

# LIGHTS

JUNIOR LEAGUE OF  
PITTSBURGH

Women building better communities

Volume LXXX, Issue 7

March 2004

## CADC 2004 PROJECT SLATE

FOUR PROJECTS UP FOR CONSIDERATION BY MEMBERSHIP

After reviewing many project proposals, the CADC committee is pleased to announce that four projects have been selected for membership consideration: Providence Teen Program (PTP), Rachel Carson Homestead Volunteer Program, Senior Service Care Network-Pilot Program, and Safety Kids Camp. These four projects described below were slated and approved by the Board of Directors on February 4, 2004. Although representatives from each organization will provide short presentations regarding the projects and organizations at the March 10<sup>th</sup> General Membership Meeting (GMM) prior to voting, we ask that you carefully review the following project selection descriptions prior to the March GMM. As you review, consider which

projects you would like the JLP to support and whether you would be willing to chair a committee or serve as a committee member for one of the four projects.

For your convenience, excerpts from the CADC "Project Voting Guide" appear in this edition of Lights (pg 10). Please familiarize yourself with the applicable voting procedures prior to the March 10<sup>th</sup> GMM. If you are unable to attend the March 10<sup>th</sup> GMM, please contact Melissa Craig, Corresponding Secretary and Office Manager, at [jlpg@aol.com](mailto:jlpg@aol.com) or 412-422-8580 for an absentee ballot. All absentee ballots must be received by Melissa Craig prior to the March 10, 2004 GMM.

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## PLACEMENT Palooza!

Placement Fair – March 10, 2004  
6PM – Regional Enterprise Tower

This year's theme is "Placement Palooza: Strike the Right Chord with Your Placement." This is a required event for all actives and provisionals. If you cannot attend, please contact your Placement Advisor; provisionals, contact Sue Duris-McMurdy.

Spring Placement interviews should be completed by March 7th. You should also have received the '04-'05 Placement Manual and Selection Sheet. To help keep costs down, these items are available by e-mail, our website, or as hard copy by request.

On March 10<sup>th</sup>, each committee will host a table that you may visit to help answer any last minute questions as you make your choices. Pamela Gardner-Rende is gathering fabulous prizes for the raffle that evening as well. For every table you visit, you win a chance at the raffle!

Remember: Your placement advisor is your personal advocate. Make sure she knows what you want to do next year! The Placement Committee will meet Saturday, March 13th to assist Sue Duris-McMurdy in placing actives for the '04-'05 league year. Your advisor will contact you by the end of March with your placement. Any necessary adjustments will occur then. We look forward to seeing you!

### Special Events!

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## Happy Hour!

Friday, March 19th

Walnut Street Grill

Bellefonte Street, Shadyside

5:30PM— ?

### Book and Author

Thursday, April 22nd

Carnegie Music Hall

Great food, Great ideas.

See page 9 for details

## DESIGNERS' SHOW HOUSE 2005

➤ Flip to page 5 for the skinny



## President's Report

The first AJLI Networking/Governance Dialogue Meeting was held February 7-8, 2004 in Dallas, Texas. Mary Adele Krolikowski and I attended as delegates for the JLP.

With a 7:30 AM start Saturday morning, the day began with a networking breakfast and opening session with Christine Benaro, AJLI President. Susan Danish, AJLI Executive Director, gave a very interesting presentation on AJLI, sharing the latest statistics from the League Profile Survey. From this information, we were given "points to ponder" as we participated in discussion sessions. Here are a few stats to note:

► **Membership:** Smaller leagues have a stronger sustainer base, while larger leagues have a stronger active base. Overall, sustainers account for 61% of the total membership, actives comprise 32%, and provisional members 7%. 34% of Leagues run two provisional courses. 35% of Leagues require sponsors. Many Leagues (55%) have advance categories of membership, similar to JLP's Gold Active status.

► **Fundraisers:** Top 10 most common are: 1) Cookbooks, 2) Auction, 3) Endowment Fund, 4) Holiday Boutique/Mart Sale, 5) Grants/Corporate Sponsorship, 6) Cookbooks (other league), 7) Rummage/Thrift Sale, 8) Raffle, 9) Annual Campaign, and 10) Ball/Dinner Dance. 25% of the Leagues have a Thrift Shop as a fundraiser, while only 9% conduct a Show House/Kitchen/Garden Tour.

► **New idea:** one new idea for a fundraiser that caught everyone's attention was called "Touch a Truck," by the JL of Greenwich. This event allowed children to touch and examine trucks and other construction equipment!

► **Focus Areas:** The Top 5 focus priority areas are: 1) Children and Youth (86%), 2) Women (51%), 3) Education (46%), 4) Family Support (37%), and 5) Voluntarism (30%).

Following was a session on Fund Development led by my favorite trainer, Penelope Davies. Both Mary Adele and I attended. It is quite clear that gaining financial support from outside a League is the key to successful fundraising. Grant writing, annual campaigns, and corporate sponsorships go hand in hand with having a three-year fundraising plan and a financial forecast. Integrating both into a program, or project-driven strategic plan, sets a League apart from the rest.

Prior to lunch, Christine Benaro led a session titled "Governing in Your Association." She gave an overview of Association work in the areas of: Headquarters Location, Healthy Leagues Initiative, and the Resolutions Process. Ms. Benaro put forth the idea to "change the conversation" or perhaps the issues we have signify another conversation we need to have as a group. It certainly made sense as she discussed AJLI's work regarding the financial policy changes that were not passed at

*(Continued on page 3)*

## Board of Directors

*President*

**Julia Sheridan Gleason**

*President-Elect*

**Mary Adele Krolikowski**

*Recording Secretary*

**Charlene Marquart**

*Treasurer*

**Cynthia Raftis**

*Treasurer-Elect*

**Carol Anderson**

*CADC Director*

**Beth Vucic**

*Communications/PR*

**Ann Bondi**

*Education/Events Director*

**Gail Groninger**

*Fund Development Director*

**Linda Ban**

*Membership Development Director*

**Kelly Morgans Schraven**

*Nomination Director*

**Linnea Johnson**

*Placement Director*

**Sue Duris-McMurdy**

*Projects Director*

**Deirdre Ragan**

*Public Affairs Director*

**Allison Burgan**

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**Beth Harhai**

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**Barbara E. MacQuown, CMP**

The Junior League of Pittsburgh is an organization of women committed to promoting voluntarism and to improving the community through the effective action and leadership of trained volunteers. Its purposes are exclusively educational and charitable. The Junior League of Pittsburgh reaches out to women of all races, creeds, religions or national origins who demonstrate an interest in and commitment to volunteerism.

Website: [www.junior-league.org](http://www.junior-league.org)

Email: [jpggh@aol.com](mailto:jpggh@aol.com)

Phone: (412) 422-8580

Fax: (412) 422-8706

(Continued from page 2)

last year's annual conference. The concerns expressed highlighted that **a conversation regarding the equality of Leagues is the main issues at hand.**

Following lunch, I attended a breakout session on Internationalism. Meanwhile, Mary Adele joined the session on Board Retreat Training. The discussion concerning Internationalism, with several AJLI Board Members, Kim Krushell – President-Elect from the JL of Edmonton, Kim Evans – President of JL of Little Rock, and Arlette Mathis – President-Elect of the JL of Brooklyn, revolved around continuing the development of new Leagues in other countries. Certainly, with the addition of a new league in Mexico, the group felt that this area should receive funding and attention. Forming new leagues from friends living elsewhere would be easy if AJLI could formulate a “JL in a Box”. The group supported the concept, but was concerned that it would be lost on the local level. Later in the day, I had the chance to spend the “networking and nibbling” hour on the same subject, helping to move this topic forward with a larger group of attendees.

Community Impact, a session on determining focus areas for Leagues, was not as beneficial as the fund development session. Many Leagues do not have a Community Assessment and Development Committee that does so much to foster decision-making regarding future projects. I was amazed when one League discussed the number of projects being over 50 annually with only 250 members. Yet, there are many Leagues who do not use a formal process to select a signature or yearly project commitment. The JL of Pittsburgh should be proud to know how accomplished and focused we are in this area of operation.

Since we had a free evening, I jumped at the chance to attend the JL of Dallas' Black Tie Event - Le Cirque Royale Bal at the Fairmont Hotel. Arriving at this event in a stretch limo with the

AJLI leadership was quite a treat. From my estimate, the attendance was over 1,500. From the lush decorations to the hour long show by Neil Goldberg's Cirque, I can truly say that they do nothing small in Texas. Mary Meir, JL of Dallas' President was a gracious hostess and MC for the evening. And of course, the band began to play immediately after the show. Since our husbands were not present, dancing was in order. Let's just say that the JL of Los Angeles gave me quite a set of sore feet.

Sunday morning started even earlier with an Area II Breakfast. Barbara Kessler, Area II Director, reviewed many of the topics discussed earlier and encouraged a positive networking session.

A Governance Plenary Session was next, with Ann Payne, the AJLI Treasurer offering a report on AJLI Finances. In short, AJLI has responded to

Leagues' concerns. For the fiscal year ended June 30, 2003, the Association generated an increase in net assets of \$1.6 million as compared to a decrease in net assets of \$4 million from the fiscal year ended June 30, 2002.

The Association's balance of cash and investments was 3.9 times the liabilities for the fiscal year ended June 30, 2003.

(Continued on page 12)



**PE's Planning in Dallas for next year**

Front Row: Maggie of Boise, Tara of Las Cruces  
Back Row: Lorrie of Lehigh Valley,  
Kristen of Tucson, Carolyn of Worcester, MAK of Pittsburgh

## AJLI training from the PE'S VANTAGE POINT

By MaryAdele Krolikowski, President-Elect 2003-04

Attending the 2004 Networking/Governance Dialogue Meeting proved educational and fun. Here are some of the highlights from this PE's perspective.

Throughout the weekend I spent time with different President-Elects discussing how the PE year was going, hearing about Presidential plans, learning about Board Retreats, and planning successful GMMs. I thought about my “theme” for 2004-05. Julia's “Let's Make Magic” is a good one for her. Annapolis' theme for this year is “Phenomenal Women” and next year's theme is “Women in Leadership.” Boise's theme is “Reflections on the Future,” while Fargo is doing a take-off from the “Healthy League” perspective. Frankly, I don't have a theme yet. I can say I will be stressing training at most GMMs from a JLP, AJLI and general volunteer point-of-view.

In addition, each GMM will be structured to encompass one of the JLP's seven Position Statements: Children, Volunteerism, Aging, Substance Abuse, Women, Health and Domestic Violence. I'm in the process of making a calendar to include the dates of all the Board Meetings, GMM's, Board Retreats, the AJLI Conferences, and the Fund Raisers. I have set up two dinners with Presidents from 1993 through the present. The dinners will give me an opportunity to discuss with them the situation of the JLP and ask for their counsel, guidance, and suggestions. I'm really enjoying my President-Elect year, working with Julia and the Board while looking forward to next year, too.

Please feel free to talk to Lynne Chadwick (P-E-E) or me about any thoughts, plans or ideas that you may have concerning next year. Especially if you can help me with a theme!

# EVERYBODYWINS! Reading room in high gear



the 2002-2003 school year, twenty-four children participated. Clearly, the Everybody Wins Committee's goal of doubling the number of students involved from last year is well on its way. New reading volunteers are always needed. If you're thinking about becoming a volunteer for

Everybody Wins, if you know children, or if you have children of your own, consider this quote from Jim Trelease's best selling book, "The Read-Aloud Handbook":

**"Extensive research has proven that reading aloud to a child is the single most important factor in raising a reader. These inexpensive fifteen minutes a day are the best-kept secret in American education. If reading to children were common instead of a rarity, we'd be facing fewer academic and social problems in this nation."**

Under Cindy Goodman-Leib's direction, the Everybody Wins reading program is in high gear and running smoothly. Cindy is working hard to make the reading room a wonderful learning center, enriching what the students learn in their classrooms. Currently, forty-five adults have volunteered to read to the children once a week during lunch.

## Thank you

A special thank you to those Junior Leaguers who are volunteering their time and are, no doubt, making a difference in a child's life!

**Actives:** Katie Jones, Mary Adele Krolikowski & husband, John Lynne Chadwick, Kimberly Jackson

**Provisional:** Gareth Schweizer Smith

**Sustainers:** Stephanie Bozic, Jan Chadwick, Carolyn Thornton, Jessica Lynch, and Sophea Chapas

By Kristin Groninger

One day, when Cindy Goodman-Leib, our fantastic new Everybody Wins School Coordinator, entered a class to escort a student to the reading room, the teacher commented, "Oh, good! You're here. She really needs this today!" The student wasn't misbehaving; her teacher was simply sensitive to the fact that this little girl was really looking forward to doing something different. The lunch-time read-aloud program at Martin Luther King Elementary School is valuable for everyone – teachers, students, and reading volunteers, alike. The students enjoy their special change in routine every week and benefit greatly from the one-on-one attention given to them by their reading partners.

The students aren't the only ones who benefit from the EW program. Cindy often hears wonderful comments from the adult reading volunteers' experiences. One volunteer recently said, "I just forget about work and everything when I'm here; it's a nice mental break. The time just flies by and before I know it the bell rings and it's time to go." Before meeting their student reading partner, many volunteers are apprehensive about spending the allotted time with their child, but once the session begins and the energy ignites, everyone agrees that the time goes by quickly!

Thirty-five plus students (the number grows every day!) at Martin Luther King Elementary School are currently enrolled in the Everybody Wins reading program, while during

## Cindy's Room

Just a few requests from Cindy ...

- ▶ small tables are still needed for the reading room,
- ▶ books are always welcome;
- ▶ most importantly, talk about EverybodyWins! at work and ask if anyone is interested in volunteering to read to a child once a week during lunch.

What a precious use of time!

# DESIGNERS' SHOW HOUSE

## 2005

By Kari Brumback, Show House Research

The research has begun...The Show House Research Committee has been hard at work developing a clear process and the necessary tools for a successful 2005 fundraiser. A huge THANK YOU goes out to our Advisory Committee: Cookie Roberson, Melissa Craig, Julia Gleason, Mary Adele Krolikowski, Alison Tyson, and Ann Bondi. Your insight and ideas are fantastic! Our committee is in the process of finalizing a Show House Media Kit containing the following information ▶

### SHOW HOUSE MEDIA KIT

- Junior League of Pittsburgh Mission
- Current Community Projects and Programs
- Show House Fact Sheet
- Preliminary Show House Schedule
- Benefits: Participating in a Designers' Show House
- Expectations: Participating in a Designers' Show House
- Raising Funds for our community
- Past Show House Photos
- 2003 Show House Documents (tickets, programs, Preview Party tickets / programs, brochures)

## SPREAD THE WORD

### JLP In search of 2005 Designers' Show House!

If you've got a large house with excellent character and history or know someone who does, the Show House Research committee is looking for you. We are in search of a home with approximately 15 – 18 rooms, which can be made over by area interior and exterior designers for the 2005 fundraiser, **The 2005 Designers' Show House**.

The designer show house is a tremendous fundraiser with the potential to be an outstanding public relations opportunity for Junior League of Pittsburgh, as we experienced with the 2003 Designers' Show House, and can really highlight the community programs we support in the process. It is also a perfect way to showcase the talents of interior / exterior designers, landscapers, painters, and craftsmen.

### Show House Research Committee Selection Guidelines:

- Interesting History
- Eye-catching Architecture
- Curb Appeal
- Solid Structure
- Updated Utilities
- Accessible Parking

We are calling on all league members for your support in helping the Show House Research Committee find a magnificent house. If you have leads on potential sites, please contact: Kari Brumback (dbrumbac@earthlink.net) Show House Research, JLP Headquarters 1620 Murray Ave Pittsburgh, PA 15217 (jlp@aol.com)

## ...even the kitchen sink!

### Are you too busy to have a garage sale?

Donate your new and gently used houseware items to the Wear After Shop for its **April 3rd Housewares & Petwares Sale!** Examples of donations include: dishes, glasses, flatware, pots, pans, utensils, barware, sheets, blankets, pillows, table linens, towels, toasters, blenders, mixers, food processors and other appliances, TVs, VCRs, lamps and other electronics, gardening tools, artwork, picture frames, baskets, shelves, wine racks, magazine racks, pet supplies such as collars, bowls, leashes and toys, decorative items, rugs, curtains – even the kitchen sink!

### HOUSEWARE & Petwares SALE Donation Venues:

▶ Wear After Shop located at 4752 Liberty Avenue in Bloomfield during regular business hours (MTWF, 10 - 4PM, Thursday 10-6PM, Saturday 10-3PM) ▶ Drop at Anathan House ▶ Bring to March 10th GMM ▶ Schedule a pick up via Robin Jones, at: robinwilsonjones@yahoo.com or 412.400.3834  
! The WAS is always in need of shopping bags (small & oversized with sturdy handles), if you have any to spare please include them with your donation.  
Note, donations are: tax deductible and count towards quota.

# ANNUAL APPEAL... every gift is crucial

By Linda Ban

The 2003 – 2004 Annual Appeal continues to grow thanks to our generous and dedicated members. As of February 13<sup>th</sup>, we have received pledges and donations totaling \$8,730! WOW! There is still time to make a contribution to the appeal. A pledge form can be obtained by visiting the JLP website at [www.junior-league.org](http://www.junior-league.org). If you have not already done so, please contribute today. All contributions directly benefit our projects.

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## With greatest appreciation, we recognize the following donors:

### Diamond (\$500+)

Lisa Campoli, provisional  
Heather Chronis, active  
Roberta Odell, sustainer

### Emerald (\$250 - \$499)

Jennifer Calihan, sustainer  
Gail Harbaugh, sustainer  
Mary Adele Krowlikowski, active  
Jane Pulver, sustainer  
Louise Kay Woodside, active

### Sapphire (\$100 - \$249)

Kristin Abbott, active  
Rita Allan, sustainer  
Linda Ban, active  
Jeanne Berdik, sustainer  
Louise Bergstrom, sustainer  
Ann Bondi, active  
Stephanie Bozic, sustainer  
Allison Burgan, active  
Emily Busse, provisional  
Lynne Chadwick, active  
Barbara Donnell, sustainer  
Sue Duris-McMurdy, active

Ann Egan, sustainer  
Kelly Enders, active  
Mary Louise Gailliot, sustainer  
Julia Gleason, active  
Julia Greer, active  
Linda Hartman, sustainer  
Stephanie Hoogendoorn, provisional  
Stacy Jacobs, active  
Kathryn Kesich, active  
Kimberly Mills, active  
Kathy Mole, active  
Heather Richardson, sustainer  
Marianne Rosati, sustainer  
Anne Simon, sustainer  
Esther Stiles, sustainer

### Pearl (\$50 - \$99)

Betsy Boughner, active  
Janet Chadwick, sustainer  
Mary Kate Coleman, sustainer  
Jan Conley, active  
Jennifer Daurora, provisional  
Heather Delaney, active  
Nancy Dixon, active  
Christine Emanuelson, active

Gale Golitko, sustainer  
Kristin Groninger, active  
Kathryn Heiser, active  
Kimberly Jackson, active  
Kim Johnson, active  
Janet Meub, active  
Constance Mockenhaupt, sustainer  
Patricia Pohlmann, sustainer  
Cindy Raftis, active  
Deirdre Ragan, active  
Abby Sandel, active  
Lisa Marie Toffolo, sustainer  
Beth Vucic, active

### Opal (\$1 - \$49)

Carol Anderson, active  
Maris Bondi, provisional  
Kari Brumback, active  
Marie Coleman, active  
Beth Demko, active  
Elizabeth Hobbs, sustainer  
Jeanette Laudner, active  
Beverly Rodriguez, sustainer

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## Shop Talk Wear After Shop Starts 2004 With a Bang!

Big news: the shop brought in more than \$13,750 in sales for January 2004. This total beats January 2003 by \$2,000 –despite the fact that we moved the fur blowout sale back to February!

The shop committee attributes increased sales to several factors, including the chilly weather prompting many to finally splurge on a fur coat. But, the key factor to reaching sales goals is believed to be the increased quality of donations.


We are accepting Spring, Summer garments that meet donation guidelines. Remember: any item not sold will not count towards quota. Members have been creative and generous, encouraging others to donate choice merchandise. Speaking of creative and generous, a special thanks to Elizabeth Wiegand, a sustainer, who donated a computer to the shop. Now we can print custom signs, and that should help sales and keep the store looking its best!

## Donation Guidelines

1. No rips, tears or stains. We can't clean or repair donated garments, so anything damaged is discarded!
2. Keep your donations in season. Wool jumpers don't sell in June and sundresses donated in December must be stored until May.
3. Donations must be on hangers or neatly folded in shopping bags. Use your judgment with housewares and shoes. Remember: we need to be able to lift and carry donations to the basement, so please no heavy boxes!
4. For tax purposes, you must value your donation based on the fair market value of your items. Guidelines are provided on the worksheet.
5. If possible, print /complete donation form before arriving. It helps us help you get in and out of the store quickly!

# March 2004



Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	2	3 6:30 Board Meeting @ Vintage	4	5 DIAD at Home Show, see pg.8 Mid Atlantic Conference, White Plains, NY	6 Mid Atlantic Conference
7 DIAD at Home Show, see pg.8  Mid Atlantic	8 1pm Show House Mtg @ Kari Brumback's	9	10 6pm Provisional voted to Active 7pm <b>Placement Fair</b> 7:15 GMM/Project Pres- entation	11	12 DIAD at Home Show, see pg.8	13 9 to 12 Placement Mtg. DIAD: at Home Show & Children's Museum, see pg.8
14 DIAD: at Home Show & Children's Museum, see pg.8	15	16 DIAD: American Cancer Society, Daffodils Day, see pg.8	17 6:00 Exec com mtg 6:30 Nominating @ Anathan 	18	19 <b>LIGHTS deadline</b> to Chere Tiller ,Chair cc Ann Bondi, PR	20 DIAD: Sojourner House, see pg.8
21	22	23	24 6 pm Finance mtg @ Anathan	25	26	27 DIAD: Carnegie Library, see pg.8 Area II Meeting @ Washington DC
28	29	30	31			

## General Membership Meeting Location

The General Membership Meetings will take place at the **Regional Enterprise Tower located at Sixth Avenue, Downtown — 31st floor.**

All GMMs start with a Social at 6:30pm followed by the business meeting at 7:00 pm. Please note, to accommodate requests for tables, easels, projectors, etc. at the GMMs, Program Services needs seven days **PRIOR** notice. Please contact Tonya Woody at 412-826-8866 with your requests. Reminder: parking is available across the street in the Mellon Square Garage.

### Directions to the Regional Enterprise Tower

#### Arriving From the West

(Pittsburgh International Airport)

- From Airport follow Route 60 South/I-279
- Go through the Fort Pitt Tunnel and over the Fort Pitt Bridge
- Exit straight from the bridge
- Take the "Liberty Avenue" Exit
- Proceed straight on Liberty Avenue to Sixth Avenue and make right hand turn

- Proceed for 3 blocks to William Penn Way
- The Regional Enterprise Tower is on your left

#### Arriving from the East

- Proceed West on Route 376
- Exit at Grant Street
- Proceed on Grant Street to Sixth Avenue and turn left; Go one block and cross William Penn Way; The Regional Enterprise Tower is on your right

#### Arriving from the North/Traveling on I-79

- From I-79 take Exit #21 to 279 South
- Follow 279 South which turns into 279 as you approach Downtown Pittsburgh
- Look for a sign indicating Sixth Avenue – Seventh Avenue – Civic Arena Exit
- Take Seventh Avenue side of this exit and cross Grant Street; Drive 1 block to William Penn Way and make a left; Drive 1 block to Sixth Avenue and the Regional Enterprise Tower is on your right

# One day is all it takes

## Volunteer opportunities

### Children's Museum of Pittsburgh...

Activities at the Aviary - Saturday March 13-Sunday March 14.  
Event is at the National Aviary, Northside, crafts for kids.  
Shifts between 10-5p

### Pittsburgh Home Show

Location: Convention Center Downtown  
Date/Time:  
Friday March 5 Shift 4p-10p  
Sunday March 7 . Shifts between 10a-6p  
Friday March 12 Shift 4p-10p  
Saturday March 13 Shifts open 10a-10p  
Sunday March 14 Shifts open 10a-4p  
Activities: in KIDZONE crafts and face painting children's area.  
Please Contact Katie Jones at the Children's Museum to sign up...  
412-322-5058 x 243 email: jones@pittsburghkids.org

### Recipient: American Cancer Society

Location: Downtown Pgh or various areas in Allegheny County  
Date/Time: Tuesday March 16, 2004 - morning & afternoon shifts  
Activity: American Cancer Society needs volunteers to deliver daffodils via hand delivery downtown or by car in various

areas in Allegheny County

RSVP: kdmole@aol.com or BOUGHNER\_ELIZABETH\_H@LILLY.COM

### Recipient: Sojourner House

Location: Sojourner House 5460 Penn Ave Pgh, PA 15206  
Date/Time: Saturday March 20, 2004 9:00 am to noon.  
Activity: "Spring Cleaning" the House and sanitizing the children's play room and toys  
RSVP: kdmole@aol.com or walke@georgiadogs.com

### Recipient: Carnegie Library

Location: Carnegie Library Lecture Hall , 4400 Forbes Ave. in Oakland - parking avail next to Library/Museum  
Date/Time:  
1. Saturday 03/27/04 at 9:30 a.m. - noon  
2. Saturday 04/24/05 at 9:30 a.m. - noon  
Event: Up to 6 volunteers needed for each event to take tickets and work as ushers at the Carnegie's "Black, White and Read All Over" Children's Author Events on dates listed above.  
RSVP: Kelly Enders at kle@cbmclaw.com

**Thanks!"**  
**for taking part**  
**in January and**  
**February:**

Stephanie Hoogendorn x 2  
Loretta Lobes  
Liza Dollins  
Michelle Smith  
Allison McKinley x 2  
Sara Datt  
Louis Kay Woodside

Gail Groninger  
Betsy Boughner  
Kathy Mole  
Heidi Dodds  
Jen Daurora  
Caroline Roche  
Lisa Chilcote

Beth Regan  
Karin Walke  
Shana Levine  
Emily Busse  
Julie Cagney  
Erin McKesson  
Beth Reilly



**Figure 8 Island**  
**Wilmington, NC**  
**Cottage Rentals**

### Private Island - North Carolina's BEST KEPT SECRET

Horning Cottage-4BR/2B /Soundfront/\$2,600 wk.

Bachman Cottage-4BR (2master)/3B/3,200 sq.ft  
of living space, across from ocean/\$3,000 wk.

Blanken Cottage-5BR (3master) /4.5B/deepwater  
dock for 2 boats, large cottage /\$3,900 wk.

All cottages include: LuxTax, Linens, Numerous Amenities

Spring & Fall are Summer Temperatures / No Crowds

Photos/info: [www.figure8rentals.com](http://www.figure8rentals.com) Call: Bunnie Bachman@ 910-686-1144

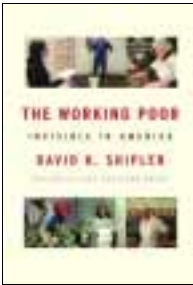
## FOOD & THOUGHT

### APRIL BOOK & AUTHOR EVENT

The next Book and Author Event will be hosted on Thursday, April 22 at the Carnegie Music Hall featuring great food and great ideas.

The three authors featured, David Shipler, Dorie McCullough Lawson and Faith Adiele promise food for thought.

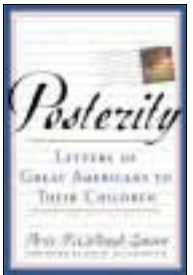
David Shipler, Pulitzer Prize



winning author for his book "Arabs and Jews, Wounded Spirit in a Promised Land" and longtime New York Times writer, will speak on his latest

book, "The Working Poor, Invisible in America."

Dorie McCullough Lawson will



share her book entitled "Posterity," a collection of letters great Americans sent their children. Her father David McCullough will be at the event to introduce her.

Faith Adiele, author of "Meeting



Faith," will speak about her experiences as the daughter of an African Prince and Swedish woman.

Hors d'oeuvres at 6:30, the lecture begins at 7:00. The authors will be available for book signing afterwards. Invite all your friends and join us for an evening of great fun. ☪

## Heating it up at sub zero

### Winter New Member Social a Success

Leaguers and potential new members braved the cold to attend the Winter New Member Social, held on January 31, 2004, at the South Hills Country Club. Despite the below-freezing temperature, we had a sunny day and approximately 20 prospective new members attended, together with about 30 current JLP members who were able to mix and mingle with the prospective JLP members prior to and after the tasty sit-down lunch at the South Hills Country Club. Attendees were able to learn more about the JLP as they heard from a number of JLP members and board members, who spoke about various JLP projects, fundraisers, the benefits of membership and personal experiences with the JLP. In addition, prospective JLP members received new member information packets and heard details of the provisional training program. Thanks to all who attended and referred prospective members to us. We know the event was a success as we received positive feedback from attendees on the surveys they completed as they exited, including specific comments such as "very interested in joining" and "great organization".

As open enrollment for the upcoming year is set to begin in the eagerly anticipated summer months (June 1 to August 31, 2004), we encourage each JLP member to think of prospective new members, and provide us with these names at your earliest convenience so we can include these ladies on our potential new members list for upcoming events. Please provide any prospective new member contact information (including names, mailing addresses and email addresses, if possible) to Martha Fodor, Recruiting Chair, at mafodor@duanemorris.com.

Thanks again, and we look forward to welcoming yet another great provisional class this fall as a result of all of our continuing efforts

## SPECIAL EVENTS: get out your calendar

### Happy Hour!

**Friday, March 19th**  
Walnut Street Grill  
Bellefonte Street, Shadyside  
5:30PM— ?

### "It's gonna be a BARN BASH!"

All Active members, provisionals, sustainers mark your calendars

**Saturday May 15th**

More Details to come

Think Spring... and the warm weather will follow.

Anyone who has a contact for a DJ, Beer/ Wine Distributor, and Caterer please contact Katie Jones 412-687-4097 or Liz Winch 412- 363-1071



# C A D C

## PROJECTS FOR CONSIDERATION by MEMBERSHIP

(continued from page 1)

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## PROJECT SLATE

### PROJECT #1

#### Providence Teen Program (PTP)

**Organization Name:** Providence Family Support Center - Providence Connections, Inc.

**Location:** North Side

**Mission/Background:** To aid families, primarily single parents and their children, as they work to strengthen themselves and improve their lives. The Center works mainly with women aged 20-40 who lack the skills needed to achieve economic self-sufficiency for their families. The full range of services includes parent education, childcare, pre-school, the after-school enrichment program and summer day camp.

Parents in the community have been asking for social, developmental and recreational programs for their teenagers, which are not available elsewhere in the community. Research has shown that quality programming for teenagers has a positive impact on academic achievement, behavior and emotional well-being. There is programming at Providence Family Support Center and elsewhere for young children and adults, but not for this group that falls in between. This lack of activities results in more youths on the streets engaging in negative behavior, contributing to the continuation of the cycle of violence and poverty.

**Project Description:** To launch a pilot program for teenagers that will provide much-needed developmental, social and recreational activities for youths aged 12-16 in the Marshall-Shadeland (North Side) and surrounding neighborhoods. It will provide guidance and support to at-risk teenagers. The program is intended to help fill the dearth of safe after-school and evening activities for this age group by providing a welcoming 'home away from home' at a key developmental stage in their lives. The program will use a strength-based approach, helping youths to know their own strengths and build on them. The program will include two early evening or after-school sessions per week throughout the year. A part-time coordinator will be hired to develop, refine and implement the program. Activities could include: life skills, health and nutrition, community service, suicide and violence prevention. In addition, field trips could be planned

#### Goals of program:

1. To encourage teenagers to stay in school
2. To improve pro-social skills
3. To prepare teenagers for the workforce
4. To help prevent teenage pregnancy
5. To promote a healthy lifestyle
6. Help teenagers understand the value of community service

#### Number and Use of Junior League Volunteers: 8 Volunteers

The Center will utilize the knowledge and expertise of Junior League volunteers as the program is developed and refined. Volunteers could work, along with the PTP coordinator, to develop and lead programs, plan/host field trips to cultural and other sites, work with youths on community service projects and be positive role models. Other volunteers can be guest speakers, facilitators and mentors.

#### Duration of the Project:

September 2004-September 2005

#### Amount Requested:

\$17,800 for one year (with option to extend after evaluation). Total: \$17,800. Funding will be applied to personnel costs and direct program costs (facilitators, food/meals, field trips, supplies/materials and facility expense).

**JLP Focus areas addressed:** Children, families, literacy

### PROJECT #2

#### Rachel Carson Homestead Volunteer Program

**Organization Name:** Rachel Carson Homestead Association (RCHA)

**Location:** Springdale

**Mission/ Background:** Rachel Carson has received international acclaim for her book *Silent Spring*, widely recognized as the founding document of the modern environmental movement. RCHA was formed in the mid-1970's to preserve Rachel Carson's home and use it to teach visitors and the community at large about her life and work. The site is operated as a historical museum and environmental education center. The focus of activities in 2003 has been two-fold: educational programs for children and institutional development. Programs for children, families and adults incorporate Carson's vision: a sense

(Continued on page 11)

# CADC PROJECTS FOR CONSIDERATION by MEMBERSHIP

*(Continued from page 10)*

of wonder and harmony with nature. Carson's home is open to visitors from around the world. Visitors find inspiration in her story of courage, motivation and affirmation of life.

**Project Description:** Design and implement a plan to identify, attract, cultivate, train and inspire a diverse group of committed volunteers. Products of the work will include job descriptions for volunteer positions, a volunteer handbook and a bibliography or resource list. The program will enable RCHA to build a foundation for initiatives that will bring Rachel Carson's story to new audiences. Volunteers will help to build a higher profile for the Rachel Carson Homestead and enable RCHA to attract and serve the broadest possible public. The volunteer program will be a primary focus of outreach activities and an integral component of community involvement initiatives. Volunteers will help to form strategic alliances with other environmental, historical and cultural organizations. They will design and present outreach programs for people who have been under-served by program offerings in the past.

**Goals of the Project:**

1. Identify and prioritize roles that volunteers could play in fulfilling the mission
2. Develop job descriptions for volunteer positions
3. Identify potential groups of volunteers
4. Develop a recruitment plan for volunteers
5. Develop volunteer training programs for various volunteer positions
6. Acquire appropriate books and other library resource materials for volunteer use
7. Create Volunteer Handbook and other training and reference materials
8. Develop appropriate volunteer recognition and rewards

**Duration of Project:**

September 2004- August 2007- 3years

**Number of JLP Volunteers: 6-8 Volunteers**

Volunteers would be used to plan and implement the volunteer program (see above)

**Amount Requested:**

\$20,000/per year for 3 years.

Total: \$60,000. Funding will be applied primarily to the creation and salary support of a staff position of Community Programs and Outreach Director, as well as program costs (handbook creation, printing, copywriting, library & resource materials, program supplies, travel expense reimbursement for volunteers and promotion and marketing.)

**JLP Focus areas addressed:** Literacy, arts, children, families

## PROJECT #3 Senior Service Care Network Pilot Program

**Organization Name:** South Hills Interfaith Ministries

**Location:** South Hills (Rt. 51 corridor to Chartiers valley corridor)

**Mission/ Background:** South Hills Interfaith Ministries (SHIM) has been a presence in the South Hills community since 1968. SHIM's mission is to "provide basic necessities for the needy, comfort the distressed, and provide resources to empower individuals to solve problems and realize their potential with courage, dignity and heart."

SHIM operates in four very diverse program areas (Children/ Youth, Counseling Center, Family Assistance (food pantry), and Interfaith Adult Education). SHIM was awarded a grant in 2003 to do a Community Needs Assessment Study. One area that was identified as an area where SHIM was well-positioned to assist was the isolation/loneliness experienced by seniors. About two years ago, SHIM initiated the formation of a Senior Care Network to begin to evaluate existing senior services to determine where SHIM could begin working. Though the results were informative, SHIM did not have the time or financial resources to assist in launching any new programs. (This group and the results can/will be used as a resource to launch this project.) Through their youth programs, SHIM has a strong presence in three low-income apartment communities: Green Meadows in Baldwin/Whitehall, Prospect Park in Whitehall and Parkford in South Park. The Project committee may want to consider piloting the Senior Care Program in one or more of those communities.

**Project Description:** Develop, implement, and evaluate the success of a Senior Care pilot program using existing models in the community to address isolation, loneliness and associated problems (depression, added health risks) experienced by many seniors in Pittsburgh's South Hills community.

**Goals of the Project:**

1. To develop and implement a Senior Care pilot program to meet the needs of at-risk senior citizens in disadvantaged communities within SHIM's service area. (Rt. 51 corridor to Chartiers Valley corridor)
2. Answer the question "How can we structure, implement and evaluate a senior program that best meets community needs?"

*(Continued on page 12)*

# CADC PROJECTS FOR CONSIDERATION by MEMBERSHIP

(Continued from page 11)

**Duration of Project:**

Fall 2004 to Spring 2007 – 3 years

**Number of JLP Volunteers: 4-6 Volunteers**

To serve on a project committee to develop and implement the Senior Service Care Network, working in conjunction with the South Hills Interfaith Ministries' Program Director and Volunteer Coordinator.

**Amount Requested:**

\$15,000 per year for three years.

Total: \$45,000. Funding will be applied primarily to cover the salary and related expenses associated with expanding their current Volunteer Coordinator from part-time to full-time status, as well as program costs of mailings, travel, telephone, and supplies.

**JLP Focus areas addressed:** Elderly

## PROJECT #4

### Safety Kids Camp

**Organization Name:** Safety Kids, Inc.

**Location:** Penn Hills (year one)

**Mission/ Background:** Started in 1982 (formerly Friends of Child Find) to address the issue of missing children, Safety Kids, Inc. (S.K.I.) was founded as a separate entity in 1998 to work hand in hand with children, law enforcement, and teachers to protect children from abduction, abuse, victimization, and injury through victimization (including drugs, guns, and peer pressures). S.K.I. developed a creative, new approach to the issue of personal safety in response to the need for more effective education on prevention. Since most children who are

victimized know the perpetrator, the concept of 'stranger safety' is ineffective. Charlie Check-First (the S.K.I. mascot- "Check First before you go anywhere with anyone!") replaces the concept and the curriculum is used in many locations.

**Project Description:** In order to teach children how to protect themselves from abduction, abuse, victimization, and accidents, this project will conduct a Safety Kids Camp in three evenings for children from grades 1-5; addressing such issues as lures, home alone skills, emergency situations, weapons, drugs, bullying, conflict, fires and bike safety.

**Goals of the Project (long-term):**

1. To effectively teach children vital skills, thereby reducing the incidence of victimization through bullying, violence, drug and alcohol abuse, sexual abuse, and abduction; to reduce the incidence of injury due to fire and bike accidents.

**Duration of Project:** One year (Fall 2004 to Spring 2005)  
CADC recommendation [Can extend for a total of 3 years]

**Number of JLP Volunteers: 6-8 Volunteers**

To help plan the sessions and operate the camp(s). Several volunteers will be trained in the instruction of the *Be a Safety Kid* curriculum to teach some of the lessons at the camp, while others may help with planning and running the camp.

**Amount Requested:** \$23,900 for one year (could be extended after evaluation of year 1). Funding will be applied in two areas: Planning/Development (salary of project coordinator, building rental, presenter costs, publicity, supplies) and Training/Implementation (training costs to be certified volunteers, trainer fees, room rentals, nurse/EMT, buses, snacks, T-shirts for volunteers/kids, promotional items)

**JLP Focus areas addressed:** Children, education

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## President's Report: AJLI

(Continued from page 3)

Christine Benaro led the group in Association Dialogue, in which attendees went up to the microphone to express opinions and key statements. Internationalism, equality of leagues, healthy leagues, and the sustainer advisory resolution caused the greatest level of comments.

The day wrapped up with a final session on Membership Development. Mary Adele attended the session for Leagues with 125 – 399 Active Members, while I went to the session regarding Sustainers. Our discussion quickly centered on the categories of membership and the perceived need to make changes in this area. Many leagues are gaining the attention of "empty nesters" as provisional members, while younger recruits do not like the idea of being a "provisional." Most of the group

thought that AJLI would be wise in bringing up this topic on the Board level. Simply having a category of "active" versus a "financially supporting" member seemed to be the wave of the future. Concerns over remaining competitive with other non-profit organizations, setting training to age groups, and retaining sustainer membership over time were integral to our conversation. It seems that many leagues want to have an active sustainer membership but struggle to gain their participation. At the 2004 Annual Conference, this will certainly be a topic for further exploration.

— *Thank you*, JL of Pittsburgh for this incredible opportunity to represent and serve you.

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**Check it out:** Handouts, notes, materials from the Networking/Governance Dialogue located on the JLP website as compiled.

**SPECIAL  
INSERT**

# CADC PROJECT VOTING GUIDE

## FOCUS

The JLP actively improves the community by researching, initiating and funding projects in these areas

▶ **The Arts** ▶ **Aging** ▶ **Women** ▶ **Children** ▶ **Families** ▶ **Literacy**

## ROLE OF CADC

### Research

CADC researches the community to keep it abreast of changing community needs. Typically, CADC performs its research function by sending Request for Proposal letters outlining the different types of support (both money and volunteers) that are available through the Junior League of Pittsburgh to a list of non-profit organizations. This list includes organizations that we have supported current and past projects, organizations that have shown interest in becoming a project in the past, and non-profits suggested by League members.

### Selection

CADC then evaluates project proposals and selects a short list of projects to be approved by the board and voted on by the membership. Potential projects are presented and voted upon in the spring at the general membership meeting. Projects typically range from 1-3 years, with 4-6 volunteers required for the development of a program/project and funding of anywhere from \$3,000 to \$20,000 per year for the duration of the project.

#### *Signature project*

In 2004-2005 CADC will be responsible for researching and selecting the JLP's next signature project. The signature project will be selected to replace the current Everybody Wins! project, which will be completed by the JLP and turned over to the community (Beginning with Books) in 2005.

#### Grant focus

CADC also selects community grant recipients, awarding around \$10,000 total in grants per year. These grants are typically \$1,000 or less, address a specific need at a non-profit, but do not involve volunteer support. In the most recent two years, however, CADC choose a 'Grant Focus' and awarded four \$2,500 grants to organizations within the focus of 'Improving women's lives' and 'Women's Health.'

### Rae Watson Scholarship

CADC also selects the annual Rae Watson Scholarship recipient, a \$1,000 award given to a young woman who is an Allegheny County resident, is attending college the following year, and has shown a devotion to volunteer work.

## SELECTION REVIEW

### The Short List

The CADC committee reviews applications for projects and votes on the 'short list' to present to the JLP Board and then the JLP Membership for final voting. The CADC review process ensures:

- All required application documents are included and received by deadlines
- Project fits within Mission and focus areas of JLP
- Organization provides a solid plan for the project and outcomes
- Review of past projects, sustainer involvement to gain additional information
- Project will provide a diversity of volunteer opportunities, as well as program areas, when combined with existing projects
- Number of volunteers and funds requested are within the guideline
- Time commitment and time of day is reasonable for a majority of JLP members

### The Criteria

The review also ensures projects and organizations meet these criteria:

- Community service opportunities for the JLP with minimal repetitive, routine tasks
- Strong likelihood of successful project implementation
- Potential for positive community impact
- Project planning, program development by JLP volunteers (includes training and leadership skill development for JLP)
- Realistic plan for continuation after JLP involvement ends
- Organization is a non-profit and demonstrates good management, fiscal responsibility and public accountability

# PROJECT VOTING GUIDE

## MEMBERSHIP VOTING

### Process

Each active member will have a total of 100 points to 'spend' in casting their votes for the project

- Assign the most points to the projects you would most like to see voted in.
- If you do not believe we should support a project, assign zero points to that project.
- You may use all, some or none of your points.
- All actives and provisionals (new actives) must indicate their **interest in placement** on a given project, if it were to be selected. (At minimum, the number of members required to staff the project must show interest and at least one member must show an interest in chairing)

**Quorum** is required (at least 15% of voting membership)

**Ballots** must be signed to be valid

**Absentee Ballots** are permissible and may be ob-

tained from the Recording Secretary or Office Manager only by those who are unable to attend the regular meeting for reasons of employment or other good cause. They must be signed, dated and returned to the Recording Secretary prior to the official vote. If the proposal is amended or changed in any way at a regular meeting, all absentee ballots are null and void.

### Results

- ▶ Projects with the two highest scores (total points across the voting membership) will be considered
- ▶ A project will not be considered if more than 49% of the ballots have 0 points for that project
- ▶ Once voting indicates which of the projects are considered:
  - There must be a sufficient number of members who sign up for the project as their placement
  - There must be a member who volunteers for the role of chair of the committee

### What to consider

- Does the project fit with the JLP Mission Statement?
- Is the project within a JLP Focus Area?
- Does it provide meaningful community service opportunities for JLP volunteers?
- Does it provide development and training for JLP volunteers?
- Will the project have potential for positive community impact?
- Will it provide visibility for the JLP?
- Does it include project planning and program development by JLP volunteers?
- Does the type of volunteer work appeal to me?
- Does the project provide an opportunity for me to develop my skills?
- Is the location workable for a reasonable amount of JLP volunteers?
- Is the time commitment and time of day for volunteer work appealing to a majority of JLP volunteers?
- Does this project provide a diversity of projects and volunteer work, as compared to other current and past projects?

# PROJECT VOTING GUIDE

## TUTORIAL: SAMPLE VOTING

### Example 1

I think all four projects are a good fit with our mission and our strategy, although none of them stands out more than the other:

Project A: 25 points  
 Project B: 25 points  
 Project C: 25 points  
 Project D: 25 points

### Example 2

I think we could make Project B a real success, but I don't think we should support Projects A, C or D:

Project A: 0 points  
 Project B: 100 points  
 Project C: 0 points  
 Project D: 0 points

### Example 3

Project A appeals to me, and I can see the JLP doing Project B, but I think Project C and D are a poor fit for the JLP:

Project A: 60 points  
 Project B: 40 points  
 Project C: 0 points  
 Project D: 0 points

### Example 4

I think CADC should go back to the drawing board...

Project A: 0 points  
 Project B: 0 points  
 Project C: 0 points  
 Project D: 0 points



# PROJECT VOTING GUIDE

## SAMPLE BALLOT

**F**ollowing is a list of the proposed projects the JLP is considering for 2004. Only one project, our Signature Project, Everybody Wins!, is returning next year, so we have the budget to fund up to two new projects. When assigning points, please consider:

The project should

- (1) Provide meaningful community service opportunities for JLP volunteers
- (2) Provide development and training for JLP volunteers
- (3) Have the potential for positive community impact
- (4) Include project planning and program development by JLP volunteers
- (5) Include a realistic plan for continuation after JLP involvement ends

Of course, the project should be consistent with the Mission of the JLP, and fall within our focus areas of women, children, families, the aging, literacy and the arts. Finally, in order to be implemented, the project must have sufficient volunteers at placement, and a JLP member willing to chair (or co-chair) the project.

Using this scoring system, the top projects will be selected based on the total number of points, budget available, and volunteer resources required. This final point is important. **If we do not have the required number of volunteers sign-up for a project, it will not be selected, even if it receives the most votes.** Therefore, please be sure to indicate on the ballot if you are willing to be placed on the project. In the past, we have had projects receive a lot of votes but not have the required number of members select it for a placement. Please be thoughtful in considering the projects you would be willing to choose as a placement. It is an important element of our project

PROPOSED PROJECT	Points (points must sum to 100 or less)	PLACEMENT
<b>Providence Teen Program-Providence Connections, Inc.</b> Amount Requested: \$17,800 for one year Duration: One year, with opportunity to extend after evaluation Volunteers Needed: 8 per year		1 <sup>st</sup> Placement <input type="checkbox"/> Yes <input type="checkbox"/> No 2 <sup>nd</sup> Placement <input type="checkbox"/> Yes <input type="checkbox"/> No  Consider chair <input type="checkbox"/> Yes <input type="checkbox"/> No Consider co-chair <input type="checkbox"/> Yes <input type="checkbox"/> No
<b>Rachel Carson Homestead Volunteer Program</b> Amount Requested: \$20,000/year for 3 years Duration: 3 years Volunteers Needed: 6-8 per year		1 <sup>st</sup> Placement <input type="checkbox"/> Yes <input type="checkbox"/> No 2 <sup>nd</sup> Placement <input type="checkbox"/> Yes <input type="checkbox"/> No  Consider chair <input type="checkbox"/> Yes <input type="checkbox"/> No Consider co-chair <input type="checkbox"/> Yes <input type="checkbox"/> No
<b>Senior Care Network-South Hills Interfaith Ministries, Inc.</b> Amount Requested: \$15,000/year for 3 years Duration: 3 years Volunteers Needed: 4-6 per year		1 <sup>st</sup> Placement <input type="checkbox"/> Yes <input type="checkbox"/> No 2 <sup>nd</sup> Placement <input type="checkbox"/> Yes <input type="checkbox"/> No  Consider chair <input type="checkbox"/> Yes <input type="checkbox"/> No Consider co-chair <input type="checkbox"/> Yes <input type="checkbox"/> No
<b>Safety Kids Camp-Safety Kids, Inc.</b> Amount Requested: \$23,900 for 1 year Duration: One year, with opportunity to extend after evaluation Volunteers Needed: 6-8 per year		1 <sup>st</sup> Placement <input type="checkbox"/> Yes <input type="checkbox"/> No 2 <sup>nd</sup> Placement <input type="checkbox"/> Yes <input type="checkbox"/> No  Consider chair <input type="checkbox"/> Yes <input type="checkbox"/> No Consider co-chair <input type="checkbox"/> Yes <input type="checkbox"/> No

= 100

Please sign and print your name below. Ballots without signatures and printed names will be invalid.

\_\_\_\_\_

# PLACEMENT — It's a Whole New Ballgame!

By Sue Duris-McMurdy, Placement Director

"Put me in Coach  
I'm ready to play today  
Put me in Coach  
I'm ready to play today  
Look at me  
I can be  
Centerfield"

— From John Fogerty's song, "Centerfield"

It's March, and we're "a-roundin' third and headed for home." It's Placement Fair time and now it's your turn at bat to make a home run for the 2004-2005 league year. This year's theme for Placement Fair is "Placement Palooza – Strike the Right Chord with Your Placement." The "show" begins at 6pm on March 10, 2004 at the Regional Enterprise Tower. So get ready for food, drink, raffle prizes, friendship, and finalizing your placement(s) for next year!

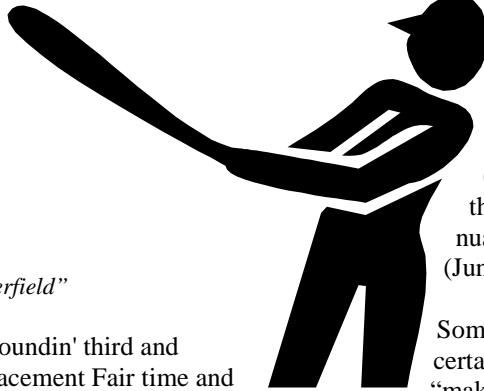
Your Placement Advisor will be calling you at the end of March to officially notify you of your placement(s).

By now, all current actives should have already had their Spring Placement Interview with their Placement Advisor. If you haven't had yours yet, please contact your advisor to schedule it.

Placement Advisors are hard at work planning socials for their placement groups. Try to participate and get to know the members in your placement group better.

Also, all membership requirements, with the exception of attendance at Annual Meeting, which will be held on June 2 this year, are due by May 31<sup>st</sup>. For a handy list of requirements that are due, refer to page 13 in the front of your gray book.

The only requirement that is not on the list is the purchase/sale of one Book and Author ticket in the amount of \$35.



Gold Active requirements include: fulfillment of committee requirements as outlined by your committee chair, meet all financial obligations (including the purchase/sale of the Book and Author ticket), submit WAS quota, and attend the annual Placement Fair (March) and Annual Meeting (June).

Some of you have already asked about substituting certain things for certain requirements. You may "make up" a meeting by doing an extra DIAD or extra WAS shift. You can make up a DIAD by doing an extra WAS shift. If you cannot donate quota or work a WAS shift you may buy out those requirements by paying \$100 (quota) or \$50 (shift). If you have any comments, issues, or concerns regarding satisfying your requirements, please notify your Placement Advisor or me as soon as possible.

If you think you will be changing your status, such as going on LOA or maternity leave, please send me an e-mail requesting this change along with ccs to your Placement Advisor and Melissa Craig as soon as possible.

Gold Actives who are considering becoming a Sustainer or taking a sabbatical, please notify me in writing (e-mail is fine, too) of your intent to do so. The deadline for notifying me of your intent to go Sustaining is April 1<sup>st</sup>. The deadline for requesting a Sabbatical is May 1<sup>st</sup>.

Finally, the Placement Committee is looking forward to the Annual Meeting in June (a required meeting for all members) where we celebrate our successful year and recognize new Gold Actives and new Sustaining members.

## "Lights" CORRECTION:

Mary Adele KROLIKOWSKI'S last name was misspelled in the February issue of Lights. The proper spelling is KROLIKOWSKI (only 1 W and no A).

MaryAdele can appear as either one word or two.

Please report any editorial errors to Lights editor, Chere Tiller at: [ctiller@forus.com](mailto:ctiller@forus.com)

## Look here! Leadership Roundtable discussion

By Beth McCall, Strategic Development Committee

**R**ecently, the Forbes Funds and the Coro Center for Civic Leadership hosted "Look Here!" a roundtable discussion on attracting and developing the next generation of nonprofit leaders for the Pittsburgh region.

The challenge facing nonprofits is that up to 75% of the current executives will be retiring and leaving their positions in the next 5 to 10 years, and there needs to be a movement to create a smooth transition for leadership. Another issue brought to light at the seminar was the gross disparity in compensation paid to women who worked for nonprofits compared to men who also worked for nonprofits. I represented the Jr. League and attended on behalf of the Strategic Development Committee.

These topics are significant to the Junior League of Pittsburgh since they are directly related to our mission to develop the potential of women and improve our communities through the leadership of trained volunteers. Many Junior League members and sustainers serve nonprofits either as members of boards of directors or as employees. The Junior League of Pittsburgh is in a unique position not only to educate our members on these issues, but also to play a key role in creating transition plans for the organizations with whom we work and ensuring that women employees are equally compensated.

The Pittsburgh region was described as one of the nation's most engaged civic communities. Our high concentration of nonprofit organizations reflects the conviction that community improvement and transformation is best achieved through the voluntary efforts of our citizens. No longer do wealthy and middle class volunteers who are doing "good works" staff nonprofits; now these organizations attract well-educated and trained management professionals.

The "Look Here!" roundtable discussed the problem that the nonprofit sector has attracting recent graduates who usually do not consider a career in nonprofits. Another problem is that over-worked under-staffed nonprofits usually do not take the time to advertise for new employees but rather use "word-of-mouth" networks. This excessive reliance on "who you know" prevents highly qualified transplants to this area from finding work with local nonprofits, and further prevents transfers from the private or government sectors from finding positions in the nonprofit sector.

Those Junior League members who serve in positions of authority with other nonprofit organizations can help to change operating procedures to improve the quality of the staff and thus improve the quality of the services. When positions be-

come open, board members can volunteer to help notify local college career services offices and other public job announcement sites of the position. Board members can volunteer to help sort through all applicants and conduct preliminary interviews and assessments to narrow the field of job finalists.

The other ominous issue brought up at the seminar was the compensation gap for women who work in the nonprofit sector. A study of over 1,700 Duquesne, Pitt and Carnegie Mellon graduates who work in the private sector, the government sector and the nonprofit sector found that 40% of the men working in the nonprofit sector earned over \$50,000 while only 16% of the women earned as much. Over two-thirds of the employees of nonprofits are women, yet they are grossly underpaid compared to the men who work in the same nonprofit sector. This was the most disturbing finding from the survey.

**O**ne would think that the nonprofit sector would lead by example and provide the most equitable compensation between men and women. Such blatant disparity in the treatment of women who work with nonprofits directly conflicts with the League's mission of developing the potential of women and improving communities through the effective action and leadership of trained volunteers. This problem should be seen as both a challenge and an opportunity for the Junior League.

What can the Junior League do about this problem? Again, we need to educate our members about this gross disparity in the compensation that women receive for their work with nonprofits. Then, the Junior League needs to raise awareness about this problem with the nonprofit organizations with whom we work, and help to raise the level of compensation for women to that of men. Again, league members who serve on boards of directors of area nonprofits should inspect the level of compensation for the men and women who are employees and campaign to equalize the level of compensation.

For more than 80 years, the Junior League of Pittsburgh has provided women in this community with opportunities to serve the community and public interest. The "Look Here!" Leadership Roundtable revealed that there are new and old problems facing women and the nonprofit sector in this area. It is hoped that the Junior League of Pittsburgh will fulfill its mission of improving the community by taking effective action and leadership concerning these issues.

The full reports from the "Look Here!" Leadership Roundtable can be found at [www.forbesfunds.org](http://www.forbesfunds.org). If you would like more information or would like to speak with me directly about the roundtable discussion, please e-mail me at [esmccall@bellatlantic.net](mailto:esmccall@bellatlantic.net)

## Make a note of it...

### From the Corresponding Secretary

#### Happy Birthday To You, Happy Birthday To You...

Status	Name		Birthday
Active	Aimee	Kane	4-Mar
Active	Danielle	Carlson	5-Mar
Active	Cynthia	Noll	6-Mar
Active	Beth	Harhai	19-Mar
Active	Alison	Tyson	29-Mar
Active	Martha	Fodor	30-Mar
Gold Active	Laurie	DuChateau	11-Mar
Gold Active	Jane	Terlion	18-Mar
Gold Active	Janice	Conley	21-Mar
Gold Active	Allison	Burgan	22-Mar
Gold Active	Pamela	Gardner-Rende	31-Mar
Non-Resident Sustainer	Renee	Smith	1-Mar
Non-Resident Sustainer	Barbara	Stirling	4-Mar
Non-Resident Sustainer	Janet	Buerkle	11-Mar
Provisional	Erin	McKasson	3-Mar
Provisional	Jennifer	Daurora	8-Mar
Provisional	Arisa	Tinaves	26-Mar
Sustainer	Karen	Woelfel	1-Mar
Sustainer	Mary Kate	Coleman	1-Mar
Sustainer	Sally	Griggs	1-Mar
Sustainer	Bonita	Heinecke	4-Mar
Sustainer	Beverly	Schmidt-Rodriguez	5-Mar
Sustainer	Millie	Ryan	5-Mar
Sustainer	Rebecca	Marks	9-Mar
Sustainer	Nancy	Tucker	10-Mar
Sustainer	Ruthanne	Bauerle	11-Mar
Sustainer	Jane	Nelson	12-Mar
Sustainer	Elizabeth	Ruh	14-Mar
Sustainer	Barbara	Bott	18-Mar
Sustainer	Veronica	Meury	18-Mar
Sustainer	Sarah	Mueller	20-Mar
Sustainer	Susan	Austin	20-Mar
Sustainer	Christine	Fulton	21-Mar
Sustainer	Elizabeth	Stein	21-Mar
Sustainer	Tacy	Byham	25-Mar
Sustainer	Karen	McCormick	26-Mar
Sustainer	Susan	Balla	27-Mar
Sustainer	Ann	Urban	30-Mar

#### CONTACT CHANGES

Paula Dillig  
dilligp2@upmc.edu  
W 412-647-4276

Linnea Johnson  
linnea.johnson@alcoa.com

Tracy Johnson  
tjohns1979@hotmail.com

Kim Kisner  
kkisner@dbbk.com

Abby Sandel  
abbysandel@earthlink.net

#### DROPPED from Provisional Class

Tammy Bauer  
Marissa Viccaro  
Penny Zacharias

#### BIRTH

Sustainer Marilee Klein and her husband Stephen had a beautiful baby boy, James Lloyd Kline, on January 20, 2004 at 2:09 PM. He was 9 lbs. 6 oz., 22 3/4 inches long.

#### DECEASED

Barbara "Babs" Donnell  
Mrs. James Donnell  
On January 10, 2004

# About Lights

*Lights* is a publication of the Junior League of Pittsburgh, Inc.  
and is produced 9 times per membership year.

**Chair and Editor:**  
**Chere Tiller** chere.tiller@forus.com

Special thanks to **Louise Kay Woodside** for volunteering time as proofreader for this edition.

## Submission REQUIREMENTS:

- Submit all articles electronically to Chere Tiller at chere.tiller@forus.com
- Articles should be submitted as a plain Word document
- Avoid adding Tabs, Tables, and Font Formatting
- Submission of digital photos and graphics should be sent in JPG format and zipped (compressed) before sending
- The editorial staff reserves the right to edit for content, length, and style

## Submission DEADLINE / Issue:

July 25 / August

August 15 / September

September 12 / October

October 17 / November

December 12 / January

January 16 / February

February 13 / March

**March 19 / April**  **Next deadline**

May 7 / May