

JLCR Hosts 3 - League Training with Gale Mote

Change can be found in each and every one of our lives. It comes in the form of a new job, marriage, children, or even the weather. Change is a necessary and important part of lives and contributes to our growth as individuals. On Jan 12, approximately 50 women from the Quad Cities, Waterloo-Cedar Falls, and Cedar Rapids Junior Leagues gathered together to further explore the topic of “Leading Change” with Gale Mote.

Mote, of Gale Mote Associates, offers organizational development consulting through motivational workshops, keynotes, and customized training courses. Mote holds the designation of Certified Professional in Learning and Performance™ (CPLP) credential from the American Society for Training & Development (ASTD) Certification Institute. She is widely recognized in her ability to lead individuals and organizations to heightened levels of effectiveness and success.



The idea of four steps of change was a key point in the session. The first stage is Denial, followed by Resistance, Exploration and finally, Commitment. Commitment is where we see acceptance of the change as it is fully Implemented.

One of the activities each group participated in was to take a current or past change from their Junior League and evaluate how members are moving through the change process or how the change process could have been implemented better to move individuals along the continuum faster and with less resistance. Many members found this activity to be very insightful.

Change is a process. Sometimes, the process is easy and individuals move through the four stages quickly; other times, it takes awhile. The take away for Junior League members was to help others understand the process of change and move through that process.

After Gale Mote concluded her presentation, attendees engaged in a networking and sharing session. Members with similar roles in each League formed small groups to discuss challenges and strategies within their service area. It was a great opportunity to gain insight for strengthening our efforts and creating a greater impact on each of our communities.

For additional information regarding Gale Mote Associates visit <http://galemoteassociates.com>

“Your life doesn’t get better by chance, it gets better by change” – Maria Robinson

President's Letter: "A Pretty Little Bow"



Ok, I'll admit it...It took me a few pages - all right, 50-ish - to get into "The Language of Flowers," the novel Junior League of Cedar Rapids has adopted this year for our members to read as an education piece about our issue area: kids within the foster care system. Then, I was hooked and couldn't put it down; this mom who works outside the home full-time finished this book in two weeks. That's a miracle these days!

The *New York Times*' best-selling book by Vanessa Diffenbaugh is about a young woman who ages out of the foster care system in San Francisco. She uses the Victorian-era language of flowers to communicate with others, whether they understand the meanings or not. And without giving too much away, the book ends just as I hoped it would.

If you go online and read the critics, this is actually the biggest criticism of the book; it all wraps up just a tad too neatly into a nice ribbon. I read these book critiques after I had finished "The Language of Flowers" and something about those comments bothered me.

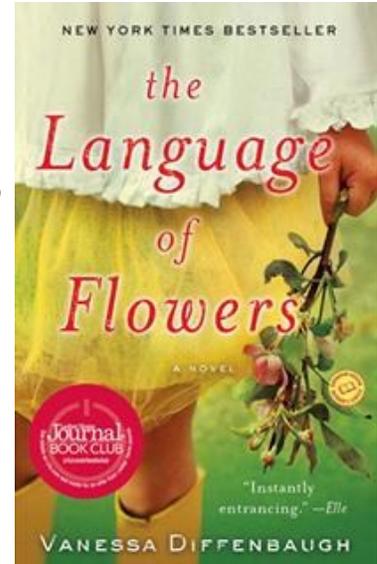
A day or two later, it hit me why those criticisms unsettled me. They made me uncomfortable because while reading the book *I needed* it to wrap up in a pretty little bow. I was vested in characters who are vastly different than me, and it would have torn me apart not to see it end the way I wanted it to end, or in all honesty, an ending that made me feel good.

In a split second, the 2x4 came next. That pretty little bow isn't the ending many foster care kids see in real life. In real life, 25% end up homeless within two years of aging out of the system. In real life, 60% of foster care kids have children of their own within four years and those children are twice as likely to be placed foster care. In real life, 25% of former foster care kids become incarcerated.¹

I'm rare though. I'll have the ability to ask the author, Vanessa Diffenbaugh, face-to-face at our Spring Fundraiser in late May why she chose this ending, especially as a well-educated foster mom who knows the real world endings. Did she give me, the President of Junior League, with two loving parents who are still married, and an unbelievable family support system, the ending I needed because I couldn't stomach the truth? And because the truth may not sell books? Heavy stuff.

In between now and then, though I know one thing that can lighten this load. I know our organization is utilizing our resources: members, skills and dollars. And our organization is trying its best it can to help the foster kids in Linn County have a chance at having a successful life as they grow. And I have multiple opportunities to get involved, and I might be part of an organization that maybe, just maybe, can crisscross the ribbon, make a loop, or tie the knot on one of "our" foster care kids' big red bows.

Kristin Roberts



Vanessa Diffenbaugh Live
Thursday May 30, 2013
Cedar Rapids, IA
Details to come

Save the Date! Butterfly Kisses March 3, CR Marriott

Tickets are on sale now! Don't miss your chance to attend this year's fabulous event on March 3 from 1-4 p.m. at the Cedar Rapids Marriott. It truly will be an afternoon to remember.

Day of the event activities include light lunch, professional photo by Joe Photo, Glitz and Glam by Mary Kay, fun balloon creations with Papa Balloon, crafts, games and music by Modern DJ. The Butterfly Boutique, new to Butterfly Kisses in 2013, is a market full of fun and creative gifts for purchase.

Remember to purchase auction keys for an opportunity to unlock a fabulous prize. Items will also be available for silent auction, including a full size play house – the perfect backyard accessory!

Remember to invite all of your friends, family and co-workers! The event is also active on the JLCR Facebook page - feel free to 'share' the event with your friends.

Active members may count half of the monetary value of ticket purchases toward their annual financial commitment.

Looking for more ways to get involved with Butterfly Kisses?

Consider donating items to be featured for sale in the Butterfly Boutique market. We are seeking to have a strong variety of items available for purchase, from cupcakes, pottery gift cards and scarves to mini golf passes and car washes. The market will offer something for everyone, in a range of prices and quantities. You may count the monetary value of your donations towards fulfilling your yearly financial contribution.

Watch for updates on craft and decoration preparation nights where you will earn fundraising hours by helping to prepare for the Butterfly Kisses event and have a great evening with fun ladies. A link will be e-mailed out in the near future, with all available volunteer spots noted – we'd love to have you join us for creating a magical afternoon of memories for our attendees!

For questions contact

Tara DeWolf (taradewolf@gmail.com or (319) 899-2808)
Michelle Foley (michelle@mkdreamz.com)

[Click Here to view
Butterfly Kisses 2013 Flier](#)



Example Playhouse for auction key winner.
Actual color may vary.

Spring Fundraiser set for May 30, 2013

On Thursday, May 30, award-winning author Vanessa Diffenbaugh will be come to Cedar Rapids to speak about her book, "The Language of Flowers."

Diffenbaugh will speak about her connection to foster care, host a question-and-answer session, and sign books. Ticket prices and location will be announced soon. This will be an event you won't want to miss.

Proceeds from the event will support Junior League projects and the training and education of our members.

DONE IN A DAY:

November and December provided several fun Done-in-a-Day opportunities.

November saw the completion of the Linen Drive for the Foundation 2 Youth Shelter. Remaining bedding, towels, and other home items were donated via a Target Wish List where members were able to purchase items online and have them shipped directly to the shelter.

On Nov. 10, members volunteered at the Linn County Sleep-Out for the Homeless at Veteran's Memorial Stadium.

December saw the return of the popular holiday decorating event at the Ronald McDonald House in Iowa City, where members erected a Christmas tree and wrapped interior doors in festive gift wrap.

Later that month, members manned an art booth at the Families Helping Families "Holiday Giving Tree" event at Hawkeye Downs. Foster children of all ages colored holiday pictures that were added to a large banner which was donated to the Families Helping Families organization.

Spring brings the return of the Metro Threads clothing drive and the Arc Easter Egg Hunt, as well as some new opportunities. Additional excitement is the addition of DIAD committee members, Nikki Burrus and Kelli Holubeck. These ladies are vibrant and enthusiastic, and will certainly bring a lot of great ideas to the DIAD committee!



New Member Project:

"If you can imagine it, you can achieve it. If you can dream it, you can become it."

Each year the JLCR New Member Class undertakes a project as part of their new member orientation curriculum. The projects are typically larger in size and are related to JLCR's overall project. The 2012 New Member project was to renovate the family room at the Foundation 2 Youth Shelter.

Foundation 2 Youth Shelter is a 17-bed facility providing basic necessities, structured supervision, counseling, and educational programming to youth ages 11-17. The shelter has a family room that serves a variety of purposes, including watching TV, reading, playing games, as well as for staff and family meetings. All of the furniture in the room was outdated and damaged. The New Member Class felt an instant connection to this outdated room and felt they could make a difference by making the renovation their project. The project's goal was to update the room, and make it a place where the youth would want to spend time after being gone all day.

The New Member Class spent two months fundraising, which resulted in \$2,500 for the room makeover. The Class then purchased two couches, chairs, games, DVDs, curtains, and decorations, and even drove out to Solon to pick up a third donated couch. Members spent two days painting and decorating the room, and were very pleased with how it turned out. The group even had the following quote painted on the wall to inspire those who used the room: "If you can imagine it, you can achieve it. If you can dream it, you can become it."

The make-over was truly a team effort and everyone had a great time working together to see the drab room transformed into a relaxing, functional living space. Foundation 2 was very pleased with how the room turned out, and thankful to Junior League for their efforts to help the youth in our community.

New Member Project



BEFORE



AFTER

2013-2014 Slated Positions

After a successful Slate Day, the JLCR Nominating Committee is pleased to announce the 2013-2014 Slate. The Nominating Committee had great success in their second year of interviewing for slated positions, and look forward to continuing the process in the coming years to ensure JLCR is the very best it can be!

2013-2014 JLCR Board of Directors

President Elect: Molly Baynes
Vice President of Administration: Heather Sayasit
Vice President of Community: Beth McDougall
Vice President of Marketing: Amy Grotewold
Vice President of Finance: Tara DeWolf
Vice President of Membership: Chelsey McDill
At Large Board Member: Katie Goldberg

Assistant Placement: Katie Goldberg

Assistant Nominating: Catie Houck

Assistant Membership: Sally Sandberg

Advisory Future Planning: Lis Erickson

Ways & Means: Natalie Ditmars

Resource Dev Asst. Chair: Jessica Cummings

Nominating Committee Slate

Cari Foss and Christine Young

2013-2014 JLCR Advisors

Cindy Adkins, Stephanie Leuck, Anna Kucera-Pint, Kristy Marxen, Cally Murray,
 Lindsay Prince, Nicole Ridge, Katie Schroeder, Laurie Wahlert, Amy Weber

Career Mapping: Strategic Development for All Members

You can call it career mapping, career paths, or personal development. Whatever the label, it all comes down to one thing, focusing on and investing in YOURSELF. Our members are a precious asset to the community we serve, to each other and to ourselves. Junior League of Cedar Rapids takes pride in being a *training organization*. It is a place where we learn from one another and experience new things.

This year, the Placement Committee implemented a new Career Mapping Process for all League members. This new process starts with a personal assessment of the newly created JLCR Core Competencies. Each of these fifteen competencies reflects the behaviors and skills of a servant leader and comes with a detailed definition that will evolve with our members and grow with them throughout their journey in League.

The Core Competency Assessments gives us an opportunity to dive deep into skills and behaviors, and provides a starting point for each member's 'career map'. Advisors then work with their advisees to analyze the assessment, discuss how to apply strengths and how to work on development areas, and summarizes the conversation into a form to help the Nominating Committee during the slate process.

Developing a strategic approach to development is crucial to retaining members, engaging members, and the future leadership excellence of JLCR. The process may seem like a lot of work, however, it is worth the value we all obtain.

I want to personally thank everyone involved in this process and for evaluating your skills and behaviors on a deeper level. Sincere thanks to each of our stellar advisors for giving their time, their knowledge, and their passion for League. Also, thanks to amazing assistant chair, Katie Harms, who provided great ideas and support, ensuring career mapping success!

-Chelsey McDill, Placement Chair

BOARD MEETING MINUTES: October 2012

JLCR Board Meeting Minutes

Oct. 2, 6:35 p.m.

Human Services Campus

Board members present: Kristin Roberts, Maria Sanchez-Masi, Molly Baynes, Lis Erickson, Nicole Ridge, Crystal Hardinger, Diane Stefani

Board members absent: Megan Moran, Kathy Crosby, Jennifer Neumann

Guests: ALT leader Abbie Covenah

Call to Order

The Board Meeting was called to order at 6:49 PM in the conference room of the Human Services Campus (HSC) building.

Agreement on the Agenda

Consent Agenda

The Sept 2012 JLCR board meeting minutes were confirmed as published. Membership council asked to move to the consent agenda. The consent agenda was unanimously approved.

Active Agenda

President's Report

President Kristin Roberts let the board know that she has confirmed that when we are voting abstains do not need to be counted as part of the total as they do not count. We will still continue to count the total number of people in attendance to vote so our numbers meet bylaws.

Kashi boxes – they are advertising Kids in the Kitchen on cereal boxes coming out in the near future.

AJLI – online league training - leadership– you will get a certificate

in certain things.

Administration Council

VP of Administration asked for input from the board to include in the upcoming review of JLCR office manager Elizabeth Smith. Also asking if there are additional projects Elizabeth can help with. She is a great asset to JLCR and looking to increase her worth / duties with us.

Marketing Council

VP of Marketing Lis Erickson updated the board on an initiative they are working on this year. Marketing is looking for JLCR members to attend/get more involved in community events. Look for emails coming from their council asking for people to represent JLCR at these events.

Lis is also looking at the structure of the Marketing council and looking to update it. Lis presented her layout for a new structure, asked for feedback and talked about possible implementation for next year.

Community Council

VP Crystal Hardinger gave a presentation on our "Impact" Goals following up on Vicki Clark's presentation. Vicki would like to use our project / us as an example for ODI. Crystal presented our structure as it is and talked of how we could move forward in the future, what we have now and how we can expand each part of the structure in the future. She said the piece that we are missing is what our goals for our membership are.

How do numbers come into this?

How many youth are we shaping. 10, 50 etc. Some type of measurement for our members to feel we are meeting our goals. The piece that we are missing is how our goals are set right now. It is up to all members to make sure we hit all those goals. Not just the community council. Need 100% participation/support in input and action. Crystal will present this at the next GMM to all members to begin this buy in and help foster more support.

Planning Council

VP of Planning Maria Sanchez–Maxi brought up the subject of updating bylaws. Our Bylaws still include a lot of managing bylaws from several years ago. AJLI is making recommendations to all leagues to pull out some of the bylaws and list them as a set of policies and procedures and split them into managing policies (reimbursements) and member policies (what we vote on). She is asking board members – within councils – look under your councils and identify what bylaws you want to continue. What you want to keep and what you want to get rid of. Also, what policies / procedures do you need? She would like your updates before the next board meeting (November 6, 2012). Updates will then be made to the entire set of bylaws.

She will then plan to roll out the new set of bylaws all at once to have membership pass in a 1 shot vote at the end of the year. This is a recommendation from AJLI.

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BOARD MEETING MINUTES: Oct 2012 – Nov. 2012

(Continued from Page 6)

We will need to educate members on the changes through the rest of the year, and vote on the whole thing at the end of the year.

ALT/Generative Thinking - Abbie Covenah is our ALT chair. She updated the board on how ALT is going and where they are going.

Finance Council

VP of Finance Megan Moran was absent so President Kristin Roberts gave a quick financial review. The profit / start up funds in the LTTTC account still needs to be moved to the money market account.

Adjournment

The meeting adjourned at 8:19 PM

Respectfully submitted by Nicole Ridge, VP Administration 2012-13

JLCR Board Meeting Minutes

Nov. 6, 6:02 p.m.

Human Services Campus

Board members present: Kristin Roberts, Maria Sanchez-Masi, Molly Baynes, Lis Erickson, Nicole Ridge, Crystal Hardinger, Jennifer Neumann, Megan Moran

Board members absent: Kathy Crosby, Diane Stefani

Call to Order

The Board Meeting was called to order at 6:02 PM in the conference room of the Human Services Campus (HSC) building.

There was agreement on the Agenda with the addition of Q&A by new members at the end of the meeting.

Consent Agenda

The October 2012 JLCR board meeting minutes were confirmed as published. The consent agenda was unanimously approved.

Active Agenda

President's Report

President Kristin Roberts thanked Board Members for sending Annual Plan Goals. She asked members to keep working on them and keep updating them.

President Roberts presented an opportunity to the board regarding a spring intern. Lis Wardinski's mother knows a student (Kelsey) looking for an internship related to foster care. Kelsey is looking for 400 hours next semester. She will be available every day except for Monday afternoons. She goes to UNI but has relatives she can stay with in Cedar Rapids if necessary. She is majoring in family services. Do we think we have enough hours for her? We need to make sure that we can provide enough hours for her. Kristin will have her send her resume and cover letter and information on what she needs for the university, intern specs, etc. We will do a phone interview and go from there.

President Roberts discussed the Mid-Year Leadership retreat. It will take place the 2nd Saturday of January 12th. We will again have Gail Mote at the retreat. We have

the ability to ask what we want her to train us on. Topics were discussed including leadership, something member inspirational, finding your strength in the membership, working together – cohesiveness etc, strengths based management.

Membership Council

VP of Membership Molly Baynes discussed a new Exception Request form. This form will put in writing when people are having issues with getting in their hours due to personal issues. We do want to include a deadline. Board members will approve / reject but the member will be kept anonymous. The Form will be presented at GMM with tweaks. Deadline of March 15.

VP Baynes also presented proposed changes to the Membership council structure for next year. Changes will affect Membership, Administration etc. She will present it at the November GMM if approved.

VP Baynes made a motion to submit changes to membership/ administration council to the membership at the November GMM. Motion was voted on and passed unanimously.

VP of Planning Maria Sanchez-Masi then made a motion that the above council structure changes will be reflected in 2013 bylaws changes to be voted on by the membership in April 2013. Motion was voted on and passed unanimously.

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BOARD MEETING MINUTES: Nov. 2012 - Dec. 2012

(Continued from Page 7)

VP Baynes also discussed bringing back “Shout-outs” at GMMs, on our website etc. If you have shout-outs, send them to Molly ahead of time so they can be presented at the GMM. Can utilize the board reports for this. It will also be put in the E-news.

Community Council

VP of Community Crystal Hardinger discussed the January DIAD Metro Threads. Metro high school students are looking for professional clothing. Members can bring lightly used or new clothing to the January \$20 worth = 1 hour. After discussion, Crystal made a motion that JLCR members will receive 1 project hour for bringing \$20 of lightly used or new clothing items to the January GMM to support Metro Threads (max 1 hour). Motion was voted on and passed unanimously.

Finance Council

VP of Finance Megan Moran gave a quick review. We are pretty low on fundraiser dollars at this point. But there is a plan for corporate sponsorship. Annual fund just kicked off so look for this to increase before the end of the year. Butterfly Kisses will be held in March and the spring fundraiser in April / May.

Generative Thinking (20 min) – VP of Marketing Lis Erickson presented – how do we want to be perceived in the community and what do we need to get there. Questions – what we are, what public thinks, and what do we want our public image to be. How

do we get others to see us how we want?

New member Q&A

Adjournment

The meeting adjourned at 7:36 PM

Respectfully submitted by Nicole Ridge, VP Administration 2012-13

JLCR Board Meeting Minutes
Dec. 4, 6:02 p.m.

Human Services Campus

Board members present: Kristin Roberts, Maria Sanchez-Masi, Molly Baynes, Lis Erickson, Nicole Ridge, Crystal Hardinger, Kathy Krosby, Megan Moran

Board members absent: Jennifer Neumann, Diane Stefani

Call to Order

The Board Meeting was called to order at 6:02 PM in the conference room of the Human Services Campus (HSC) building.

There was agreement on the Agenda with the addition of Q&A by new members at the end of the meeting.

Consent Agenda

The November 2012 JLCR board meeting minutes were confirmed as published. The consent agenda was unanimously approved.

Active Agenda

President’s Report

Internship update – Kelsey sent a resume and references, but we are

not getting a response now. Will email if don’t hear by Friday, we will pass on this.\

Winter leadership voting delegate. Normally business is not conducted at the winter meeting but this year it will be. President is JLCR’s voting delegate, but the President does not attend this conference.

VP of Membership Molly Baynes made a motion to allow Maria Sanchez-Masi, VP of Planning and next year’s President, to have voting power at the upcoming AJLI leadership conference. Motion was voted on and passed unanimously.

Mid-Year Leadership retreat details were discussed. Retreat is Jan. 12th from 9:30 – 12:45 on Saturday morning. Gail Mote is coming back – talking about strengths – general leadership training. JL Waterloo/ Cedar Falls and JL Quad Cities will be in attendance. We will be able to network with other leagues. Food – we will figure out in January.

January Board Meeting is scheduled for January 1st which is New Year’s Day. It will be moved to Jan 7th, following Monday at 6pm. Nicole will reserve the room.

March board meeting will start at 6:30. E&T beforehand regarding conflict resolution from 5:30 – 6:30. Dealing with conflict in effective communication.

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BOARD MEETING MINUTES: December 2012

(Continued from Page 8)

Membership Council

Generative Thinking – Discussion was held on the nominating process this year. Changes included applications being due earlier, with more emphasis / discussion with advisors on core competencies and career mapping. Career mapping will help members moving forward as long as people use it. Committee member Katie Harms attended to hear and participate in the discussion.

What are we doing to encourage our members to apply for those positions? Because they are due so early in the year it is difficult to know where the level of many members are. How do we improve the process?

VP of Membership Molly Baynes discussed “Name your own Hours”. Feedback has been positive. Should we extend it to next year? A. do we want to broaden it. B. If yes to what. This

is considered a policy and not a bylaw. If we want to make it permanent, we will need to have a written policy. For the January board meeting Molly will have a policy written up.

Planning Council

VP of Planning Maria Sanchez-Masi and Stephanie Lueck have been continuing their review of the bylaws and looking to make changes and split out policies and procedures. JLCR Board can set a policy. Operational policies do not need a membership vote. They are checking on proxy voting with AJLI. We had done away with Proxy voting when we stopped having absentee voting. Please continue to review your related bylaws and let Maria know of changes / questions etc.

Elizabeth will pull the GMM rosters for the last 12 months and send to Nicole, Kristin and Maria to get an idea of average attendance at GMM meetings.

Finance Council

Finance review. Pretty low dollar numbers at this point on fundraisers. Corporate sponsorship and annual fund and spring fundraiser is later in the spring.

Butterfly Kisses has asked the board to consider if members could receive 1 fundraising hour for \$50.00 for Marketplace. 2nd – members get a fundraising hour for each hour they spend making decorations – their choice.

A motion was made by VP of Finance Megan Moran on behalf of the BK committee to allow \$50 worth of goods is to count for 1 fundraising hour for BK. A vote was held. 8 opposed, 0 for, 0 abstained. The motion did not pass.

New member Q&A

Adjournment

The meeting adjourned at 7:51 PM

Respectfully submitted by Nicole Ridge, VP Administration 2012-13

WINTER BIRTHDAYS

<u>January</u>		<u>February</u>		<u>March</u>		<u>April</u>	
Lijun Chadima	1	Nicole Ridge	11	Jennifer Bleil	1	Kimberly McGuire	5
Jennifer Byers	7	Lori Pankey	12	Kari Cooling	8	Carey Buresh	8
Cindy Adkins	9	Jessica Cummings	25	Cara Joens	9	Natalie Dittmers	15
Kati Davis	21	Vera Howe	26	Sally Sandberg	11	Callie Graf	15
		Heidi Landsgard	29	Chelsea Dirks	26	Abbie Covenah	16
				Mary Locher	27	Kathy Crosby	17
				Katie Goldberg	28	Laurie Wahlert	17
						Kymm Barnes	22
						Layne Huey	23

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IMPACT COMMITTEE:

Becky Floyd
Amanda Lane
Stacy Long
Jessica McAllister
Janelle Clymer, 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

February 2013

- 2/5: Board Meeting, HSC, 6 p.m.
- 2/12: Life Coaching with Jennifer Zach
- 2/16: CPR Cert. Hiawatha Fire
9 a.m. - Noon
- 2/19: Yoga Basics, HSC 5:30 p.m.
Feb. GMM, HSC 6:30 p.m.

March 2013

- 3/3: Butterfly Kisses, Marriott, 1-4 p.m.
- 3/5: Conflict Resolution Session,
HSC, 5:30 p.m.
Board Meeting, HSC, 6 p.m.
- 3/19: March GMM, HSC, 6:30 p.m.
- 3/23: ARC Easter Egg Hunt

April 2013

- 4/2: Board Meeting, HSC, 6 p.m.
- 4/16: April GMM, HSC, 6:30 p.m.