to reach out to them throughout the year. The new member class chose two projects to complete over the next fiscal year. The first will be to work with Kids First, an organization that helps kids whose families are going through divorces. They will be helping with workshops for the kids and will also be conducting some fundraisers for Kids First. Their second project will be to adopt a family from HACAP for Christmas.

--Advisor Time--

##### Improving Our Community

##### Public Policy

Ellen Ramsey-Kacena announced that this year's public policy breakfast will take place on December 5 at 9 am. Riley's will be providing breakfast and anyone wanting to attend can RSVP through the JLCR office. The breakfast will feature a panel discussion that will focus on the services available to individuals with disabilities. Ellen also announced the community grants

recipients. The Public Policy Committee received 44 applications requesting a total of \$182,816 for programs with funding in excess of \$1 million.

The following agencies/programs will be receiving funding:  
\$750 – St. Luke's Health Care Foundation/TIES program  
\$1,300 – Olivet Neighborhood Mission  
\$2,000 – Catherine McAuley Center  
\$1,250 – Kid's First Law Center  
\$2,000 – Community Corrections Improvement Association/Tiger Cub Kids Club at Taylor  
\$500 – Theater Cedar Rapids/ Spotlight on Kids (*Still Life with Iris*)  
\$1,200 – Old Creamery Theater/ The Right Stuff  
\$975 – African American Museum/ Learning Safari

##### Butterfly Kisses

Jill Todd and Kathy Buckner announced that Butterfly Kisses will take place on Sunday, Jan 31<sup>st</sup> from 1 to 4 pm. The price will be \$75 for each father/daughter pair. Once registration is open, they encourage members to buy tickets early due to space limitations.

##### The Arc

Joanna Nohr and Maria Sanchez-Masi announced that they have asked AEGON for \$50,000 to fund the entire project. AEGON will be meeting later this month to discuss this proposal. Joanna, Maria, and the rest of their committee are working on the programming for the expressive arts studio. If anyone is interested in contributing their knowledge and time to this project, please contact them. Also, there are several volunteer opportunities available with the Arc. They passed around a Wrapping for a Cause sign up sheet and encouraged members to look at the News you Can Use e-mail that was distributed by the advisors earlier this month. Additionally, the final sensitivity training will take place after the holidays.

##### Sponsor

November GMM Sponsor Monica Voss introduced Kelli Weber with Link Lust Jewelry.

##### Adjournment

Mindy adjourned the meeting at 8:50 pm.

Respectively submitted,

Abbie Covenah, VP Administration





The Junior League of Cedar Rapids  
Cordially Invites You to Our

**ANNUAL  
HOLIDAY  
PARTY**

Friday, December 18th  
7:00 p.m. to 10:00 p.m.

The cost is \$15 per person.

OPN Architects  
200 5<sup>th</sup> Avenue SE, Cedar Rapids

Please R.S.V.P. by December 13th to  
Tina at [JLCRoffice@juniorleaguecr.org](mailto:JLCRoffice@juniorleaguecr.org).  
Please mail or drop off payment (due at time of reservation) to:  
JLCR, 2100 1<sup>st</sup> Avenue NE, Cedar Rapids, IA 52402



Charu Chawla	1
Sue Weinacht	1
Megan Moran	2
Diane King-Bergstrom	4
Cheryle Mitvalsky	4
Kimberly Girman	5
Danielle McCoy	5
Sue Olson	6
Dawn Schuettpelz	6
Melissa Dennis	9
Lisa Slattery	10
Monica Myers	11
Linda Clements	12
Joyce Dennis	12
Anne Parmley	14
Janie Schneider	15
Laura Seamans	16
Charlesy Bennett	16
Jennifer Reed	16
Nancy Shirk	19
Rebecca Young	20
Shantelle Smrha	20
Ellen Habel	24
Kathy Jasper	24
Kristie Fisher	28
Darcy Hawkins Bemus	30
Ann Virden	31

**HEART TO HEART**

Share your big life events with your friends in Junior League.

Wedding? New baby? The Social Committee would like to congratulate you.

Have you lost a loved one? Struggling with an illness? We'd like to send our sympathies and support.

Please take the time to complete our "Heart to Heart" forms available at all general membership meetings, or e-mail a committee member with your news.

**TALBOTS**

When you buy a gift card at Talbots, 10 percent of the purchase goes back to the League of your choice! These gift cards may only be purchased online at [www.talbotsgivesback.com/AJLI](http://www.talbotsgivesback.com/AJLI), but they may be redeemed in any Talbots store, through their catalogs or online at Talbots.com.

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**IMPACT COMMITTEE:**

Cindy Duran  
 Jessica McAllister  
 Vanessa Solesbee  
 Cari Foss, 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 2009-10 CALENDAR**

**December 2009**

1	Board Meeting	5:30 p.m.
5	Community Awareness Breakfast	9 a.m.
15	IMPACT Stories Due	
15	Nominations for Slated Positions Due	
18	Holiday Party, OPN	7 p.m.
18-19	DIAD: Waypoint Services	Various times

**January 2010**

5	Board Meeting	5:30 p.m.
13	Placement Night	7 to 9 p.m.
15	IMPACT Stories Due	
19	GMM	7 p.m.
31	Butterfly Kisses, Cedar Rapids Country Club	1 to 4 p.m.

**MEMBERSHIP NUMBERS**

Active: 96  
 Emeritus: 17  
 Sustainers: 207