

LIGHTS

A Publication of the Junior League of Pittsburgh, Inc.

SAVE THE DATE

General Membership Meeting

Wednesday
September 14, 2005

Rivers Club, Dining Level
One Oxford Centre
301 Grant Street,
Downtown Pittsburgh

Social 6:30 PM
Meeting 7 PM

Inside this issue:

President's Message 2

Projects in Review 4

Sustainers 6

Perspective 7

Wear After Shop 11

Committee News 12

Transfers 14

Historic Project a Milestone for Done In A Day Service to Pittsburgh

Pittsburgh is a community with a rich history of philanthropy. The city's downtown and neighborhoods are filled with architectural treasures built by the industrialists of past centuries and by today's corporations, universities and cultural institutions.

Pittsburgh's East End, in particular, benefits from the institution and community building that sets Pittsburgh apart from other American cities. Close your eyes and try to imagine what Oakland looked like more than a century ago. Imagine Oakland without Phipps Conservatory (1893), the Carnegie Museum and Music Hall (1895), the Cathedral of Learning (1937), Heinz Chapel (1938), or the Frick Fine Arts Building (1963).

As a founder of the Pittsburgh History and Landmarks Foundation, the League once demonstrated its commitment to restoring and preserving the city's greatest buildings.



June 11 Done in A Day volunteers end their morning at Schenley Park's Westinghouse Pond.

So, it's only appropriate that the League now undertakes efforts to restore and preserve another amazing feature of Pittsburgh—its

parks and green spaces.

With this history in mind, the Done In A Day Project Committee worked with the Pittsburgh Parks Conservancy to plan a

volunteer day and League adoption of Westinghouse Pond in Schenley Park. Schenley Park was established in 1889 by Mary Elizabeth Croghan Schenley's gift to the city. It is now the city's flagship park, covering 456 acres and linking the city's universities to its Squirrel Hill neighborhood.

On Saturday, June 11, 2005, the League began its one-year "adoption" of Westinghouse
(Continued on page 4)

Inclusion, Diversity and Involvement Shape Membership Recruitment

While most Pittsburgh residents are enjoying the summer sun and backyard barbecues, the Membership Development Committee has been hard at work promoting the Junior League of Pittsburgh. This year the theme guiding the work of recruiting and training a qualified Provisional Class is "Inclusion, Diversity and Involvement."

This year, the committee has used AJLI studies and other resources to better understand the needs of

today's provisional member. One result of the committee's findings has been the implementation of a Coffee & Conversation format for recruiting events. These events are designed to be more intimate than the League's signature recruiting events and allow current JLP actives and sustainers to give a more personal account of their careers within the League. By hosting these events at the homes of League members, the committee is striving to provide opportu-

nities for League membership to be included in the recruitment process.

In an effort to recruit a diverse Provisional Class, the Membership Development Committee has reached out to other community groups including PUMP, the Allegheny County Bar Association, New Pittsburgh Collaborative, Leadership Pittsburgh, Urban

(Continued on page 12)

Office of the President

This I Believe



Lynne N. Chadwick
President
2005-2006

“The Junior League has made a difference in the Pittsburgh community. It is making a difference today, and with your help, we will make a difference tomorrow. This, I believe.”



Everybody Wins!
Power Lunch Program
at Martin Luther King,
Jr. Elementary

Recently, National Public Radio has revived a series called “This I Believe,” based on a 1950s radio program of the same name and hosted by acclaimed journalist Edward R. Murrow. Each day, some thirty-nine million Americans gathered by their radios to hear compelling essays from the likes of Harry Truman, Jackie Robinson, Helen Keller and Junior League member Eleanor Roosevelt, as well as corporate leaders, cab drivers, scientists and secretaries—anyone able to distill into a few minutes the guiding principles by which they lived. Desperate for a topic for my inaugural speech, I have decided to attempt my own “This I Believe” essay...

I believe that volunteers change lives. There are grand examples in the news of volunteers who pitch in during unimaginable disasters—those who help victims of hurricanes and tornadoes and floods, or who feed, clothe, and heal the poorest of the poor in developing countries. There is no doubt that these volunteers change lives. For the rest of us, who may never travel across the country or across the globe to help others, our volunteer efforts might seem small: an hour reading to a child, an afternoon spent cheering the elderly, time taken to drop off a donation of clothing. We may sometimes even wonder if our efforts make any difference at all. The truth is, we will probably never know the full impact of our small acts of voluntarism. But this I believe: each kind, selfless act we do goes out to the world like a ripple in a pond, reaching far beyond the immediate effect that we ourselves see. You may never know it, but somewhere, right now, someone you helped years ago is telling a friend what that one act of kindness meant to them. Each time we volunteer, we do more than just help

others; we show others that they are worth our time. We inspire others to volunteer as well. We replenish ourselves to look for more ways to help.

I also believe that volunteering changes and enriches the lives of volunteers. I often leave a volunteer experience feeling a little guilty that I got more out of the experience than I possibly could have given back to someone else. My mother joined the Junior League of Pittsburgh when I was six years old. I spent my childhood watching my mother volunteer for one project after another. Teaching CPR at locations across Pittsburgh, sharing the magic of theater through First Stage, selling crafts made by seniors at the Golden Age Hobby Show—I learned first hand that the Junior League truly is committed to improving our community. At nine, on a teacher’s in-service day at school, I helped sort clothing in the basement of the thrift shop in Bloomfield. At fifteen, I was presented with an opportunity to volunteer at the brand new Children’s Museum during the summer. Volunteering never seemed like a chore, but just something you did, because you could and because someone needed your help. Shirley Chisholm, the first African-American woman to be elected to the U.S. Congress said it simply: “Service is the rent that you pay for room on this earth.”

No, volunteering isn’t always so rewarding. There will be times when you wonder why you

bother. You’ll wonder if anyone else knows or cares how hard you’ve worked. There will be times when other volunteers make you crazy. And during those times, remember that you are an essential and beautiful tile in the mosaic that is the Junior League of Pittsburgh. And the Junior League is an essential and beautiful tile in the mosaic of the Pittsburgh community.

Try to imagine the Northside without the Children’s Museum. Consider an East Liberty without Vintage, or a Bloomfield without the Wear After Shop. Think of Martin Luther King or Weil Technology without an Everybody Wins! reading room. The Junior League has made a difference in the Pittsburgh community. It is making a difference today, and with your help, you special, shiny, colorful tiles, we will make a difference tomorrow. This, I believe.

— Reprint from President’s
Inaugural Address, June 1, 2005
Lynne N. Chadwick
President, 2005-2006

PE's Point of View: Why the Junior League?

Why would one want to join the Junior League of Pittsburgh? What does the Junior League do? In 1989, all I knew was that the League did a Designers' Show House and to be honest, I am not sure I knew much else. Apparently this was enough for me to find out about joining. A sorority advisor was a member so I asked her and before long I was a provisional. During that provisional year, I met and worked with a lot of great women, energetic and dynamic people who say they will do something and they do it—and they do it well!

Why stay in the JLP?

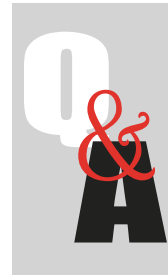
I was learning a lot through the various trainings—collaborating with other organizations and soliciting funds were a couple of many I took over those early years. I began to gain a better understanding of who I was and what made me tick. I discovered that my personality shaped how I did things and why I did things the way I did. It took someone else telling me that not everyone does things the same way and it was okay to do things differently before I could actually believe it. The important thing was the end result, not the path getting there. I also learned that it takes various personalities for a project to get from start to finish. Someone has to have the vision and dream that it is possible, another will worry about the details that pop up along the way, and someone else will be there to make sure the world knows what was done and why.

That is what is great about the JLP, there is a “job” for everyone, such as fundraising, membership development, or working on a project.

Why come back to the JLP? Although I never really left, I went sustaining shortly after my daughter was born. I faded into the background, reading “Lights” and occasionally attending events. Although I certainly have enough to keep me busy with work and family, I missed the camaraderie I had while working on various JLP placements. I missed the professionalism of the volunteers that make up the JLP. A colleague, while working on an event for my professional group with me and another JLP member, said she did not know what the JLP was but she was impressed by its members and their ability to plan an event and get things done. Without even knowing it, I was promoting the Junior League of Pittsburgh.

So why the Junior League? Because of its mission: an organization of women committed to promoting volunteerism and improving the community through the effective action and leadership of trained volunteers.

— Linda Hartman
President-Elect, 2005-2006



with
**President-Elect
Linda Hartman**

Q: Describe where you grew up.

A: I grew up in Glenshaw, Pennsylvania about ten miles north of Pittsburgh. My husband Andy is also from Glenshaw—we met in ninth grade—and we live there today with our daughter, Corinne.

Q: Tell us a little about your family and interests.

A: Corinne is five-and-a-half years-old and starting kindergarten at Ellis this year. I like to read, do needlework, attend the symphony, and travel.

Q: What is your fondest memory of your work in the League?

A: Spending many hours working at Bellefield House, the JLP's former headquarters. It was a beautiful older building that felt a lot like home. I also have fond memories of Charlie Heard, an older gentleman who “watched over” the house for the JLP. He had worked at Kaufmann's when we were headquartered there and came with us to Bellefield House. Charlie loved seeing the members' children and always had a smile on his face. I can still see him sitting on the window seat in the office.

Q: Assuming that this is your last placement in the League, is there a placement you wish you had before you become President?

A: Working on the CADC.

Q: What would you tell members who are thinking of a leadership position?

A: It is a great way to gain experience that carries over into other parts of your life. You learn a lot about yourself and other people. Going to AJLI meetings and trainings is very inspirational and educational.

Q: You are a busy, successful librarian—who influenced you to dedicate time to volunteering?

A: I guess it would be my mother because she is always there for me and anyone who needs help. If something needs to be done, she just does it.

Q: What makes you happy?

A: Spending time with my family and the feeling of accomplishment I get when I have done something well.

Q: For those who have never worked on a League project with you, what do you want them to know about you?

A: I would like to think I am fair and open-minded. I can at times be a perfectionist, although I am trying to work on that. I will stick to my convictions but can be persuaded with a reasonable argument. I try to do what I feel is right, not what is popular.

Q: What is your philosophy of life?

Be flexible! Seldom does something go as planned or without a problem. Don't worry about things you cannot control.



— Editor's Note: Q&A will be a regular feature of *Lights* during the 2005-2006 League year. To propose a subject for a future Q & A, e-mail lisa.campoli@gmail.com.

Projects

Done In A Day Invests in a Better, More Beautiful Pittsburgh

(Continued from page 1)

Pond. Junior League members brought friends and family to the pond for a clean-up and gardening project, using materials purchased with the League's \$500 donation to the Pittsburgh Parks Conservancy.

League President Lynne Chadwick commented, "The Junior League is thrilled to hold a volunteer day in Pittsburgh's flagship park and work under the guidance of an amazing nonprofit like the Pittsburgh Parks Conservancy to maintain part of a Pittsburgh treasure."

Collectively, in just one morning, League members donated more than one hundred hours of volunteer service at the pond. The amateur crew of League landscapers was led by Parks Conservancy Director of Management and Maintenance Policies Phil Gruszka and the City of Pittsburgh's Partners in Parks Program Coordinator Denny Meyer. Both men were on hand to advise volunteers and instruct them about the pond and the surrounding plants.

As indicated in the Conservancy's thank you letter to the League, which is reprinted here, the City generously donated fifteen yards of mulch for the project.

The Pittsburgh Parks Conservancy

(PPC) is a nonprofit organization dedicated to preserving, enhancing and restoring the city's four great parks—Frick, Highland, Riverview and Schenley. As part of its mission, the Conservancy wants to restore the parks to their nineteenth century grandeur and address the problems of plant overgrowth and invasive, nonnative plant species. In preparation for the June 11 Done In A Day at Westinghouse Pond, for example, parks staff cut back overgrown trees and plants bordering the pond. League volunteers then spread mulch and placed cobblestones along a new border as a way of "reclaiming" more recreational space at the pond.

League members volunteering on June 11 braved high humidity and temperatures to work on this Done In A Day project, but several remarked that the satisfaction of seeing the change in the pond's landscaping was well worth the effort. Jill Shurie noted that for her, the Done In A Day created a real sense of teamwork and fellowship with fellow League members.

There is an exciting year of Done In A Day projects ahead, several of which will involve return visits to Westinghouse Pond. During

the 2004-2005 League year, Junior League members participating in the League's Done In A Day projects contributed more than five hundred hours of service to the Pittsburgh community, assisting other nonprofit organizations such as Reading is FUNdamental Pittsburgh, the Union Project, Beginning with Books, the Center for Creative Play, and Family House. Members of the League's 2004-2005 Done In A Day Project Committee were Sara Bellisario, Joanne Labriola Curran, and Karin Walke Baker. Incoming 2005-2006 project chair is Kelly Nottingham.

Many thanks to League members Chere Tiller and Naomi Canella for visiting the pond in June and July to water the plants that are the League's latest investment in a better and more beautiful Pittsburgh. League members interested in helping to maintain the pond between Done In A Day volunteer days should e-mail lisa.campoli@gmail.com. For more info about the PPC please visit www.pittsburghparks.org. To see additional photos of the League's June 11 Done In A Day project visit the "Photo Album" feature of the League's website.

— Lisa Campoli, 2004-2005 Done In A Day projects committee chair



Cecile Usner (ctr) pitches in to plant some of the more than 200 plants and flowers that the JLP purchased for Westinghouse Pond.

During the 2004-2005 League year, Junior League members participating in the League's Done In A Day projects contributed more than five hundred hours of service to the Pittsburgh community.



Loretta Lobes helps replant some mature plants surrounding Westinghouse Pond.

To suggest Done In A Day projects for the 2005-2006 League year, please e-mail jlpgd.doneinaday@gmail.com.

Safety Kids, Inc. Launches Summer Camp Programs

The Junior League of Pittsburgh and Safety Kids, Inc. launched the first Safety Kids

Camps in the Pittsburgh area on June 14, 2005. The Junior League provided \$23,900 in funding for a series of three camp sessions held in three locations in June and August 2005.

Organized by Safety Kids Founder and Executive Director Diane Brown, each camp session ran for three days and addressed topics of personal safety for children.

The first two camps were held in June at the Hebron Barclay Building in Penn Hills and the Wilkesburg Boys & Girls Club. A final camp was held at the McKeesport YMCA on August 9-11, 2005.

Approximately one hundred children in grades one through five participated in the first two camps and fifty additional campers were

expected to attend the final camp session in McKeesport.

On the first day of each camp session, each child received a Safety Kids t-shirt with the Safety Kids' mascot, Charlie Checkfirst, printed on the front and the League logo printed on the back. Each camper also took a pre-test so that Safety Kids, Inc. could assess his or her knowledge of safety issues prior to attending the camp. Topics for the first day of camp were conflict resolution, calling 911, and lures. By the end of the first day at camp, children were able to recite the Safety Kids' mascot's rule: "Check first before going anywhere with anyone."

Topics for the second day of camp were home alone skills, drugs, and fire and gun safety. Gun safety lessons instructed children on what to do when finding a gun—

"Stop. Don't touch. Leave the area. Tell an adult." Each camper then received a badge for taking an oath to "never, ever" try drugs. A tour of an actual fire engine was the biggest thrill of the campers' day.

On the final day of each three-day camp, each child who obtained parental consent made an identification kit to be used in the event of his or her abduction. Other topics covered were bicycle safety and sexual abuse prevention. A police officer and canine partner visited to explain how K-9 police dogs are trained to detect drugs and crime. Then, a post-test was administered to campers to assess what the children had learned. A puppet show focusing on personal responsibility concluded the camp.




(L to R) Louise Kay Woodside, Julia Gleason, Melissa Stewart, and Kelly Enders at a Safety Kids Camp.

Signs that the Junior League of Pittsburgh is truly building better communities.

Here's to you.

(Continued on page 6)

The faculty, staff, students and parents participating in the Everybody Wins! reading program at Weil Technology Institute send a letter of thanks to Kelly Enders, 2005-2006 Projects Director.



July 12, 2005

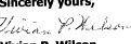
Junior League of Pittsburgh
1620 Murray Avenue
Pittsburgh, PA 15217

To Whom It May Concern:


On behalf of the faculty, staff, students, and parents of Weil Technology Institute, I would like to thank your organization for their contribution to the continuing academic achievement of our students.

Our students looked forward to the time spent with them reading with the Beginning with Books Program. Reading is absolutely essential for success in school. The individual attention given to our students by members of your firm during their lunch time was greatly appreciated and will be remembered for a long time. Children love attention; it helps boost their self-esteem.

We look forward to your continued participation with the program and with our students. Thank you for making a difference.

Sincerely yours,

Vivian P. Wilson
Principal

We are an equal rights and opportunity school district.



June 13, 2005

Junior League of Pittsburgh
c/o Lisa Campoli
50 Timberline Court
Pittsburgh, PA 15217


Dear Lisa,


We would like to thank you and the Junior League for spending your Saturday afternoon planting flowers around Westinghouse pond in Schenley Park.

Your enthusiastic group planted one cherry tree, five rhododendrons and several hundred annual flowers and moved 15 yards of mulch that was donated by the City of Pittsburgh.

We are truly grateful for organizations like the Junior League that are giving back to the community and making Pittsburgh a more enjoyable city to live in and visit. We look forward to working with you again in the parks. Let us know when you might want to organize another volunteer day this fall.

Sincerely,


 Phil Gruszka
 Director of Parks Management
& Maintenance Policies
 Pittsburgh Parks Conservancy


 Denny Myer
 Program Coordinator
 Partners in Parks
 City of Pittsburgh

Done In A Day 2004-2005 Project Chair Lisa Campoli receives a letter of thanks from the Pittsburgh Parks Conservancy, see lead story page 1.

Projects

Safety Kids, Inc. Launches Summer Camp Programs

(Continued from page 5)

Each camper submitted an evaluation of the camp. Among the **comments** received from the young campers were the following:

"I plan to keep coming to camp until I am 65!"

"I didn't like that there were only three days of fun."

"I would have liked the camp to be longer."

Evaluations prepared by the **campers' parents** included the following:

"The program was very informative and educational. I was pleased that my daughter was able to attend the program. I believe she is much more aware of things and how to respond in certain situations. Thank you!"

"It was a great camp. We need more of these on a regular basis."

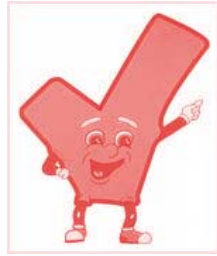
Many thanks to League members Kelly Enders, Julia Gleason, Kristin Groninger, Elene Moran, and Melissa Stewart for staffing the camps along with Safety Kids staff member Marsha Silvio.

Through funding these camps, the League truly is building a better community.

— Louise Kay Woodside, 2004-2005
Safety Kids Camp committee chair



Safety Kids Camp is an educational program that tackles difficult issues in a fun, summer camp format and teaches children to better protect themselves. League volunteers are involved in every aspect of the camp from planning to operations.



SUSTAINERS Let the Good Times Roll...And All That Jazz

Last year, the League and the Sustainer Committee made a commitment to revitalize the JLP's sustainer programs. We're proud to report that more than one hundred sustainers participated in the committee's programs and events. In addition to engaging in a variety of fun social activities, sustaining members hosted town hall meetings in January; assisted with the AJLI Mid-Atlantic Conference; attended Laura Bush's speech recognizing the League's community partner, Providence Family Support Center, and the Providence Teen Program; participated in Everybody Wins!; and served as skilled committee advisors.

Additional recognition to all who participated in Show House as docents and attended Sustainer Day, "Bou-tea-que." It is a thrill to report that the event attracted 225 women! The committee salutes you for your involvement and thanks you for your continued

support of the League. In all, the "good times" did indeed "roll" last year!

And so it is with great pleasure that the committee announces the first two functions for the 2005-2006 sustainer year, which carries the theme "And All That Jazz."

Please save Friday, September 16 for a lecture/lunch in the Founder's Room of the Carnegie Museum and Monday, November 21 for a lecture/lunch at the Twentieth Century Club.

"Carnegie Women: Patrons, Painters and Portraits" will be the topic for the September event at the Carnegie. At the Twentieth Century Club presentation, a former White House pastry chef will share an insider's perspective on 1600 Pennsylvania Avenue. Do check the mail for "And All That Jazz" postcards, which will include all the details needed to join the committee for these not-to-be-

missed events.

The current Sustainer Committee, comprised of members Linda Ban, Jan Chadwick, Melissa Craig, Gusty Kairys, Robin McDonnell, Clare Meehan, Peggy Mooney, Linda Stengel, Thea Stover, and Susanne Wilkinson, is expanding to better serve the needs of the League's diverse sustaining membership.

If you wish to participate in committee planning efforts or have ideas, suggestions, or critical comments to share, please contact Millie Ryan (contact info below). If you are a sustaining member who has transferred to the JLP within the past three years, please contact a sustainer committee member as soon as possible so that the committee may include you in special functions that will introduce you to the JLP in a gracious manner.

— Millie Ryan, Sustainer Director,
Contact info: mildredaryan@hotmail.com
or 412.344.4624.



SUSTAINERS

DATES TO SAVE

And All That Jazz

Friday, September 16
Monday, November 21

Perspective

Local Leagues Gather to Discuss Lifelong Membership

The AJLI Board of Directors met in Pittsburgh in June to discuss Junior League membership issues. The JLP, represented by President Lynne Chadwick, Jennifer Daurora, Liza Goldberg, Sara Lowery, Lorraine Marks, and Millie Ryan, joined members of the Junior Leagues of Akron, Canton, Cleveland, Erie and Fairmont to explore six questions in a discussion facilitated by AJLI President Pam Newby. These questions were:

- What types of things does your League do to address membership retention?
- What is the Junior League “in business” to do?
- What should our recruitment and retention messages be?
- Why are members are staying?
- Why are members resigning?
- Is your League seen as a “go to” organization in your community and if not, what would it take?
- What should AJLI’s long-term role be in growing and strengthening the Junior League membership base?

Membership Recruitment & Retention

The group emphasized the importance of ensuring that every member feel *connected* to her League and that the League is *connected* to its mission. One League was re-focusing its recruitment message to stress the League’s mission of trained volunteers. That League found that most women who resigned were looking for a social

group rather than a community service organization.

Another League discussed the need to better explain to prospective members what “trained volunteer” means. This second League experienced members resigning because those members did not believe that the League provided enough opportunities for hands-on volunteer work. The resigning members appeared to define volunteer work rather narrowly, for example as only the opportunities enjoyed during Done in a Day projects. However, that League concluded that their exiting members missed the real power of the Junior League: its ability to identify and serve under-served populations in the community by developing projects and by partnering with other community groups.

Many Leagues in attendance felt that sustainers were leaving because these members did not feel needed. Strategies used to keep sustainers involved included having sustaining members serve as advisors on each committee, participate in League fundraisers, and develop a sustainer community project.

Go To Girls

Most Leagues felt that they were the “go to” organization in their community. The discussion group generally agreed that money, publicity, and knowing your community are the keys to being recognized as the “must-have” community partner. These Leagues’ abili-

ties to bring diverse organizations together and tackle community issues were seen as organizational strengths.

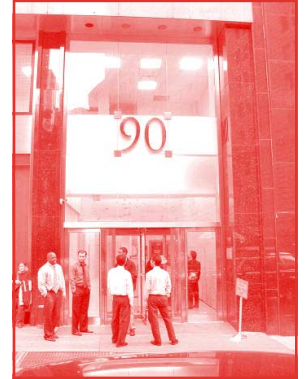
AJLI’s Role?

The Leagues asked AJLI to create global publicity about the Junior League and coordinate the sharing of information among Leagues. It was also suggested that AJLI take the lead in making the membership transfer process easier.

What does this mean for the JLP?

As placement director, I see an important role for the Placement Committee in bringing about “lifelong membership” in the League. The Placement Committee will redouble its efforts to ensure members are happy in their League experiences by asking questions of each League member over the course of the coming year. Are members satisfied with their League placements? Are the transitions from provisional to active and then to sustaining member easily accomplished? How can the Placement Committee work with individual committees to make the JLP a stronger organization that members wish to support over their adult lives? For that matter, I would encourage each member to reach out to her placement advisor. Don’t wait for the Placement Committee to contact you—please tell your placement advisor what you need to make your League experience and the League itself better. Don’t suffer in silence!

— Sara Lowery,
Placement Director



Headquartered in New York, the Association of Junior Leagues International, Inc. (AJLI) formed in 1921. The Association provides continuity and support, guidance and leadership development opportunities to 294 Junior Leagues in the United States, Canada, Mexico, and the United Kingdom.

Perspective

Why Do We Fundraise?

Okay, so you already know to bring your checkbook to every general membership meeting and chances are your gardens are full of new bulbs, your kitchen window is graced with a lovely orchid, your kitchen bookshelf is filled with Junior League cookbooks, and you possess more than one item emblazoned with the Junior League of Pittsburgh logo. It may seem like the Fund Development Committee is always trying to sell you something—because it is. Fund development raises funds through small projects, like the Bulb Sale; large projects, like the Book and Author Series and Show House; the Annual Appeal; and the JLP's business venture, the Wear After Shop to support the projects that the League selects every year.

As Fund Development Director, my goal is not to bombard members with mini-fundraiser after mini-fundraiser. I, instead, would like to focus the League's atten-

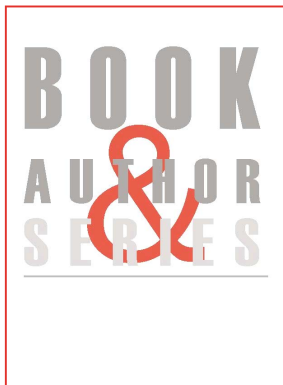
tion on the projects that are more prominent in the League year. The Wear After Shop is celebrating a special anniversary this year. A celebration is in the works; I'll keep you posted. In the meantime, I hope that everyone will make an effort to become reacquainted with the Shop and its fabulous new location. The Annual Appeal and the Endowment Fund also will be an important focus this year. Please consider donating—it is a way to continue your support of the projects that the League has embraced and your support means more than you know to the League's corporate partners.

Fund development committee members are preparing for another fabulous Book & Author Series lecture this year. It will be hard to top the great success of last year, but we hope that we will not only increase the event's revenue but also boost League attendance at this event. What other event aligns so closely with the

League's commitment to literacy? Finally, the committee is currently exploring a Spring event to fill the void of Show House—I know everyone is heartbroken we aren't doing it again this Spring. As soon as something is finalized, I'll let you know.

I should step off my soapbox and let you process all this information. All these events may keep your calendar full, but they also do something more important. They give the League the ability to continue to support projects that need us, as well as provide scholarships for the women leaders of the future. When you attend an event or write a check to the JLP this year, know that you have helped further the community service and support for which the Junior League of Pittsburgh is known.

— Emily Busse,
Fund Development Director



When you attend an event or write a check to the JLP this year, know that you have helped further the community service and support for which the Junior League of Pittsburgh is known.

The Nominating Process: How Does it Work?

It may seem too early to think about plans for the 2006-2007 League year and beyond, but the Nominating Committee already is identifying leadership skills among League members and developing next year's board of directors and committee chairs, and the committee needs your help.

Because nominating committee discussions are confidential, there's an air of mystery about how League positions are slated. Rest assured, the discussions are confidential, but the process is not. In fact, the more each League member knows about and participates in the nominating process, the better the process works.

Here's an overview.

Step I: The committee receives nominations.

Slating begins with consideration of candidates for the Executive Committee— President, President-Elect, Treasurer, Treasurer-Elect, and Secretary. Then the committee moves to consider

(Continued on page 9)



The Nominating Process: Finding Tomorrow's Leaders, Today

(Continued from page 8)

candidates for the remaining board seats and to fill the committee chair positions. Finally, the nominating committee slates the Membership Development, Placement, and Nominating Committees.

The Nominating Committee needs quality nominations from all League members so that it can learn who's doing wonderful work for the League and who will step up to be future JLP leaders.

Nominations can come in just about any form: the official form on the website (accessible in the nominating member forum on the Members' Area page), an e-mail or phone call to a nominating committee member, or a conversation at a GMM, Done In a Day project, or happy hour. When making a nomination, be sure to include the nominee's name, the position for which she's being nominated, and a few sentences indicating why she'd be best for the job. It's a very good idea to discuss a nomination with the nominee prior to its submission to the committee; even the best candidates must be willing candidates able to accept a nomination and fulfill the duties of the position.

Does the Nominating Committee accept self-nominations? Of course! In fact, nominees receive points based on who nominates them and a self-nomination re-

ceives the maximum number of points available. By self-nominating, a nominee demonstrates to the committee that she is committed to the position.

Step 2: The committee ranks nominated individuals.

A list of criteria deemed to be essential by previous nominating committees is prepared for each slated position. For example, nominees for the office of President-Elect are scored on the basis of "effective leadership" and "broad knowledge of JLP," as indicated in the JLP Yearbook. The committee, based on the nominations received and personal knowledge, then assigns each candidate a numeric score. Points are then awarded based upon the source of each candidate's nominations: 1 point if nominated by a member, 2 points if nominated by a board member, 3 points if nominated by a member of the executive committee, 3 points if nominated by the person who currently holds the position, and 3 points if self-nominated. So, if a nominee has received nominations from members in each of the five categories, the nominee would receive 12 additional points.

Step 3: The committee notifies nominees in ranking order.

That is, the Nominating Committee calls the highest-ranked person first. If that nominee accepts,

the position is filled and announced as slated along with other positions filled that quarter. If the nominee declines the position, **she is required to keep confidential the fact that she was offered the position.** No one wants to think that she was not the first choice for a position, so confidentiality on this point is extremely important.

Active and provisional members are encouraged to help the Nominating Committee by nominating other members and self-nominating for slated positions. It's tempting to wait until April's placement fair to think about what the following League year will hold, but if a position of leadership is of interest, please send a self-nomination to the Nominating Committee. The nomination and slating processes are simple, but don't work without thoughtful nominations and self-nominations from League membership!

Please contact any one of this year's nominating committee members for additional information: Susan Book Campbell, Liza Goldberg, Susan Indrisano, Katie Jones, MaryAdele Krolikowski, Sara Lowery, Mollie Rea, Karin Rooney, Abby Sandel, and Kelly Schraven.

— Liza Goldberg, Nominating Director

President Lynne Chadwick, a former nominating director, contributed to this article.



The Nominating Committee presented the Annual Placement Award to Kari Brumback and Jane Terlion at the League's annual meeting on June 1, 2005.

Kari and Jane contributed countless hours of their time to the League over the past year.

As Show House chair, Kari worked tirelessly to lead Show House committees and execute the League's most popular fundraising event.

Jane served as Treasurer-Elect and also performed the duties of League Treasurer, keeping extensive League office hours. A member of the League since 1995, Jane noted that she had the assistance of several key people during the year, including Finance Committee members.

— Chris Emanuelson, 2004-2005
Nominating Director

Perspective

The League's Impact on Children and Youth in Allegheny County

Since its founding in 1922, the Junior League of Pittsburgh has sought to improve the community through its members' contributions of time and talents to vari-

ous community projects and non-profit organizations. In 1924 on Pittsburgh's North Side, League members provided recreational activity, sightseeing tours, and transportation to appointments and church services to

girls between the ages of seven and twenty-eight. As part of this project, the League furnished and decorated the club and paid for all of its operating and personnel expenses. In its first year, the club served one hundred girls. The League financially supported the club for four years and then continued to provide

volunteer support, requiring each League member to volunteer there for a minimum of ten hours each year. In the 1970s, the League founded the Children's Museum of Pittsburgh. On June 12, 1983, after seven years of League research and planning, the museum opened in the Old Post Office, a historic landmark building on Pittsburgh's North Side. Most recently, during the 2003-2005 League years, the League launched Everybody Wins! as a signature project designed to improve elementary school students' reading skills through mentoring-literacy programming in the Martin Luther King, Junior Elementary School and Weil Technology Institute.

During the 2005-2006 League year, two of the League's projects focus on youth. Safety Kids Camps use a fun summer camp format to teach children in grades one through five to better protect themselves. In partnership with the Providence Family Support Center, the League also funds the Providence Teen Program, which provides developmental, social, and recreational activities for teens aged 12-16 in the Marshall-Shadeland neighborhood on Pittsburgh's North Side. As the League's Community Assessment and Development Committee conducts an exciting search for a new League signature project and identifies nonprofit organizations that work with children and teens as small grant recipients, it is the League board's hope that all members will become involved with the League's core mission of serving the community and consider the League's impact on children and youth in Allegheny County.

— Martha Wiegand,
Strategic Development Director
— For more information about the League's community projects, please refer to the JLP website, www.jlpgh.org, under the "About Us" and "In Action" menus.



The League's efforts in the community have consistently reflected research, identification of community needs, and coalition-building that heightened the impact of League projects.

ous community projects and non-profit organizations.

The League's efforts in the community have consistently reflected research, identification of community needs, and coalition-building that heightened the impact of League projects. While the League's projects have varied greatly in focus in response to certain issues and populations in Pittsburgh and Allegheny County, many of the League's most significant projects and contributions to the community have focused on youth.

Indeed, the League's first project, the Girls' Service Club, was a temporary home for girls. Through the club, which opened



CADC welcomes any ideas or suggestions for a potential signature project

The Signature Project Search Is On

The Community Assessment and Development Committee (CADC) has begun its search for a new JLP Signature Project. The CADC welcomes ideas and suggestions for a potential project

or any insight into community needs in Allegheny County, and is particularly interested in investigating the needs of children and young adults. Forward your ideas and information to Michelle Smith,

CADC director at msmith@hoguelannis.com or 412.881.0718. The CADC looks forward to receiving valuable ideas and insight from League members.

Wear After Shop, at the Forefront of the Social Enterprise Movement

Hemlines have risen and fallen. Neckties have gone from skinny to fat and back again. We've worn platforms, go-go boots, ballet flats, and saddle shoes. And through all the seasons and styles, the Junior League of Pittsburgh's Wear After Shop has transformed gently used clothing and household goods into community impact.

This fall marks the Shop's eightieth year of operations. In just the past thirty years of its eighty years of operation, the Shop has returned over \$1 million in profit to the League, rivaling Show House as the League's most successful fundraiser.

The JLP was just three years old when the membership voted to create a thrift shop, popular among many Leagues at the time, as a standing fundraiser. The Pittsburgh shop opened in November 1925 and quickly became one of the most successful stores, earning more than \$10,000 in its first year. From that first dollar earned in 1925 to the dollars earned every week and used to support the League's community projects, the Shop's direct financial impact on the community has been considerable.

The **community impact** of the League's Wear After Shop is even more tremendous when the Shop's **social mission** is considered. The Shop's partnership with the Women's Center & Shelter of Greater Pittsburgh allows Center and Shelter clients to visit the Shop and select clothing for themselves and their children at no

charge. **Many women that the Shop's partnership serves have left everything behind. Gently used clothing from the Shop represents not just a new outfit, but a building block towards a new life.**

In addition, the Shop's regular customers range from those eager for a bargain to those of limited means who do not have the option of purchasing items at retail. JLP members' quota is more than just suits that no longer fit or sweaters that are a bit out of style, the donations are opportunity on a hanger.

In 1925, opening a thrift shop was a good fundraising idea. Today, the League's Wear After Shop is at the forefront of the social enterprise movement. Nonprofit organizations are increasingly urged to evaluate their assets and think about ways to generate income that go beyond traditional fundraising events and appeal letters.

Viewed in that way, the Shop's track record of community service may earn the Junior League of Pittsburgh a place in nonprofit history books. At the very least, it positions the League on the cutting edge of an important social movement. The League has invested in the Shop time and again. From its founding in 1925 to relocating to the current 4752 Liberty Avenue retail space in 2002, the Shop has benefited from League members giving their time to support this critical League fundraiser and the social services it provides

to the Pittsburgh community.

To increase the Shop's impact, the Wear After Shop recently joined the Alliance of Nonprofit Stores, a group that includes the Society of St. Vincent DePaul, Goodwill, and the Salvation Army. All of these nonprofits all have multiple shops in the same area as the Junior League's Shop. Moreover, Alliance members Bethlehem Haven, Treasure House Enterprises, the National Council of Jewish Women, and others operate Pittsburgh thrift shop locations. Together, alliance members are exploring opportunities for joint marketing and promotion with the slogan "Shopping Never Felt So Good. Giving Never Felt So Right."

Looking back on eighty years of sorting merchandise in the Shop basement, tagging garments, and dusting china, the Wear After Shop Committee thinks that Mrs. Darlington and the other founders of the League would be very proud to know that their resourceful idea is still going full speed ahead. They'd be impressed to hear the committee talk of raising more than a million dollars and adopting new practices to increase revenue, but perhaps they'd be most pleased to see the looks on the faces of Shop customers choosing affordable fashion and housewares week after week, all behind doors that read "The Junior League of Pittsburgh Wear After Shop."

— Abby Sandel, Wear After Shop Co-chair



How do you wear your WAS?

Do you have a favorite bargain that you found at the Shop? Alex Sandel models his \$2 fisherman's sweater, a Wear After Shop bargain his mom Abby, Shop co-chair, picked up a few weeks after he was born. If you have a snapshot of yourself or a loved one wearing affordable fashion from the League's store, submit it to wearaftershop@yahoo.com for possible inclusion in future publications.

The League will contact you prior to using your photo.



Committee News

Membership Development: Focus on Inclusion, Diversity and Involvement

(Continued from page 1)



Guests attend a successful Membership Development Social hosted at the Society for Contemporary Craft.

“The committee used AJLI studies and other resources to better understand the needs of today’s provisional member.”

League Young Professionals, and CORO, to educate these groups about the benefits of League membership. The committee is also working with neighborhood associations and the Carnegie Library to attract women of different ages, backgrounds, and experiences to the League. It is the committee’s hope that the new Provisional Class will be comprised of women from all walks of life and enhance the League’s ability to serve the community.

The committee’s desire to include each League member in the recruitment process has led to the “Each One Reach One” campaign in which all League members are invited to provide qualified leads of potential new members. So far the committee has received over

thirty-seven referrals from sustainers, gold actives, and active members. The members who send the most referrals to the membership development committee by August 31, 2005 will be recognized with a small gift at the September 14 general membership meeting. One sustainer, one gold active, and one active member will be recognized. One grand prize winner will be selected based on the number of referrals who join the 2005-2006 Provisional Class. The grand prize winner will receive a steak dinner for two from McGinnis Sisters Special Food Stores. Referrals can be sent to pghjuniorleague@yahoo.com.

With August at a close and new members being welcomed to the League, the Membership Development Committee will turn its

attention to ensuring that the new provisional class members are trained and prepared for long, fulfilling, and enjoyable League careers. The committee will continue to focus its activities around the theme “Inclusion, Diversity and Involvement.” The committee’s intention is for each provisional member to be included in all League activities, given the opportunity for a diverse training experience, and obtain a fulfilling level of involvement with the projects and communities that the League supports.

— By Jennifer Daurora, Membership Development Director

Projects: Hours of Service Count



Members who log more than one hundred hours of service will be eligible for the U.S.

President’s Volunteer Service Award, an initiative of the President’s Council on Service and Civic Participation.

The Junior League of Pittsburgh is taking part in an exciting new Association-wide program that will help the League track and reward the numerous volunteer hours that provisional, active, and sustaining members contribute.

Starting July 1, 2005, members who log more than one hundred hours of service will be eligible for the U.S. President’s Volunteer Service Award, an initiative of the President’s Council on Service and Civic Participation. An Association of Junior Leagues International, Inc. (AJLI) Volunteer Service Award Program website will be launched in the coming months to permit Pittsburgh League mem-

bers to record and monitor their volunteer service hours.

Junior League of Pittsburgh board member Kelly Enders is the League’s Administrator for this program and will be trained to review each League member’s online Record of Service, verify that the information is accurate, and order the appropriate award when the required number of hours is achieved. Members who record at least one hundred League volunteer hours in any consecutive twelve-month period are eligible for the first level of the Volunteer Service Award program.

With only a few exceptions, such as attendance at League fundraisers and other League activities that are primarily “social” in nature, almost all League project hours count toward an award. If you have not already received instructions on how to enroll in this program and you are interested in doing so, please contact Kelly Enders (kle@cbmclaw.com). The League is recommending that members keep track of their volunteer service hours from July 1, 2005 forward.

To find out more about this program, visit the Members Section of the AJLI web site, www.ajli.org.

— By Kelly L. Enders, Projects Director

News in Brief

Nonprofit Recognition.

The JLP's projects and grants were recognized in recent editions of several nonprofit newsletters: the Pittsburgh Parks Conservancy (June 11 Done In A Day), Reading is FUNdamental (March 5 Done In A Day), Providence Connections (continued Providence Teen Program funding and volunteer support), and Allegheny County Court Appointed Special Advocates—CASA (Spring 2005 grant). - Lisa Campoli

In the News.

JLP news was included in local newspapers and newscasts over the summer months: "Pittsburgh Post-Gazette" (June 6 item about new board, July 2 item about Show House "outdoor room" and designer Germaine Gladu, July 11 item about Providence Teen Program funding and volunteer support), "Pittsburgh Tribune Review" (June 23 item about Providence Teen Program funding and volunteer support), and WTAE (June 11 news broadcast about Westinghouse Pond Done In A Day). - L.C.

Hitting the Wire.

For the 2005-2006 League year, in addition to traditional means of distribution, JLP press releases will be distributed on PRWeb, a free press release newswire service that focuses on online distribution.

- L.C.

On the Web.

Check out additions and changes to the JLP website, www.jlpgh.org. The League's website now includes photo albums, the League's position statements, and information on JLP history, past community projects, and the Book and Author Series. Be sure to log in as a member when visiting the site for access to a new section of FAQs, League merchandise in the eStore, members' only entries under "Recent News" and "Upcoming Events," members' only pages about the Wear After Shop and contacting board members and committee chairs, and an expanded "Members Forum" section on the "Members' Area" menu. Look to the Members Forum for the latest meeting minutes, monthly board and committee reports, and forms needed to conduct League business.

- L.C.

Speaking Up for Volunteers.

The League participated in a June 16, 2005 event, "Focus on Volunteers," sponsored by the New Pittsburgh Collaborative (NPC). The event highlighted the League's Done In A Day projects and the volunteer services of other NPC members, including Shalom Pittsburgh, GLENDA, Urban League Young Professionals and Pittsburgh Young Professionals. For more information about the NPC, visit

www.newpittsburghcollaborative.org.

- L.C.

Placements.

2005-2006 committee placements and placement advisor assignments are on the website. Look to the Members' Area page for placement information. Please contact Sara Lowery with any questions at 412.849.1241 or sara_lowery54@hotmail.com.

- S.L.

Lights Out!

A reminder to JLP members that "Lights" is published with the goal of delivering the current issue in advance of general membership meetings. For information on "Lights" deadlines, submission requirements, and editorial guidelines go to www.jlpgh.org. Refer to the downloads tab in the members' area

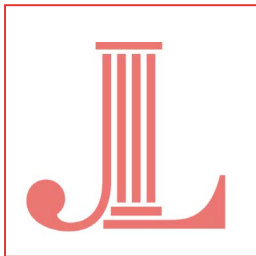
"Communications Process" forum.

- Chere Tiller



JLP news was included in local newspapers and newscasts over the summer months.

Committee News



In June 1927, the first issue of the JLP newsheet Lights was published and distributed. It contained meeting information and filled the need to keep all members informed about the League's activities. It also served as a link between the League and the AJLI. Lights began accepting advertising in March 1928 to help defray the cost of production to the League. Lights was published monthly, except during the month of August.

Lights Evolves in Response to JLP Demands

The organizational newsletter that flourishes will almost certainly be one designed with the flexibility required to evolve and respond to changing demands.

From “newsheet,” as it was in 1927, to contemporary newsletter, as it is today, “Lights” is a publication that stands ready to respond to the times.

“Lights” cannot compete with the timeliness of e-mail, which the vast majority of JLP members possess, or posting to the website. Instead, “Lights” can excel by going beyond reporting a list of events to analyzing and interpreting those events to help illustrate why the information is important and how it affects us as a League or you as a member.

While print remains important in an increasingly digital world, with the current JLP operating budget

concerns and imminent advances in digital technology, the distribution costs incurred by mailing a print version of an organizational newsletter are avoidable.

As announced in a July 14 mailing from the board to all JLP members, this issue marks the last edition of “Lights” to be distributed primarily by bulk mail to JLP members. The remaining issues for the 2005-2006 League year will be distributed electronically, via e-mail and website posting. Only members without an e-mail address or who requested a paper copy will continue to receive “Lights” via bulk mail.

Not to be confused with the test-pilot issues of “eLights” that were distributed during the Show House Spring 2005 push, “Lights” will take on an enhanced format as seen in this premiere redesign

issue. In fact, moving to electronic distribution will permit “Lights” to evolve and experiment in other ways, including color photos and layouts that are otherwise cost-prohibitive.

If the League does not have your current e-mail address, please contact the JLP office by e-mail at info@jlpgh.org, by phone at 412.422.8580, or in writing at 1620 Murray Avenue, Pittsburgh, PA 15217.

Why be restricted by printer's page counts, publishing and bulk mail charges? With a shift to electronic distribution it is the goal of “Lights” to evolve in format and meaningful content while achieving budget savings.

— Chere Tiller, Lights Chair and Graphic Designer.



**Good times.
Good cause.**

CADC: Happy Hour Raises Funds for JLP Scholarship

The Community Assessment and Development Committee (CADC) received \$500 for the League's scholarship fund as the result of a June 4, 2005 happy hour at the new Houlihan's

restaurant in the Mount Lebanon Galleria. A charity benefit for the JLP and Pittsburgh Young Professionals (PYP) scholarship funds, the happy hour was organized and sponsored by Houlihan's to mark the opening of its first restaurant

based on a new design scheme and menu. Many thanks to Houlihan's for identifying the JLP as an organization worthy of its support.

— Michelle Smith, Community Assessment and Development Director



Choose your direction.

Placement Committee: Calling All Transfers, Get Involved

Recently or not-so-recently relocated to Pittsburgh and looking to become involved in the JLP now that you've transferred your membership?

Please contact Transfer Chair Chris Emanuelson with any questions about your transfer. Chris looks forward to meeting you at the first general membership meeting and introducing you to the JLP.

Contact information:

c.emanuelson@comcast.net

T: 724.696.4452

You may contact Chris through the League's main office, info@jlpgh.org,

T: 412.422.8580

Treasurer's Message

This year, it is the goal of the financial "department" of the League to report information about the Treasurers, the Finance Committee, and other League fiscal matters in each issue of "Lights."

As Treasurer, I'd like to welcome and introduce the League's Treasurer-Elect Nancy Dixon Davis. I look forward to working with Nancy as we continue to develop and document "best practices" for the League, to share knowledge, and to improve members' understanding.

Nancy will be joining me on the Finance Committee this year, along with Fund Development Director Emily Busse, Wear After Shop Co-Chairs Abby Sandel and Naomi Canella, Book and Author Series Co-chairs Monica Lamar and Karen Rollins-Fitch, and Show House Chair Kim Kisner. The League president, president-elect, and secretary will serve as nonvoting members of the committee.

The summer months were busy ones for Nancy and me:

At the board retreat and chair trainings, the new check request and committee deposit forms were distributed, along with an overview of the financial process.

Because the budget was approved by membership vote at the League's annual meeting, we have begun preparing for the League's 2004-2005 audit. Due to an unanticipated cost increase, the League is looking for a new auditing firm. Several leads have been provided and the firms are being contacted.

Additionally, we are participating in the search and possible selection of a new location for the League's headquarters. Items such as rental & storage space costs, utilities, and the cost of office-related items (copiers, etc.) are operating costs that we will investigate.

Finally, I'd like to say that I'm excited about the success of including a line-item on the 2005-2006 membership dues form that permits members to donate to the annual appeal and/or the endowment fund. Between these two fundraising appeals, we have already raised over \$1000 in individual contributions! Thank you all for your support of the JLP.

— Jane Terlion,
Treasurer, 2005-2006

Paris for Rent

Stunning iBR Left Bank Flat Available For Weekly Rental.
Near Musee d'Orsay.

🌀 Elegantly Appointed. Quiet. Elevator. Sleeps 4 🌀

For photos and information contact Wendy Crowley
626.395.7877 or e-mail davenportdad@earthlink.net

2005-2006 Leadership

Officers

President

Lynne Chadwick

President-Elect

Linda Hartman

Secretary

Lorraine Marks

Treasurer

Jane Terlion

Treasurer-Elect

Nancy Dixon Davis

Directors and Chairs

Communications

Lisa Campoli

Public Relations: Angela Cymbalek

Lights and Graphic Design: Chere Tiller

Computer: Kathy Kesich-Glover

Community Assessment and Development

Michelle Smith

Public Affairs: Susan Wagner

Education & Events

Kim Jackson

Training: Danielle Boston

Special Events: Mollie Rea, Molly Ruscitti

Program Services:

Fund Development

Emily Busse

Wear After Shop: Abby Sandel,

Naomi Canella

Book and Author Series:

Monica Lamar, Karen Rollins-Fitch

Show House: Kim Kisner

Membership Development

Jennifer Daurora

Provisional Training: Christie Smith

Recruiting: Traci Nelson

Nominating

Liza Goldberg

Placement

Sara Lowery

Transfers: Christine Emanuelson

Projects

Kelly Enders

Done In A Day: Kelly Nottingham

Providence Teen Program: Lisa Chilcote

Safety Kids Camp: Melissa Stewart

Strategic Development

Martha Wiegand

Sustainer

Millie Ryan

Reporting to President-Elect

Facilities: Adrienne English

About the Junior League of Pittsburgh



JUNIOR LEAGUE OF PITTSBURGH

Women building better communities

Women building better communities.

For more than 80 years, the Junior League of Pittsburgh has been the driving force behind the kinds of initiatives and institutions that make our community a healthier, more vital place to live.

Junior League members, reflecting a wide range of backgrounds, interests, and professional pursuits work together to identify unmet needs, forge effective coalitions, and work for change. Time and time again, the Junior League is among the first organizations to step up to the plate and tackle the community's biggest challenges.

Mission

We are an organization of women committed to promoting voluntarism, developing the potential of women, and improving communities through the effective action and leadership of trained volunteers.

Our purpose is exclusively educational and charitable.

We reach out to women of all races, religions, and national origins who demonstrate an interest in and commitment to voluntarism.

The Junior League of Pittsburgh
1620 Murray Avenue
Pittsburgh, PA 15217
412.422.8580

info@jlpgh.org
www.jlpgh.org

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