



Association of Junior Leagues International Board Members and Officers

1932-35 - Billy Shaw Howell, National Vice President, 1935

2007-09 - Toni L. Freeman, Treasurer

2012-14 –Toni L. Freeman, President

2018-21 – Whitney Wilson-Wertz, Member-at-Large

2020-21 – Betsy Alley Conway, Governance Chair

2024-26 – Dr. Paulette Evans, Secretary

Past Regional Directors

1945-47 - Mrs. Willis I. Henderson, Jr.

1978-79 - Mrs. J. Alex McMillan

1983-84 - Mrs. Harvey M. Grasty

1994-95 - Mrs. Sallie Lowrance

2004-05 - Mrs. Sharon King

Past Chair Regional Nominating Committee

1965-67 - Mrs. Donald G. Bryant

1985-87 - Mrs. Cynthia Blythe Marshall

1994-96 - Mrs. Sallie Lowrance

AJLI Nominating Committee Representative

2000-02 - Toni Freeman

2005-07 – Sharon King

2010-12 – Antoinette Ellison

2014-16 – Betsy Conway

2015-17 – Whitney Wilson-Wertz

2019-20 – Betsy Alley Conway, Governance Vice Chair

Past Member of Area III Council

1973-75 - Mrs. James F. Clardy (Chair)

1977-78 - Mrs. Philip G. Conner (Ellie Ward)

1983-84 - Mrs. Harvey M. Grasty (Chair)

1986-87 - Mrs. Thomas S. Marshall (Cynthia Blythe)

1987-88 - Mrs. Robert C. Allen (Corinne Arbuckle)

1990-91 - Mrs. John A. Tate (Claire Kinnett)

State Public Affairs Committee Chair

1976-77 - Mrs. J. Worth Williamson (Sarah Pickens)
1985-86 - Mrs. Harold R. Richardson, Jr. (Melinda Clyburn)
1988-89 - Mrs. Frank N. Harrison (Deborah Hooper)

Past JLC Presidents

1926-27 - Mrs. Robert Cluett (Catherine Morehead)
1927-28 - Mrs. Edwin T. Cansler, Jr. (Nell Cave)
1928-29 - Mrs. Anna Whitner Henderson (Anna Whitner)
1929-30 - Mrs. John Tillett (Hazel Martin)
1930-31 - Mrs. Gordon Watt (Katherine Graves)
1931-32 - Mrs. Billy Shaw Howell (Mary Brevard Alexander)
1932-33 - Mrs. Maurice R. Smith (Julia Baxter Scott)
1933-34 - Mrs. Hamilton W. McKay (Kate Whitner)
1934-36 - Mrs. Word H. Wood (Kitty Brack)
1936-38 - Mrs. James H. Harris (Angelia Morrison)
1938-40 - Mrs. Louis Rose (Eugenia Rennie)
1940-42 - Mrs. Willis Irwin Henderson, Jr. (Alice Quarles)
1942-43 - Mrs. Morgan B. Speir, Jr. (Marjorie Wilson)
1942-44 - Mrs. Richard K. Sims (Nancy Blake)
1944-46 - Mrs. James H. Carson (Charlotte Milstead)
1946-47 - Mrs. Ruth Alexander Roberts (Ruth Alexander)
1947-48 - Mrs. Courtney R. Mauzy (Mary Catherine Siewers)
1948-49 - Mrs. Charles H. Conner, Jr. (Alice Alexander)
1949-50 - Mrs. Craig Gaskell (Anne Pease)
1950-51 - Mrs. William I. Coddington (Gladys Tillett)
1951-52 - Mrs. Walter E. Daniel (Perry Gibson)
1952-53 - Mrs. William T. Buice, Jr. (Genevieve Ramsaur)
1953-54 - Mrs. Nella Douglas Cannon (Nella Douglas)
1954-55 - Mrs. Robert Lassiter, Jr. (Elizabeth Fitton)
1955-56 - Mrs. M. Lee Heath (Anne Purnell)
1956-57 - Mrs. Addison G. Brenizer, Jr. (Meredith Marshall)
1957-58 - Mrs. Neil MacMillan (Lola Whisnant Zaccagni)
1958-59 - Mrs. William K. Van Allen (Sally Schall)
1959-60 - Mrs. J. Emmett Sebrell (Alice Bell)
1960-61 - Mrs. Thomas M. Belk (Katherine McKay)
1961-62 - Mrs. Lanier Branson, Jr. (Jane Kennedy Sutton)
1962-63 - Mrs. Ira L. Griffin, Jr. (Mary Jeter)
1963-64 - Mrs. Donald G. Bryant (Frances Vinson)
1964-65 - Mrs. Joseph G. Fitzsimons (Beverly Gerber)
1965-66 - Mrs. Carroll E. Tomlinson (Anne Buchanan)
1966-67 - Mrs. Freeman R. Jones (Helen Bouldin)
1967-68 - Mrs. George E. N. Montague (Mary Street)
1968-69 - Mrs. Julia Cuthbertson Clarkson
1969-70 - Mrs. Hamilton W. McKay, Jr. (Dee Dee Lineberger)

1970-71 - Mrs. Roddey Dowd (Pepper Stetson)
1971-72 - Mrs. John B. Stedman (Jan Norman)
1972-73 - Mrs. J. Alex McMillan, III. (Caroline Houston)
1973-74 - Mrs. Edward H. Thomas (Ann Davis)
1974-75 - Mrs. William E. Browning (Catherine Brown Barnhardt)
1975-76 - Mrs. William A. White, Jr. (Elizabeth Smith)
1976-77 - Mrs. James F. Alexander (Martha Bedell)
1977-78 - Mrs. Marsha Ray Sherry (Marsha Ray)
1978-79 - Mrs. A. Zachary Smith (Emily Pleasants)
1979-80 - Mrs. Thomas H. Woollen (Velva Whitescarver)
1980-81 - Mrs. Thomas W. Brake (Carole Slaughter)
1981-82 - Mrs. Jean Miller Sullivan (Jean Miller)
1982-83 - Mrs. David G. Koehler (Rudy Borland)
1983-84 - Mrs. Robert C. Allen (Corinne Arbuckle)
1984-85 - Mrs. Thomas S. Marshall (Cynthia Blythe)
1985-86 - Mrs. William Southerland, Jr. (Katherine Blythe)
1986-87 - Mrs. Robert B. Dienst (Jocelyn DeMars)
1987-88 - Mrs. John W. Harris (Deborah Small)
1988-89 - Mrs. Richard B. Alexander (Anne Mullan)
1989-90 - Mrs. James M. Dillashaw (Gay Gunter)
1990-91 - Mrs. Michael C. Parrott (Hope Evans)
1991-92 - Mrs. Fred T. Lowrance (Sallie Lou Moore)
1992-93 - Mrs. Richard L. Sigmon (Margaret Brinkley)
1993-94 - Mrs. John D. Alderman (Mary-Stuart Parker)
1994-95 - Mrs. Margueritte Crane Andresen
1995-96 - Mrs. John R. Resso (Stacy Anne Sumner)
1996-97 - Mrs. Louis A. Schmitt (Martha Higgins)
1997-98 - Mrs. James H. King (Sharon Jones)
1998-99 - Mrs. John R. Knier (Kathi Miller)
1999-00 - Mrs. John A. Constine (Ruthie Swinney)
2000-01 - Mrs. John B. Tomlinson (Lisa Lofton)
2001-02 - Mrs. Curtis Trenkelbach (Rocky Randol)
2002-03 - Ms. Elizabeth Gregg (Beth Gregg)
2003-04 - Mrs. Dwayne Freeman (Toni Harrison)
2004-05 - Mrs. Robert Sherrill (Meredith Kanto)
2005-06 - Mrs. John Tinkey (Mary Ingle)
2006-07 - Mrs. Ross Hobson (Trish Vail)
2007-08 - Mrs. William Ellison (Antoinette "Twan" Crawford)
2008-09 - Mrs. Roddy Fuller (Katherine Hood)
2009-10 - Mrs. Christopher Cobb (Kelly Commerford)
2010-11 - Mrs. Clark Christopher Kovacs (Elizabeth Wiley)
2011-12 - Ms. Katherine Elizabeth Zeok
2012-13 - Mrs. Langston Wertz (Whitni Wilson-Wertz)
2013-14 - Mrs. Max H. Hutchison (Amie O'Connor)

2014-15 - Mrs. Rush Shull (Beverly Larson)
2015-16 – Mrs. James Johnson (Lisa Linnett)
2016-17 - Ms. Shannon Leigh Vandiver
2017-18 - Mrs. John M. Kirk (Arina P. Zonnenberg)
2018-19 - Alicia Morris Rudd
2019-20 - Tricia Wilson Magee
2020-21 - Charlitta Hatch
2021-22 – Kellie Lofton
2022-23 – Christina Gratrix
2023-24 – Jonell Logan
2024-25 – Ashley Lowery
2025-26 – Amanda Kohout
2026-27 – Laura Snead

Past Executive Vice Presidents

2018-19 - Ashley C. Soublet
2019-20 - Beth Parton Bechhold
2020-21 - Jamie Pettway Mills
2021-22 –Whitney Hill
2022-23 – Terri White
2023-24 – Spencer Lash
2024-25 – Becca Walters
2025-26 – Molly Lawson
2026-27 – Mary Behler

Past Sustainer Leadership Chairs

1956-57 – Mrs. John Tillett (Hazel Martin)
1957-58 – Mrs. E J. Wannamaker (Mary Stuart)
1958-59 – Mrs. Willis I. Henderson, Jr. (Alice Quarles)
1959-60 – Mrs. Stuart W. Cramer (Julia Baxter Scott)
1959-60 – Mrs. Alonzo Myers (Eleanor Gurney)
1960-61 – Mrs. H. F. Kincey (Sara Bayne)
1961-62 – Mrs. James J. Harris (Angelia Morrison)
1962-63 – Mrs. William T. Buice, Jr. (Gigi Ramsaur)
1963-64 – Mrs. Lewis Cass Reid (Jane King Funkhouser)
1964-65 – Mrs. M. Lee Heath (Anne Purnell)
1965-66 – Mrs. Ruth Alexander Roberts (Ruth Alexander)
1966-67 – Mrs. Charles A. Lambeth (Sally Cothran)
1967-68 – Mrs. J. Robert Adams (Dorothy Zetlmeisl)
1968-69 – Mrs. Henry G. Newson (Miriam Carter)
1969-70 – Mrs. Richard M. Salisbury (Sara Covington)
1970-71 – Mrs. John B. London (Billie Freeman)
1971-72 – Mrs. J. Emmett Sebrell (Alice Bell)
1972-73 – Mrs. Robert I. Dalton, Jr. (Gwin Barnwell)

1973-74 – Mrs. Frank Thomas Miller, Jr. (Martha Jean Brooks)
1974-75 – Mrs. Alex R. Josephs (Nancy Greeson)
1975-76 – Mrs. J. Norman Pease, Jr. (Mary Carson Jones)
1976-77 – Mrs. Joe Logan (Shirley Rice)
1977-78 – Mrs. Parker Crosland (Parker Shackelford)
1978-79 – Mrs. Charles Briley (Me Me Burnside)
1979-80 – Mrs. Parks H. Dalton, Jr. (Sylvia Newson)
1980-81 – Mrs. Claude A. Plumlee, Jr. (Barbara Durham)
1981-82 – Mrs. Thomas S. Carpenter (Anne Pease)
1982-83 – Mrs. William Howard Pitt, Jr. (Anna Redding)
1983-84 – Mrs. Clarence Edward Williams, Jr. (Dutchie Milligan)
1984-85 – Mrs. Edwin Osbourne Ayscue, Jr. (Emily Urquhart)
1985-86 – Mrs. Herbert Howard Browne, Jr. (Frances Gilbert)
1986-87 – Mrs. Robert E. Mason, Jr. (Esten Bohannon)
1987-88 – Mrs. John M. Harney (Alice Lineberger)
1988-89 – Mrs. Thomas S. Carpenter (Gretchen Marsh)
1989-90 – Mrs. John Jacob Hanes (Florence Carter)
1990-91 – Mrs. H. Keith Stoneman, Jr. (Letty McDonald)
1991-92 – Mrs. Epes Robinson (Anne Lobdell)
1992-93 – Mrs. Thomas W. Glenn (Pokey Van Every)
1993-94 – Mrs. C. Rex Welton (Linda Martin)
1994-95 – Mrs. F. Armistead Cash (Barbara Martin)
1995-96 – Mrs. James Miller Byne III (Sara Harrington)
1996-97 – Mrs. Robert L. Andersen (Tena Carpenter)
1997-99 – Mrs. Henry L. Smith II (Ann Meigher)
1999-01 – Mrs. David L. Anderson (Lucy Otis)
2001-02 – Mrs. William M. Choate (Marcy Priester)
2002-03 – Mrs. Charles Christopher Tull (Cantey Callaway)
2003-04 – Mrs. Laurens G. Y. Willard (Libbie Andrews)
2004-05 – Mrs. John Blue Clark, Jr. (Becky Parker)
2005-06 – Mrs. Albert L. McAulay, Jr. (Lil Dobson)
2006-07 – Mrs. Charles Greer (Laura White)
2007-08 – Mrs. Sally O'Rourke Morris
2008-09 – Mrs. Sally O'Rourke Morris
2009-10 – Mrs. Denis O'Neill Garvey (Suzy Schafer)
2010-11 – Mrs. R. Ferman Wardell (Joana Granger) and Mrs. William Carstarphen (Ginny Scudder)
2011-12 – Mrs. R. Ferman Wardell (Joana Granger)
2012-13 – Mrs. T. Fred Brown (Lila Laxton)
2013-14 – Mrs. Jan Cates (Dianne Cates)
2014-15 – Mrs. James Foster (Liz Foster)
2014-16 – Mrs. Jack Woerner (Bindy Woerner)
2016-17 – Mrs. Jane Grosse
2017-18 – Mrs. Joanna Lee Ashworth

2018-19 – Mrs. Lisa Tomlinson
 2019-20 – Mrs. Mary Tinkey
 2020-21 – Mrs. Lynne Settle McAdams
 2021-22 - Mrs. Linda Stoughton Baxter
 2022-23 – Mrs. Peggy Roberts Ransome
 2023-24 – Mrs. Lori Anne Ondraka Emlong
 2024-25 – Mrs. Lori O’Keefe
 2025-26 – Ms. Diatra Fullwood
 2026-27 – Mrs. Kathi Knier and Mrs. Arina Kirk

100 YEAR HISTORY OF THE JUNIOR LEAGUE OF CHARLOTTE

1924	In October, the first meeting of the Welfare League was called with fifteen charter members.
1926	In January, the Welfare League, organized in 1924, came into AJLI with a membership of thirty. Junior League Baby Home, Inc. opened on April 24th in a donated cottage.
1926-1927	Junior League voted to build its own Baby Home at a cost of \$16,000. The League pledged \$5,000, the remainder from friends in the community. \$2,086 raised from dances, rummage sale, and sponsorship of Dayton Westminster Choir for maintenance costs of Baby Home. Catherine Morehead Cluett, President
1927-1928	New Baby Home completed and opened in January. Established The Junior League Crier . Junior League edition of the Charlotte News netted \$1,848.81. A follies, "High Lights," raised \$1,784.69. Nell Cave Cansler, President
1928-1929	The edition of the Charlotte Observer netted \$5,002. Arts and Interest Committee established. The first children's play, " Magic in the House ," was given. Anna Whitner Henderson, President
1929-1930	Edition of the Charlotte Observer raised \$6,300. Established Ways and Means Committee. Hazel Martin Tillett, President
1930-1931	Edition of the Charlotte News raised \$5,694.78. Total League membership was 121. Katherine Graves Watt, President
1931-1932	The edition of the Charlotte Observer netted \$5,050.56. Rolling Library established at Presbyterian Hospital. Mary Brevard Alexander Howell, President
1932-1933	Mrs. Billie Shaw Howell was elected Director of Region V. Children's Play Committee established. League brought Bobby Jones to Charlotte for an exhibition match netting \$1,001. Julia Scott Smith, President

1933-1934	A special edition of the Charlotte News, children's plays, fashion shows, a football game, and Store Day raised \$6,045.67 for maintenance of Baby Home. Placement Committee established. Kate Whitner McKay, President
1934-1935	Junior League Baby Home closed and was put up for sale. The Children's Service Bureau was established at a total cost of \$21,000. Brought first trained social service worker to Mecklenburg County. Memorial Fund was established by the League to be used for placing children in boarding homes. At the death of an active member's child, the League adds \$100 to this sum as a memorial. Mrs. Billie Shaw Howell elected as Vice President of AJLA. Education Committee established. Kitty Brack Wood, President
1935-1936	Editions of the Charlotte Observer and Charlotte News raised \$7,633.40. Kitty Brack Wood, President
1936-1937	Established the Thrift Shop as a permanent business project. League funds were separated into two accounts, Administrative and Community. The League started free art classes for underprivileged children at the Mint Museum. Angelia Morrison Harris, President
1937-1938	The Children's Service Bureau accepted as an agency of the Community Chest. Publicity Committee established. Angelia Morrison Harris, President
1938-1939	Hostess to the Regional Art Exhibit. Eugenia Rennie Rose, President
1939-1940	The Medical Social Service Department was established at Memorial Hospital as a demonstration. The League contributed \$7,500 a year for a five-year period. Began holding League meetings at the Mint Museum. Eugenia Rennie Rose, President
1940-1941	Children's Theater Council organized. Junior Museum organized at Mint Museum. Soda Shop opened in Charlotte Memorial Hospital. Combined Hotel Day and "Gaities" netted \$7,500. Alice Quarles Henderson, President
1941-1942	Money-making projects amounted to \$4,862.43. Alice Quarles Henderson, President, and Marjorie Wilson Speir
1942-1943	Old North State Cookbook published; netted \$2,881.50. Nancy Blake Sims, President

1943-1944	League turned to radio as a means of wholesome entertainment for children. Began " Community Radio Council ," a series of thirteen-week musicals. Junior League Baby Home sold . Discontinued operation of Soda Shop . Nancy Blake Sims, President
1944-1945	League voted to become incorporated. Charlotte Milstead Carson, President
1945-1946	The Medical Social Service Department is jointly taken over by Community Chest and Memorial Hospital. The League voted to pay part of Mint Museum Director's salary at \$3,000 a year for a three-year period. Mrs. Willis Henderson is Director of Region V. Charlotte Milstead Carson, President
1946-1947	Second edition of Old North State Cookbook issued. Children's Nature Museum organized because of League interest. Contributed of \$5,000 over a period of three years. Ruth Alexander Roberts, President
1947-1948	League voted to give \$2,500 to the Mecklenburg Tuberculosis Sanatorium for use of streptomycin. Mary Catherine Siewers Mauzy, President
1948-1949	League voted to adopt Children's Nature Museum as a project , assuming the complete budget of \$8,000 for two years. They also voted to build an adequate building in Freedom Park for the museum. Alice Alexander Conner, President
1949-1950	Plans for the Nature Museum were completed and approved. A Follies was presented which netted \$14,896.07 and a Benefit Tea raised \$700 for the Building Fund of the Nature Museum. Anne Pease Gaskell, President
1950-1951	The ground was broken for the Nature Museum building . "Parade of Quartets" and other follies netted \$25,680 to add to the Museum Building Fund. Gladys Tillett Coddington, President
1951-1952	Twenty-fifth Anniversary of the founding of the Charlotte Junior League. Total membership was 443. Perry Gibson Daniel, President
1952-1953	Final payment was made for the Nature Museum building. Project Finding Committee organized. Genevieve Ramsaur Buice, President
1953-1954	Voted aid to the Nature Museum for specified additions of \$13,000. " Men Who Make Music " series inaugurated in conjunction with the Charlotte Symphony Orchestra , the Charlotte School

	Board and Radio Station WBT. League spent approximately \$4,000 on the series; the balance being contributed by WBT. Junior League Charity Ball, "Red Rose Cotillion" netted \$3,269 for the Community Fund. The Thrift Shop expanded and moved across Trade Street into new quarters. Nella Douglas Cannon, President
1954-1955	Spitz (Kelly) Planetarium installed at the Nature Museum and the League completed its two-fold program of building and volunteer service. Contribution: \$103,500. Elizabeth Ditton Lassiter, President
1955-1957	The Junior League adopted, for the first time in its history, two projects simultaneously: the Charlotte Reading Center, pledging \$30,000, and the Girl Scout Camp at Lake Lure, pledging \$10,000. Anne Purnell Heath, President ('55-'56) and Meredith Marshall Brenizer, President ('56-'57)
1957-1958	A follies, "Angel's Revue", netted \$22,622 for the above two projects. Lola Whisnant Zaccagni MacMillan, President
1958-1959	Final contribution to the Reading Center of \$10,000 on a three-year pledge of \$30,000 was paid. Made final payment of \$3,340 to Camp Occoneechee, completing a three-year pledge of \$10,000. Pledged \$9,500 over a three-year period to Youth Concerts. Made a challenge donation of an added \$10,000 to the Girl Scouts contingent on the liquidation of the debt of Camp Occoneechee by June 30, 1960. Sally Schall Van Allen, President
1959-1960	Construction began on a headquarters building financed by contributions from League members and their friends. Alice Bell Sebrell, President
1960-1961	The new headquarters building opened. Headquarters Committee established. Ended three-year commitment to Youth Concerts. Voted to continue support of Youth Concerts with a financial commitment of \$3,500 per year until the spring of 1963. Paid \$10,000 pledge to Girl Scout Camp. Katherine McKay Belk, President
1961-1962	The League voted for a new mental health project. \$25,000 was allotted for the salary of a Clinical Psychologist for public schools. Voted an extra \$1,500 to be spent on various volunteer activities in mental health during these three years. A follies "Ever Since Eve," netted \$41,239.37 to raise money for these two worthy projects. Jane Kennedy Sutton Branson, President
1962-1963	Junior League received the Charlotte Observer's Club of the Year Award for the follies and our contribution in hiring a Clinical Psychologist for the schools.

	Mary Jeter Griffin, President
1963-1964	League voted to support a three-pronged project, " Education and the Arts ," at a total cost of \$37,600 over a three-year period. The project consisted of initiating 7th Grade Junior High Concerts at a cost of \$6,000, meeting a challenge donation of \$20,000 to build a bigger planetarium at the Nature Museum and expanding the services at the Mint Museum by paying the salary of an Educational Curator for two and a half years for \$11,600. Voted to buy a folding machine for \$325 for the Arts Council to be used by member organizations. Hostess to the Regional Conference for the first time.
	Frances Vinson Bryant, President
1964-1965	The first 7th Grade Concert in our three-year project was given at Ovens Auditorium. Mint Museum secured an Educational Curator, and training programs began at both museums with League volunteers. The Thrift Shop was renamed The Junior League Shop and moved to new quarters. Cooking Mother's Goose , a non-profit cookbook, was published. Membership voted to sponsor three performances of the new Metropolitan Opera National Company during January 1966 to further enrich the cultural life of the area.
	Beverly Gerber Fitzsimons, President
1965-1966	The " Education and the Arts " project won us first place in the Observer's Club of the Year Contest. League sponsorship of the Metropolitan Opera Company contributed approximately \$29,000 to the Community Trust Account. The League donated \$1,500 to the United Arts Council to be applied toward buying a Multilith machine.
	Anne Buchanan Tomlinson, President
1966-1967	The League sponsored the second season of the Metropolitan Opera National Company and raised \$26,000. The Speech and Hearing Center was adopted as a new project with a total commitment of \$124,000 over a three-year period. Voted to continue paying the salary of the Educational Curator at the Mint Museum for an added eighteen months. Junior League Shop ended the year with net earnings of \$15,078.
	Helen Bouldin Jones, President
1967-1968	Charlotte Speech and Hearing Center opened on October 1, at 2101 Crescent Avenue. This project won the 1967-68 Oak Leaf Award presented annually by the State P.T.A. for work with young people. In February, a Folies, "Up, Up and Away" was presented and netted \$58,000. Mrs. Carroll Tomlinson, past president, was director of Region XIII. The Community Research Committee was formed.
	Mary Street Montague, President
1968-1969	Charlotte Speech and Hearing Center began its second year, and for this project the League won first place in the Observer Club of the Year Contest. Membership voted to continue the salary of the Educational Curator at the Mint Museum for a final eighteen months. The Junior League Shop broke all records with a net contribution of \$18,219.54. Membership voted to expand the

	Shop services by approving the purchase of a bus as a "rolling shop". The Charlotte Cookbook was published, with proceeds going to the Community Trust Fund. Total membership was 805. Julia Cuthbertson Clarkson, President
1969-1970	Membership voted for an added \$57,000 to the Speech and Hearing Center, making a total financial commitment of \$181,000 over a three-year period. The first year of The Charlotte Cookbook money-raising activity added \$2,500 to the Community Trust Fund. Began Pre-School Nursery for members while doing their volunteer work. Established the Citizens Steering Committee on Drug Abuse. Dede Lineberger McKay, President
1970-1971	The Drug Education Center for the City of Charlotte adopted a new project with a total commitment of \$75,000 over a three-year period. Launched intensive study of ecological problems facing Charlotte. Made available to public and private elementary schools, the first Drug Education Program was geared to 4th and 5th graders. A "first" for Charlotte League-voting (with all N. C. Leagues) in favor of endorsing State Legislation for the Emotionally Disturbed Child, House Bills #203 and #204 entitled "Advocacy for Children". Pepper Stetson Dowd, President
1971-1972	The Charlotte Drug Education Center opened on September 20th at 1402 East Morehead Street. The Board of Directors was restructured, setting up four large community committees. Served as catalyst to start the Voluntary Action Center, reactivate the Tree Commission, and set up the Charlotte-Mecklenburg Environmental Quality Council. Co-sponsored with Parents League Dr. Charlie Shedd's lecture "What Turns You On" for the community at Myers Park High School. Cookbook and Junior League Shop turned over to Community Trust Account for \$6,000 and \$17,500, respectively. Sponsored Ecology Workshop for nine Leagues. Joined NC Leagues State Public Affairs Committee. Jan Norman Stedman, President
1972-1973	The Charlotte Observer Club of the Year award was presented to the League for our project, The Drug Education Center. Our Follies, "Glory Be", netted \$82,237.14 which was the largest amount ever raised by a Follies. The League took its first public stand on an issue; the other North Carolina Leagues joined us in supporting and working for the successful passage of legislation that provided North Carolina with its first public kindergartens. Advisory Planning, with professional assistance, undertook this League's first extensive future planning. We contributed \$3,000 in seed money to attract community funds to set up a Voluntary Action Center. The Puppet Committee produced a film for third graders that was used in conjunction with the Drug Education Center's program in the schools. Mrs. James F. Clardy was elected as a member of Area Council III. Caroline Houston McMillan, President
1973-1974	The Voluntary Action Center opened in September, funded by United Community Services, Greater Charlotte Foundation, and \$3,000 from Junior League. \$35,000 committed to VAC for

	three years. \$12,500 pledged to Speech and Hearing Center for one year to provide services for speech pathologists in Day Care Centers run by the Department of Social Services. Two programs developed by League members for Drug Education Center copyrighted and offered for sale: "The Big Growl", a Muppet movie with accompanying program on decision-making for third grade; "Keep Out!", a booklet for sixth grade students with a guidebook for teachers. Public Affairs and Environmental Concerns on Board for the first time. Public Affairs and League of Women Voters co-sponsored public forum on City Government just prior to City Council election. New areas of interest: criminal justice system and historic preservation. First education placement, LIVE, developed. The fiscal year changed to June 1-May 31 to coincide with the administrative year. Community Trust Account enriched by \$9,000 from Cookbook and \$23,000 from Shop. Frances Clardy was elected Chair of Area Council III. Future planning is made up part of organizational structure; two-year goals adopted by the Board. Ann Davis Thomas, President
1974-1975	Continued to fund the Voluntary Action Center with United Community Services. Finalized financial commitment to the Speech and Hearing Center; committed \$25,000 in conjunction with the Department of Social Services to the establishment of group homes for pre-delinquent children; committed \$20,000 in conjunction with the Bicentennial Commission toward the restoration and renovation of the Berryhill House in the 4th Ward area; endorsed (1) the Cultural Action Plan and (2) the plan to make state appropriations available to implement programs for children's services; formed a Community Council with its Chair serving as an ex officio member of the Executive Committee; a public affairs bulletin, "The Primer", was published; plans made to decrease the number of CRIERS and to publish a Hotline after each Board meeting; ad hoc committees were established to study problem areas instead of a standing Advisory Planning committee; the first Book and Author dinner and the first totally spiritually-oriented meeting were held; a series of small group meetings covering different topics were held as well as a variety of workshops including a tennis tournament; a new Junior League brochure was published. Professionals formed their own committee to research new placements; non-secret admission was established for Charlotte daughters; sabbaticals, individualized placements, and leaves of absence were defined and instituted; a men's advisory council was formed; plans were made for the celebration of Charlotte League's 50th Anniversary; the Association Management Process was adopted. Catherine Brown Barnhardt Browning, President
1975-1976	Celebrated our 50th birthday throughout the year. Continued support of three major projects: Youth Homes Inc. - three homes opened this year; preservation of Berryhill House - established Berryhill Preservation, Inc., partially restored and formally opened the house May 15, 1976. Voluntary Action Center - into third year of three-year \$30,000 commitment. Restructured Community Council as an open community forum; combined Community Research and Public

	Affairs; implemented Association Management Process in all phases of League program; completed AJL Child Advocacy survey; published first Hootlines - a hotline mailed to all members within four days of each Board meeting; converted cash accounting system to modified accrual and began computer bookkeeping. Began seminars in Career Development; changed Professionals' name to Career Actives; adopted changes in Admissions and Placement policies. Youth Homes Project one of nine IMPACT projects selected nationally for in-depth study by Institute of Government at University of Georgia. Elizabeth Smith White, President
1976-1977	Updated the sponsor's kit for admissions; combined the admissions and Provisional committees into the Membership Development Committee; required that one of the three sponsors for a candidate be an Active member; voted in a non-secret system for all candidates; raised the age limit of candidates to 35; provided a placement agreement between agencies and our volunteers; determined that the Placement Chair would be a one-year commitment. Changed the format and name of the Hootline to NewsRelease. Held a "Professional Power Conference" for the leagues in North Carolina. Finalized our financial commitment to the Voluntary Action Center and Youth Homes, Inc; applied and received for "White Oaks", the 53 -room Duke Mansion, a Feasibility Consultant Grant in the amount of \$750 from the National Trust for Historic Preservation. Made a project commitment of \$12,000 to "White Oaks", and \$3,000 to a Walking Tour of Uptown Charlotte; voted to close the Junior League Shop; added two money raisers, LeaguePrint and a Follies for 1978; turned over \$10,000 from The Charlotte Cookbook and \$28,540.49 from the Junior League Shop to the Community Trust Account. Added Public TV and Mental Health to placement opportunities; took public stands to support legislation to improve the enforcement of the Day Care Laws in North Carolina and to support the Children's Bond Referendum for Spirit Square and Discovery Place; participated in The Southern Junior League Cookbook; and received superb publicity and visibility in the community. Sarah P. Williamson served as State Public Affairs Committee Chair and Ellie W. Conner was elected to Area Council III. Martha Bedell Alexander, President
1977-1978	We committed \$80,000 to the community in three new project areas: Child Advocacy-\$53,000, Spirit Square Arts for Handicapped-\$15,000, and TV Programs on Local History-\$12,000. Our advocacy efforts urged historic designation and adaptive use of the Independence Building uptown, and the preservation of White Oaks, supported uptown coordination and development, publicized the needs of children and families; our Historic Walking Tour was published in the spring of 1978.

	Our project commitment to preserve and find a suitable use for the Duke Mansion, White Oaks, was thwarted, but our attempts stimulated the public's awareness of historic preservation efforts. We co-sponsored with the Mecklenburg County Youth Services Action Board and Queens College two public lectures by Kenneth Wooden, dramatic advocate for incarcerated children; UCS, CPCC, and The Chamber of Commerce joined us in sponsoring two public meetings with Dr. Urie Bronfenbrenner, noted authority on families and children. UCS co-sponsored with us a Leadership Management seminar for community agencies led by Louis Renshaw Fortier. The 4 -day consultation by Fortier led to the establishment of three at-large board positions to be elected by the membership; a new position of Vice President of Human Resources; redefined job descriptions of the executive officers; modified numerous Bylaws creating greater flexibility for meetings, elections, and financial authority; and revised the general calendar strengthening the management process and eliminating much job overlap. The Membership Development Committee (a merger of Admissions and Provisionals) proved effective as did our new non-secret admissions procedure; adapted Bylaws that reduced the size of the committee by eliminating carry-overs; eliminated Career Development as a formal placement and course, but incorporated its principles into placement and nominating procedures. Developed a new course, Focus, which will feature skills and interest areas pertinent to our members' needs; our Follies, "And the Beat Goes on", netted a world-record \$101,917.88, LeaguePrint netted in excess of \$6,000; and the Cookbook opened over 85 new accounts for a profit to the Community Trust Fund of over \$13,500; we received over \$1,700 from a Montaldo's benefit fashion show and \$4,500 as a reimbursement by Duke Endowment for our expenses related to White Oaks; we voted to open a new shop, the WearHouse, in uptown this year; Ann Thomas was nominated by the League and selected as Woman of the Year by WBT; Ellie Conner served on Area III Council; and Caroline McMillan was elected AJL Director from Area III. Marsha Ray Rash Downey, President
1978-1979	\$53,000 and the necessary volunteers committed to setting up a Collections Gallery at Discovery Place. Working with United Community Services, the Council for Children became a reality with a \$47,000 grant. Other Child Advocacy accomplishments: the distribution of a Family Matters Survey to area employees to determine the concerns of working parents; the designation of a Foster Care Week to raise awareness; and, in coalition with The Children's Home Society of N.C., the Charlotte News and the Department of Social Services, adoptable children were spotlighted in the News to facilitate permanent placement. Uptown Advocacy efforts: presentation of a luncheon program during the Uptown Inventor's Conference, encouragement for General Services Administration use of the Independence Building for offices, preliminary planning with the Council on Aging of a Senior Center in the former Barringer Hotel. The position statement process was developed enabling public action within areas of major CJL concern. Endorsed three foster care related pieces of state legislation.

	Endorsed stands taken by Greensboro and Raleigh Leagues on recommendations to clarify and reduce public school teacher/child ratio. Spoke out on behalf of N.C. Day care system for adult/child ratio. Clout workshop presented by Barbara Smith to strengthen advocacy skills. Hosted breakfast for Mecklenburg legislators to discuss legislation relating to areas of CJL concern. Information Bank at the League Building was established. Preliminary research in areas of Public Education and Community Growth and Planning. Finance gave over \$27,000 to Community Trust. WearHouse opened and turned over \$9,000; Cookbook made \$11,000 and announced plans for Volume II. LeaguePrint netted \$7,000 and opened a direct sale shop at League Building. An increase of dues was approved, including an honorary classification for people over 65. We decided to hire a bookkeeper. The property lease with the city extended for ten years. Commemorative Fund established. First year of administrative re-structure: League divided into five functional areas; addition of a Human Resources Vice President; Placement Advisor/Advisee ratio less; Skills Bank established; New Sustainer Liaison Committee provided two seminars and a newsletter, Hot Flashes, especially for Sustainers. The Family Forum, a seminar on family issues, was led by Dr. John Westerhoff and local specialists and was open to the community. The new Council, to include the committee of Vice Chairs, was approved for management training and information exchange. A five-year placement plan for new Actives was started. Caroline McMillan served as AJL Director from Area III. Emily Pleasants Smith, President
1979-1980	Board and Council training was conducted by the Boston Facilitators. A forum was held on Male/Female Dynamics with Alene Moris, author of the AJL Volunteer Career Development Program, as guest speaker. A meeting was held for the membership on Public Education, to provide education for Background Paper and Position Statement addressing Public School Education. Position Statement was passed. One seminar, two issues of Hot Flashes and a trip to Charleston highlighted the Sustainers' activities. Seventy-four Provisionals were invited to membership; a Career Active Forum was held, and a Task Force appointed to continue study and address needs of members with limited and non-flexible time. Twelve members were placed on various community boards. League Productions Project premiered the docudrama, "Red Clay/Gold Dust" on Public Television; the Council for Children completed first year of operation; results of the Family Matters Survey were computed and analyzed; the Family Support Center got a building and began operation. Forums were held for membership and the community on public school education, community growth and the needs of older adults. A grant was obtained to fund the older adult

	seminar. The continuing development of Discovery Place was monitored, resulting in a "working model" for the Collections Gallery. Public Affairs Committee hosted the State Public Affairs Committee (SPAC) conference in October. Joined the AJL Legislative Network. Lobbied for Permanency Planning Bill. WearHouse decided to stay open year-round. Reported sales of \$65,000, with \$30,000 being turned over to the Community Trust Fund. LeaguePrint in its third year had sales of \$40,000, turning over \$13,000 to the Community Trust Fund; and Cookbook had sales of \$19,650 with \$10,200 going to Community Trust for a total of \$55,700 to that fund. Participated in several community-wide activities, including a Volunteer Symposium at the Civic Center, co-sponsored a Board Training Seminar with Queens College, and helped promote the Urban Symposium sponsored by the City Council and County Commission. Five issues of The CRIER were published. CRIER ad sales covered the total cost of that publication and of the NewsRelease. CJL received the Award of Merit from the North Carolina Historic Preservation Society for the Berryhill House project. League nominee Sister Mary Thomas Burke was elected WBT Woman of the Year; a public relations slide show was developed and the Fact Sheet on CJL published. Total membership of Charlotte League 1979-80 was 1,262, the eleventh largest League in the Association. Velva Whitescarver Woollen, President
1980-1981	The League has now contributed over \$1,000,000 to the community. Contributions to the Community Trust: WearHouse, \$50,000; Cookbook I, \$13,300 and LeaguePrint, \$16,500. Cookbook II was completed and financed for sale in September 1981 at a cost of \$34,750. The League funded four projects: Case Advocacy Volunteer Coordinator, \$19,228; Renaissance, \$25,000; League Productions, \$18,300; Spirit Square Education Coordinator, \$10,000; and paid balance of funds to Discovery Place, \$53,000. Co-sponsored "Leadership Charlotte". Participated in "Blueprint: Women in the Eighties". Nominated Harriet Cuthbertson, winner of the WBT Woman of the Year, placed 18 additional women on community boards bringing our total to 123. Received a special plaque from the Children's Home Society. Premiered a second League Production docudrama, "Thunder in Carolina". Contributed to a memorial fund for Judie Barber at Spirit Square. Hosted a VAC luncheon, worked in coalition with the Council on Aging in a needs assessment. Took public stands on preservation of the Independence Building and permanency planning funds. Passed a background paper and position statement on Community Planning and Alternative Transportation and held a public forum on the Bond Referendum. Internally administered by the OSA, updated and expanded the Annual Appraisal, revised format for goals and objectives to reflect Human Resources, Community, Communications and Finance. Recommended evaluative and ranking criteria for prioritizing placements. Administered Internal and External Appraisal identifying Health as a new Focus Area and Public Education as a priority. Held seminars on finance, coping and families. A slide show on Child Advocacy was produced by

	the public relations media specialists. The Board acted on policies regarding signed project votes, recommendations from the Diverse Lifestyles Task Force on rotating elected committees, sponsorship of candidates, solicitation of corporations less than every five years, and public affairs. Delegates were sent to conferences on VCD, training, project development, public affairs, the aging and Annual Conference where we endorsed a forum for submission on Substance Abuse. The role of the Executive Committee was defined, and the roles of the secretaries expanded. A task force to evaluate the present admissions system was set up under the President. Carole Slaughter Brake, President
1981-1982	Committed \$48,000 to the community through three projects: \$10,000 to Spirit Square, \$18,000 to Child Care Resources, Inc. and \$20,000 to the Therapeutic Play Program of the Family Support Center. We completed projects at Discovery Place, Spirit Square, Renaissance, and premiered "Of Quilts and Sabres," League Productions' third historic docudrama. Continued project involvement at the Council for Children. We dedicated the Judith LaShanna Barber Studio at Spirit Square. Approved a new background paper and position statement on the Older Adult. Developed and approved the concept of a Citizens League. Participated in Leadership Charlotte, Blueprint: Women in the Eighties, Quality Day Care Coalition, White House Conference on Children and Youth, and educational workshops with the public schools. Public stands were taken to support recommendations about teacher/pupil ratios, quality day care, educational opportunities for handicapped children, and postal subsidies for non-profit organizations. Delegates attended conferences on Aging, Child Watch, Group Homes, Guardian Volunteers, and Public Schools. \$116,700 was contributed to the Community Trust Fund; \$20,000 from LeaguePrint; \$46,700 from Cookbooks; \$50,000 from WearHouse. The new Cookbook, Charlotte Cooks Again, sold all 10,000 copies in 12 weeks (about 3 months). \$4,000 was secured in grants for "Of Quilts and Sabres". A Follies for 1983 were approved by the membership, as was a due and fees raise, and a Five-Year Future Plan. Fay Grasty was elected Area III Council member, and Freda Nicholson was nominated by our League and elected WBT Woman of the Year. Twenty additional League members were appointed to community boards and task forces, and 88 Provisionals became Active Members. The MDC Task Force recommended changes regarding the Admissions process. CRIER themes and membership meetings focused on major League goals. The Charlotte Junior League became the ninth largest in the country. Jean Miller Sullivan, President
1982-1983	Committed \$30,160 to the community through two projects: \$20,160 to Selwyn Avenue Life Center, Inc. and a maximum \$10,000 to the Teaching Learning Center (\$5,000 committed for

	1983-84). Completed projects at Family Support Center, Council for Children, Child Care Resources, Inc., and Spirit Square. The Citizens League concept continued to be studied. Participated in Leadership Charlotte and Women in History Week with the Mecklenburg County Women's Commission. Public stands were taken in Child Advocacy, Public School Education, Uptown Involvement, Community Planning and Transportation, and the Elderly. Delegates attended conferences on parenting, children, aging, environmental concerns, child abuse, and Area Seminars. Board approval was given for the retention of Follies funds, not to exceed \$200,000, in the Community Trust Account until April 1984. Project Task Force was established to research and propose potential significant project(s) ideas to the membership in the Spring utilizing 1983 Follies Funds. The CJL Bylaws and Policies were revamped. The Past Presidents Council was formed. The newly appointed MDC Task Force presented suggestions for changes in the admissions area. The WearHouse Task Force researched possible new locations for the WearHouse. The 1983 Follies was a roaring success, contributing \$211,775.79 to the Community Trust Fund. Rudy Borland Koehler, President
1983-1984	Committed \$57,800 to the community through three projects: \$21,300 to Selwyn Avenue Life Center, \$20,500 to Nevins Horticultural Center and \$16,000 to the Family Support Center. The Project Task Force researched over fifty potential project concepts before recommending three for membership consideration. Lakeview, a service center for mentally handicapped adults, was voted as the concept to be developed with \$200,000 of the Follies funds. The final project vote on Lakeview will occur in 1984-85. Completed project commitments to Selwyn Avenue Life Center and the Teachers' Learning Center for 1983-84. The Internal/External Survey was conducted. The results showed that substance abuse, child abuse, and teenage pregnancy were dominant concerns of the community and the League. Public stands initiated and/or facilitated support of the following: The Charitable Contributions Law, a comprehensive review of signage, allocations for adult day care, The National Child Support Enforcement Act, Charlotte/Mecklenburg Teachers' Career Development Plan, and the concept of a vintage trolley system for Uptown. A new position statement on Developmental Disabilities was adopted. Delegates attended conferences dealing with the following topics: aging, public affairs, latchkey children, grantsmanship, child abuse and neglect, adolescent sexuality, and AJLI sponsored conferences. The League took part in "The Chemical People", a televised national effort to combat teenage substance abuse. The Membership Development Committee implemented the recommendations of the 1982 -83 Task Force and complied with the new AJLI membership practices Bylaws in consideration of candidates for provisional membership. Two Provisional courses were conducted this year. A

	Approximately 20 CJL members were placed on community boards. CJL nominee, Dolly Tate, was elected WBT Woman of the Year. An updated brochure on the Charlotte Junior League and an Annual Report for membership were published. The League bought an IBM-XT computer and began developing proper computer programs. The Board accepted the recommendation of the Headquarters Task Force to endorse expanding the League Building. Effective June 1, 1984, the Administrative and Community Trust Funds are to be combined. The WearHouse moved to a new location (530-2 Brandywine Avenue, Park Road Shopping Center East). The Charlotte Cookbook received a new cover. \$102,500 was contributed to the Community Trust Fund by the three ongoing fundraisers. Fay Grasty completed her term as AJL Board member and Chair of Area III Council. Corinne Arbuckle Allen, President
1984-1985	Committed \$354,096 and 66 volunteers to eight community efforts: Follies proceeds of \$200,000 were allocated to Lakeview, a service center for mentally disabled adults; \$124,096 to six projects, including \$9,500 to the "To Life" Teen Suicide Awareness Program, \$10,000 to a Senior Citizens' Crafts Fair, \$12,370 for a video production on the positive aspects of aging (with WTVI), \$24,701 to Family Support Center for a Child Sexual Assault Prevention Program, \$25,525 to St. Mark's Center to furnish a group home for mentally retarded women, \$42,000 for the animal room at the Charlotte Nature Museum; and a \$30,000 donation was made to the newly formed Charlotte-Mecklenburg Teen Center to fund one year's salary for the first director. Completed project commitments to the Family Support Center, Selwyn Life Center, Nevins Center, and Teaching Learning Center. Public stands initiated and/or facilitated support of the following: architectural renovation of Lakeview elementary school, Charlotte-Mecklenburg Teacher Career Development Plan, recommendation of the N. C. Commission on Education for Economic Growth, a screening program providing home care for Mecklenburg's older adults, an uptown trolley feasibility study, historical markers in the Transit Mall area, the MarketPlace Complex Concept: a component of the Frenchman Plan, recommendations of the N. C. Legislative Research Commission on Day Care, family life education as part of the curriculum in the Charlotte-Mecklenburg schools, and continued funding of the Thora W. McElroy Senior Center by the County, the City, and United Way. Delegates attended conferences dealing with the following topics: volunteer administration, aging, adolescence, substance abuse, public relations, and stress management, as well as AJL sponsored Area and National conferences. Four Active and two Provisional CJL members attended the White House briefing on school dropouts. Approximately 13 CJL members were placed on community boards. Co-sponsored "Leadership Charlotte". Board approved \$1,000 to develop and produce a puppet show for the prevention of child sexual assault. Sponsored five community forums on the following topics: "Adolescence: Myths and Realities" (with Queens College Alumni), grantsmanship (with Duke Endowment), two Teen Center forums, and a workshop on child sexual abuse prevention.

	Addressed critical food and clothing needs through community agencies, including the Christmas Bureau, Loaves and Fishes, Clothing Ministry, and the Salvation Army. Joined nine other N.C. leagues in approving the first State Public Affairs Position Statement on Children, under the leadership of CJL State Public Affairs Chair Melinda Richardson. Membership approved recommendation of the Ways and Means Task Force to expand and renovate CJL headquarters. CJL was granted a 50-year lease from the City of Charlotte on the property at 1332 Maryland Avenue. Two Provisional courses were conducted; 32 Provisionals took the fall course, and 57 Provisionals completed the spring course. The Board approved for Active membership 39 Provisionals who completed the course and placement requirements. The Provisional Structure Task Force received Board approval for its recommendation to provide one Provisional course per year to run concurrently with Provisional placement, beginning 1986-87. Membership Development Committee invited 58 women to Provisional membership. A joint effort with United Way was started to provide training for community board members. CJL was invited to membership in POLL organization (Presidents of Largest Leagues). The CRIER received AJL Creative Public Relations Award for issues on Lakeview project. Cynthia Marshall was elected Chair of Area III Nominating Committee for 1985-87. An updated brochure on the CJL was published, and an Annual Report sent to the entire membership. Internal innovations: proper programs were developed, and data of entire Active membership were put into IBM-XT computer; placement brochure was printed in a new format; a photobank, identifying Active members, was established for use in League headquarters. Creative Placements Task Force made recommendations for new placement policies. \$117,400 was contributed to the general fund by the three ongoing fundraisers for use in the community area. Cynthia Blythe Marshall, President
1985-1986	Headquarters Fundraising Committee raised \$550,600 to double the size of the League Building. Celebrated the League's 60th birthday in January at headquarters groundbreaking ceremony followed by luncheon with community guests. Temporarily moved League office to 1901 Roxborough Road in space donated by the Bissell Companies. Committed \$80,000 to community through four projects: \$25,000 to Habitat for Humanity, \$5,000 to Teaching Learning Center, \$20,000 to Council for Children, \$30,000 to United Way Volunteer Leadership Training Center. Completed project commitments to: The Charlotte Nature Museum, To Life, WTVI, The Family Support Center, St. Mark's Center. Executed contract with the Charlotte/Mecklenburg Teen Center for the hiring of a director. Took public stands supporting funding for the Thora W. McElroy Senior Center, funding for architectural renovation of Lakeview Elementary School, passage of the Public Education School Bond, and the hiring of a substance abuse program coordinator by the Charlotte/Mecklenburg Schools. Delegates attended conferences on grantsmanship, adolescent sexuality, school-based health clinics, teen pregnancy, child abuse, older adult health care, male adolescent needs, needs

	of older women, substance abuse, corporate volunteerism, legislative issues on children and youth, as well as AJL-sponsored conferences and POLL. Sponsored two grantsmanship seminars with Duke Endowment and UNCC and a seminar with VAC entitled "Volunteerism: Extending Our Reach". Approximately 18 CJL members were placed on community boards. One hundred and twenty-seven women were invited to Provisional membership, and 80 Provisionals were voted to Active Membership. The Board acted on policies on the formation of a council system, the combined MDC/PEC structure, voting privileges of Sustaining Advisor to the Board, and the new CJL logo. Approved splitting the position of Community Vice President into Vice President-Research and Development and Vice President-Community Service. We Voted for 1988 Follies and appoint a Chair for a two-year placement. Won first place in AJL Creative Public Relations Contest for "Raise the Roof" brochure. Added pictures of Actives to CJL Handbook. Hired a new part-time secretary to operate the computer. Changed the colors on Charlotte Cooks Again. Added the three Fundraisers' record-breaking proceeds of \$123,600 to the General Fund for Community Program and Projects. Katherine Blythe Southerland, President
1986-1987	Headquarters Building Committee monitored headquarters renovation and coordinated the move in September into the expanded and newly renovated headquarters. Celebrated a Grand Opening the first weekend of October and thanked our major contributors. Committed \$80,000 to community through six projects: \$10,500 to International House's Visitors Program, \$10,431 to Loaves and Fishes, \$21,004 to Seigle Avenue Presbyterian Child Care Program, \$7,750 to CJL Seniors Craft Fair, \$14,315 to Volunteer Leadership Training Center and \$16,000 to DEC's "WHOA, a Great Way to Say NO" program. Completed project commitments to: Teaching Learning Center, Habitat, Council for Children's Troubled Child Intervention Program, and the Volunteer Leadership Training Center. Took public stand in support of CMS current review process for all instructional materials. In September, we co-sponsored with The Council for Children, a N. C. Congressional Candidates Forum focusing on children's issues. Organized a legislative cocktail reception in December in new headquarters. Adopted two new position statements on volunteerism and substance abuse and reaffirmed CJL's existing position statements. Delegates attended conferences on Dyslexia, Children's Issues, Sexuality, Aging, Teen Outreach, Children's Legislation and Children's Defense Fund, AJL and Area III sponsored conferences and POLL meetings. Follies Project Task Force recommended, and the membership approved two projects for 1988 Follies Funds. They are Open House Halfway House for Adolescents (\$200,000) and The Children's Law Center (\$100,000). Sponsored a community forum which was developed by a broad-based community steering committee. The forum was held on March 31 at CPCC. Dr. Stephen Glenn held three workshops

	on Raising Capable Young People. We worked with VAC in promoting various activities during National Volunteer Week and were solely responsible for Balloon Lift-Off at Springfest to kick off National Volunteer Week. Assisted Chamber of Commerce with N. C. Connection luncheon at airport for N. C. legislators. Had six membership meetings and Dr. Ruth Shaw, President of CPCC, and Virginia Austin, AJL President, were guest speakers. One hundred women completed the newly revised Provisional program and were accepted into Active membership in May. Implemented with success the new Council structure and made revisions as needed. Procedures Task Force produced a comprehensive Procedures Manual for Board, Council Members and Committee Chairs. The Ways and Means Task Force researched new fundraisers, and a permanent Ways and Means Committee was established this year. It evaluated the three fundraisers and the Older Adults Priority Area and made recommendations. Corinne Allen, past CJL President, was nominated and approved to the Area III Council of AJL. The board acted on Bylaws and policies relating to Council Structure, Treasurer Job Description, Training Committee Structure, Education and Training Board positions, Community Advisor, and various minor classifications. The three fundraisers had an excellent year and contributed \$135,200 to the General Fund for Community Program and Projects. The JLC also received \$26,000 from Belk Brothers Department Store due to their September festive opening gala. The proceeds were made available for our community projects. Celebrated the end of a successful year with an Annual Dinner at The Marriott Uptown with the renowned speaker, Jeanne Robertson. Over 310 members attended and thoroughly enjoyed the change in format. Jocelyn DeMars Dienst, President
1987-1988	League committed \$380,000 to the community, held a city-wide conference on drug/alcohol abuse, CHARLOTTE CARES, established a Halfway House for Adolescents, held the most successful Junior League Follies in the nation raising a half-million dollars, and through all our fund raisers, raised over \$670,000. Committed \$380,000 to the community through nine projects: Follies allocation, \$200,000 to establish an affordable Halfway House for Adolescents with Open House, Inc. and \$100,000 to Children's Law Center; \$15,000 to Seigle Avenue Preschool through Project Advisory; \$14,250 to "Project Graduation"; \$28,500 to "Reaching out for Teens" with Cities in Schools; \$2,000 to "Teen Mother Support", Florence Crittenton; \$7,750 to Seniors Craft Fair; \$7,750 to Loaves and Fishes; \$5,000 to Homeless Awareness, United Way. Completed project commitments to International House, Loaves and Fishes, Seigle Avenue Preschool, Seniors Craft Fair, Boardwalk, DEC's "WHOA, A Great Way to Say NO". Established a new theme "CJL Makes a Difference" in Charlotte! You Make a Difference in CJL!". Changed the

format to open in September with theme and celebration kick-off with "I MADE A DIFFERENCE" buttons and slide show, "CJL Making a Difference!".

Worked to bring **nationally recognized speakers to Membership meetings, resulting in record attendance: Nancy Austin, author of A Passion for Excellence; Dr. Jay Zink**, author of Peer Pressure Reversal and How to Say No and Keep Your Friends; Rolfe Neill, Chair & Publisher of The Charlotte Observer; Dr. Peter Relic, Superintendent of Charlotte/Mecklenburg Schools.

In "**The Year of the Follies**", "**Puttin' on the Gritz**" **raised \$500,000, the nation's highest amount ever raised**; more than 550 Actives served on Follies committees with over 100 Sustainers participating; \$32,000 worth of raffle tickets were sold, \$15,000 raised at Belk Shopping Spree; more than 320 members were in the cast and more than 5,800 people attended three performances.

CJL brought public/private leadership together in a 60 member Steering Committee to help sponsor a conference to focus attention and raise awareness on drug-alcohol problems in our community, CHARLOTTE CARES; workshops at this day long conference, November 17, 1987, had overflowing crowds to hear topics: Abuse in the Workplace, promoting Employee Assistance Programs in business; The Older Adult; Abuse on Campuses; that night families were invited to Family Focus on Substance Abuse; CJL priority areas of Health/Substance Abuse, Public Education, Older Adults, Family Focus participated in the Conference and was coordinated by CJL Education Committee; "CARE" packages were sent to 150 public/private schools and 80,000 school children received "CHARLOTTE CARES" stickers and information cards; work began with United Way to promote formation of citizens advisory groups on substance abuse.

Established "Leadership for Excellence" course with Queens College, designed for 25 CJL emerging leaders. Established "ROUNDTABLE" as a forum for CJL, community leadership, professionals to discuss answers to critical community concerns and to build coalitions. The topics were: Homeless; Public Affairs and emerging needs; Public Education; Older Adults; After School Programs for Adolescents

Established a Community Advisory Board of 15 leaders from designated areas of the public/private sector. Established a new masthead format for both The CRIER and THE INFORMER; changed the timetable for delivery, increased number of pages, mailing list, and professional training for the CRIER. Sent out CJL's first separate Annual Report.

Established President's Advisory Council with six past CJL presidents to discuss AJL/CJL issues. Brought resolution to AJL Annual Conference on annual ratification of Association Goals. Held successful Seniors Craft Fair. Completed CJL Marketing Report. Corinne Allen completed term as Area III Council Training Liaison.

Admitted 90 Provisionals and 95 Transfers. Served 26 community agencies. Served on Community Boards using 111 CJL volunteers. Co-sponsored "Leadership Charlotte" and sent President-Elect as

	delegate to course. Membership approved Ways and Means new fundraiser--Luncheon for Tournament of Champions. Deborah Small Harris, President
1988-1989	The Junior League of Charlotte promoted voluntarism and improved the community through the effective action and leadership of trained volunteers by: giving over 84,000 hours (about 9 and a half years) of volunteer service; by raising \$167,220 to support the program of the League and future community projects; by allocating \$120,000 to projects for 1989-90 which includes \$50,000 of committed Follies money to the Children's Law Center; and by fulfilling project commitments totaling \$230,000 to Homeless Awareness/United Way (\$5,000), Loaves and Fishes (\$7,500), Project Graduation/Parents for Drug-Free Youth (\$14,250), Seigle Avenue Preschool (\$15,000), Senior Citizens Craft Fair (\$7,500), Teen Mother Support/Florence Crittenton Services (\$2,000), Teen Outreach/Cities in Schools (\$28,000), Open House/Continuation Place (\$200,000), a Follies project, and the Children's Law Center (\$50,000), also a Follies project. "Share the Magic, Volunteer" was the theme for the year. Highlights of the year included: FINANCE: Both the WearHouse and LeaguePrint have record-breaking years. Two new fundraisers, the Belk's Shopping Spree and the Diet Pepsi Tournament of Champions luncheon, were also remarkably successful. The Ways and Means Committee proposed printing a Charlotte Hornets Cookbook as a new fundraiser for 1989-90. COMMUNITY SERVICES: The Junior League of Charlotte promoted voluntarism and improved the community through the effective action and leadership of trained volunteers by: giving over 84,000 hours (about 9 and a half years) of volunteer service; by raising \$167,220 to support the program of the League and future community projects; by allocating \$120,000 to projects for 1989-90 which includes \$50,000 of committed Follies money to the Children's Law Center; and by fulfilling project commitments totaling \$230,000 to Homeless Awareness/United Way (\$5,000), Loaves and Fishes (\$7,500), Project Graduation/Parents for Drug-Free Youth (\$14,250), Seigle Avenue Preschool (\$15,000), Senior Citizens Craft Fair (\$7,500), Teen Mother Support/Florence Crittenton Services (\$2,000), Teen Outreach/Cities in Schools (\$28,000), Open House/Continuation Place (\$200,000), a Follies project, and the Children's Law Center (\$50,000), also a Follies project., brought Sharon Scott, a nationally known speaker and trainer on refusal skills, to speak at a League-sponsored community forum and to spend a day working with high-risk children in the public schools, and distributed the Safe Homes Pledge to public, private and parochial schools. RESEARCH AND DEVELOPMENT: In November, "Share the Magic Week" was promoted which offered extra volunteer opportunities in the community to the membership. Roundtables on AIDS and providing health services for adolescents were held. Project Advisory committed \$70,000 to six projects for 1989-90 including \$4,000 to Charlotte Emergency Housing, \$28,000 to the Children's Law Center, \$4,500 to Moscow Connection, \$500 to Recycling: Learn How/Now, \$10,000 to Seigle Avenue Preschool, and \$23,000 to Teen Outreach/Cities in Schools. Public

Affairs developed a new format for proposing public stands for Exec/Board approval, and the membership approved a position statement on Health.

PROGRAM AND COMMUNICATION: Five issues of The CRIER were published. The Marketing Committee developed a membership survey on fellowships. Internal and external public relations were emphasized and enhanced. The P.R. Committee developed "Share the Magic, Volunteer" bumper strips which were distributed to the entire membership, updated the CJL logo and P.R. materials, developed a CJL fact sheet, and produced volunteer spotlight slide shows which were shown at four membership meetings to spotlight the exceptional volunteer work of individual League members. The P.R. Committee also produced a CJL slide show, an Annual Report, a new CJL brochure, and developed certificates to be given to agencies where League volunteers were placed. The Communications Workshop was co-sponsored by the P.R. and CRIER Committees. The Education Committee coordinated eight membership meetings which featured local and nationally known speakers, and included a neighborhood small group meeting in January, the Placement Fair in April, and the Annual Dinner in May.

HUMAN RESOURCES: Forty-Love enjoyed a successful first year as a placement by combining enrichment and service opportunities for committee members. The Corporate Release Time Task Force researched paid release time for volunteers in the corporate community and developed a presentation on this topic for discussion at the Community Advisory Board meeting. The MDC Committee educated and trained 110 Provisionals, proposed 86 women for Active membership, and invited 116 women to Provisional membership. An MDC Task Force was created and developed a new Provisional course to begin in 1989-90 which would accommodate a larger Provisional class and allow more flexibility in meeting requirements. The Placement and Nominating Vice Chair developed a Pre-Placement Brochure which gave job descriptions for all leadership positions and pre-placed positions in the League. The Placement Committee offered placement in 48 committees and placed 609 Active members. The Nominating Committee filled 81 leadership positions, placed League members on community boards, and sent delegates to nine Association conferences. The Transfer Committee welcomed and placed 64 transfers to Charlotte plus entertained 15 added social transfers. The Leadership for Excellence Course was coordinated with Queens College by the Training Committee and offered to 25 League Members.

PLANNING AND MANAGEMENT: At the request of the Executive Committee, the Advisory Planning studied the job descriptions of the Recording and Corresponding Secretaries and proposed a realignment of the responsibilities of these positions. The membership approved Advisory Planning's proposal to remove the elected positions of Recording and Corresponding Secretaries, to create the elected positions of Vice President of Communications and CJL Secretary, and to create the volunteer position of Administrative Assistant to the President. Also, the Advisory Planning recommended, and the membership approved, that the Straw Ballot for Executive positions be expanded to include all members who have served as committee chairs as well as all members who have served on the Board of Directors. The President held bi-annual meetings (June and January) with each committee chair, and planned four leadership training sessions for Directors, Chairs and Vice Chairs. Morning and evening coffees to promote fellowship were held throughout the year in the President's home for the Active membership, a Past

	Presidents' Coffee was given in October, and a coffee for new Sustainers was given in the Spring. The Community Advisory Board met in November to be updated on League activities and to discuss corporate release time for volunteers. The President-Elect participated in the Leadership Charlotte Course and attended Area III President Elect Conferences in October and April, and Annual Conference. The President attended the Area III Presidents' Meeting, POLL Meeting, and Annual Conference as the voting delegate. The League hosted a pre-Annual Conference meeting at headquarters for Area III delegates to discuss issues coming to the Annual Conference. At the Annual Conference, CJL proposed a Bylaw change which would allow for the annual adoption of Association Goals and won Public Relations Awards for a PSA, the 1987-88 Annual Report, and the CRIER. Anne Mullan Alexander, President												
1989-90	"VOLUNTEERS...The Spirit of Charlotte" was the most appropriate term for the year of Hurricane Hugo. Members of the Junior League of Charlotte responded with donations of food, clothing, time, and money. After consideration, the membership voted to approve the Board's motion to donate \$8,000 to Crisis Assistance Ministry in Charlotte and \$2,500 to the Junior League of Charleston for Hugo relief efforts. During the year, the League's ongoing fundraisers contributed \$188,250 to the General Fund. The Membership distributed \$180,295 and 83 volunteers for ten community projects to be completed during the 1990-91 year, including \$50,000 from the 1988 Follies proceeds for an Historic Rosedale project: Alzheimer's Conference, Arts Resource Handbook/Arts and Science Council, Charlotte Emergency Housing Carolina GIVES/Foundation for the Carolinas & United Way, Historic Rosedale Foundation, Partners in Parenting Course/DEC, Seigle Avenue Preschool Cooperative, Teen Outreach Program/Cities in Schools, Video Violence: Parent Education Program, Women in Alcohol Documentary/WTVI. The League also completed the following project commitments: Charlotte Emergency Housing, Children's Law Center, Learn How Now (Recycling), Moscow Connection/CMS, Seigle Avenue Preschool Cooperative, Teen Outreach Program/Cities in Schools. FINANCE: Record-breaking profits by both WearHouse and LeaguePrint enabled our fundraisers to contribute \$188,250 to the General Fund: <table> <tr> <td>WearHouse</td> <td>\$133,800.00</td> </tr> <tr> <td>LeaguePrint</td> <td>37,500.00</td> </tr> <tr> <td>Belk Shopping Gala</td> <td>11,216.00</td> </tr> <tr> <td>Tournament of Champions Luncheon</td> <td>5,734.00</td> </tr> <tr> <td></td> <td> </td> </tr> <tr> <td></td> <td>\$188,250.00</td> </tr> </table> WearHouse successfully implemented the new mandatory quota policy. LeaguePrint ordered and made the first of three payments on the Social Secretary computer to enable LeaguePrint to compete for invitation business. Having been approved by the Membership in May 1989, Hornets Home Cooking was published and over 5,000 copies were sold during the year.	WearHouse	\$133,800.00	LeaguePrint	37,500.00	Belk Shopping Gala	11,216.00	Tournament of Champions Luncheon	5,734.00				\$188,250.00
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	\$188,250.00												

RESEARCH AND DEVELOPMENT: Highlights included proposing the donations from the General Fund for Hugo relief efforts, publishing a list of needs and volunteer opportunities following Hurricane Hugo, coordinating Share the Spirit Week, producing the Public Affairs handbook, and responding to Bill Lee's challenge with over 200 public school volunteers. Due to confusion in the project process, it was recommended and approved by the Board that a member not be allowed to sign for more than one project in future project votes.

COMMUNITY SERVICES: Working with 22 agencies in 25 placements throughout the community, volunteers in this area contributed more than 27,000 hours (about 3 years) in direct service to the community. Some of the highlights in this area included hosting the Community Coffee where all agencies having a League placement or project this year were given a framed certificate of JLC Volunteer participation; bringing a Soviet educator, Irina Tourkina, to the Charlotte-Mecklenburg Schools and community for a six week teaching residency; receiving \$2,750 to produce a recycling puppet show for children; receiving over 4,000 pledges in the second year of the Safe Homes Pledge; and completing the first year of the following direct service placements: VITA, Blindness Prevention, Charlotte Memorial Hospital, Continuation Place, and Hearing AIDS/Learning AIDS.

PROGRAM AND COMMUNICATIONS: Great emphasis was given this year to improving communications at all levels. Highlights in this area included adding the Office Volunteer Chair to the P&C Council; new formats for the News Release, Annual Report, and CRIER; "Communications Workshop"; production of Volunteer Spotlight and year-end slide shows; membership meetings with record attendance featuring nationally and locally known speakers; small group cocktail parties; dessert to honor 90 Actives with 10 or more years of League service; Council socials; and the Annual Dinner featuring Ina Hughs with over 300 attending.

HUMAN RESOURCES: The largest Provisional class (154) began in September with 142 new Actives being introduced in May. In April, 109 were invited to become Provisional members. Fifty transfers were welcomed, oriented, and placed. Two new placements, Crisis Assistance Ministry and A Child's Place were added, and 680 Active members were placed for the 1990-91 League year. The Nominating Committee changed the voting period on the Executive, Nominating and Career Active slates from February to January Board and Membership meetings to allow more time for other leadership positions to be filled before placement in April. Delegates were sent to the following conference/seminars during the year: National Teen Outreach (2); Leadership Charlotte (1); National Recycling Conference (2); International Visitors Conference (1); Area III President-Elects Workshop (1); Basics of Finance (2); President's Conference (1); President-Elects Conference (1); and Traveling Workshops (9); POLL Fall (1) and Spring (3) meetings; NC & SC Pre-Annual Conference Meeting (3); AJLI Regional P/R and Marketing Seminar (2) and Diversification Workshop (2); AJLI Public Affairs Training Seminar, "By the People V" (2); and AJLI Annual Conference in Toronto (4). The Training Committee offered the following workshops: "Leadership for Excellence" with Queens College, NCNB's Putting Your Financial House in Order", VLDP's "Boardmanship Training", and "People Builders Skills Assessment".

	PLANNING AND MANAGEMENT: The following recommendations were approved by the Membership and/or Board of Directors: Task Force recommendations on Admissions Bylaws and policies to bring JLC into compliance with AJLI regulations; Finance recommendations to increase dues and fees and to expand the job of the Assistant Bookkeeper to include training and supporting the fundraiser treasurers and other tasks presently being done by the Treasurer or V.P. Finance; Program and Communications recommendations to change the League's acronym from CJL to JLC and to combine the Marketing and Public Relations Committee; Placement recommendations on Policies regarding Five Year Placement Plan and Special Placements; and Project Advisory's recommendation that procedures not allow a member to sign for more than one project. Advisory Planning revised the Transition Period procedures, and Nominating revised the timetable for presenting the slate of officers. In November, the JLC hosted the POLL Conference at the Park Hotel in Charlotte and in April, the Pre-Annual Conference Meeting of NC and SC Presidents and President-Elects at the JLC Headquarters. At Annual Conference, the JLC delegates successfully worked with the JL of New York City to add an Association Goal specifically addressing direct service and training volunteers which had been omitted from the goals proposed by the Association Board of Directors. The JLC also opposed, unsuccessfully, the closing of the AJLI Area Offices. Gay Gunter Dillashaw, President
1990-1991	With the theme "Give to Charlotte...Volunteer!" The Junior League of Charlotte improved the lives of countless members of the community. During this year, the League's fundraisers, The WearHouse, LeaguePrint, and The Tournament of Champions Luncheon contributed \$178,300 to the General Fund. The League fulfilled project commitments for the following: Alzheimer's Conference, Arts Resource Handbook, Carolina Emergency Housing, Carolina Gives, Historic Rosedale Foundation, Partners in Parenting, Seigle Avenue Preschool Cooperative, Teen Outreach/Cities in Schools, Video Violence: Community Awareness Program WTVI-Women and Alcohol Documentary. The League's Membership allocated \$105,000 and 74 volunteers for community projects to be completed during the 1991-92 year: Advocates for Older Adults, Carolina Gives, Charlotte Emergency Housing, Mecklenburg Adolescent Health Center, N. C. Harvest, Seigle Avenue Preschool Cooperative, Teen Outreach, UPLIFT. Highlights of the year included: COMMUNITY SERVICES: Working with 28 agencies in 29 placements, over 300 volunteers contributed 30,000 hours (about 3 and a half years) in direct service to the community. Highlights of the year included production of a documentary with PBS affiliate WTVI, "Women: Coming Out of the Shadows," addressing the problems of women and alcoholism; the creation of an arts resource handbook entitled ENCORE: A Cultural Education Guide, developed with the Arts and Science Council; funding an Executive Director and beginning research and restoration of the Historic Rosedale property; and a successful symposium dealing with Alzheimer's Disease.

FINANCE: Outstanding efforts by WearHouse, LeaguePrint, and the Tournament of Champions Luncheon produced the following contribution to the General Fund:

WearHouse \$135,500.00
LeaguePrint 36,100.00
Tournament of Champions Luncheon 6,700.00

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TOTAL: \$178,300.00

A WearHouse Task Force recommended the following changes in WearHouse Policy: WearHouse volunteers would decide value of donated merchandise for quota purposes; Actives and Provisionals would be responsible for \$50 in donated merchandise; the consignment policy was changed to follow AJLI guidelines.

HUMAN RESOURCES: A Provisional class of 131 began in September and 121 became new Actives in May. In April, 147 prospective members were invited into the League; 69 transfers were welcomed, oriented, and placed. One new placement, United Cerebral Palsy, was added, and 689 Active members were placed for the 1991-92 year. Nominating slated the new Executive Committee in December and worked with the President-Elect and incoming President-Elect to fill the remaining leadership positions. Delegates were sent to the following conferences: AJLI Diversity Workshops; AJLI Travelling Workshops on Finance, Membership Satisfaction, Community Services, Communications and Public Relations; Area III Presidents and Presidents-Elect Conference; POLL; AJLI Annual Conference. The Training Committee coordinated the following sessions: Boston Facilitators, Leadership for Excellence, Building on Your Financial Knowledge, Provisional Training, January Membership Meeting Training Potpourri, Management Training for JLC Leadership, and various enrichment opportunities.

PROGRAM AND COMMUNICATIONS: Emphasis was given this year to provide effective communication while reducing the amount of paper used internally. All information distributed at membership meetings was limited to the HandOut, with more flyers allowed only for the fundraisers several times during the year. The News Release, our monthly internal newsletter, became the sole source of all information, cutting additional mailings in most cases. Five outstanding issues of The CRIER were produced. Emphasis was placed on recycling, beginning with our September Membership Meeting and Picnic, recycling of paper in the League office, and constant education of the membership. A Communications Workshop was held in October, and a new system was developed for assigning collating of the News Release. Several extraordinarily successful fellowship opportunities were provided by the Arrangements Committee, and the Volunteer Spotlight focused on committees rather than individuals. Eight outstanding membership meetings were held, with the final one being the Annual Meeting and Dinner in May, featuring Ruth Shaw as the keynote speaker, a year-end slide show, and the presentation of the first Spirit of the League Award to Mary Clifford Boyd.

RESEARCH AND DEVELOPMENT: Highlights included increased participation by the study committees in the project evaluation process, presenting eight new projects for membership

	approval, preparing two new background papers and position statements on Violence and the Environment, updating all current position statements, initiating several public stands, and educating the membership throughout the year on critical needs in the community. The League organized and hosted two meetings of the Women's Organizations Roundtable, and the Research and Development Council sponsored a "Done in a Day" project - a JLC Blood Drive on May 22 with the help of the American Red Cross. PLANNING AND MANAGEMENT: The following recommendations were approved by the membership and/or Board of Directors: policies regarding the Project Evaluation process; Task Force recommendations regarding Placement Committee composition and responsibilities; several committee name changes; consolidation of Priority Areas; clarifications of dues requirements and membership status; Bylaw changes regarding WearHouse financial obligations and admission to membership; policy changes regarding responsibilities of sponsors for prospective members. President's Meetings were held with each committee chair in June and January; Management Training sessions were held six times during the 1990-91 year; a coffee was held for all JLC past presidents; a Community Advisory Board meeting was held in November to discuss the League's involvement in public policy. The President attended a POLL meeting in Phoenix in November. AJLI sponsored meetings for Presidents and Presidents-Elect in the fall in Memphis, a Presidents-Elect training in New Orleans in March, and Annual Conference in Orlando in May. At the Annual Conference, the delegates approved the addition of two at-large members to the AJLI Board of Directors. Hope Evans Parrott, President																																				
1991-1992	Once again, our fundraisers continued to drive the League by contributing \$169,753.24 to the general fund which will enable us to remain at the forefront of meeting the community's future needs. The League completed financial and volunteer commitments to: <table><tr><td>*Advocates for Older Adults</td><td>\$ 7,000.00</td><td>10 volunteers</td></tr><tr><td>Carolina Gives</td><td>\$25,000.00</td><td>15 volunteers</td></tr><tr><td>Charlotte Emergency Housing</td><td>\$10,000.00</td><td>8 volunteers</td></tr><tr><td>Teen Health Connection</td><td>\$30,000.00</td><td>8 volunteers</td></tr><tr><td>N. C. Harvest</td><td>\$7,000.00</td><td>8 volunteers</td></tr><tr><td>Seigle Avenue Preschool Cooperative</td><td>\$5,000.00</td><td>7 volunteers</td></tr><tr><td>Teen Outreach/Cities in Schools</td><td>\$6,000.00</td><td>12 volunteers</td></tr><tr><td>UPLIFT</td><td>\$15,000.00</td><td>6 volunteers</td></tr></table> *(of the \$7,000, \$5,000 was a contribution from Belk) During 1992-93, \$80,000 and 48 volunteers will be allocated for the following community projects: <table><tr><td>A Child's Place</td><td>\$16,000.00</td><td>9 volunteers</td></tr><tr><td>Advocates for Older Adults</td><td>\$9,000.00</td><td>12 volunteers</td></tr><tr><td>N.C. Harvest</td><td>\$7,000.00</td><td>10 volunteers</td></tr><tr><td>Teen Health Connection</td><td>\$35,000.00</td><td>10 volunteers</td></tr></table>	*Advocates for Older Adults	\$ 7,000.00	10 volunteers	Carolina Gives	\$25,000.00	15 volunteers	Charlotte Emergency Housing	\$10,000.00	8 volunteers	Teen Health Connection	\$30,000.00	8 volunteers	N. C. Harvest	\$7,000.00	8 volunteers	Seigle Avenue Preschool Cooperative	\$5,000.00	7 volunteers	Teen Outreach/Cities in Schools	\$6,000.00	12 volunteers	UPLIFT	\$15,000.00	6 volunteers	A Child's Place	\$16,000.00	9 volunteers	Advocates for Older Adults	\$9,000.00	12 volunteers	N.C. Harvest	\$7,000.00	10 volunteers	Teen Health Connection	\$35,000.00	10 volunteers
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	United Cerebral Palsy \$13,000.00 7 volunteers These project efforts and other volunteer commitments here addressed the year's theme, "Give to Charlotte...Volunteer," in very meaningful ways. COMMUNITY SERVICE: The "hands on" direct service community volunteer force of 375 worked countless hours with 26 agencies to carry out goals in priority areas of health, older adults, education, family focus, substance abuse, and community action. Accomplishments included a successful community-wide volunteer safari which won a national United Way award; careful interviewing of families requiring aid during this difficult recessionary time; providing useful tips for responsible environmental preservation; research completion of a grand historic home called Rosedale; successful scheduling of over 100 international visitors with various community leaders; monitoring member organizations for eligibility to receive low cost food from the Metrolina Foodbank; delivery of countless meals of prepared food diverted from overstocked restaurants to agencies serving the hungry; preparing hundreds of tax returns for less-skilled taxpayers; rewarding teaching of adults requiring reading skills; vital pre-school and elementary school classroom help for many of our homeless and under-privileged children; advocating for children under the jurisdiction of juvenile court; assisting with English language skill-building for ESL children; completion of the site selection and assisting with the start-up of a teen health clinic; effective planning and implementation of an alcohol-free, drug-free graduation night party for high school students in a multi-country area; facilitating dropout prevention programs for high-risk students; preparing a nutritious snack cookbook and establishing a toy lending library for infants and young children of young mothers; educating various at-risk groups about the HIV and AIDS viruses; planning the widely attended Resident's Rights Celebration and Alzheimer's Symposium dealing with vital issues for older adults; screening and referral of area 4-year olds for early detection of eye diseases; supporting the staff, patients, and families in numerous areas of the hospital; presentation of a fun-filled skit for residents of area nursing homes; providing significant "time off" for the caregivers of home bound adults; facilitating increased communication of drug related issues between parent and adolescents via a county-wide pledge; and the tremendously rewarding classroom assistance for children with cerebral palsy. While varied in focus, the direct service efforts of effective, trained, and caring volunteers truly embodied the "Give to Charlotte" theme in meeting the needs of the community. FINANCE: This year, efforts by WearHouse, LeaguePrint, the Tournament of Champions Luncheon and the new Art Gala produced the following contributions to the General Fund: WearHouse \$137,000.00 LeaguePrint \$22,100.00 Tournament of Champions Luncheon \$5,750.00 Art Gala Four, \$903.24 TOTAL \$<u>169,753.24</u> The Hornets Cookbook committee was able to sell all the remaining Cookbooks. The Ways and Means committee made two new fundraising proposals: (1) a specialty calendar and (2) the new cookbook. Both will be new placements for 1992-93.
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HUMAN RESOURCES: A Provisional class of 154 began in September, and the Membership Development Committee graduated 138 to Active status in May. In April, 178 prospective members were invited to join our 1992-93 Provisional class. The Transfer Committee welcomed 56 transfers to the JLC. In May, Placement placed 712 Active members for 1992-93. The Nominating Committee slated the new Executive Committee in December and worked with the President-Elect and the incoming President-Elect to fill the remaining leadership positions. Sallie Lowrance was nominated and elected by Area III to serve a 2-year term on the Joint Area Nominating Committee of AJLI. Delegated were sent to the following conferences and seminars: AJLI Traveling Workshops on Marketing/PR, Public Policy, Fund Development, Nominating, and Publications; a Thrift Store workshop; AJLI Multiculturalism Seminar; Area III Presidents and Presidents-Elect Conferences; POLL; and AJLI Annual Conference. Nominating also placed 19 members on community boards. The Training Committee conducted various skills training sessions for many JLC committees and the Provisional class. They also coordinated the following sessions: Leadership for Excellence; 7 workshops at the January membership meeting; and many enrichment courses. The Commitment Enrichment Project was completed, with the help of the Training Committee, as the entire membership took part in a personal Gifts Assessment and then used that information through the Commitment Enrichment Finder and the Placement Brochure.

PROGRAM AND COMMUNICATIONS: Since fellowship is always a strong priority among the membership, the P&C Council emphasized fellowship opportunities along with volunteer recognition this year. We added a small group meeting to the membership meeting schedule, bringing the total to two. These meetings were especially popular with the membership, but all meetings were well attended and received good evaluations. We began the year having to find a new meeting space. As our membership grows, this will continue to be a challenge. Soon, we should look forward to going to both an evening and morning meeting. Arrangements, with the Attic Sale Committee, hosted a social function called "Pig Out at Treasure Island" the night before. It was a great party and a wonderful fellowship opportunity. Volunteers were recognized as committees at each membership meeting and in each issue of the NewsRelease. The CRIER also did an excellent job of recognizing both individuals and committees. The Spirit of the League Award was renamed the "Margaret A. Martin Spirit of the League Award" in honor of our wonderful Wardie Martin. We received several nominations for the award. This year's recipient was Margueritte Andresen. Delorese Amberose kicked off our membership meeting at the September picnic with her talk on "Leadership, The Journey Inward" and finished our year by speaking at the May Annual Dinner.

RESEARCH AND DEVELOPMENT: Highlights include the recommendation of a Crisis Nursery within Success By 6 as the 1993 Follies Project Focus; presenting 5 new annual projects for membership approval; renaming the Public Affairs Committee the Legislative Action and Public Policy Committee; revision of Legislative Action and Public Policy Bylaws and policies; compiling past public stands and actions with documentation into a JLC-LAPP Resource Handbook; hosting a Legislative Event; initiating several public stands and actions; reorganization of study committee files into issue notebooks; organizing roundtable discussions on Women's Health Issues, Older Adults, Women and Substance Abuse and issues affecting the

	Physically Impaired; mounting an Organ Donation Awareness Campaign for the membership; educating the membership on community issues; developing the "Issue Interest Indicator" membership survey; and with the Community Service Council, co-sponsorship of the "Done in a Day" project "City Trees", a community-wide reforestation effort in Freedom Park. PLANNING AND MANAGEMENT: The membership and/or Board of Directors approved the following recommendations: • Bylaws and policies on the leadership structure of the League. • Bylaws and policies on the maximum age limits for the Provisional and Active membership classifications. • Bylaw and policy on the Provisional course and its fee. • clarification and updating of Bylaws and policies governing public stands and public actions. • clarification of the policies on placement conflicts and obligations and Special Placement. • a no-smoking policy for the League building. • annual goals and objectives which are outcome oriented The President appointed two task forces - one to research the possibility of a LeaguePrint quota for the membership (the task force did not recommend such a quota at this time) and the other to study admission policies of the JLC with special emphasis given to the issue of furthering diversification efforts. In August, the JLC hosted the first North Carolina Executive Exchange with other NC Leagues in attendance. Leadership Training sessions were conducted three times during the year, and the President's Meetings were held in June and January. The Community Advisory Board met with the Executive Committee to advise on fundraising and diversification strategies. The President attended the Area III Presidents' meeting in Raleigh, the POLL meeting in Austin, TX, the NC SPAC meeting of Area III Presidents and Presidents-Elect in Durham, the AJLI Partnership Project fly-in meeting in Chicago (the Partnership Project was a two-year effort to revise the Bylaws and policies of AJLI), the pre-Annual Conference meeting of NC Leagues in High Point and the AJLI Annual Conference in New York City. The delegates at the May Annual Conference approved a new set of governing documents for the Association. Sallie Lou Moore Lowrance, President
1992-1993	During the year, the League fulfilled its mission by: • giving over 35,000 hours (about 4 years) of volunteer service to the community. • managing a membership of 2,038 volunteers: 780 actives, 1072 sustainers and 186 Provisionals. • Raised \$166,162.00 from ongoing fund raisers for the General Fund. • Raised \$700,000.00 from the 1993 Follies for the Crisis Nursery of Success By 6 and future League projects. • fulfilling project commitments totaling \$79,278 and 54 volunteers: • allocating \$80,000 and 35 volunteers to projects for 1993-94: • approving distribution of Follies' profits as follows:

\$350,000 to the Crisis Nursery for construction and start-up costs.

\$100,000 to the Crisis Nursery to be held in reserve and chosen by the 1993-94 Board of Directors.

\$250,000 to the JLC Program Budget from which projects will be funded.

Rather than developing a new theme for the Follies Year, "Give to Charlotte - VOLUNTEER" continued to be used along with the Follies theme "Shake, Charlotte 'N Roll!"

Highlights by Council area include:

FINANCE - ongoing fundraisers - contributed profits to the General Fund as follows:

WearHouse \$147,000.00

LeaguePrint 15,000.00

Diet Pepsi Tournament of Champions Luncheon 4,162.00

TOTAL \$166,162.00

Development of a new cookbook began, and \$140,000 in additional funds was allocated to produce a cookbook in 1994. A specialty calendar, Celebrations, was developed and printed with an added allocation of \$12,000. The new **Fund Development Committee**, formerly Ways and Means, researched, and recommended new fundraisers for 1993-94 to include: 1994 NCAA Final Four Basketball Tournament; Southern Christmas Show; Blockbuster Pavilion; and continuation of the Diet Pepsi Tournament of Champions Luncheon. They also recommended and gained approval of 1) granting funds without volunteers with specific policies to be developed in the coming year and 2) a donation of \$1,000 from the JLC Commemorative Fund to the Critical Needs Fund for Cities in Schools. A new Board position, Fundraisers' Chair, has been established. Job Descriptions were expanded for the staff positions of Bookkeeper and Controller.

PROGRAM AND COMMUNICATIONS: Internal and external communications included: five issues of The CRIER; monthly NewsReleases with the addition of a summer issue; revision of the fact sheet; creation of a new JLC fact card; recognition of individual volunteer efforts in the NewsRelease, on the bulletin board, and with letters from U.S. Congressmen; and printing of the Annual Report. Seven membership meetings were held from September to May. No meeting was scheduled for February due to the Follies. The Annual Dinner entitled "Seeds of Success" celebrated the accomplishments of the year with a slide show and keynote speaker Dr. James Renier founder of the original Success By 6 initiatives. The Margaret A. Martin Spirit of the League Award was given to Claire Tate. The Arrangements Committee planned social events honoring the Board, the leadership team, Past Presidents, and the Community Advisory Board.

HUMAN RESOURCES: The MDC committee educated, trained, and proposed 173 women for active membership and invited 175 women to Provisional membership. Because of the generous size of the Provisional class, three sections were scheduled for Tuesday and Thursday evenings. A Provisional Education committee researched and restructured the course for 1993-94 to allow more flexibility in meeting requirements. The Placement Committee placed 798 Active members on 47 committees and offered the following new placements for 1993 -94: A Child's Place (school-based resource centers) and Healthy Beginnings (immunization clinics). After evaluating the

current placements, six placements were recommended to be discontinued. Fifty-three (53) transfers were welcomed at the JLC. A new category of membership, Advisory Status, was created for those with eight active years, and Sabbatical eligibility was changed every four years. The Nominating Committee filled leadership positions, selected delegates to conferences, and proposed representatives to community boards. Margueritte Andresen was nominated and elected to the AJLI Board of Directors, and Sallie Lowrance continued her term on the AJLI Area Nominating Committee. The Training committee-initiated Council retreats, offering three leadership training sessions and a Board retreat.

COMMUNITY SERVICE: Twenty-four direct service committees were organized into five priority areas: Family Focus, Education, Health/Substance Abuse, Older Adults, and Community Action. Three priority area chairs handled over 300 volunteers who served in the community. A Community Breakfast for agency representatives was held in May, and a Community Impact Forum allowed placement advisors to hear information prior to recommending placements for 1993-94. In November over 125 members and their families took part in a "Done in A Day" project to paint, clean-up and landscape at the Johnston YMCA. As the beginning steps in the focusing process, the Community Service and Research and Development Councils worked jointly to conduct a community needs assessment, analyzing the membership's willingness to be placed in issue areas, and find five major community issue areas for future JLC involvement. They are basic human needs, crime and violence, education, health, and quality of life. In conjunction with the Placement Committee, current and proposed placements were evaluated, and the Board approved ending the Older Adults Priority area. Further restructuring involved combining the Community Service and Research and Development Councils to create the Community Impact Council for 1993-94.

RESEARCH AND DEVELOPMENT: Working with the Community Services Council, community needs and members' interests were assessed to start efforts towards narrowing our involvement in community issues to increase our impact. This process led to the new Community Impact Council. Continuing to work together, the two councils applied to become an AJLI Demonstration Project around Child Health and proposed Child Health and Childhood Education as the two focus areas for further study in 1993-94. Separate study committees were dissolved, and the new Project Development Committee was created with the following subcommittees: Research, Focus/Transition, and Project Proposal. Delegates were sent to two national conferences: the Independent Sector and the Children's Defense Fund. Participation in community coalitions and committees included: Success By 6; Drug and Alcohol Fighting Back Commission; Kids Count; Kids Voting; and many other groups related to the JLC priority areas. Sixteen public stands were taken by LAPP, the largest number in JLC history, and all ten position statements were reaffirmed. LAPP sponsored a well-attended Elected Officials Breakfast for local officials in late March. Project Evaluation received 35 applications and recommended six new projects for membership approval.

MANAGEMENT AND PLANNING: Primary focus for the year was the complete revision of the JLC Bylaws and policies, and development of a vision statement to lead the way to a long-range plan. The following vision statement was adopted: "The JLC will be a leading force in improving the

	lives of children and families in this community." 1993-94 Goals and Objectives were written and adopted to be measurable and specific for areas needing change. Objectives were assigned to proper Councils and/or committees to develop strategies. No mid-year appraisal was conducted while the long-range planning process was being developed. Emphasis was placed on responsibility for initiating action at the Council level, with policymaking occurring at the Board level. Margaret Brinkley Sigmon, President
1993-1994	A two-year process of "focusing" JLC resources to maximize community impact was the subject of much discussion and planning this year and culminated with the selection of two JLC Focus Areas and the creation of a three-year strategic planning document. Having defined the vision of the JLC in Spring 1993 as being "a leading force in improving the lives of children and families in this community," the membership ratified the selection of Child Health and School Readiness as JLC Focus Areas for the next three years. An extensive strategic planning process was undertaken, resulting in the selection of six key areas and a three-year strategic planning document for implementation of the organization's vision. "Leading the Way for Change", our theme for the year, declared our intention to be proactive in meeting community needs through direct service, advocacy, and representation on community boards and committees. The JLC functioned through the work of four Councils, each chaired by its respective Vice-President: the Community Impact Council, under the joint leadership of the Vice-President of Community Services and the Vice-President of Research and Development; the Finance Council; Human Resources Council; and Program and Communications Council. An Executive Committee of nine officers and a Board of Directors, numbering 25 managed and made decisions on behalf of the 885 active members, 184 Provisionals, and 1091 sustaining members. The Community Impact Council handled JLC relationships with community agencies, the implementation of current projects and volunteer placements, and the planning of future projects and placement opportunities. With a commitment of \$80,000 and over 300 volunteers, the JLC provided direct service with 23 community agencies and undertook the following projects: Hope Haven - \$22,000 to partially fund the salary of a Program Director and provide a "Kids' Night Out" support group for children whose mothers are in recovery from the disease of addiction. Teen Health Connection - \$17,000 to partially fund the salary of a Development Director and help develop a marketing plan and fundraising strategy for the agency. ReadUp Charlotte/Mother's Club - \$13,000 to develop and implement a literacy-based Mother's Club at Johnston YMCA for residents of the neighborhoods targeted by the Success By 6 initiatives. Habitat for Humanity - \$10,000 to construct a house with other members of the Women's Organizations Roundtable during Habitat's 10th Anniversary Building Blitz. United Cerebral Palsy - \$10,000 to provide basic therapy, developmental training, and full-time day care for physically challenged one-year-olds. Friendly Visitors/Residents' Rights - \$8,000 to plan and implement a Residents' Rights Celebration for senior citizens in Nursing and Domiciliary

Homes and to work with the Charlotte-Mecklenburg Senior Centers' Friendly Visitors Program to pair JLC members with older adults.

The Project Development Committees researched community needs and worked with community agencies to develop project proposals for future JLC involvement. The Finance Committee distributed \$100,000 to fund community projects for the coming year, and the Project Evaluation Committee recommended eight projects for membership approval to be undertaken during 1994-95:

- Seigle Avenue Preschool Cooperative	\$18,000 and 10 volunteers
- Hope Haven "Kids' Night Out"	\$15,050 and 11 volunteers
- St. Francis Jobs	\$15,000 and 20 volunteers
- "Mother's Club" at the Johnston YMCA	\$13,700 and 6 volunteers
- Charlotte Emergency Housing	\$10,000 and 15 volunteers
- Success by 6 Health Component	\$10,000 and 6 volunteers
- Kinder-Mourn	\$7,100 and 8 volunteers
- Success By 6/UNCC Evaluation	\$5,000 and 6 volunteers

A **Community Enabling Fund** was set up to allow the JLC to make small grants without volunteer commitment to community agencies. Policies and procedures for the Enabling Fund were set up and \$5,000 was distributed in 1994-95.

Through the research and recommendation of our Legislative Action and Public Policy Committee, we endorsed the City and County Bond Campaign and "50% by 2000: A Community Strategy to Encourage Abstinence and Reduce the Incidence of Adolescent Pregnancy and STD's" and advocated for the creation of a shuttle bus service ("EZ Rider") in Success By 6 neighborhoods.

In place of undertaking specific "Done in a Day" projects to involve the entire membership, JLC members were encouraged to participate in two massive volunteer efforts this year - we built a Habitat house during a one-week building blitz in October 1993, and we staffed 30 sales locations of NCAA Final Four merchandise throughout the NCAA Tournament in Charlotte in April 1994!

The **Finance Council** recommended the restructuring of the financial aspects of the JLC into two separate areas of responsibility and secured approval to create a Fundraiser Council and Vice-President for Fundraisers beginning in 1994-95. The Finance Council was an excellent manager of JLC resources, developing an evaluation tool for existing fundraisers and seeking new fundraising opportunities as well as considering major revisions to JLC investment policies. Development of a menu-based cookbook, Dining by Fireflies, continued throughout the year and we look forward to its release in September 1994, and its promise of being a major fundraiser.

The existing fundraisers contributed a record-breaking \$262,000.00 to the General Fund as follows:

WearHouse \$174,258

LeaguePrint \$20,057

NCAA Final Four \$44,480

Southern Christmas Show Preview Night \$11,143

	Tournament of Champions Luncheon \$9,048 Specialty Calendar \$3,100 The Human Resources Council oversaw the training and placement of our active membership and provisional class, including responsibility for membership development and diversity and the placement of JLC members in areas of JLC leadership and community responsibility. A Human Resources Task Force was created to evaluate issues related to membership satisfaction and commitment, and the efficiency of placing volunteers in areas of service. The Program and Communications Council was responsible for the membership meetings and the publication of the NewsRelease and The CRIER as well as for all aspects of internal and external marketing and public relations. A new brochure was developed for use as a tool in communicating information about JLC. The JLC received a 1993 NC Governor's Award for Outstanding Volunteer Service and the Women's Equality Day Non-Profit Corporate Award in recognition of our efforts in this community. At the AJLI Annual Conference, the JLC was named the winner of the 1994 AJLI Communications Award in the Fundraising category for our 1993 Follies Marketing/PR campaign and materials and was the winner of three model project awards: Hope Haven and Healthy Beginnings as Model Community Projects; our 1993 Follies; and a Model Management Project. The entire community benefitted from the talents and energies of our members, and we, in turn, received more than we gave. Mary-Stuart Parker Brooks, President
1994-1995	"Make a Connection...Volunteer!", the theme for the year, capsulizes the intention and accomplishments of this league year. Our connection manifested itself through the 25 community agency relationships which were enhanced during the year as we touched children and families at-risk with meaningful mentoring and interaction in our focus areas of Child Health and School Readiness. This connection further transpired as our active members gained greater input and control over the future direction of the organization. The JLC took significant steps toward becoming a true membership-driven organization through the professionally developed, presented, and analyzed Organizational Self-Assessment; the dialogue at the committee level with quarterly advisor meetings; and membership meetings speak out opportunities. Significant highlights of the year included: first year of implementation of the three-year strategic plan; introduction of Dining by Fireflies; formulating a diversity vision statement; reducing the number of membership meeting requirements to six meetings per year; disbursement of the \$320,000 for the construction of the Success By 6 Child Development Center; implementing the first community boards forum which opened the lines of communication among all JLC members sitting on community boards; considerable easing of requirements for special placements; publishing the first Community Connections newsletter as a communication tool among agencies with which we associate; restructuring the Community Impact Council to better meet the needs of focusing; raising record-breaking profits from WearHouse, LeaguePrint and all our on-going fundraisers; spear heading several mini- fundraising ventures which strived to reap a high dollar

	return on few volunteer hours; turning over \$247,843 to the General Fund from the on-going and mini fundraisers; establishing a Women's Business Symposium Task Force to evaluate the possibility for developing another pivotal fundraiser; initiating the Enabling Funds program to provide short-term financial assistance to agencies in need; approving eleven Public Stands primarily addressing the needs of our agency partners and the public school system; joining the Charlotte Chamber of Commerce; developing a comprehensive exit interview format which enhances our ability to better understand why members leave the JLC; creating the Kaizen award for committee recognition; adopting External Policies for Child Health and School Readiness; convening a meeting of community leaders to plan JLC collaborations with the community in addressing child health issues in Charlotte/Mecklenburg; gathering membership opinion which led to the reaffirmation that we remain a women-only organization; and researching and recommending the Follies as our next major fund raiser. During this fiscal year, the eight projects introduced in the 1993-1994 history section accomplished and exceeded their goals as reported in the annual report. We committed \$107,725 to ten agencies for the 1995-96 year: Double Oaks Community Center, Healthy Mom/Healthy Baby, Immunization Awareness*, Kinder-Mourn "Helping the Hurt", Success By 6/Measures for Success, Johnston Y/Mother's Club, Project HOPE*, Right Moves for Youth*, St. Francis Jobs, Summit House* (*New project relationship). Most of these projects influence the Success By 6 families about Historic North Charlotte. Overall, the high morale of our membership, as shown by a significant drop in resignations from previous years, stemmed from many hours of tireless effort and the giving spirit of our volunteers who have "connected" with a heightened governance of their league and the community we serve. Margueritte Crane Andresen, President
1995-1996	"Volunteers with Vision" was the theme for the year. MEMBERSHIP VOTES: • Approval of a 2-year fundraising effort culminating with a celebration in February 1998. • Approval of one Vice President Community Impact and Development. • Approval of a new major annual fundraiser - The Women's Business Conference - to be held in the spring of 1997. • Approval of 3 new focus areas beginning in June 1997: Early Childhood Education, Adolescent Issues and Family Preservation. • Approval of the 1996-97 projects: Funds Allocated - \$142,500.00, Volunteers Allocated - 95 • Approval of Enabling Funds: \$7,500.00 FINANCIAL PERSPECTIVE: • Total monies turned over to the General Fund from our fundraisers for 1995-96: \$257,489.00

- Allocation of monies from the \$100,000.00 in the Success By 6 Child Development Center Undesignated Fund: Playground Equipment for the 3- and 4-year-olds and sidewalks - \$25,605.84
- Customized van to transport infants, toddlers, 3- and 4-year-old children \$25,727.00
- Creation of a Grants Writing Committee to help secure grants for the Junior League of Charlotte's future funding endeavors.

1996-97 Projects:

Charlotte Mecklenburg Schools/Even Start, Charlotte Mecklenburg Schools/Jump Start, Double Oaks Community Center, Kinder-Mourn/"Helping the Hurt", Metrolina Foodbank/"Kids Cafe", Right Moves for Youth, Seigle Avenue Preschool Cooperative, St. Francis Jobs, Success By 6/"Healthy Mom/Healthy Baby, Success By 6/"Mothers' Club", Success By 6 Preschool Cooperative, Summit House.

PUBLIC STAND:

Junior League of Charlotte, Inc. endorsed the Child Recycling Fund held by the Foundation of the Carolinas to be distributed to Child Care Resources to help children at the Success By 6 Child Development Center. Our endorsement was presented to the Mecklenburg County Commissioners in March to support the Child Recycling Fund. The Commission voted unanimously in favor of the motion.

MEMBERSHIP MEETINGS:

Introduction of a new format and reduction of the number of meetings.

6 General Meetings: 4 at the Grady Cole Center, 1 Placement Sign-Up small groups and the Annual Shareholders Meeting.

2 national guest speakers: Lynn Sherr ABC News Correspondent with 20/20 and Teri Williams, President of Teri Williams Marketing in New York City, representing clients Johnny Cochran, Eddie Murphy, Janet Jackson, NY Knicks, etc.

FIRST ANNUAL SHAREHOLDERS MEETING: May 13, 1996, at the Charlotte Convention Center

Guest speaker: Glenda Hatchett - Chief Juvenile Court Judge for Fulton County, Georgia.

The JLC defines shareholders as...those who hold an interest in the Junior League of Charlotte; those who give, receive, experience, enjoy and endure within the JLC. (ourselves, our spouses, family, friends, employers, etc.). An outstanding success by JLC members and shareholders.

MEDIA EVENT: May 12, 1996, at the Charlotte Convention Center

The Marketing/PR Committee hosted a press conference for area media. The event was attended by The Business Journal, WBTV, Charlotte Observer, South Charlotte News, and the Pineville Pilot. The JLC introduced the vision, 1996-97 projects, Women's Business Conference, and the start of our 2-year fundraising campaign. Questions and answers were shared, and the event was a success for our first media event.

COMMUNITY ROUNDTABLES:

	The Program and Development Committee hosted 3 roundtables for the Charlotte corporate and agency community. The goal was to target critical needs in our community and how the JLC can be the most effective way to improve our community. The roundtables were highly attended, and a generous amount of information was shared. AWARDS: Spark Plug Award - The JLC was recognized by Cities In Schools at their annual Board of Trustees meeting celebrating 10 years of the program. The JLC was instrumental in setting up the Cities in Schools program in Charlotte. External Communication Award - presented by the Association of Junior Leagues International (AJLI) honoring the JLC publication of the CRIER. ADVISORY PLANNING: The Organization Self-Assessment (OSA) results were added to the JLC Strategic Plan. A Diversity Action Plan was created to incorporate into the Strategic Plan. SUCCESS BY 6 CHILD DEVELOPMENT CENTER (CDC): Johnston Memorial YMCA - Historic North Davidson Community Groundbreaking - June 1, 1995, Grand Opening - April 21, 1996 Stacy Ann Sumner, President
1996-1997	The theme adopted for the year was “Many Voices ... One Vision” which emphasized the importance each member of the JLC plays in our vision to be a leading force in improving the lives of children and families. Efforts were made throughout the year to actively involve the membership in the decision-making process and to keep members informed in a prompt fashion of JLC activities. A new internal communication tool was started entitled the “Chairman’s Voice,” a monthly publication sharing JLC news with committee chairpersons and their committee members. The Focus Education and Training Committee developed two informative videos on our Follies projects and our annual projects to educate and inform members. The Marketing Committee published a handout given out at the final membership meeting sharing activities and successes of the 1996-97 year. During the year, the JLC made an impact in the community by: • giving over 86,463 volunteer hours to fulfill our vision of improving the lives of children and families • raising \$338,499 dollars from our ongoing and one-time fundraisers for the General Fund • being involved in 29 direct service placements, 12 of those also involving JLC funds (introduced in the 1995-96 history section) • taking the following Public Stands: 1. Support of the Department of Social Services’ effort to collaboratively meet the needs of welfare recipients.

2. A collaborative effort with the Council for Children and the Mecklenburg Area Mental Health Association in a "Get Out to Vote" campaign for the November elections. The effort involved the development and disbursement of a Voter's Guide and local candidate forums focusing on the candidates' positions on children's issues.
3. Support of the Johnston YMCA's efforts to receive a grant to expand their Learning Center, a center designed to provide computer training and educational opportunities for children and families.
4. Support of a resolution by Charlotte-Mecklenburg Schools on the importance of early childhood education.

HIGHLIGHTS

Because the 1996-97 placement year was a culmination of a 3-year focusing effort, a great deal of energy this year was placed on preparing the JLC to enter a new 5 year focusing cycle.

- The membership approved specific issues within our new focus areas: Early Childhood Education - Parenting
- Family Preservation - Life Skills and Self-Sufficiency Adolescent Issues - Teen Pregnancy
- Belief statements were adopted for each issue within the Focus area to clearly define what the JLC would like to carry out.
- Issue roundtables were held to research current community needs around our issue areas.
- With the help of the firm of Lynn Daniel Consultants, a new strategic plan was developed. The driving force behind the plan was a set of values that will guide all future JLC decisions.
- Councils were restructured, and policy and bylaw changes were made to manage the JLC focusing efforts and to make a bigger impact in the community.
- The Board of Directors was restructured to include 13 members, and the Executive Committee was disbanded for the year 1997-98.

Our two-year Follies fundraising effort began with a great deal of enthusiasm and a fresh look. With the help of Whitney Jones, Inc., the JLC did a planning and feasibility study to strategically position our Follies fundraiser in the community and within our own organization. An Honorary Cabinet was developed of community leaders with Bill Grigg as the Honorary Campaign Chair. Project Evaluation selected two Follies projects that had been thoroughly researched and developed by the Program Development Committee. The Double Oaks Family Resource Center will provide cultural, educational, parenting, and other support services in a one-stop location at the Double Oaks Community Center. Connecting Links will provide a framework for the various programs and resources needed to create and sustain employment for the residents of Charlotte's threatened inner-city neighborhoods.

ACTIONS TAKEN

- A fundraiser task force was set up to develop a strategic plan for fundraising efforts for the JLC.
- A flexible membership requirements menu plan was researched and adopted for implementation in the 1998-99 placement year.
- The Placement Fair was reinitiated at the April Membership Meeting.

	• 183 new active members were brought into the JLC. • The number of candidates needed to propose membership decreased from 4 to 2. • A new Solicitations Committee has been created whose function will be to better coordinate all solicitations efforts of the JLC. • The remaining undesignated funds from our 1993 Follies fundraising effort were distributed to the Thompson/Success By 6 Child Development Center, \$46,067 to teacher salaries and \$2,600 to capital expenditures. • A personnel committee was made up of the President, President-Elect, VP Finance, and VP Human Resources, and employment policies and practices were developed for the JLC employees. • 175 new Provisionals were accepted for the year 1997-98. • The following projects were approved by Project Evaluation: Success by 6 Preschool, Charlotte Emergency Housing, Habitat Women's House, Charlotte Mecklenburg School/Jump Start, Family Center Visitation, Discovery Place/Nature Museum - "Parenting the Natural Way", Communities in Schools/"Take Five", Thompson/Success by 6 Child Development Center, Metrolina FoodBank/"Kid's Cafe", Right Moves for Youth, Connecting Links, Double Oaks Parents and Kids' Focus • Enabling funds totaling \$5,999.00 were placed in the community. Martha Higgins Schmitt, President
1997-1998	Acknowledging that building and maintaining strong partnerships both within the JLC and the community is central to achieving our vision, the 97-98 theme was "Link Hands . . . Change Lives." The response to the invitation to support families and children in this community was enthusiastic and generous. Our members joined hands with 25 agencies to provide direct service to the community. Eleven of these commitments, introduced in the 96-97 history section, received JLC funds and volunteer support. To assist in providing volunteer support services and the funding needed to achieve community goals, our on-going and mini fundraisers turned over \$280,700.00 to the General Fund. The Follies, a JLC fundraising effort traditionally held every five years, set out to "Band Together Charlotte" in support of two major projects in North Charlotte, the Double Oaks Family Resource Center, and Connecting Links, and JLC annual projects during the next five years. The campaign was a record-setting success! To date, the community has contributed over \$1.2 million to help families thrive and become self-sufficient. The JLC will protect and enhance the investment made by hundreds of supporters and contributors by providing trained, committed volunteers to these efforts and holding ourselves accountable for positive results. In addition to a focus on collaborative efforts, the JLC, recognizing the benefits of strategic planning, worked with The Daniel Group to expand the current Plan to include detailed components around our focus areas and fundraisers, and a system to evaluate our work. Also, an evaluation of JLC communication efforts was conducted with the assistance of Wray Ward Laseter Public Relations and Communications.

ACTIONS TAKEN

- The Community Advisory Board Policies were revised to expand the role of CAB members and provide for a 50% rotation system.
- Approved multi-year funding of JLC projects to begin in 1999-2000 as a pilot/phase-in approach.
- Approved the Queen of Hearts Ball as an annual fundraiser.
- Approved a contribution of \$250 to the JL Mexico City to help victims of Hurricane Pauline.
- Approved the JLC Program Area Strategic Plan.
- Approved the WearHouse Quota deadline changes from May 31 to April 30.
- Approved giving the Board of Directors, upon recommendation of the
- Finance council and majority approval of all councils, the authority to approve any single non-budgeted expense up to \$10,000 and no more than 5% of the total budget each year. Any single non-budgeted expense exceeding \$10,000 must be approved by the membership.
- Approved giving the Board of Directors, upon recommendation of the Finance Council and majority approval of all councils, the authority to approve any single non-budgeted expense up to \$10,000 and no more than 5% of the total budget each year. Any single non-budgeted expense exceeding \$10,000 must be approved by the membership.
- Decided not to recommend the Menu-Volunteer Passport option to the membership for the 98-99 year.
- The Board of Directors took part in a “futuring” session facilitated by Lynn Daniels of The Daniel Group.
- Approved changes in the Enabling Fund policies.
- Approved the discontinuation of the Southern Christmas Show Preview Night and Hoopla! Fundraisers for the 98-99 fiscal year.
- Approved 14 projects of \$241,520 and 11 placements for the 98-99 year. The projects include: Best Friends, Charlotte Emergency Housing, Children’s Theatre, Golden Tree/Elon Homes, Habitat Women’s House, Kids Café/Metrolina Foodbank, Helping the Hurt/KinderMourn, MotherRead, Partners in Hope/Crisis Assistance, Preschool Coalition, Lakewood, Seigle Avenue, Christ the King, Success by 6, Childcare Resources, Project Hope, Take Five/CIS, Thompson’s CDC, Windows to Work/Johnston YMCA. In addition, the Follies projects will receive their first fund disbursements totaling \$343,350: Connecting Links, Double Oaks Family Resource Center
- Also, Enabling Funds for \$12,100 will be available for disbursement at the discretion of the Community Impact council
- Approved the placement of a 75th Anniversary Task Force for the 98-99 year.
- Approved the contribution of \$500 to AJLI in support of The Elizabeth Award.
- Approved the contribution of \$125 to JL Greater Orlando to aid with tornado relief.
- Approved the establishment and JLC involvement in an advocacy coalition with the United Way, YMCA, and YWCA.
- The President and VP Community Impact and Development took part in the Governor’s Summit on Volunteerism.

- The JLC received Leadership Charlotte's Lifetime Achievement Award.
- The JLC received the Homeless Services Network's Community Impact Award.
- Marcie DeWalt, a Senior at Independence High School, was nominated by the JLC and received an AJLI Elizabeth Award during the 1998 AJLI Annual Conference. The award is presented to young women named by Junior Leagues as outstanding examples of the impact that young people can have on others through voluntary service.

HIGHLIGHTS:

The **Community Impact and Development Council** handles JLC community relationships, implementation of current direct service projects and volunteer placements, and the planning of future projects and placement opportunities. Additionally, the Council was given the authority to distribute funds totaling \$20,232 to 22 community organizations. In preparation for the 98-99 year, the Council partnered with the Training Committee to provide mentoring skills development to volunteers involved in mentoring placements/projects.

Central to the Council's work was developing the Program Focus Area Strategic Plan. Belief Statements were formulated within each focus area with both long term (by year 2002) and intermediate (by year 1999) outcomes. The Project Evaluation process was revised to include the Program Development committees and Council in decision-making.

For the first time, an Advocacy and Public Awareness Committee (APA) was included in each focus area. The committees worked on issues specific to their area and partnered on more broad-based issues and events. Because building public awareness is a first step in creating stronger advocates, each committee budgeted funds to aid PR campaigns properly.

- Hosted a Legislative Breakfast
- Co-sponsored the Women's Political Caucus Annual Candidates Forum
- Participated in a coalition to educate citizens about the May elections

The Adolescent Issues APA Committee contributed \$4,000 to the Mecklenburg Council on Adolescent Pregnancy's abstinence-based media campaign "Save Yourself."

Public Stands

- Supporting the Charlotte-Mecklenburg 1997 Bond Package of \$500 million.
- Supporting the City Planning Commission's proposal to construct a truck ramp between North Davidson Street and Matheson Avenue to North Tryon Street without driving through North Davidson.
- Supporting the Links, Inc. (Charlotte Chapter) foundation for the Carolinas grants for a mentoring project at Double Oaks.
- Supporting the Charlotte Housing Authority's Hope VI grant for housing improvement and the development of a community center with Fairview Homes.
- Supporting a UNCC grant for community support projects in partnership with Connecting Links. The project would utilize UNCC students and resources to aid 6 families in receiving job training and finding employment.

Human Resource Council

The MDC Committee educated, trained, and proposed 144 women for active membership and invited 190 women to Provisional membership. The policy was approved which allows the Provisional Advisor to support a mentoring relationship during the provisional group's first active year. The Sponsor Workshops were revised to include the prospective candidate and help in her decision to attain membership. The Placement Committee placed 844 active members on 50 committees, worked with the JLC Secretary to reinstate exit interviews, designed and instituted the multi-year placement process, and provided for more frequent counselor/member contact. The Placement Fair was held at JLC Headquarters. The Transfer Committee welcomed 86 women to the JLC and recommended new transfer policies to the HRC. The Training Committee coordinated the Board retreat, a diversity training entitled "Digging Deeper," Leadership for Excellence, the transition process, and mentoring skills development training. The Nominating Committee revised the Willingness to Serve form and added more opportunities for members to learn more about the Nominating process. The Volunteer Office Staff provided excellent support at JLC Headquarters, which is especially important in a Follies year!

Fundraiser Council

With true collaborative spirit, the fundraisers worked together to offer the Fall Party Package promoting JLC upcoming events. Dining By Fireflies continued to receive nationwide recognition while enjoying steady sales within the Charlotte community. LeaguePrint offered two new promotional events, the Holiday Tea and Spring Sidewalk Sale, with immense success. Hoopla! And the Southern Christmas Show Preview Night continued to increase their profits with record-setting results. The WearHouse partnered with the Johnston YMCA for the annual Toy Sale. By focusing on the community and not profit margins, the WearHouse ensured gifts for many children that might not have been possible. Linking hands with the Fundraising Task Force, Fund Development helped plan innovative ideas to carry the JLC into the future.

Education and Communication Council

Operating within a new structure, the Council embraced the concept of partnerships as they worked together to educate and inform the membership and greater community around central themes and ideas within our focus areas. The CRIER received a fresh look and for the first time, volunteers handled planning and editing the NewsRelease. Arrangements and Appreciation assumed responsibility for member recognition, including a Community Award, Outstanding Sustainer and Provisional and President's Awards, and the Margaret A. Martin Spirit of the League Award. The Marketing Committee coordinated JLC external communication and public relations efforts including the development of the JLC website while Education Planning developed internal educational and information plans and processes. The Membership Meetings Committee implemented five meetings over the year.

Finance

The Finance Council manages JLC resources. Grant Writing worked closely with the Follies to prepare grant requests in support of our cornerstone projects, Connection Links, and the Double

	Oaks Family Resource Center. Solicitations coordinated JLC requests for donated funds, goods, and services. The 97-98 year was a remarkable success due to our members' promise of a common vision, dedication to empowering and developing the potential of women, commitment to excellence in voluntarism, and willingness to "Link Hands . . . Change Lives." Sharon Jones King, President
1998-1999	The Junior League of Charlotte continued this year to build on the tradition of volunteer training and community service that has been our organization's foundation since 1926. We joined with community agencies, the school system business community, and elected officials to bring about positive changes in the areas of Teen Pregnancy Prevention, Parenting, and Family Self-Sufficiency. Recognizing that the strength of a volunteer organization is a direct reflection of the level of dedication and commitment of each individual volunteer, the Junior League of Charlotte tried this year to place a significant emphasis on nurturing the needs of our members. The Advisory Planning Team was charged with creating recommendations that would ensure that the JLC would maintain a trained, involved, and committed membership as we approach the 21st century. Additionally, an ad hoc "Fellowship" committee was formed to provide opportunities for League members to gather socially. Opportunities provided this year included gatherings at both the Nature Museum and Freedom Park. Additionally, the Arrangements and Appreciation Committee organized the First Annual "Leaguer's Night Out," with JLC members enjoying hors d'oeuvres and desserts at the homes of fellow League members. The JLC made significant advancements in technology, with our Web page making its debut during the year 97-98. Various enhancements to our Web page have been added this year, with the goal of heightening the awareness of the JLC's mission in our community. Our fundraisers also hope to see added revenue generated through online marketing and sales of cookbooks and LeaguePrint items. ACTIONS TAKEN • Approved reprinting 10,000 copies of each of JLC cookbooks Dining by Fireflies, The Charlotte Cookbook, and Charlotte Cooks Again. • Signed lease for JLC WearHouse location at 1412 East 4th Street. • Approved revision of JLC Investment Policies. • Approved North Carolina Trust as Investment Advisor to the JLC and placed a portion of unrestricted funds under their management. • Approved JLC 75th Anniversary gift of \$75,000 dedicated to a "Hands-On- Children's Room" at the Charlotte History Museum. • Approved disbursement of \$2,000 from the JLC Commemorative Fund in support of summer camp scholarships for children at the Johnston Memorial YMCA. • Approved change from quarterly to semi-annual for the disbursement of funds to JLC projects. • Welcomed 186 Provisional members.

- Approved change in structure of Finance Council to Finance Committee.
- Approved creation of Outcome Measurements Committee and 75th Anniversary Committee.

HIGHLIGHTS

- Hosted the 1998-1999 North Carolina Executive Exchange
- JLC received the Council for Children's Community Partner Award
- JLC received The Links National Trends and Services Award
- JLC received recognition from Charlotte-Mecklenburg School's "Best Friends"
- JLC Sustainers Shirley Fulton and Velva Woollen were named as 1998 "Woman of the Year"
- Participated as a gold sponsor of the Mecklenburg County Women's Commission "Women's Equality Day" luncheon
- JLC Board hosted a Diversity Workshop to discuss the enhancement of diversity in JLC leadership
- Presented the following JLC awards: Spirit of the League - Lisa Callen, Sustainer of the Year - Carla DuPuy, Provisional of the Year - Aimee Tait, JLC Community Partner - BellSouth Pioneers
- Sent delegates to the following conferences: NC Center for Non-Profits, Children's Defense Fund, Males Count, AJLI Area III Conference, and Special Event Success
- JLC Board received training on Policy Governance during both Board Retreat and an additional summer training session. The Board additionally received team-building training through North Carolina Outward Bound

OVERVIEW

Fundraisers

- Contributed \$270,761.00 to the general fund from on-going fundraisers, and special event fundraisers (Palomino Euro Bistro restaurant grand opening and Tiffany's Bridal Event)
- 1998 Follies fundraising efforts concluded with an incredible \$1.2 million raised in support of the Double Oaks Family Resource Center, Connecting Links, and ongoing JLC projects
- Researched, selected, and negotiated terms for the new WearHouse site with the assistance of The Keith Corporation

Human Resources

- Provisional training for 173 women included a bus tour of sites significant in history of JLC, as well as intensive training and experiential training in execution of a "Mini" project
- Leadership Development Committee researched and created a program to nurture and enhance leadership skills of JLC members
- Multi-year placement opportunities were offered for all committees and were very well-received
- Transfer Committee welcomed 95 women from 50 Junior Leagues. The bus tour provided for Provisionals was also provided for the transfers, in addition to many fun opportunities for fellowship and learning.

Education and Communications

- Changed format of Membership Meetings to include:
- September Roundtable discussion led by Advisory Planning Team
- November meetings split into five locations (by Council)
- The January and March meetings offered both morning and evening times. January meetings offered a workshop on “Balancing Family, Work, and Voluntarism,” presented by Mimi Hull, past President of Orlando Junior League
- Annual May Celebration took place at the Mint Museum with the band “Doubting Thomas” providing entertainment pro bono
- Created a new format for the JLC “NewsRelease” that was embraced with enthusiasm by the membership
- Education Planning Committee hosted national speaker and author Paula Staten, who presented “Raising Careful, Confident Kids in a Crazy World” to audiences at both Seigle Avenue Preschool and Providence Day School. The presentation was co-sponsored by Council for Children, United Way of Central Carolinas, YWCA of Central Carolinas, and YMCA of Greater Charlotte.
- Revitalized “Breakfast with Bosses” event to inform business community of the important work of the JLC

Community Impact and Development

- Advocacy and Public Awareness Committee hosted the annual Elected Officials Coffee. State, City, County and School Board officials in attendance
- Supported through funding the following advocacy efforts: \$17,100.00
- Provided volunteer support and funding to the 15 agencies introduced in the 97-98 history section, and devoted volunteer efforts to 10 other community agency initiatives as well
- - The Project Evaluation Team selected the following agencies/agency programs as projects for the 1999-2000 year: Best Friends, Charlotte Emergency Housing, Children’s Theatre, Connecting Links, Crisis Assistance , Double Oaks Community Center, Elon Homes, Habitat Women’s House, Kids Cafe/Metrolina Food Bank, KinderMourn, MotherRead Preschool Coalition, Lakewood, Seigle Avenue Preschool, Christ the King Center, Success By Six, Childcare Resources, Project Hope, Take Five, Thompson’s Child Development, Windows To Work
- Endorsed the following Public Stands:
 - Supported the proposed Mecklenburg County Commission budget of \$780 million.
 - Supported the expansion of Smart Start from the current involvement in 55 North Carolina counties to the remaining 45 counties.

Finance

- Provided for the financial well-being of our organization through management and oversight of all issues relating to expenditures, investments, and insurance. This area was also responsible for “actions taken” as noted above.

	As League members this year, we learned about our community and ourselves through our work with those to whom we offered help, and those who helped us. We stretched out. We grew. And we made our little piece of the world a bit brighter because of our efforts. Kathi Miller Knier, President
1999-2000	This year, the JLC concentrated on its Mission Statement “to improve the community through the effective action and leadership of trained volunteers.” Internal changes to the organization were made to ensure our continued mission. ACTIONS TAKEN • Approved revised Bylaws to adjust them for the League’s move to a “policy governance” model of management. • Approved the restructuring of the Nominating Committee. The committee members will serve a 2-year term, and the slate will be a single slate. The committee will consist of 4 groups divided according to years of service. • Approved \$500.00 for hurricane Floyd victims in Eastern NC. • Approved tentative ends statement – “At risk children and families will achieve self-sufficiency with the most efficient use of our volunteer and financial resources.” • Approved a new council which will be named Education and Training. • Approved the renaming of Fundraiser Council to Fund Development Council. • Approved the renaming of Education and Communication Council to Communication Council. • Approved \$100.00 for earthquake and flood relief in Mexico. • Approved the preparation for an endowment campaign. • Approved changes made to Financial Policies, Section 11. Appropriations and Committee Finances. • Approved the move of the Systems Advisory Committee from Planning and Management to Education and Communication Council. • Approved changes to Bylaw, Article III Membership, Section 2. Qualifications for Membership, B. Proposal of Members, 2. • Approved 22 projects and placements of \$134,500.00 for 2000-2001. They include: Best Friends, CIS Teen Moms, Conflict Resolution, Double Oaks Kids, Hands On Charlotte Summer Camp, McCrory YMCA, Project Hope, Relatives, Washington Heights/McCrory Y, Double Oaks Field Trips, A Child’s Place, Big Shot Saturday, Neighborhood Family Resource Center, Preschool Coalition, Reading With Mom, Thompson Child Development Center, ABLE, Connection Links, Double Oaks Parents, Habitat House, Habitat Partners VITA, Windows To Work • Approved 2000-2001 Budget. • Approved a new committee to be called Gift Planning Committee. • Approved two new staff positions – Fund Development Director and Assistant to Fund Development Director. • Approved By law and Policy changes to reflect terms of membership to include placement options, years of service. • Approved the beginning process of revising the policies and creating a procedures section.

- Approved new job descriptions for staff.

HIGHLIGHTS

- Junior League of Charlotte received a BMW Merit Award from the Association of Junior Leagues International for Connecting Links.
- Held first Leadership Seminar “It’s How You Play the Game” given by David Chadwick for 27 League members. This was a collaboration between the League and the William States Lee Institute and partially funded by Doncaster, a division of the Tanner Company.
- The October Membership Meetings were held in 12 locations and gave the membership the opportunity to speak out about membership options to help prepare for the vote in March.
- Brought Jane Peck to Charlotte to assist the 1999-2000 and 2000-2001 Boards and Nominating Committees moving forward with the “policy governance” model of management.
- Presented \$75,000.00 to the Charlotte Museum of History in honor of the League’s 75th anniversary for the “Junior League of Charlotte’s Hands
- On History Room.”
- JLC Sustainer Dianne English was named 1999 “Woman of the Year.”
- JLC Board and Nominating Committee members attended a Diversity Workshop to discuss the enhancement of diversity in leadership and membership.
- Community Advisory Board met with the JLC Board to discuss their future role with the JLC.
- Presented the following JLC awards: Spirit of the League – Beth Gregg; Sustainer of the Year – Sallie Lowrance; Provisional of the Year – Kim Grant; JLC Community Partner – Virginia Bullock.

OVERVIEW

Fundraisers

- \$270,000 contributed to the General Fund from ongoing fundraisers.
- WearHouse moved to a new location and surpassed projected income by \$140,000.00.
- Cookbook reproduced The Charlotte Cookbook and Charlotte Cooks Again.
- Queen of Hearts surpassed its projected income by \$38,000.00.
- Grant writing received 2 grants: \$25,000.00 from C.D. Spangler and \$3,000.00 from Speedway Children’s Charities.

HUMAN RESOURCES

- 165 Provisionals received their training and were voted into membership.
- Over 210 Willingness to Serve forms were received by the Nominating Committee. 160 members requested a multi-year placement – also a record.
- The Transfer Committee welcomed 80 women this year.

EDUCATION AND COMMUNICATIONS

- The CRIER became a self-sustaining magazine.
- The News Release made strides to become self-sustaining.

	• Major work began in preparation for the 75th Anniversary in the winter of 2001. • COMMUNITY IMPACT AND DEVELOPMENT • Advocacy and Public Awareness Committee hosted the annual Elected Officials Coffee. Also hosted the Community Agency Coffee and supported community advocacy efforts with \$15,000.00. • Supported community agencies and projects through one-time gifts with Enabling Funds of \$10,000.00. • Provided volunteer support and funding to 24 projects and placements. FINANCE • Provided for the financial well-being of the JLC through the management and oversight of all issues relating to expenditures, investments, and insurance. • Continued investments with US Trust. • Discussion of JLC dues increase began to be inclusive of an \$8.00 increase from the Association. Ruthie Swinney Constine, President
2000-2001	This year, as part of the upcoming celebration of the JLC's 75th anniversary, we updated the JLC logo. The 75th Anniversary Committee focused on 3 themes; developing a positive public relations campaign, promoting a 5K walk for League members and the community to help the new Learning Center, and hosting a party to celebrate the 75th anniversary. The Observer ran a four-page insert covering the history of the JLC. A highlight of this year was the January Membership Meeting held at the Performing Arts Center with 820 members attending. The theme was an historical retrospective of the decades, and the featured speakers were Richard Vinroot, former JLC attorney and Charlotte mayor, and Sharon Decker, CEO of Doncaster. A new pride in the organization was felt among the membership, and The CRIER and News Release highlighted the past. A feasibility study was done for an endowment, and the membership voted to launch a campaign. A Gift Planning Director was hired part-time to keep in contact with donors and help coordinate an endowment campaign designed for JLC members. The membership voted to approve of having one sponsor to propose a new member with a strong emphasis on the Provisional course. The WearHouse had a fabulous first year in their new location on Fourth Street with profits totaling over \$450,000. LeaguePrint decided to close the shop but continue with home parties, corporate sales, bridal sales, and unique events. A new council, Education and Training, focused on our mission of developing the potential of women by offering a survey and several training events. A survey was sent to sustainers, and many expressed an interest in volunteering at the WearHouse and with community agencies. The Project Evaluation Committee and membership approved 8 new community projects for 2001-2002 with a total budget of \$142,000. The Focus Advisory Committee researched community needs and produced a range of areas in which the membership could vote on their interests. The Board of Directors continued its efforts to concentrate on a vision for the future of the JLC and leaving the day-to-day management issues to the Councils.

	Lisa Lofton Tomlinson, President
2001-2002	The League committed itself to building a “Foundation for the Future” in all areas – organizational viability, management, community service, communication, and training. Regarding organizational viability, the League kicked off an endowment campaign in September 2001, “Foundation for the Future.” The endowment will secure the League’s long-term financial security and give the League the freedom to place more volunteers in the community rather than the internal preoccupation of fundraising. After years of study, the Board totally redesigned the League management system into a new policy governance system with dual Board structure. This new system will focus on the organization's long-term vision, balance the needs of our members with our community, and increase the daily organizational efficiency of the League. Also, inherent in this new system is a systematic method of linking with our community that will provide the League with the research necessary to make informed decisions, thereby creating improved community service. In response to feedback from Nominating and the Education and Training Council, training of both leadership and volunteers was increased. Leadership JLC Training and Dean Smith’s Leadership Workshop provided our leaders with an intensive leadership training circuit that created excellence in leadership. Oktoberfest and SpringFest provide our members with flexibility by offering different options for personal growth and development. Mentoring Training provided our volunteers with the tools necessary to be effective and empathetic mentors to those in the community. With respect to communications, the League focused on our present and future with the theme, “The Junior League is Here” ... and we are here to stay! We furthered our development of community relationships with both the media and the community. At the urging of our Community Advisory Board, the League embarked on a more visible advocacy role in the community on behalf of children and families. This new role will be built into the League’s Strategic Plan. In the spirit of goodwill to our members and community partners, we also created a year-end event to celebrate our collaborative work in the community called “Celebrating Community & Volunteerism” with keynote speaker, former First Lady, Mrs. Barbara Bush. Overall, our members worked this year to create a foundation for the League’s future as an organization that balances tradition with progress and one that remains ever present and responsive to the needs of our members and the people of the Charlotte community. ACTIONS TAKEN • Approved a donation to Junior League of New York 9-11 Fund for disaster victims • Approved all four quadrants of policy governance policies • Ends Policies • Governance Process Policies • Council Limitations Policies

- Board-Council Linkage Policies
- Approved a new dual board management structure that includes a Policy Board (Board of Directors), and a Management Board
- Approved new investment policies, inclusive of the endowment
- Approved structure changes to Project Evaluation Committee
- Approved Done In A Days Committee structure, moved to Community Impact & Development Council
- Approved clarification of Special Placements
- Approved a simplified over-budget request process
- Approved 15 projects/ placements of \$149,000 for the 2002-03 year. They include: A Child's Place, Best Friends, Community Link, Double Oaks, Faith, Hope and Love, Girls on the Run, Habitat Women's House, McCrorey Family YMCA, Neighborhood Family Resource Center Preschool Coalition, Central Avenue Bilingual Preschool, Seigle Avenue Preschool, Success By Six, Project Hope, Reading With Mom, Safe Journey, Thompson Child Development Center, Youth Network

HIGHLIGHTS

- Kicked off an endowment campaign, "Foundation for the Future"
- Created a "Celebration Invitation" program to invite past JLC members back into the Junior League
- Participated in citywide, "America's Promise" Initiative
- Held a September 11 Fund Drive for disaster victims, and donated \$2,500 to the Junior League of New York 9 -11 Fund
- Created a new policy governance management system for the Junior League with a new dual Board management structure
- Key Participant in The Council for Children's "Core Values"
- Organized a Junior League Community Book Drive to Celebrate the International Year of the Volunteer and the Junior League's 100th Birthday
- Created new investment policies, inclusive of endowment
- Successfully implemented the new committee concepts of the Done N Days and Transfers integration programs
- Successfully implemented new training concepts of October Fest, SpringFest, and Leadership JLC
- Redesigned membership handbook for clarity, achieved by separating by laws and policies from procedures, and creating separate manuals for JLC Board and management
- Graduated a record-breaking 215-member Provisional Class
- Created a Fast Track program for Provisional members
- Key Organizer and Participant of the "Children's Summit"
- Presented the following JLC Awards: Spirit of the League – Trish Hobson, Sustainer of the Year – Kathy Southerland, Provisional of the Year – Jinnie Brown, Community Partner of the Year – Carlenia Ivory, Lifetime Achievement – Ruthie Constine, Katherine Forney, & Jane Grosse

	• Culminated the end of year meeting as an inspirational event for both our members and community partners called “Celebrating Community and Volunteerism” with special keynote speaker, former First Lady, Mrs. Barbara Bush True to our mission of improving the lives of children and families in Charlotte, League members will continue to rise to the challenge of serving this community – whatever the need. Rocky Randol Trenkelbach, President
2002-2003	The 77th year of the JLC was a time of transition, challenges, and opportunities as we faced operating in tough economic times and the goal of moving the organization to a new leadership structure. Our leaders and membership handled these challenges with the intellect and can-do attitude inherent in those dedicated to the Junior League. In preparation for the change in management style to a Policy Governance system, the Board, with help from Advisory Planning and Nominating, approved new job descriptions, policy and bylaw changes, and the organizational chart separating the Board from the management team. Because the Board handled both the operations and the long-term planning of the JLC, this group also oversaw the development of strategic plans for each council. Individual councils crafted mission statements and goals and developed short and long-term strategies for carrying out these goals. These documents will be changed in the future by the Council Managers to reflect long-range plans developed by the Board of Directors. Community Impact Council The following placements and projects received money and volunteers: A Child’s Place, Best Friends, Community Link, Double Oaks, Faith, Hope and Love; Girls on the Run, Habitat Women’s House, McCrorey Family YMCA, Neighborhood Resource Center Preschool Coalition, Central Ave. Bilingual Preschool, Seigle Avenue Preschool, Success by Six, Project Hope, Reading with Mom, Safe Journey, Youth Network, Thompson’s Child Development Center. \$4,936 was given in enabling funds. At this council's recommendation, Provisionals must complete their first year in a community placement and vice chairs for all committees will be put in place for the following year. APA developed a position statement on Child Abuse and led the JLC’s participation in the “Reach for the Stars Fashion Show” in collaboration with other community partners. This event raised funds for a community advocacy campaign. The Double Oaks Family Resource Center has grown from our original concept into a \$3.8 million dollar building. Groundbreaking is expected next year. The Reading With Moms and Dads Committee started a collaboration with the Latino community. Communications Council As part of this council’s work on their strategic plan, each publication was reviewed for purpose and content. Budget issues were examined, and input from our Community Advisory Board and Board of Directors was obtained. Marketing/PR gave a recommendation to the Board to use the Association of Junior Leagues International (AJLI) slogan “Women Building Better Communities”

in conjunction with our current logo. An initiative to collect email addresses and use our website and online capabilities was a priority for this council. The JLC was featured in Charlotte Magazine, Charlotte Taste Magazine, Front Door Magazine, The Business Journal, and the Charlotte Observer.

Education and Training

Planning and executing informative, concise, and interesting meetings and training sessions for the membership was a priority of this council. Large group meetings were held in September, January, March, and May. October and November meetings were held in smaller venues. Transition training was restructured. Arrangements took on more responsibility for social and special events. The Annual Meeting drew an exceptionally large crowd of actives and sustainers as we celebrated the retirement of Wardie Martin after 27 years of service. We also presented our annual awards, the new Board and Management team, and introduced Martha Alexander as winner of the Mary Harriman Award from AJLI.

Fund Development Council

The Endowment raised significant funds through large membership and foundation gifts, a council challenge, phone-a-thons, offering a brick for a newly designed wall and garden and by instituting the Wardie Martin Honorary Fund. By the end of the fiscal year, pledges were valued at \$787,000. Our fundraisers faced several challenges due to the economy and staffing issues. Regardless, WearHouse once again earned over \$250,000. Belk Shopping Day contributed unexpected revenues. LeaguePrint and the Development Committee were restructured. The Grant Writing Committee applied for the AJLI Mary Harriman Award, and our nominee, Martha Alexander, was given the high honor at the AJLI Annual Conference in Nashville, Tennessee. Another great honor was bestowed upon the JLC, in partnership with the Charlotte and the Crown Jewels Links Chapters. We were offered the opportunity to be the recipient of the proceeds from the Nordstrom SouthPark Grand Opening celebration in March 2004.

Finance Committee

Scrupulous review of our revenues and expenses kept JLC on track this year. In addition, important long-term budget and cash projections were made to assist the Board with decisions. Endowment and Investment policies were finalized and presented to the Board for approval. This committee also instituted a council liaison system and created a sub-committee to provide financial analysis of current and prospective fundraisers.

Human Resources

Almost a thousand active members volunteered for the JLC this year. Compared to the size of other Leagues, we are in the top 10 – 9th largest with active and provisional members and 7th largest with our sustainers. 77 women transferred into the JLC this past year. Thirty-one women graduated from the new provisional fast track program and another 152 graduated from the year-long program. Placement satisfaction is high and only three active members were asked to leave for not fulfilling their obligations. Nominating was particularly daunting, placing leaders for the Board and the Management team and finding vice chairs for every community committee. A

	priority was communicating leadership opportunities to the membership. Placement successfully filled every committee including finding a community placement for each first year active. JLC Staff Along with the volunteer office staff and our council secretaries, the fourteen dedicated members of the JLC office and WearHouse staff kept the entire League on track. The Personnel and Search Committee handled the tough job of filling several key positions including the jobs of WearHouse manager, Administrative Director and Director of Gift Planning. Another phenomenal year gone with many to come; we are “Women Building Better Communities.” Beth Gregg, President
2003-2004	The Junior League of Charlotte continued to reach new heights while celebrating 78 years of putting our vision into action. Our new governance structure gave us the opportunity to broaden our scope of work. The Board of Directors researched strategic issues, especially in deciding how to best sustain our philanthropic service to the community. Our Management Team, under President-Elect Meredith Sherrill’s leadership, successfully managed day-to-day operations. With the help of our dedicated 2,419 members (which included 1,272 Sustainers, 931 Actives and 216 Provisionals), supportive community and corporate partners, the fruits of our efforts were accomplishments that exceeded our expectations such as: Receiving The Very First “JI” Award for Community Impact at the Association of Junior Leagues International’s 82nd Annual Conference held in Chicago at a banquet attended by representatives from the 294 Junior Leagues in AJLI during National Volunteer Week. The JLC received top honors for its work at the Double Oaks Resource Center. The League has been working in the Double Oaks community since 1994. The Nordstrom Gala provided aid for the Junior League and the Links’ chapters in a collaboration to support children and families at the new Double Oaks Center. The Gala raised over \$216,000, far exceeding the original \$150,000 goal. Promoting Voluntarism. The membership had several training opportunities to learn more about community issues. At each membership meeting, our Community Impact Council provided a “Community Moment’ about League placements and highlighted a community focus in each NewsRelease and CRIER issue. This spring, we implemented a new policy requiring our Provisional members to select community placements for their first Active year. This effort, coupled with designated community placement vice chairs, will help effectively fulfill our mission to promote voluntarism and increase our community impact in the future. Big Shots Saturdays were one of our major community service successes of the year. The project moved to Eastland Mall and served over 500 children, which was twice the number of children served in previous years. Including our work with Big Shot Saturdays, the League appropriated 15 grants totaling \$125,000 and over \$400,000 in volunteer time value to the following programs: A Child’s Place, Hands on Charlotte, ABLE, Neighborhood Family Resource Center, Best Friends, Power of Girls, Big Shots Saturdays, Preschool Coalition, Community Link, Project Hope, Conflict Resolution, Reading with Mom, Court Clubhouse, Safe Journey, Double Oaks Family Resource Center, Seigle Avenue

Partners, Faith, Hope & Love, Teens in Leadership Training (TILT), Girls on the Run, Thompson Childhood Development Center, Habitat House, VITA, Habitat Partners, Youth Network.

Reaching Highest Sales Ever for The WearHouse. Our thrift and consignment store, managed by League volunteers and JLC staff, had sales that soared to almost \$600,000. This is a sales record in the WearHouse's 68-year history. Hard work, contributions from our members, and leadership from JLC staff and volunteers helped us reach this new milestone. Similar aid from League members helped us extend our WearHouse lease so it can remain at its current site for five more years and within budget.

Achieving The Third Largest Endowment of our 294 Leagues In AJLI. The JLC raised \$950,000 under the guidance of Sustainer and Past President Kathy Southerland and leadership of the JLC's Gift Planning Committee. Kathy served as campaign chair of the first phase of our Endowment campaign, which ended after three years. Part of the interest from the JLC Endowment will add to our yearly fundraising efforts in support of our mission to develop the potential of women and improve our community through the actions of our trained volunteers.

Maintaining Strong Attendance at Membership Meetings Throughout the Year. The Education and Training Council experimented with new low-cost meetings locations including a "movie and meeting" format that was well received by the membership. The Council planned informative meetings and showed a strong attendance all year. Unfortunately, we had to cancel one meeting due to inclement weather.

Planning Strategically. The Board, through the leadership of the Focus Advisory Committee, contracted with Queens College to review our strategic plan as a project for their MBA students. The Committee developed a cornerstone project focused on children's health and wellness approved by the Board and Management Team. Further preparation to incorporate the project into the League's planning and implementation will be developed further next year.

Bolstering Our Financial Wellbeing. The Fund Development Council and Finance Committee created a fundraiser evaluation tool to maximize our resources and assess the fundraiser's viability. This tool helped in our decision to close LeaguePrint's operations, redesign future gala events and redeploy our volunteers to manage two new fundraisers: the Roundstone RoundUp and a family event planned for next year. To augment our fundraising efforts, we created and revised financial policies and procedures.

Maintaining Effective Staff. We had several staff changes this year, but one thing has not changed. We have dedicated and hard-working personnel. Katrina Ford became our new administrative director and effectively transitioned into her new position. Diane McGowan and Sally Ydel retired after 29 years of combined service. Kendall Deckard, our able WearHouse Manager, moved to another city. Claudia Abbott (Membership Secretary), Michelle Britt (WearHouse Manager) and Jenny Hitt (Director of Gift Planning) joined our staff and have been excellent additions to a talented team.

	Developing The Potential of Women. The Leadership Development Committee provided customized training for community placements of volunteers, thus increasing emphasis on service and leadership. Also, we are thankful to have Sustainer members who serve as advisers for various JLC committees including the Board of Directors and Management Team. They are some of our best examples of women reaching their potential. Many of these well-trained volunteers use their League training to serve in leadership positions on nonprofit boards. Past President Sharon King's recent election to the AJLI Board of Directors is an example of such service of distinction. Looking to the future, our Human Resource Council conducted an Active membership survey in the early spring to learn more about how we can continue to fulfill our mission: promote voluntarism, develop the potential of women, and improve the community through the effective action and leadership of trained volunteers. We found that about 75 percent of our Active membership works outside the home and over 60 percent of our Actives volunteer with their church/synagogue or other nonprofits in addition to the League. The survey offered more information concerning our members' views about leadership development, JLC placements, and fundraisers. This and other feedback from our membership and community partners will be used in our strategic planning as we continue to strive to reach new heights. Toni Harrison Freeman, President
2004-2005	The Junior League of Charlotte's 79th year was exciting and filled with many accomplishments. Within the new governance leadership structure, the Board focused on strategic thinking and planning. The Management Team led by President Elect, Mary Tinkey, focused upon the day-to-day operations of the JLC. Thus, the JLC and community reaped the benefits of many leaders and volunteers working efficiently and effectively to further the JLC mission. In May 2004, the Board of Directors developed and adopted five strategic goals. These goals were in the areas of finance, image/communications, membership, community, and training/education. In May 2005 at our annual meeting, we celebrated the accomplishments of all volunteers by highlighting those specific actions that are related to each goal. While we still have work to do in each area, below is an outline of what we accomplished this year. Finance – Create stable and consistent funding base JLC projects and programs following best practices of non-profit fundraising and spending trends to improve planned giving, annual giving programs and maintain standards for charity accountability: • Completed a dues assessment & approved a JLC dues increase • Implemented a monthly bank draft option. • Established a working capital reserve. • Developed and approved a new Property, Plant & Equipment Fund Budget. • Distributed \$9000 of interest & dividend income from the Endowment Fund to the JLC operating funds. • Approved the 2005-2006 operating budget. • Our first Rhinestone Roundup earned a net profit of \$44,600 with 250 attendees. • Special Events executed 8 diverse events with an estimated net of \$8000.

- Truck Day continued to plan for the spring 2006 event.
- The Endowment celebrated the completion of its first campaign with the Brick Garden's ribbon cutting.
- \$8,500 was contributed to the Endowment through a holiday card and the Give me \$5 solicitation.
- The WearHouse exceeded its net income goal by over 10% and estimates net profits to be over \$360,000!

Image/Communications – To be viewed as the premier volunteer organization that effectively enhances our community and our members' lives.

- To positively promote the JLC mission, goals & activities
- To use effective communication internally and externally to meet the needs of our membership and community
- The JLC Community Advisory Board met with the Board of Directors two times to be advised on the areas of the Healthy Child Initiative and our impact on the community.
- Became a sponsor of the Levine Museum of the New South's exhibit Purses, Platforms & Power.
- Become a sponsor of Women's Equality Day.
- Become a sponsor of the Southern Summit 4.
- 6 issues of the NewsRelease were published with a circulation of 2394 per issue.
- 4 issues of The Crier were published with over 14,000 magazines put into circulation to our members and the community.
- The JLC Happenings were blasted by email biweekly.
- 12 press releases were sent out highlighting community involvement and awards received by our members. Our partnership with the Cole Hahn store opening was published in Harper's Bazaar magazine.

Membership – To develop a life-long committed and satisfied member through provisional, active, and sustaining status.

- Reconnect with sustainers
- To hold members fully accountable to JLC requirements & policies
- To attract women who reflect our community and who are interested in pursuing our mission
- The Sustainers Issues task force was convened and led by Sharon King. 239 sustainer interest surveys were returned via dues notice. These surveys showed interest in serving as an adviser to active committees or councils, on the sustainer board, and on the 80th anniversary committee.
- All Sustainer events were sold out.
- The 50th anniversary celebration of the sustainer group was held with past Presidents of the Sustainers present or represented by a legacy.
- The NewsRelease highlighted sustainer events and activities with blue sustainer pages.
- The sustainer section of our web site was improved with current pictures of sustainers at their functions.
- 35 women moved from active service to sustainer status.

- Active membership voted and approved to allow members to accumulate a minimum of 6 membership credits in a year, allowing for requirement flexibility.
- 4 General membership meetings were taped and shown at other times to enable absent members to receive meeting credit.
- 46 women graduated from the Fast Track Provisional course.
- 125 women graduated from the Traditional Provisional class.
- 210 women have been invited to join the 2005-2006 Provisional course.
- 57 women joined the JLC as Transfers from other leagues
- The bylaw change was approved by the membership enabling all active and sustainer members to sponsor 2 prospective Provisionals.

Community – To fully implement and support the Healthy Child Initiative:

- In November 2004, the membership voted and approved to change the focus areas of the JLC to the Healthy Child Initiative.
- Position statements were developed and approved by the Board of Directors.
- The Board of Directors developed and approved a strategic plan.
- Began integration of HCI into 2005-2006 placements.
- HCI placement opportunities were the most popular community placement selections.
- 360 active JLC women served our community directly in the 2004-2005 year.
- 360 women times the \$17.55 rate for volunteers at an average of 40 hours (about 3 days) per volunteer equals \$252,720 invested in the community through our time.
- \$65,000 of Project Dollars and \$3,250 of Enabling Funds given to the community for the years 2004-2005.
- \$61,000 and \$3,500 Enabling Funds allocated to the community for the 2005-2006 year

2004-2005 Projects:

The JLC contributed \$65,000 to the following placements: Best Friends, Big Shots Saturday, Central Ave. Bilingual Preschool, Double Oaks Family Resource Center, Habitat Women's House, Neighborhood Family Resource Center, Reading with Mom & Dad, Safe Journey, Teens in Leadership Training, Thompson Child Development Center. \$50,000 of the Links Junior League Collaborative money given to the following placements: Allegro, Charlotte Emergency Housing, Charlotte Speech, and Hearing, Communities in Schools, CPCC, NC Blumenthal Performing Arts Center, Second Harvest Food Bank, Teen Health Connection, YMCA - West Boulevard, YWCA - Central Carolinas. A total investment of \$370,970 was given to the Charlotte community in time & money by the JLC.

Training/Education – To identify & utilize AJLI and other training opportunities to meet the needs of and engage our membership and staff

- To create quality internal training opportunities that are a priority for our organization, Molly Barker, CEO of Girls on the Run, opened the JLC year with a motivational speech.
- Pam Newby, current AJLI President, was the guest speaker at the November general membership meeting.
- 6 General membership meetings were held at various sites around Charlotte. Meetings were 1 hour to 1 1/2 hours long with an average attendance of 441 members.
- Octoberfest offered 30 different training opportunities attended by 250 members.

	• Community Volunteer Training was held for 325 community volunteers. • “Try it Tuesdays” was offered 6 times, training 101 members. • All Council Training with guest speaker Toni Branner held 2 training sessions attended by 75 JLC leaders. • “Leadership Transition Training” planned for 171 JLC leaders in May. • 16 representatives attended Junior League and AJLI sponsored conferences. • 34 JLC representatives attended external training seminars. We also ended the year by celebrating individuals’ accomplishments with our annual awards: Katie Zeok – Provisional of the Year, Debbie Gibbs of the Charlotte chapter of The Links, Inc. – Community Partner of the Year, Becky Clark – Sustainer of the Year, Katherine Fuller – Spirit of the League. Meredith Kanto Sherrill, President
2005-2006	The Junior League of Charlotte, Inc. (“JLC”) celebrated our 80th year. The theme, “Making a difference since 1926...” was incorporated throughout all facets of our operations. The BOD spent the year focused on strategic visioning and policy writing. The Management Team, under the leadership of president-elect, Trish Hobson, ran the operations and annual plan of the league and made proper planning decisions and organizational structural changes to carry out the Ends as handed down from the BOD. This year the membership voted to partner with Levine Children’s Hospital for our next cornerstone project: The Junior League of Charlotte Family Resource Center (“JLCFRC”) and Community Outreach Projects. The JLCFRC will be housed in the new Levine Children’s Hospital. The membership voted to commit \$500,000 to the JLCFRC and \$500,000 for the Community Outreach Projects over the next 5 years. Program Development will develop Community Outreach Projects. The Campaign Committee Taskforce was set up to raise cornerstone funds. Membership also approved position statement to support more school nurses for CMS. The JLC received two awards this year. We were honored at the Martin Luther Day Breakfast with the McCrorey Family YMCA’s Martin Luther King Service Award along with the Crown Jewels and Charlotte Chapters of the Links for our collaborative work at Double Oaks Family Resource Center. The JLC was Honorable Mention for the AJLI Fund Development Award, presented at Annual Conference, for the Junior League WearHouse. The Board of Directors (“BOD”) spent the year focused on the future of our organization by developing and adopting expanded End Statements and Limitation policies. BOD responded to Hurricanes Katrina and Rita by approving a \$1100 donation to the AJLI Disaster Relief Fund and finding additional services to offer the local evacuees. Membership personally contributed \$2000.00 to JL of Emerald Island to support relief efforts in their local area. BOD wrote policies directing BOD to take an active role in Fund Development initiatives of the organization. BOD heard presentations on membership issues; community needs; disaster planning and business continuity; financial oversight responsibility; and added informational reports as required under state and federal guidelines. BOD approved Task Forces to research and report in the areas of

Disaster Planning, Diversity (to begin work in 2006) and Program Development and Evaluation. BOD approved the formation of a Foundation to house the Endowment. BOD approved securing the services of Vandever and Batten to conduct a fund development needs assessment and create a Fund Development Strategic Plan. BOD approved the creation of a Membership Advisory Board.

Management Team (“MT”) wrote and adopted Council Strategic and Annual Plans pursuing the accomplishment of the organization End Statements. The MT reviewed and revised policy and procedure as needed due to our shift in governance style. In addition to running the current year’s operations, MT looked at the year ahead and implemented plans and changes and needed to obtain next year’s objectives.

Community Impact Council (“CIC”) This was the final year of transitioning to the Healthy Child Initiative (“HCI”) as our single focus area. The Council was restructured into the Community Health Team, Child Team, and Initiative Team. 2005-2006 Projects and Placements: The JLC contributed a total of \$61,000 and 360 volunteers: Adult Basic Literacy Education (ABLE), Big Shots Saturday, Chameleon’s Journey/Kids Path, Faith, Hope & Love, Girls on the Run, Habitat House, Kinder Mourn, Neighborhood Family Resource Center, HCI Curriculum Development, Partnership for Children’s Dental Health, Power of Girls, Reading with Mom and Dad, Safe Journey/Communities in Schools, Teens in Leadership Training (TILT)/McCrary Y. The remaining \$8,500 of the Links Junior League of Charlotte Collaborative was distributed: \$2000 to the NFRC and the rest to Double Oaks. The BOD, MT and members of Links chapters jointly took part in the Christmas Party at Double Oaks. \$3,500 was distributed in Enabling Funds.

Highlights for 2005-2006: Big Shot Saturday – 976 shots were given to 350 children. Statewide Big Shot Saturday was held with week of Sept of 17th. Habitat House was completed ahead of schedule and was featured on the TurnerSouth network as part of their Home Maker program. TILT served 25 teenagers. Faith, Hope & Love served 12 to 15 students. ABLE worked with 25 adults. NFRC served 22 children. Partnership for Children’s Dental Health served 350 children at Give a Kid a Smile and 266 at Amay James. Reading with Moms & Dads worked with 985 families. Power of Girls worked with 177 7th grade girls. Kinder Mourn had 7 children participating. Chameleon’s Journey served 80 children. Safe Journey conducted parenting classes. Community Consultants hosted a Community Networking Breakfast in November attended by 20 agency representatives. The panel discussion focused on technology and building a strong BOD. Committee worked to bring JL of Chicago’s Project Con:Cern program to Charlotte. APA conducted an elected official breakfast in January and spoke before the City Council advocating for more school nurses. SPAC was reorganized and became its own organization, which includes all NC League’s. Kid’s Health Link formed a partnership with International House to hold a children’s health feast in the fall of 2006 targeting our international population.

Human Resource Council: The JLC stays strong among POLL with 2358 members. MDC graduated 51 Fast Track Provisionals and 121 Traditional Provisional. 60+ Transfers were received into the League this year. Membership Credits Procedure was approved, communicated and implemented, allowing membership more flexibility in achieving annual membership

requirements. Requirements were not decreased under the new system. Exit interviews were conducted of all resigning members. The HUGS committee contacted and reached out to all members who resigned within the last two years.

Education and Training Council: Volunteers training volunteers was their motto. The council managed 53 training events and 4 Octoberfest events. 31 training courses were presented by JLC volunteers. Training Menu offered Membership Meetings, Octoberfest sessions focusing on understanding the JLC, Community Training, Personal Growth, American Red Cross Training, Parent/Child Trainings, Spanish, and JLC Leadership Training. League wide round table discussion was held at the November meeting. Members were divided by seniority and answered and gave feedback about membership satisfaction issues and training needs. Several Leadership Roundtables, including a forum of past presidents, were held to discuss the potential cornerstone projects. A reporting tool was developed, integrating PE planning/meeting report, Committee Digest, Outcome Measurement Model and End of Year Report.

Communications Council: Crier netted \$24,802.62. Committee structure studied in an effort in to improve workload on Editor and Asst. Editor. Marketing developed league wide marketing packages and brochure and distributed JLC bumper stickers with 80th Anniversary. tag line and JLC "I am a Healthy Child" at Big Shot Saturday events. System Advisory Community launched MyJLC.com on the JLC website. NewsRelease no longer includes BOD and MT minutes in effort to save space and money – will be available online. Council formalized communication process to create consistent messages; supported events and committees league wide by designing and developing ads, flyers, email text, NewsRelease articles, JLC Happenings blurbs and marketing plans; and arranged interviews and new articles for league events including Big Shot Saturday Events, Habitat House, Kids in Motion, and WearHouse.

Fund Development Council: FDC turned \$458,077.36 over to the JLC this year. WearHouse had another record-breaking year grossing \$737,396.50 and netting \$395,433.25. Future location search for the WearHouse is underway. The council conducted a membership survey for annual planning purposes. Rhinestone Roundup netted \$28,303.80 and had an attendance of about 175. Rhinestone Roundup, per Fundraiser Evaluation Tool was placed on the "watch" list. FDC voted to change the event into a kick-off party for Kids in Motion. Special Events netted a total of \$4,074.17, including \$5000 from Mistletoe Market Place. Next year this event will increase in size and be held offsite to grow into a signature event. Capital Giving sent a Christmas solicitation card which raised approximately \$5,500 and worked on Jewelry Line to help the endowment. Kids in Motion...cars, trucks and things that go rolled out successful family focused event with attendance of over 3,000 and net proceeds of \$20,866.43. The event was well received by actives, sustainers, and the community. Presbyterian Hospital was the lead sponsor along with Lite 102.9. As part of this event, JLC participated in AJLI's Kids in the Kitchen, an international league-wide service project. Cookbook netted \$6,070.45 and presented proposal for a new HCI Cookbook. The final decision is deferred until next year.

Finance: JLC continues to remain financially strong. The committee continues to conduct business in a proactive and insightful way. BOD and MT were instructed in all insurance, liability, and legal

	related topics by Sarbanes Oxley, better business practices and federal guidelines. Scrutiny was conducted of all expenses and requested budget items. Conservative long-term budgeting projections were considered during the budget approval process. Liaisons kept open communication between Finance Committee and respective Council Manager. Investments and Property Plant and Equipment policy were among those revised and approved. Focus Advisory: Committee undertook study of membership needs, retention and satisfaction: Determined we have an attrition rate of approximately 6.9%; Those resigning are doing so for personal reasons (work, family, life changes, finances, lack of commitment) and leave with positive attitude; and Hot spots for resignations are: 1-3 years, 8+ years and Junior Sustainers. JLC Staff: Staff continue to support the volunteers and watch over the organizational operations. The Personnel Committee revised the Personnel Manual; rewrote the job description for Director of Development; and interviewed many applicants to fill a full-time Development position. By year end the proper candidate had not been found. The job description and expectations will be revised, and interviews will continue next year. Staff shifted responsibilities to fill gaps in staffing. Everyone was open and helpful to ensure all the work was covered. Sustainers: Sustainers, led by Lil McAulay, had a successful year. The attrition rate continues to decline. A full calendar of varying programs was offered with activities such as talks, tours, luncheons, and special interest clubs. All events were well attended and mostly sold out. Leadership continued to reach out to all Sustainers and reconnect them with their organization and increase Sustainer participation within the league serving as advisors, on committee and in roundtables. This exciting and busy year ended with a celebration and recognition of outstanding members. Carolina Jelinek Mones was named Provisional of the Year; Lil McAulay was named Sustainer of the Year; Mare Henderson was given Spirit of the League; and Maria Boniauto was named Community Partner of the Year. The Junior League of Charlotte...Making a Difference since 1926! Mary Ingle Tinkey, President
2006-2007	The Junior League of Charlotte, Inc. ("JLC") kicked off year one of the Healthy Child Initiative (HCI). There was a lot of excitement and momentum around HCI. The League created several projects and partnered with other agencies to make an impact on our community. The Board of Directors, under the leadership of President Trish Hobson, spent the year focused on strategic visioning and policy writing. The Management Team, under the leadership of president-elect, Twan Ellison, ran the operations and annual planning of the League and made proper planning decisions and organizational structural changes to carry out the ends as handed down from the Board of Directors. This year, several task forces were in place. The Cornerstone Committee, chaired by Sheri Joseph, developed a case statement and a plan to raise \$1,000,000 for the Junior League of Charlotte

Family Resource Center (JLCFRC). \$500,000 is allocated to the physical site and \$500,000 to programming. The JLCFRC Campaign Cabinet was identified; it will be co-chaired by Trish Hobson and Velva Woollen.

A Sustainer Dues Task force was put in place to study and make recommendations about how we can better serve our Sustainers in collecting dues. The task force recommended a letter of appreciation from the President and a choice to pay dues at any time of the year.

The Diversity Task Force spent the year investigating how members feel about several areas of diversity: race, marital status, work status and religious affiliation. The task force surveyed members to find out how comfortable distinct groups felt within the League. They also spent time talking to several committees and community groups.

A task force was put in place to investigate the possibility of moving the WearHouse at the end of our lease in 2009. The group looked at the possible expenses involved so we could plan better financially. The task force will continue to look at a list of priorities to pick a new location.

The JLC received an award from the Mecklenburg Mental Health Authority for the documentary Through My Eyes. This film provides education about teenagers and mental illness.

The Board of Directors (“BOD”) spent the year focused on the future of our organization. The first five months of the year the BOD reviewed surveys, determined the directional needs of the League, the scope of the strategic plan for the next three to five years, and the overall goals for 2007-2008. The Management Team (MT) responded by planning their primary goals and action items for 2007-2008. The BOD and MT met quarterly for joint training; BOD responded to Hurricane Katrina by approving \$3,000 to be spent sending JLC delegates to *Rebuilding New Orleans* sponsored by the JL of New Orleans. The BOD heard and accepted the fundraising strategic plan presented by Vandever Batten. A small group met to discuss how the Fund Development Council (FDC) should be structured under the Vandever Batten strategic plan. Throughout the year, the BOD considered changes to Policy and Procedures and approved necessary changes. The BOD approved by laws and policies and procedures to start a foundation to house our endowment. The BOD spent time discussing leadership development and nominating areas that needed better defined Ends Statements. The BOD and MT reviewed current Ends and Limitations and approved needed changes. The BOD approved a change in insurance brokers and special event coverage.

Finance: JLC continues to remain financially strong. The committee continues to conduct business in a proactive and insightful way. They were diligent about reviewing the League’s investments and investment manager, fundraisers, legal obligations, and risk factors. BOD and MT were instructed in all insurance, liability, investment, budget, and legal-related topics under Sarbanes Oxley, better business practices and federal guidelines. The Finance Committee worked closely with the Foundation to develop by-laws, policies, and procedures to start the foundation. There was discussion about how much money we need to keep in our different reserves' accounts. A group from Finance and BOD spent a lot of time working to streamline the amount of work that

goes into securing special events insurance coverage. Finance wrote policy and procedure that comprehensively addresses our insurance program. The Committee voted to outsource the investment manager review to Cherry Bekaert & Holland. Conservative long-term budgeting projections were considered during the budget approval process. Liaisons kept open communication between Finance Committee and respective Council Manager.

The Governance Committee created monitoring tools to serve as a way the BOD can check MT and the Councils. They also helped the BOD to check itself by conducting monthly surveys and a mid-year survey.

Focus Advisory: Committee was charged with getting the JLC “back at the table.” They spent the year attending community luncheons and meetings and putting a plan into place for next year’s group to continue working toward this goal.

Utility Committee: Conducted an orientation for Community Advisory Board members. They conducted a salary research project to compare our current staff salaries with similar positions within other businesses. They completed our Disaster Recovery and Business Continuation Plan.

Staff Committee: Staff continue to support the volunteers and watch over the organizational operations. The Staff Committee has hired two new employees, the Director of Development and Database Manager. They also updated all job descriptions and discussed the way we compensate employees based on years of service rather than job performance.

The Community Advisory Board met twice. The JLC Advisory Board, a newly formed group made up of Sustainers and Actives, met three times.

Management Team (“MT”) wrote and adopted Council Strategic and Annual Plans pursuing the accomplishment of the organization End Statements. The MT reviewed and revised policy and procedure and made changes as needed to meet our Ends. In addition to running the current year’s operations, MT looked to the year ahead and implemented plans and changes and needed to obtain next year’s goals.

Community Impact Council (“CIC”) PRIMARY OBJECTIVES 2006-2007

- Fully integrate HCI into all JLC activities.
- Cultivate at least 2 strategic partnerships to support HCI.
- Develop metrics to measure and evaluate our impact in the community.
- Develop/implement a plan for a cornerstone project fitting HCI for which the JLC will be known.

For the 2006-2007 year, the JLC contributed a total of \$60,500 and 326 volunteers to the following community programs for an estimated annual 7126 hours (about 10 months), which computes to a monetary value of \$125,053: Big Shots Saturday, Chameleon’s Journey, Levine’s Children’s Hospital, Partnership for Children’s Dental Health, Alexander Youth Network, Council

for Children, Family HealthLink, Girls on the Run, Power of Girls, Safe Journey, Done n Days, Kids HealthLink, Mental Health Awareness, Project Con:Cern, WearHouse. \$3,800 was distributed in Enabling Funds.

Highlights for 2006-2007: Kids HealthLink was held in September. Over 600 people came to the health fair. 396 children took part in medical screenings and immunizations. We will move to a larger venue next year continuing to serve the underinsured immigrant population. The Mental Health Awareness Committee partnered with a local producer and Mecklenburg County Area Mental Health to produce Through My Eyes; a documentary aimed at teaching teenagers about mental illness. It received wide attention. Big Shot Saturday – 901 shots were given to 361 children.

Human Resource Council: PRIMARY OBJECTIVES 2006-2007

- Successfully teach provisional members our history, mission, meaning of lifelong membership and value commitment.
- Research and develop a plan to encourage growth of a diverse and inclusive membership.
- Actively seek ways to produce satisfied life-long members.

The JLC stays strong among POLL with 2276 members. MDC graduated with 35 Fast Track Provisionals and 90 Traditional Provisionals. 76 Transfers were received into the League this year. A process was put in place to ensure all resigning members are given an exit interview. Recently resigned members were invited back to the League. The policy on advisory status was updated to allow JLC leadership to take advantage of this membership privilege. HRC continued to communicate and implement membership credits program. HRC investigated and will implement AJLI cards/key fobs with community discounts/benefits that will track membership credits. They investigated scanning equipment to better track credit cards. Updated My JLC on the Website to allow members to check on personal status (dues, quota, credits). Implemented Volunteer Service Award Program (VSA) and Helping Hand Awards to recognize outstanding service to the JLC. HRC is working to develop special interest groups (book clubs, dinner groups, running groups, etc.) within the JLC to bring those with a common interest together. They are also trying to divide provisional and transfer advisor groups by life situation and age to create more opportunities to build relationships. The provisional course was redesigned to focus on the history, mission, and meaning of lifelong membership. Beginning Fall 2007, there will be two provisional classes per year. MDC hopes to involve sustainers in teaching the value of commitment.

Education and Training Council (E&T): PRIMARY OBJECTIVES 2006-2007

- Provide members with training specific to their placements that enrich their lives.
- Provide our leaders with the tools they need to lead their council, committee, etc. and to move to other leadership roles.
- Train members in Policy Governance and By-laws, Policy & Procedure.

Policy Governance was taught at Management Team Meetings, Provisional Meetings, Board Meetings and Leadership Transition Training. The Membership Meeting Committee conducted the January general membership meeting by zip code in the homes of sustainers; these meetings were extremely popular with over 700 members attending. The meeting included round table discussion and captured feedback from members. E&T provides website training. E&T conducted Leadership Transition Training in May specific to member needs. They consulted with HRC on community volunteer training for Provisionals and Transfers. They provided Try-it-Tuesday Trainings and Octoberfest Trainings.

Communications Council: PRIMARY OBJECTIVES 2006-2007

- Update and enhance all internal and external communications.
- Website and marketing materials should be a dynamic, useful tool for all councils and partners.
- Maintain a quality database that has relevant membership information.
- Continue to be a clearing house for all JLC communications.

Members receive a copy of the JLC History once a year via hard copy or online at www.jlcharlotte.org.

History-related information shared with membership at least annually through at least one communication channel. Members were provided with key talking points about the JLC, and the mission statement was included in all communication tools. The council was actively involved in communicating membership based on needs/requests from other councils based on their events, actions, and products. Members receive the NewsRelease six times during the year and JLC Happenings emails twice a month. The JLC website was completely revamped; the refresh included prompt content based on upcoming events and community initiatives with input from councils with communication needs. Members and community partners received The CRIER four times during the year. Innovative marketing brochures were developed. JLC logo wear kicked off at the November general membership meeting. Membership Cards giving our members discounts at local retail establishments were given to all active members as part of a pilot program. The look of the NewsRelease was updated to mirror the look of the brochure and website.

Fund Development Council (FDC): PRIMARY OBJECTIVES 2006-2007

- Work with the Development Director to produce and implement 1–3-year Development plan inclusive of Annual/Planned Giving and Fundraisers.
- Raise at least 20% of funds for Cornerstone.
- Work to make event fundraisers truly JLC signature events.
- Begin to research WearHouse relocation.
- Endowment Pledges (note: \$50,000+ in outstanding pledges was collected this year.)

FDC turned \$391,394.16 over to the JLC this year. Future location search for the WearHouse is underway. The council conducted a membership survey for annual planning purposes. Vandever Batten conducted training sessions on the corporate solicitations process. Rocks and Rolls debuted with 140 in attendance as a pre-party kick off for Kids in Motion. Kids in Motion had approximately 5,000 in attendance, and the event was featured on two news stations. All fundraisers were evaluated using the Fundraiser Evaluation Tool. Mistletoe Market used an

	outside venue for the first time. Next year it will change its name to Charlotte Shops and take place in October. Sustainers: Sustainers, led by Laura Greer, had a successful year. The attrition rate continues to decline. This year's Sustainers group thrived with interesting programs that have attracted record numbers of participants. Subject areas ranged from enriching educational opportunities to multiple occasions for fellowship and fun. In tours ranging from UNCC to Lowe's Motor Speedway, and from uptown Charlotte tours to hardhat tours of our developing JLCFRC project at Levine Children's Hospital, sustainers have explored new and changing areas all over the city. All events were well attended and mostly sold out. Leadership continued to reach out to all Sustainers and reconnect them with their organization and increase Sustainer participation within the League serving as advisors, on committees and at roundtables. This exciting and busy year ended with an annual dinner that included provisional graduation, champagne toast to new sustainers, general celebration, and recognition of outstanding members. Brook Maybach was named Provisional of the Year; Margueritte Andresen was named Sustainer of the Year; Amie Hutchinson was named Spirit of the League; and Chameleon's Journey was named Community Partner of the Year. The Junior League of Charlotte...Making a Difference since 1926! Trish Vail Hobson, President
2007-2008	This was an exciting year for the Junior League of Charlotte (JLC). We had two classes of Provisionals and welcomed 145 new members. We also welcomed 72 transfers. Healthy Child Initiative The JLC completed year two of the Healthy Child Initiative (HCI) and opened the Junior League of Charlotte Family Resource Center at Levine Children's Hospital. All projects and placements worked to provide prevention and intervention services to children in physical, dental, and mental health. Returning community placements included: Partnership for Children's Dental Health, Big Shot Saturdays, Alexander Youth Network, Chameleon's Journey, Mental Health Awareness, Kids HealthLink, Project Con:cern, Family Resource Center (Levine Children's Hospital), Child Life (Levine Children's Hospital), Done in a Days. Our new placements included: Chapel of Christ the King, Arts for Life at Presbyterian, Thompson Child & Family Focus, School Health Team Consultants, Family Resource Center Ambassadors. The Junior League of Charlotte, in partnership with International House, held the second annual Kids HealthLink on Saturday, September 8, 2007, from 10:00 am until 2:00 pm at Albemarle Elementary School. This event's purpose was to provide a comfortable, fun atmosphere for children and their families to receive free healthcare and learn more about healthy lifestyles. The JLC and Charlotte-Mecklenburg Schools (CMS) sponsored a second Kids HealthLink on Saturday, May 17, 2008, from 10 a.m. until 2 p.m. at Ashley Park Elementary School. Both events included

free kindergarten health assessments, vision and hearing screenings, immunizations, entertainment, and giveaways. Additional Kids HealthLink sponsors include Levine Children's Hospital and the School Health Community Alliance. Below are the participant totals:

Albemarle Road Elementary School

- Health Service Participants
- Blood Pressure Room 148
- Height/Weight Room 168
- Hearing Screening 124
- Vision Screening: lea chart (55), standard chart (96) 151
- Dental Screening 151
- Medical Assessments: Includes all children, K, and non-K, who were seen by an MD for an assessment form to be filled out 123
- Big Shots 79 (295 vaccinations)

Ashley Park Elementary School

- Health Service Participants
- Blood Pressure Room 49
- Height/Weight Room 49
- Hearing Screening 34
- Vision Screening 34
- Medical Assessments: Includes all children, K, and non-K, who were seen by an MD for an assessment form to be filled out 34
- Big Shots 80 vaccinations

Cornerstone Campaign

The Cornerstone Committee successfully raised \$1,016, 217.41 to support the Junior League of Charlotte Family Resource Center at Levine Children's Hospital and outreach opportunities in the Charlotte community.

Training and Development

The JLC also hosted the North Carolina Executive Exchange in 2007. This is an annual training event for JL Presidents and delegates in North Carolina. We had 41 attendees from 10 of the 11 North Carolina Junior Leagues. The JLC also hosted one of the largest Organizational Development Institutes in the history of AJLI.

Due to comments from JLC members about preparation for League leadership, the JLC piloted a new concept called the JLC Leadership Development Institute (LDI). The program's goal was to offer meaningful leadership information and opportunities to acquaint members with some of the leadership fundamentals in a volunteer setting. The institute topics included: being an effective leader, motivating and managing volunteers, marketing and communications, goal setting and planning, project management, fundraising, creating, and managing effective partnerships, finance, conflict resolution, avoiding leadership burnout, and delegation. The Institute offers six two-hour leadership sessions beginning in October and concluding in April. Each session was limited to 30 participants.

Mental Health Awareness

Great gains were made in Mental Health awareness. US Senator Sue Myrick spoke at the November membership meeting which spotlighted Mental Health awareness. She shared her personal story about her granddaughter and ways to increase awareness.

The Mental Health Awareness Committee (MHA) was a part of one of the largest mental health conferences in the United States. Committee members Amanda Hollingsworth and Tyandle Sims represented the JLC at the 19th Annual National Federation of Families Conference. The event took place December 7–9, 2007, in Washington, D.C. The JLC's presence at this national event was extremely valuable. As one of a few Leagues with a committee dedicated solely to raising awareness on children's mental health issues, we made profound contributions to the mental health community. Our documentary film, *Through My Eyes*, was shown during one of the breakout sessions to a nationwide mental health audience. In addition, ParentVOICE -- a grassroots organization that offers support and training for parents and youth dealing with severe emotional, behavioral, or mental health concerns -- showed the video at their table. MHA also had an exhibit table where many copies of the DVD were sold.

The *Through My Eyes* documentary was nominated for a Regional Emmy for Best Children's Programming and nominated for a Regional Emmy for Best Non-News Editing. The documentary won the Voice Award which is sponsored by the U. S. Department of Health and Human Services Substance Abuse and Mental Health Services Administration (SAMHSA). The Voice Awards recognize writers and producers of entertainment programming -- television and film -- who have given voice to people with mental health problems by incorporating dignified, respectful, and accurate portrayals of people with mental illnesses into their scripts, programs, and productions. The highest ratings are reserved for those productions that emphasize the positive journey of recovery from mental health problems.

The State Public Affairs Committee (SPAC) continued to work towards raising awareness about domestic violence. On February 9, the JLC hosted the third State Public Affairs Committee of the Junior Leagues of North Carolina (SPAC) meeting of the year. The meeting took place at the JLC headquarters with women from Asheville, Charlotte, Durham, Raleigh, and Winston-Salem Leagues.

Fundraisers

Charlotte Shops was held October 26-28, 2007, at Avondale Presbyterian Church on Park Road. Tickets were sold for \$12 in advance and \$15 at the door. The net income of the fundraiser was \$14,201.45.

Kids In Motion was held on April 27, 2008, at Myers Park Traditional School. There were 3,454 people in attendance. Over 110 JLC volunteers helped to make the event possible. Sponsors included Turner Construction, Coca-Cola Bottling Consolidated, Food Lion, WLYT-FM Lite102.9, CM Steel, The Teague Group, Toter Incorporated, CPI, Stanford, Sellers Orthodontics, and Goodrich Corporation. Ticketmaster printed the tickets and Ferguson Box supplied the trash cans. New Food Vendors included Just Fresh, Bojangles, Townsend Gourmet and Mueller's. Returning

	food vendors from last included I Scream 4 Ice Cream and Via Veneto Italian Ice. The following companies displayed their vehicles: The Civilized Taxi, B&K Wholesale Autos, Overstream Landscaping & Irrigation, Fun Bus and Compact Power, Turner Construction, Charlotte Mecklenburg Police Department, Charlotte Mecklenburg Fire Department, Concrete Supply Co., Horizon Lines. Mecklenburg EMS Agency, Presbyterian Hemby Children's Hospital, and the Carolinas Aviation Museum. Two Men and A Truck highlighted their moving truck at the event and served as KIM's mover. Entertainment included the Charlotte Gymnastics Academy, Mr. Rob Charlotte at Play, My Gym, Your Event Source and Good News Clowning (clown & face painters). Health information was distributed by representatives from the Harris YMCA, Mecklenburg Health Department and JLC's own Kids in the Kitchen headed up by Kathy Davis, Cookbook Committee Chair. The net income for Kids in Motion was \$12,870.10. The Junior League tried something new this year by combining the end-of-year celebration with the annual membership meeting. The celebration was held at Centerstage in NoDa, and the Blue Dogs band played for the celebration. The celebration's net loss was \$10,362.69. The net income of the WearHouse was \$321,455.11. Our staff continued to support our efforts. We welcome two new staff members: Carolyn Parton, bookkeeper/membership secretary, and Lisa Sturgis, Database Manager. Antoinette Crawford Ellison, President
2008-2009	A year of change and celebration. We wrapped up our phenomenally successful Cornerstone Campaign, raising over \$1 million dollars, so we had much to celebrate, but we also knew we had several challenges ahead. Charlotte was headed quickly into a recession, so added fundraising was going to be challenging at best. We were also faced with a new location for our WearHouse as our lease was quickly ending with no option to stay in our current one. Technology was on everyone's mind as social networking was coming of age, and we were behind with our current program for our office staff and members as well. Fund Development: As I mentioned, Charlotte was right along with the rest of the nation that was deep into a recession. We knew coming off the cornerstone campaign that fundraising was going to be creative this year if our members were going to support it. Our first surprise of the year came over the summer and certainly started us off on the right foot. We were approached by Belk Department Store about doing a fashion show with the beautiful Kristin Davis who was launching a line of women's clothing. We were lucky to have past president Kathi Knier as our professional development director to lead the helm of volunteers to make this event happen in a brief time. The sold-out evening went beautifully and raised \$28,000 for our league. This also began a wonderful and natural partnership for us and Belk. To continue our fundraising efforts this year, we hosted a community luncheon in February. We were pleased to welcome the incomparable Marion Wright Edelman as our speaker. Ms. Edelman is the founder of the Children's Defense fund and was the first black woman admitted to the Mississippi Bar after graduating from Yale law school. She was inspiring as she talked about the

challenges facing our children today. At this luncheon we were pleased to offer the first ever Junior League of Charlotte scholarship award. This came from our Legacy Foundation that was chaired by Beth Daniel.

Our largest fundraiser, the WearHouse, moved to Pecan Avenue. We held the grand opening on April 30th and despite all the changes that came about this year these amazing women still raised over \$330,000.

Our community fundraiser Kids In Motion was moved to a new location at Symphony Park at South Park Mall. Over 4,000 people attended on a beautiful afternoon when the league highlighted everything related to our Healthy Child Initiative.

As an added gift this year, the JLC was blessed with a grant from the Dowd Foundation to erect a new sign. This beautiful brick sign was dedicated in honor of past president Pepper Dowd and will stand at our entrance as a reminder of the bricks we are in our community.

The 2008-2009 Fund Development Council was chaired by Diatra Fullwood

Communications Council:

It was the year of technology. Social networking sites like Facebook were booming and we knew we had to catch up. We implemented Digital Cheetah as our membership manager and website host, and we now have options to upload photos, host member calendars, form social groups, do online registration for meetings, placements, and small groups, and more. Most importantly, we look like the impressive organization that we are to our donors and community partners. We were also able to jump start green initiatives such as online NewsReleases and JLC Happenings that cut down on our carbon footprint.

The Advocacy and Public Awareness committee hosted the annual elected officials' breakfast where they gathered over 50 elected officials to discuss our community's current and future needs. The 2008-2009 Communications council was chaired by Diane Takata Powell

Membership:

Our Human Resources Council was busy keeping our members engaged while researching how to work our innovative technology into our standards. Our provisional class graduated 180 new members. Our active membership held steady at 790, and our sustainers continued to support us with 1281 members. These numbers make us the 7th largest league in the country.

The 2008-2009 human resources council was chaired by Andrea Powell.

Education and Training:

The newly formed Leadership Development Institute graduated 17 members from its course. These women go to more trainings from what is required to learn how to become more effective leaders for our community. 5 membership meetings were held kicking off the year with the motivational speaker Vicki Clark. It was an honor to have her in Charlotte, and she was quick to motivate, humor and inspire all in one breath. This council hosted an additional 6 training sessions ranging from yoga to developing job interview skills.

The 2008-2009 Education and Training council was chaired by Alex Duffy

POLL conference –

Due to the size of our membership The Junior League of Charlotte was honored to host the Presidents of Large Leagues (POLL) conference, which League Presidents attend. Charlotte welcomed women from all over the country to The Park Hotel for a weekend of strategic brainstorming on all the challenges facing large leagues. Everything from membership retention to community impact was on the table, and it was a truly fun and unique experience.

Sustainers:

With over 1200 strength this group continues to thrive and have some fun and educational events. Headed up by President Joanna Roberts the sustainer group had a wonderful year. The sustainer luncheon was held at the Charlotte Country Club and Charlotte Observer editor Mary Newsome was the keynote speaker.

Awards and accolades:

Our documentary “Through My Eyes” was not only nominated for an Emmy award but won a voice award. The voice awards are given to programs that “incorporate dignified, respectful and accurate portrayals of individuals with mental health problems into film and television production.”

JLC sustainer Sally Dalton Robinson was inducted into the North Carolina Women’s Hall of Fame.

Spirit of the League award winner – Dawn Freeland

Sustainer of the Year – Sally Morris Provisional of the Year – Stephanie Hasty Community Partner of the Year – Coca-Cola

Community Impact:

Thanks to the success of the Cornerstone Campaign, we were allowed to introduce new placements as well as continue to foster some old favorites. Thanks to a generous grant of \$125,000 from the Merancas foundation, the JLC Puppet Theatre was born. Drew Allison, founder of Grey Seal Puppets, helped create a humorous but educational program geared toward small children called “You Are What You Eat.” This traveling shows reached children all over our community.

Our documentary “Through My Eyes” was distributed to over 200 organizations throughout Mecklenburg County, including Charlotte Mecklenburg Schools where they are developing a curriculum for middle and high school students around the film. It is also playing on closed circuit court TV in the juvenile courthouse.

1100 Children received dental health lessons from the Children’s Dental Health Committee. 900 Shots were given through Big Shots Saturdays, 350 children received free dental care on Give Kids a Smile Day, and 90 children were served at the annual Chameleon’s Journey grief camp just to name a few. Our Family Resource Center is up and running with volunteers throughout the newly opened Levine Children’s Hospital.

As approved by our membership in the spring of 2008 the following placements were completed in the year 2008-2009: Alexander Youth Network, Big Shots Saturday, Chameleon’s Journey, Chapel of Christ the King, Partnership for Children’s Dental Health, Arts for Life (Presbyterian), Thompson Child & Family Focus, JLC Family Resource Center, Child Life, Ambassadors, Gray Seal

	Puppets, Speakers Bureau, Project CON:CERN, Mental Health Awareness, Kids HealthLink, Done in a Day, the Wearhouse. The community impact council manager for this year was Alicia Morris. The Board of Directors spent much of the year strategically planning on how to move the League forward while respecting the glory of our past. We had to deal with a financial recession, but it came out stronger than anyone expected in the end. We are still a mission driven organization and will continue to do so in the future. It has been my honor to serve as President of this group of talented and amazing women. Katherine Hood Fuller 2008-2009 President
2009-2010	The 84th year of the JLC was difficult due to the continued fallout of the tough economy. Hard times, hard measures, and difficult decision making only made the JLC stronger. The decline of the stock market in 2008 was resonating in Charlotte. Everyone in AJLI was hurt too, as fundraisers were cancelled in most AJLI member Leagues. The JLC BOD adopted a Dare to Change theme, not because we wanted to make changes, but because the challenges put before us required us to act. Fast. I cannot say enough about the BOD during this challenging time as there were tough and often long meetings to ensure the strategies we set forth would enable the JLC to weather further storms. The Board of Directors: • Created a Signature Fundraiser Task Force to start a sustainable fall fundraiser for all members, which also included a new, more diverse fund development plan that included new requirements for active members. This was done not only to engage in membership, but also because the percentage of WearHouse dollars (83%) compared to other fundraising dollars was grossly uneven. We had all our eggs in one basket: The WearHouse. (5 other AJLI member leagues had to close their thrift stores during this time). We needed to have a vision to diversify and fast. We also needed to do this because our community was hurting as donations to our projects and placements needed to increase. The Task Force met and engaged ALL members in research, surveys and focus groups. Their results were encompassed in a proposal bundle, and all were approved by membership at the March Voting Meeting 2010: Signature Fundraiser Fashion show with Belk every fall, members must buy \$50 tickets to one fundraiser, members must donate \$100 to WearHouse. Also, an annual campaign plan approved by the BOD in April was set to go to membership in Fall 2010 and a planned giving plan by the Foundation approved by BOD in April and is set to begin launch Fall 2010. Our outcome was to see that no ONE fundraiser is solely responsible for program dollars. • Approved a Strategic Plan for 2010-11. • Passed policy that the JLC will not hold a liquor license at events. We must use an approved vendor with the required permit. • Passed policy that no reimbursement will be made for the purchase of alcoholic beverages • The BOD approved to keep Healthy Child Initiative for 2 more years and then fold into Healthy Family Initiative (voted in May 2010). • The BOD created and implemented a membership survey (results can be found on the website).

- There were two Community Advisory Board meetings, a past Presidents luncheon, a Public Officials breakfast and a JLC hosted, AJLI-led ODI. AJLI POLL cancelled their January 2010 winter meeting due to economic factors.
- The Executive Committee travelled to Denver for the fall conference, Savannah for PE/PEE meetings and Orlando for the Annual Conference.

Placements for 2009-10: Approved 4 new placements.

Alexander Youth Network, Allegro*, Arts for Life/Presbyterian, Big Shot Saturday, Chameleons Journey, Child Life, Done in a Day, JLC Family Resource Center, JLC Puppets, Kids Health Link, Kids In the Kitchen*, Keeping Kids in Motion*, Mental Health Awareness, Partnership for Children's Dental Health, School Health Committee, School House Rocks, Speaker's Bureau, TILT*, Thompson Child and Family Focus,

*Denotes new placements

Management Team, which acts as the operations of the JLC, under the leadership of President-Elect Elizabeth Kovacs, carried out many of the Action items set forth by the BOD. Listed below are various highlights from each council:

Community Impact Council (Katie Zeok)

- Kids Health Link: 168 medical, 178 vision and 162 dental screenings at two KHL Big Shot Saturday: 929 shots to 499 children
- Chameleons Journey: 77 JLC members volunteering at the 10th anniversary of the grief camp
- Allegro: JLC members performed with Allegro children at Panther's pre-game show; volunteered at their annual gala JLC puppets: Performed at Kids Health link and Festival in the Park and 7 CMS elementary schools
- Mental Health Awareness: Emmy nominated video "In Our Words" premiered on WTVI RMH: Family pantry naming rights at RMH to be named JLC Lockers

Communications Council (Dawn Freeland)

- Digital Cheetah launch
- Approved JLC Identity Standards
- First YouTube delivered message from President
- First newsletter in e-page format
- Eliminated the printing of the handbook unless requested

Education & Training Council (Ellen Smith)

- The sponsor for GMM's was Coca Cola. They could include a training session at every meeting. September GMM was the launch of theme (Dare to Change) and Digital Cheetah (went live Sept. 13, 2010), November GMM Vicki Clark and voting for Placements for 2010-11. Vicki also spoke at the Sustainer Luncheon. January GMM was 5 days at various times all week (flexibility) and included the fundraising task force debriefing as well as a different Past Presidents as guest speakers. March GMM was voting for budget, fundraising, and slate. We also welcomed guest speaker Caroline Davis from Worth. May GMM was the EOY celebration held at Palmer building in the Elizabeth neighborhood.

Finance Council (Rosalie Fink)

- Balanced budget
- Passed audit
- Approved increase in marketing dollars to WearHouse to continue to increase awareness around the move.
- Re-allocated monies from cancelled fall fundraiser to various smaller fundraisers in 2009-2010

Fund Development Council (Ashley Carlson)

- Approved annual signature fundraiser in partnership with Belk for a Fall Fashion Show in 2010.
- We canceled the Fall fundraiser, we decided it would be prudent not to spend good money to chase bad money.
- Approved Sponsorship opportunities for corporate giving
- Netted \$20,000 at KIM – Southpark
- WH \$577,056.65. Due to the move in April of 2009, it saw its lowest revenue from 2002-2003FY
- Held Single in the City at the Ritz, various wine tastings and J. Crew night out
- They worked diligently to study WearHouse goals vs. actuals and the residual effects of the move in April 2009. Allocated money from finance to spend more on marketing and efforts here. Studied lack of store hours for holiday business and recommended remaining open the day after Thanksgiving and through Christmas Eve.

Human Resources Council – (Amie Hutchinson)

- JLC continues to be one of the largest leagues in the US.
- MDC graduated with 2 provisional classes (180).
- Many dues were paid online.
- Worked collaboratively with FDC in approving credits for new fund development plans.

Foundation (Kathryn Northington)

- Vic Howie summarized our Foundation dollar income by September 2009 as “returning to where we were before September 2008”. In other words, we finally got back what we had lost.
- Revised and amended the policies and procedures of the Foundation that were adopted in 2007
- Approved a planned giving initiative in April 2010 and finalized the logo (a tree with roots) and policies surrounding this campaign.
- Review the Endowment and investments as required by policy.
- As of 4/30/2010 our Foundation balance was \$1,107,728

Sustainers – Sustainer President was Suzy Garvey. JLC President and PE advisors were Velva Woollen and Mary Tinkey, respectively.

Staff – Page Renger, Kathi Knier and Glenda Bernhardt were all part of staff changes that took place during the 2009-10 JLC year. All annual evaluations take place in February.

Awards: Provisional of the year, Courtney Gleason; Sustainer of the year, Beth Gregg; Spirit of the League, Tina Romine; Partner of the year, WTVI. New awards were set up this year: Community

	Committee of the year, Mental Health Awareness; In-League committee of the year, Kids in Motion. Kelley Cobb, President
2010-2011	A Year to Celebrate our Past, Present and Future: This was a year for celebrating the past, present and future of the Junior League of Charlotte (JLC) as the league commemorated the 85th anniversary of the JLC (founded 1926), the 75th anniversary of the WearHouse (founded 1936), and the 50th anniversary of our headquarters at 1332 Maryland Avenue (founded 1961). The JLC kicked off its 85th anniversary with a congratulatory proclamation from Mayor Anthony Foxx and the Charlotte City Council declaring “Junior League of Charlotte Day” on Monday, September 13, 2010, the date of our first general membership meeting for the year. At our second general membership meeting on October 18, the JLC received congratulatory proclamations on our 85th anniversary from the North Carolina Senate and the North Carolina House of Representatives, the latter signed by our three sustainers in the General Assembly, all of whom spoke at the meeting. On October 23, a service day was held in which more than 100 JLC members and their families took part in projects helping many past and present community partners, including our headquarters. A past presidents’ luncheon was held on October 25 in which more than 40 past presidents spanning a half century of league leadership reflected on the league’s history and shared many laughs. On March 25, a 50th Anniversary open house was held at the league building for all league members and their guests, with a special reception for those responsible for the original headquarters in 1961 and the major building renovation in 1986. On April 1, the WearHouse hosted a 75th Anniversary party for past and present committee members as well as vendors and business partners. The newly opened Mint Museum in Uptown hosted an anniversary party for the JLC on May 6. All four quarterly issues of The Crier are dedicated to our history, and the 85th anniversary logo was used prominently throughout the year on our website and in publications. JLC historians created a video commemorating all three anniversaries featuring former Charlotte mayors Richard Vinroot and Pat McCrory, and community business, nonprofit, and league leaders. The video was shown at the first general membership meeting and posted on the JLC and Association of Junior Leagues International (AJLI) websites. Fund Development and Financial Stability: To increase our fundraiser revenue and decrease our reliance on the WearHouse as our primary fundraiser, the JLC launched a comprehensive fund development plan that included three new fundraisers in 2010-2011. Lights! Camera! Fashion! was held at Belk SouthPark on September 19, had more than 750 attendees and netted \$40,000. The JLC is most grateful to Belk, Inc. for partnering with the JLC with this exciting new fundraising opportunity. Our first Annual Campaign was launched in the fall and raised more than \$50,000 from actives and sustainers. Our Planned Giving Campaign also launched this year to help the JLC Legacy Foundation, and the committee spent the year developing materials to educate our entire membership about the endowment and the ease of including the JLC in estate planning. To increase corporate and foundation support for the JLC, a thoughtful case statement was developed to summarize and highlight the league’s focus areas and proven impact in the community. In addition, a comprehensive corporate sponsorship benefits package was created to

guide our future relationships with area businesses and supporters. The WearHouse had its most profitable year since moving to 1117 Pecan Avenue in 2009, with gross sales of more than \$638,000 and surpassing its annual sales goal by \$41,000. The sixth annual Kids in Motion was held at Symphony Park at SouthPark on April 10, a beautiful spring day that brought in more than 4,500 attendees and netted \$34,000. JLC fundraisers collectively grossed approximately \$250,000 more than the year prior.

This year was the first time in more than 20 years that actives were required to give more than just WearHouse quota, due to a policy change passed by the membership last year in which actives are now required to give \$100 in WearHouse quota (merchandise or cash, doubled from years prior) and to purchase at least \$50 in fundraiser tickets to one of the league's signature fundraising events (currently Lights! Camera! Fashion! and Kids in Motion). Our membership exceeded their new fundraiser requirements and made both Lights! Camera! Fashion! and Kids in Motion profitable and memorable fundraisers that exceeded their revenue and attendance goals. All fundraisers exceeded their goals and gave the JLC a surplus, which allowed the league to not have to withdraw from reserves for the first time in several years.

The success of the fundraisers and the resulting surplus in 2010-2011 allowed the league to project another surplus in 2011-2012. The projected surplus gave the league the resources to reverse the staff salary decreases of 2009, and to give all employees a two percent raise.

The league continued its efforts to improve its financial health by trimming operating expenses and increasing revenue, all the while mindful of our mission, membership, and community needs. A year-long dues analysis was conducted to project the JLC's financial needs for the next five years and to prepare for an imminent AJLI dues increase. Effective 2011-2012, membership dues are \$200 for actives, \$135 for sustainers, \$65 for honorary sustainers (ages 65-79), and no dues for sustainers emeritus (ages 80 and higher). The transfer fee will now be \$50, and the fee for late dues has been increased to \$30. The Finance Committee will continue to invest in and allocate dues collections according to its five-year dues plan.

Membership: The JLC has a strong membership base of 2,137 (1,178 sustainers and 910 actives, plus 49 transfers). The league welcomed 80 fall Provisionals and 84 spring Provisionals. In 2010-2011, the JLC was the seventh largest league in AJLI. To foster the growth of our membership, the Human Resources Council and Management Team decided to end the 90-woman cap on each provisional class, effective Fall 2011.

Community Impact: In the community, the JLC furthered the Healthy Child Initiative (HCI) with projects improving the physical, dental, and mental health of children aged 0-17 in Mecklenburg and surrounding counties. In September, the membership voted to extend HCI two more years into 2012-2013 so that HCI coincides with the end of the Cornerstone Campaign collection period. The membership also approved a new focus area that continued our children's health outreach and furthered it by educating family decision-makers. Community placements were: Alexander Youth Network, Allegro, Arts for Life/Presbyterian, Big Shot Saturday, Chameleons Journey Child Life, Done in a Day, JLC Family Resource Center, JLC Puppets, Kids Health Link, Kids In the Kitchen,

Keeping Kids in Motion, Mental Health Awareness, Partnership for Children's Dental Health, School Health Committee, School House Rocks, Speaker's Bureau, TILT, Thompson Child and Family Focus, Ronald McDonald House*

*Denotes new placement

Two Kids HealthLink festivals were held at Merry Oaks Elementary School on August 28 and September 25 to prepare local children for a healthy new school year. 288 children received 1250 health services including 187 vital statistics, 187 vision screenings, 149 doctor's visits, 161 dental screenings, 171 hearing checks, 110 visits with a developmental specialist, and 1250 community provider services. Big Shots Saturdays provides 494 clients with 889 immunizations.

The JLC Puppets premiered its oral hygiene video, Keep Your Teeth Clean with Pearl the Tooth Queen, on February 22. The video was made possible with a grant from the Merancas Foundation and produced by Grey Seal Puppets.

On March 8, the Advocacy and Public Affairs Committee hosted a Public Officials Breakfast with Mayor Foxx, Congressman Mel Watt, and several Charlotte City Council members in attendance. The breakfast was served to inform local leaders of the league's ability and efficacy in the realm of children's health and to thank government agencies for their ongoing partnership and support of our community initiatives.

The JLC celebrated the grand opening of the Ronald McDonald House in Charlotte in May. The league dedicated a committee who spent the year training to be hospitality volunteers at the house and donated \$10,000 for kitchen lockers for families in residence.

The Project Evaluation Committee elected to send 485 volunteers and \$156,718 into the community for the next league year. Projects for 2011-2012 will include: Alexander Youth Network, Allegro Foundation, Arts for Life – Presbyterian Hospital, Big Shots Saturdays, Chameleon's Journey, Child Life, Done In A Day, JLC Family Resource Center, JLC Puppets, Keeping Kids in Motion, Kids HealthLink, Kids in the Kitchen, KIPP (Knowledge is Power Program), Mental Health Awareness, Partnership for Children's Dental Health, Ronald McDonald House, School House Rocks, Speakers Bureau, TILT (Teens in Leadership Training), JLC WearHouse.

Strategic Planning: The JLC Board of Directors conducted strategic work for the long-term future and sustainability of the JLC. The Board elected to hold the next Cornerstone campaign kickoff in 2013-2014 (after collections from 2007-2008 Cornerstone have been completed in 2012-2013) to be followed by a three-year collections period ending in 2016-2017.

With Dining by Fireflies long out of circulation and dwindling supplies of The Charlotte Cookbook and Charlotte Cooks Again projected to be depleted within two years, the Board deliberated whether to keep cookbook sales as a fundraiser. The JLC surveyed other large leagues and found that most leagues were either no longer in the cookbook business or were no longer profiting from their cookbook enterprise. The Board chose not to reprint any cookbooks now and to devote its efforts to existing and potential new fundraisers.

The Board was elected to take part in the AJLI Strategic Roadmap Action Learning Team, Membership Retention along with several other large leagues. AJLI President Delly Beekman spoke about the Strategic Roadmap on December 2 at the JLC when the league welcomed her with a holiday reception attended by actives and sustainers.

Education and Training: The JLC offered members many training opportunities throughout the year including four general membership meetings, three at the Harris Conference Center and the year-end meeting at the Palmer Building, and several training courses at the league building throughout the year. Dr. Mimi Hull, a corporate psychologist and Past President of the Junior League of Greater Orlando, led training on the Junior League Emotional Calendar, Conflict Resolution and Organizational Change in October for leadership and the general membership. Past President Rocky Trenkelbach (2001-2002) led training on Policy Governance for members of the Board of Directors and Management Team in October. Former Administrative Director Wardie Martin gave a JLC history lesson on the origin of our logo for membership at the May end-of-year meeting.

Sustainers: JLC Sustainers enjoyed a fantastic year under the leadership of Sustainer Co-Presidents Joana Wardell and Virginia Carstarphen. The annual sustainer luncheon was held at Myers Park Country Club on November 11. The sustainer cocktail party was held at the home of JLC Past President Emily Smith (1978-1979) on April 14, a gorgeous spring night. The sustainer emeritus tea party was held on April 20 at Southminster Retirement Community where a lively time was shared by all attendees. Throughout the year, sustainers enjoyed each other's company with an investment club, knitting group, Shakespeare class, bridge club, field trips, and several events for transfers.

Headquarters: The league celebrated the JLC Building's 50th Anniversary with interior improvements including fresh paint in the foyer, hallways, Community Room, and Boardroom. A framed panel depicting the JLC in the 1920s was unveiled, the first of many panels for each decade of JLC history. A building fund of \$90,000 was allocated for the 2011-2012 league year to continue interior improvements.

Long-time JLC Administrative Director Katrina Ford ended her eight-year tenure in 2011. Susan "Woozie" Dell, a JLC sustainer, was hired as the new administrative director.

Member Accomplishments and Awards: JLC members proved their extraordinary leadership talents beyond the Queen City. Past President Toni Freeman (2003-2004) was elected AJLI President for 2012-2014, and Past President Antoinette Ellison (2007-2008) served on the AJLI Nominating Committee. In state government, Past President Martha Alexander (1976-1977), and sustainers Becky Carney and Ruth Samuelson all were re-elected to the House of Representatives, and Samuelson was elected House Majority Whip.

	Sally Dalton Robinson, philanthropist, and Jane McIntyre, executive director of the United Way of the Central Carolinas, both JLC sustainers, were named to the Charlotte USA 20: Celebrating Dynamic Women. JLC sustainer and former administrative director Wardie Martin received the 2010 Spirit of Charlotte Award at the 10th annual Johnston YMCA Women's Luncheon on November 1. At the year-end meeting on May 23, the following awards were announced: Becky Kobsik, Spirit of the League; Kat Belk, Sustainer of the Year; Monica Martin, Provisional of the Year; Belk, Inc., Community Partner of the Year; Allegro, Community Placement of the Year; Lights! Camera! Fashion! In-League Placement of the Year. JLC Awards and Honors: Action for Children North Carolina recognized the Junior Leagues of North Carolina for their work with children at an awards luncheon in Chapel Hill in June which four JLC board members attended. Our second mental health documentary, In Our Words, received two Telly Awards and a Voice Award honorable mention. It was also nominated for a regional Emmy, and three JLC leaders traveled to Nashville in January to attend the ceremony. At the 89th Annual AJLI Conference in Philadelphia, the JLC received the AJLI Vision Award for the Healthy Child Initiative. Five JLC members, including Toni Freeman who was installed as AJLI president-elect, attended the ceremony, and received the award and a check for \$2,000 which was contributed to the Cornerstone Campaign. Looking Ahead: As the 85th anniversary ends, the JLC looks ahead to its centennial celebration and anticipates what the league and the Queen City will be like in 2026. While we can only imagine what the future holds, it is certain the JLC will remain the region's most preeminent organization for training civic leaders and creating lasting community impact. Elizabeth Wiley Kovacs, President																		
2011-2012	For the year 2011-2012, the JLC will contribute \$156,718 and 485 volunteers to the following community programs for an estimated 19,400 hours (about 2 years), which computes a monetary value of \$414,384. The total monetary value for the year 2011-2012 is \$571,102. <table> <tr> <td>Alexander Youth Network</td><td>\$8,000</td></tr> <tr> <td>Allegro Foundation</td><td>\$5,000</td></tr> <tr> <td>Arts for Life at Presbyterian Hemby Children's Hospital</td><td>\$5,000</td></tr> <tr> <td>Big Shots Saturdays</td><td>\$14,000</td></tr> <tr> <td>Chameleon's Journey</td><td>\$10,000</td></tr> <tr> <td>Child Life at Levine Children's Hospital</td><td>\$ 5,000</td></tr> <tr> <td>Done In A Day</td><td>\$1,000</td></tr> <tr> <td>Go Kids Go!</td><td>\$8,000</td></tr> <tr> <td>JLC Family Resource Center at Levine Children's Hospital (volunteers only)</td><td></td></tr> </table>	Alexander Youth Network	\$8,000	Allegro Foundation	\$5,000	Arts for Life at Presbyterian Hemby Children's Hospital	\$5,000	Big Shots Saturdays	\$14,000	Chameleon's Journey	\$10,000	Child Life at Levine Children's Hospital	\$ 5,000	Done In A Day	\$1,000	Go Kids Go!	\$8,000	JLC Family Resource Center at Levine Children's Hospital (volunteers only)	
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2012-2013	Major Initiatives: Launch of the following: • Get On Board program • Mentoring program • Membership meetings incorporate a different community partner into each meeting. Infrastructure: • Launch of new JLC website • Completion of building renovation • Review of all bills for headquarters and WearHouse to implement cuts • Staff trainings and appreciation program • Begin process to update governance documents for Foundation and JLC Community: • Cornerstone Initiative • Reignited partnership with Discovery Place and Nature Museum • Hosted JLC events • Recognized by the US Attorney's office and City Council as a community leader to advocate against Human Trafficking. • Publication and distribution of the You Are What You Eat book/DVD to address childhood obesity. • For the year 2012-2013, the JLC will contribute \$145,970 and 393 volunteers to the following community programs, for an estimated 15,720 hours (about 2 years), which is a monetary value of \$335,779. The total monetary value for the years 2012-2013 is \$481,749. <table> <tr> <td>Alexander Youth Network</td> <td>\$10,000</td> </tr> <tr> <td>Allegro Foundation</td> <td>\$5,000</td> </tr> <tr> <td>Arts for Life at Presbyterian Hemby Children's Hospital</td> <td>\$5,000</td> </tr> <tr> <td>Big Shots Saturdays</td> <td>\$11,000</td> </tr> <tr> <td>Chameleon's Journey</td> <td>\$10,000</td> </tr> <tr> <td>Child Life at Levine Children's Hospital</td> <td>\$2,500</td> </tr> <tr> <td>Circle de Luz</td> <td>\$4,000</td> </tr> </table>	Alexander Youth Network	\$10,000	Allegro Foundation	\$5,000	Arts for Life at Presbyterian Hemby Children's Hospital	\$5,000	Big Shots Saturdays	\$11,000	Chameleon's Journey	\$10,000	Child Life at Levine Children's Hospital	\$2,500	Circle de Luz	\$4,000								
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	Discovery Place \$9,500 Done In a Day \$1,000 JLC Enrichment (working with two community partners) \$15,970 • Salvation Army • The Learning Collaborative JLC Family Resource Center at Levine Children's Hospital \$2,000 JLC Puppets \$1,000 JLC WearHouse (volunteers only) JLC Smiles \$7,000 Go Kids, GO! \$8,000 Kids HealthLink \$12,000 Kids in the Kitchen \$7,500 KIPP (Knowledge is Power Program) \$12,000 Mental Health Awareness \$6,000 Ronald McDonald House \$2,500 Speakers' Bureau \$4,000 Thompson Child & Family Focus \$10,000 Major Fundraising Activities: • Lights! Camera! Fashion! • March Money Madness • Launch and completion of patio campaign brick campaign that completed the Past Presidents' Patio. JLC Recognition within the Charlotte Community: • Dr. John G. Johnston Award for Excellence in Adolescent Medicine and Health for the JLC's outstanding, sustained leadership, advocacy, and service to adolescents. • Three Emmy Award Nominations and awards for "From the Heart" to educate and advocate against bullying. • Kashi Award for efforts to address food insecurities and the "real food deficit." Whitni Wilson-Wertz, President
2013-2014	In June of 2013, the Junior League of Charlotte, Inc. (JLC) adopted the Healthy Family Initiative (HFI), which focuses on the physical, dental, and mental health needs of Charlotte area children with an emphasis on the importance of family decisions and their impact on children. This is a slight shift from the Healthy Child Initiative, which was JLC's focus from 2006-2013. For the 2013-2014 year, the JLC will contribute \$118,400 and 508 volunteers to the following community programs, for an estimated 20,320 hours (about 2 and a half years), which computes to a monetary value of \$449,885. The total monetary value for the years 2013-2014 is \$568,285. Alexander Youth Network \$2,000 Big Shots Saturdays \$10,000 Chameleon's Journey \$7,000 Circle de Luz \$4,000 Discovery Place \$5,000

	Done In a Day \$1,000 Family HealthLink \$10,000 Family Support Network \$3,500 JLC Community Awareness \$5,000 JLC Enrichment (working with two community partners) \$8,000 • Salvation Army • The Learning Collaborative JLC Family Resource Center at Levine Children's Hospital \$500 JLC Puppets \$11,000 JLC WearHouse (volunteers only) Girl Scouts \$3,750 Go! Kids! Go! \$5,000 Kids in the Kitchen \$7,500 KinderMourn \$1,200 KIPP Charlotte \$10,000 Ronald McDonald House \$1,000 Second Harvest Food Bank \$5,950 Thompson Child & Family Focus \$7,000 Awards: Community Placement of the Year: Big Shots Saturdays. In-League Placement of the Year: Arrangements & Appreciation. Community Partner of the Year: Dilworth Neighborhood Grille. Provisional of the Year: Melissa Nantz. Spirit of the League: Eleanor Norman and Anna Portal. Sustainer of the Year: Toni Freeman Amie Hutchison, President		
2014-2015	Community Projects and Placements 2014-2015 Alexander Youth Network Big Shots Saturdays Chameleon's Journey Charlotte Community Health Link Circle de Luz Discovery Place Done In a Day Family HealthLink Family Support Network Go! Kids! Go! JLC Enrichment • Salvation Army • The Learning Collaborative JLC Family Resource Center at Levine Children's Hospital	Dollars Given \$2,000 \$10,000 \$7,000 \$5,000 \$4,000 \$5,000 \$1,000 \$10,000 \$3,000 \$7,000 \$3,000 (volunteers only)	Estimated Volunteer Hours 400 880 760 480 480 400 880 1000 400 1080 800 920

	<table><tr><td>JLC Puppets/Community Awareness</td><td>\$5,000</td><td>1000</td></tr><tr><td>Kids in the Kitchen</td><td>\$4,000</td><td>1000</td></tr><tr><td>KIPP Girls Leadership Program</td><td>\$8,500</td><td>480</td></tr><tr><td>Project Development and Evaluation (Internal)</td><td></td><td>280</td></tr><tr><td>Promising Pages</td><td>\$2,000</td><td>480</td></tr><tr><td>Ronald McDonald House</td><td>\$1,000</td><td>800</td></tr><tr><td>Second Harvest Food Bank</td><td>\$7,000</td><td>480</td></tr><tr><td>Thompson Child & Family Focus</td><td>\$5,500</td><td>440</td></tr></table> Beverley Shull, President	JLC Puppets/Community Awareness	\$5,000	1000	Kids in the Kitchen	\$4,000	1000	KIPP Girls Leadership Program	\$8,500	480	Project Development and Evaluation (Internal)		280	Promising Pages	\$2,000	480	Ronald McDonald House	\$1,000	800	Second Harvest Food Bank	\$7,000	480	Thompson Child & Family Focus	\$5,500	440			
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2015-2016	In the 2015-2016 year, the 50 teams of thoughtful, committed JLC women have changed our League, our community, and our members. Communications: -Created a JLC members-only Facebook page so our members could connect with each other and with our League through training, social and other events and through a virtual placement fair. Members have used this page on a personal level to meet friends, find jobs and roommates, and celebrate with each other. -Brought back the quarterly editions of the <i>The CRIER</i> magazine and took <i>The CRIER</i> digital -Shined a spotlight on amazing women and their contributions to our organization and our community through Member Mondays. -Greatly increased our social media traffic across all channels, increasing engagement and raising our brand identity. Executed a survey to understand our membership's demographic to better serve members and be a catalyst to creating meaningful corporate partnerships. Finance: -Our Finance team built a new model for fiscal responsibility in our giving to the community. -They challenged our budgeting assumptions. -And they motivated us to take hard, important looks across our entire organization about how we raise and spend money. Community Impact: <table><tr><td>AdaCooks!</td><td>\$5,000</td><td>560</td></tr><tr><td>Alexander Youth Network</td><td>\$1,000</td><td>400</td></tr><tr><td>Big Shots Saturdays</td><td>\$8,500</td><td>800</td></tr><tr><td>Chameleon’s Journey</td><td>\$7,000</td><td>1,280</td></tr><tr><td>Circle de Luz</td><td>\$4,000</td><td>480</td></tr><tr><td>Done in a Day</td><td>\$1,000</td><td>1000</td></tr><tr><td>Family HealthLink</td><td>\$6,000</td><td>800</td></tr><tr><td>Give Kids a Smile</td><td>\$4,000</td><td>800</td></tr><tr><td>Go! Kids! Go!</td><td>\$7,000</td><td>1,000</td></tr></table>	AdaCooks!	\$5,000	560	Alexander Youth Network	\$1,000	400	Big Shots Saturdays	\$8,500	800	Chameleon’s Journey	\$7,000	1,280	Circle de Luz	\$4,000	480	Done in a Day	\$1,000	1000	Family HealthLink	\$6,000	800	Give Kids a Smile	\$4,000	800	Go! Kids! Go!	\$7,000	1,000
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JLC Healing Arts for Hemby	\$2,500	600
JLC Family Support		
The Salvation Army	\$1,500	400
Lutheran Family Services	\$3,500	400
Kids in the Kitchen	\$3,500	800
KIPP Charlotte	\$6,000	560
Promising Pages	\$2,000	520
Second Harvest	\$7,500	600

Education, Training & Advocacy:

- Created first ever Course Catalog highlighting all Training Offerings and Programs for the year
- Successfully launched LEAD Saturday to prepare over 100 leaders for their new roles
- Hosted Wine & Wisdom member education events focused on educating about food insecurities and the lack of access to healthy foods
- Transformed the Get on Board program to a successful one-day event
- Had record-breaking participation and completion in JLC's signature programs – Leadership Development Institute, Get on Board, and the Mentor program

Human Resources:

- Implemented a Member Service Policy
- Initiated a successful campaign to invite members back to our League who had previously resigned or been removed
- Begin the process of redesigning the member experience as well as re-designing the nominating paradigm through which we select and place leaders
- They conducted an Internal Placement Evaluation – taking an unprecedented look at all internal placements and leadership roles and making key recommendations for changes to adding or revamping internal committees to set the JLC up for success
- Socials hosted 9 events across Charlotte where hundreds of our members connected to each other with doubled participation at the Third Thursday Social events

WearHouse:

- Gave the sales floor a makeover and fresh look last fall
- Created a new partnership with Green Jeans and held the 2nd Annual Block Party this Spring

Fund Development:

- Brought back Lights! Camera! Fashion! and the Belk partnership
- Re-energized and exceeded our budget target for fundraising at MMM
- Exceeded the budget for Annual Fund

Membership Development:

The Provisional class piloted Little Black Dress Initiative as a capstone project, and had nearly 100 participants spreading awareness about the needs of our community and how they are met by the programs and services of the JLC, raising more than \$25,000 in one week, generating 11,000 Facebook likes, and reaching as many as 3,000 people in a single Facebook post, displaying the

	power of social media. Those who participated by wearing the same black dress for 5 days: learned not just about the effects of poverty on our community but we learned about ourselves: if you have food in your refrigerator, clothes on your back, a roof overhead and a place to sleep, you are richer than 75% of the world's population and at least 20% of our own neighbors right here in Charlotte. Awards: Provisional of the Year: Carrie Roberts. Spirit of the League: Danielle Rose. Rockstar of the Year: Emma Lubanski. Sustainer of the Year: Mary Tinkey. In-League Placement of the Year: Advocacy and Public Awareness. Community Placement of the Year: Give Kids a Smile. Community Partner of the Year: Meg Lochary. Lisa Johnson, President
2016-2017	2016-2017: THE YEAR OF #JLCTRANSFORMS The Junior League of Charlotte's 91-year legacy of transformation continued in the 2016-2017 League year as we not only transformed our community by the ways in which made a difference in it; transformed our members by developing their potential for leadership and excellence in their personal, professional and civic lives; but also transformed business models and operations throughout the League to best serve its mission and members. The theme for the year was #JLCtransforms, poignantly represented by the image of the butterfly and by reference to our members as the "butterfly tribe." In 2016-2017 JLC actives and sustaining members invested in making our community a better place to call home for our neighbors and invested in helping to prepare our League and members for success. They led teams tasked with transforming challenges into opportunities – researching and meeting with consulting and surveying our members, community stakeholders, international organization, sister Leagues, area non-profits and others in acting boldly, courageously, and thoughtfully for the good of the JLC. The 2016-2017 year was filled with legacy-creating change as we re-worked the entire staff structure, transformed nearly all of our fundraising and revenue models, totally re-imagined and re-designed the Community Advisory team and the role of community advisors, researched and vetted the next major area of community impact and adjusted the dues formulas to fully cover operational expenses through member dues, enabling every fundraised dollar to go directly to the tri-part mission. Because of the work of strategic forward-focused leadership teams, the JLC hired & onboarded new full time staff for completely re-designed roles; cleaned out the entire Headquarters building & positioned it for continued revenue generation; culminated two years of fund development research resulting in a new member-approved Signature Spring Fundraiser; researched and identified the area of community need for 2018-2023 investments of JLC dollars, volunteers and advocacy efforts so our neighbors in need will know that not on the JLC's watch will our beloved city be the hardest to escape poverty; managed the successful closure of the Pecan Avenue location of the WearHouse; created a dashboard for Board monitoring; and evaporated a projected budget deficit of \$200,000 – turning it into a net surplus with gains in the areas of fundraising and grants, investment income and higher than anticipated member retention and recruitment related dues income and with savings in staff and operational expenses. By the Numbers: in the 2016-2017

League year the JLC had over 800 active members, more than 1100 sustainers and 50 placements including 13 community placements - 8 with direct community partnerships, 5 Board Subcommittees and 4 Board Task Forces. The JLC provided over \$200,000 worth of volunteer time directly to the community in 2016-2017 and over \$600,000 worth of volunteer time League-wide in the 50 placements dedicated to our mission and to running our League.

The JLC Legacy Foundation made significant contributions to the future of the League in 2016-2017 through grants for critical staff and member training and upgrades to technology. With the support of the Foundation, 10 members received training at the AJLI Organizational Development Institute and leaders, and staff members received training at conferences such as the NC Center for Non-Profits Conference and the North Carolina Philanthropy Conference. In 2016-2017 the JLC helped celebrate major milestone anniversaries with organizations started in whole or in part because of the vision, passion, and commitment of the JLC, including Charlotte Speech and Hearing Center (50), the Center for Prevention Services (40) and Teen Health Connection (25).

As reported by Sustainer President Jane Grosse, the JLC Sustainers enjoyed a fun and productive year filled with fellowship and learning. Favorites included the sold-out Fall Luncheon, and the Spring Cocktail Party held at JLC past president Gay Dillashaw's beautiful historic home. Sustainers enjoyed improving their knife and cooking skills at the City Club "Culinary Academy," a garden tour and luncheon at The Duke Mansion, painting class with Heidi Kirschner, Shakespeare with Mary Todd, bridge, Mah Jong, Book Review with Sally Brewster, Sassy Sustainer outings with the younger sustainers, a Talbots fashion show and fundraiser, numerous sustainer book club meetings and many other fun occasions. The annual Emeritus Tea at Southminster was a treasured and beautiful occasion with high tea served along with memories, laughter, and pride in the history and accomplishments of the Sustainer Sisters who put the JLC on the map. The Archives Committee continued its important work preserving League history and money raised at the Fall Luncheon was designated to support this work. Sustainer Transfers were treated royally as Suzy Garvey and Lo Simon welcomed newcomers to Charlotte with events including the festive Christmas party hosted by the Garvey family. The Sustainer Board enhanced its communications efforts thanks to Judy Mayer that included writing for *the CRIER*, participating in the League's 90th anniversary video and producing Sustainer Happenings e-mails. The Board enjoyed working with and supporting the Actives in several ways including by serving on committees and as council advisors and mentors, participating in the Little Black Dress Initiative fundraiser, hosting "Muffins and Mimosas" for the Provisional members and enjoying the camaraderie and productivity of working closely with the League President and President-Elect. Sustainers report that it was truly a privilege to "sustain" the League while continuing to serve, learn and treasure the memories and friendships afforded through a one-of-a-kind sisterhood.

TRANSFORMING THE LEAGUE

Strategic planning and initiatives that began in the 2015-2016 League year were executed in 2016-2017, transforming the operational structure of the JLC. At Headquarters, with help from special committees, task forces and an outside consulting firm and after extensive research, interviews, data analysis and benchmarking against other Junior Leagues and other area non-profits, the

staffing model was restructured to most effectively manage operations and maximize support roles while also trimming headquarters related expenses and meeting our mission, the needs of our members and the community. The staff realignment resulted in hiring new staff members for re-designed roles and onboarding outsourced bookkeeping services. In the area of League governance, leadership recommended, and the membership approved the addition of an Executive Vice President (EVP) role to chair the Management Team, effective for the 2018-2019 League year. Bylaws changes were made to reflect the addition of the EVP, an EVP-elect and new Assistant Council Managers; to clarify the operating structure by removing the Finance Manager as an officer; and to update Nominating's now competency-based slate application process.

TRANSFORMING JLC FUNDING MODELS

In 2016-2017, the JLC transformed its financial and fundraising models and researched new fundraising platforms for active and sustainer engagement and for expanding revenue streams and corporate partnerships, all while executing on existing fundraisers. Fund development efforts were reformatted to diversify fundraising by adding a Building and Events team dedicated to maximizing headquarters related revenue; by re-purposing, the former Stewardship Committee to Corporate Partner Stewardship to develop mutually beneficial partnerships including monetary and in-kind sponsorships; and by building on the success of the peer-to-peer fundraiser Little Black Dress Initiative. Considering declining revenues and increasing operational costs, in April 2017 the Pecan Avenue location of the WearHouse closed, as approved by the 2015-2016 Board. The WearHouse Task Force team in 2016-2017 explored new business models and options and the WearHouse committee used the closing of the Pecan Avenue location as an opportunity to celebrate the history and accomplishments of the JLC WearHouse with a well-attended bon voyage-themed farewell party in January 2017.

Building on the work of the 2015-2016 Fundraiser Task Force that evaluated the state of all JLC fundraising platforms, the Fundraiser Task Force reconvened in 2016-2017 with the specific task of performing a feasibility analysis on a recommended luncheon concept. Research, surveys and meetings were conducted with various stakeholders and the task force recommended, and membership approved, the adoption of a fundraiser luncheon as the Signature Spring Fundraiser. The Fundraiser Task Force recommended that March. Money. Madness. continue in a social capacity and that the JLC consider hosting a signature gala or evening event coinciding with 5-year anniversaries.

Regarding execution on existing fundraisers, in October 2016 the 6th Annual Lights! Camera! Fashion! was held at Belk SouthPark with almost 600 attendees enjoying pedestal modeling by JLC members and their families, a mystery wall with 90 items to commemorate JLC's 90 years, a silent auction and diamonds and champagne toast. LCF 2016 raised over \$31,000 to benefit the JLC mission. In March 2017 March. Money. Madness. hosted over 300 attendees at Dilworth Neighborhood Grille and raised more than \$25,000. The second year of the JLC's Little Black Dress Initiative ("LBDI") engaged over 170 members and supporters as fundraising and awareness building ambassadors to help tell the story of the 50,000 children living in poverty in the Charlotte area, over 4,000 of whom are reported as homeless, and to raise money to support JLC programs

and services that combat poverty. The more than \$50,000 raised through LBDI in just 5 days in April 2017 helped the JLC fight the effects of poverty one healthy meal, one physical, one tooth filling, one Magic Book Party, one mentoring program at a time. With over \$30,000 in donations and matching funds contributed to the Annual Fund in 2016-2017, the JLC exceeded its Annual Fund goal for the year. The Fund Development Council teams also took part in Share Charlotte's November 2016 #givingtuesday campaign, raising funds for the JLC and awareness about the League. An additional \$50,000 was awarded in grant funding to the JLC from the JLC Legacy Foundation.

An important part of the funding analysis in 2016-2017 included a review of member dues. Dues had not been raised in over five (5) years, and benchmarking data showed an increase to \$275 for actives would be in line with leagues of comparable size with similar structures. The dues formula proposed by leadership and approved by the membership (effective for the 2017-2018 year) allows the JLC to fully cover operational expenses through member dues, enabling every fundraised dollar to go directly to the tri-part mission. Due to the dues increase, JLC fundraising efforts will directly support investments in community placements, advocacy and public awareness, leadership training and member engagement, education, and development. Effective for the 2017-2018 JLC year, dues increased from \$200 to \$275 for Actives, from \$135 to \$200 for Sustainers, and from \$65 to \$100 for Honorary Sustainers. Due to exceptional financial management in the 2016-2017 year, VP of Finance Kamila McDonough reported that the JLC evaporated a projected deficit, ending the year instead with a surplus and further reported that the budget vetted and approved for the 2017-2018 year reinstituted enabling funds to support the community; increased the GMM budget for educational speakers and venue procurement to enhance member networking and service opportunities; increased training dollars for leaders; and increased budgets to enrich the provisional and transfer experience.

TRANSFORMING THE COMMUNITY

In 2016-2017, the JLC committed over \$50,000 and more than \$200,000 worth of volunteer time in community projects and placements, dedicating over half of our volunteers to improving the community. In 2016-2017, transforming our community meant keeping kids physically, mentally, and dentally healthy through the continuation of programs and services within the JLC's Healthy Family Initiative. The Healthy Family Initiative began in June 2013 as a family-based expansion of the Healthy Child Initiative, emphasizing the importance of family decisions and their impact on children. The JLC's Family Health Link and the 20th annual Big Shots Saturdays combined to provide over 200 hundred kids with physicals and dental, visual, and hearing screenings and gave more than 1,300 shots to over 400 kids from more than 70 area schools, all to keep kids – who would otherwise have no access to care – healthy and in school. In the fall of 2016, JLC members transformed the grief experience for over 100 campers dealing with the loss of a loved one at Chameleon's Journey Grief Camp. In February 2017 over 70 kids received desperately needed free dental care through Give Kids a Smile Day and all year long Give Kids a Smile volunteers provided elementary students with education about brushing their teeth, healthy foods and going to the dentist. JLC committees also transformed our neighbors' lives through access to and lessons about healthy food through volunteering with Second Harvest Food Bank and the Ada Jenkins Center and with the JLC's own

Kids in the Kitchen committee. The Second Harvest Food Bank committee provided over 10,000 backpacks of weekend food to students at Title I schools and provided a mobile food pantry with fresh fruits and vegetables to those in food insecure areas. Kids in the Kitchen partnered with other JLC committees and with area non-profits and schools (including Friendship Gardens, Reid Park Academy, The Relatives and First Tee of Charlotte) in serving approximately 340 children at 17 events that included seasonally festive snacks and healthy food-related games. They also planted vegetables at Friendship Gardens. The AdaCooks! The committee highlighted 18 healthy cooking demonstrations for clients of the Ada Jenkins Center pantry; teaching children and adults affected by situational poverty how to prepare healthy meals and incorporate healthy and cost-effective food options. At the Ada Jenkins Center Pantry, JLC volunteers walked alongside shoppers on their journey towards stability and helped in providing meals to approximately 250 families. JLC volunteers also provided snacks and nutritional education to 80 children in an after-school program at the Ada Jenkins Center.

All year long JLC community committees also transformed the lives of our neighbors by being lunch buddies, classroom buddies and planning enriching special events for the residents at Alexander Youth Network; through mentoring and empowering girls through self-esteem, confidence and training opportunities with Circle de Luz and EmpowHERment; by providing art therapy to pediatric patients at Novant Health Hemby Children's Hospital, nurturing and soothing them during hospital stays; and through numerous other special projects with Done in a Day volunteers and with the students and families at Reid Park Academy. The JLC Promising Pages team distributed and read books at Title I schools, community outreach events and Magic Book Parties, enriching the literacy journey for area students. Volunteers with new community partner EmpowHERment empowered high school girls to lead in their communities by providing Saturday Leadership Academies focusing on mentorship, talent development and advocacy. EmpowHERment Leadership Academies included those on topics such as Giving and Community Service where the mentored girls volunteered at Second Harvest Food Bank; Vision Boarding where the mentored girls developed SMART goals and power words to define their success stories; Self Love and Healthy Relationships training in which the mentored girls learned how to create and maintain healthy relationships; a Women's History course where mentored girls learned about the art and culture of African-American women and women of African descent; and an Economic Literacy course where the mentored girls attended a hands-on workshop developing budgets and learning how to plan for their futures.

The full list of **2016-2017 community projects and placements** is as follows:

JLC Community Placements

Community Partner

AdaCooks!

in partnership with the [Ada Jenkins Center](#)

Alexander Youth Network

in partnership with [Alexander Youth Network](#)

Big Shots Saturdays

Chameleon's Journey

in partnership with [Hospice and Palliative Care Charlotte Region](#)

Circle de Luz

In partnership with [Circle de Luz](#)

Done in a Day

EmpowHERment

in partnership with [EmpowHERment, Inc.](#)

Family HealthLink

Give Kids a Smile

Healing Hearts for Hemby

in partnership with [Novant Health Hemby Children's Hospital](#)

Kids in the Kitchen

Promising Pages

in partnership with [Promising Pages](#)

Second Harvest

in partnership with [Second Harvest Food Bank of Metrolina](#)

In 2016-2017 the JLC also transformed the community by advocating and raising awareness on the first ever member-selected advocacy topic, centered around human trafficking and concerns affecting foster care children. In the Spring of 2017, the Advocacy and Public Awareness committee hosted county, state, federal, school system, school board, court, and law enforcement public officials for the Public Officials Breakfast on the topic of Human Trafficking and Foster Care. The breakfast featured representatives from the Department of Social Services, the Federal Bureau of Investigation, the Guardian ad Litem program, and End Slavery Charlotte.

In 2016-2017 the JLC charted the course for how we will transform the community in the future through researching the 2018-2023 Focus Area. The 2016-2017 Focus Advisory Board Subcommittee recommended, and the membership approved, that the JLC adopt for 2018-2023 a Focus Area of Economic Mobility with a primary emphasis on removing barriers to school readiness. The recommendation was based on community needs and research including the report finding Charlotte last (50th out of 50) in economic mobility – with children born into poverty in Charlotte having only a 4% chance of making it out of poverty; the Charlotte Mecklenburg Opportunity Task Force and its Leading on Opportunity Report; information and statistics from the Mecklenburg County Health Department; research and recommendations from the Council for Children's Rights; and membership input and feedback from various surveys and events including the Cocktails and Conversations series events. The goal of the Economic Mobility focus area is to make a measurable impact to help move the needle from being ranked as the worst large city in the country for Economic Mobility, by targeting and serving areas of greatest need.

TRANSFORMING OUR MEMBERS

JLC members include women from every geographical corner of metropolitan Charlotte. They are working professionals, mothers, businesspeople, entrepreneurs, and esteemed community contributors. Among the active membership, 85% are in the 23–45-year age range and more than 90% are employed outside the home. They work in large, mid-sized and small businesses and corporations including those in the banking, real estate, legal, marketing, technology, education, broadcasting, sports, entertainment, health and human services, government, and non-profit sectors, among others. In 2016-2017 over 200 Provisionals joined the JLC, and more than 50 members transferred into the JLC from a sister league. The Membership Development Committee conducted robust training and orientations for provisional members and held 3 open houses to recruit additional servant leading volunteers to the JLC. Together with the transfers, the provisional class enjoyed the perennially popular bus tour which highlights the impact of the JLC throughout

Charlotte. The member experience was transformed in 2016-2017 with new member geo-districts designed to keep members engaged and connected; with the re-vamped leader application and selection process; and with an added leadership support committee. Nine Third Thursday Socials were held in 2016-2017 with record attendance ranging from 50 to 240 people. The Social Committee built on prior corporate and venue relationships and fostered new ones, hosting events at the League Headquarters and at restaurants, breweries, and retail venues all over Charlotte including partnering with Neiman Marcus for a Project Beauty Event and conducting Neighborhood November area socials from Cornelius to Ballantyne.

The legacy of transforming our members continued with a robust complement of training and development programs in 2016-2017 including through the Leadership Development Institute, the Public Policy Institute, the Get on Board program, and the Mentor program. The Public Policy Institute (PPI) hosted its first ever one-day intensive training session in February 2017. About 23 members and community partners attended the event, learning about Charlotte's government structure, advocating issues, and taking part in a simulated city council meeting. Speakers included Mayor Pro Tem Vi Lyles, CMS School Superintendent Anne Clark, State Senator Jeff Jackson, and others. The Training & Development Committee's 2016-2017 #JLCGirlBoss curriculum featured a fierce line-up of courses centered on empowering members to be bosses in every aspect of their lives. #JLCGirlBoss courses were extremely popular, increasing training attendance by 140% and attracting more than 160 members to training.

JLC leaders and members have capitalized on skills gained at the JLC in serving on over 120 other non-profit boards, starting 20 of their own non-profits and through volunteering and serving at organizations across the greater Charlotte area. JLC members report that their Junior League training and experience has, among other things: made them a more well-rounded person and leader; assisted with their overall personal and professional growth; empowered them and given them the confidence to be a leader in their civic and professional endeavors; equipped them to start their own business or non-profit; taught them how to manage people, projects, events and deadlines and how to motivate others towards a common goal; taught them communication skills including public speaking, presentation, and how to communicate with various and diverse types of people and audiences; taught them leadership skills such as how to steer an organization, how to effectively manage people, projects, events and deadlines and how to understand expectations; taught them how to fundraise; given them the resources to maximize their community impact and much more. JLC members are frequently recognized for their professional and civic excellence and in 2016-2017 past JLC President Whitney Wilson-Wertz served on the AJLI Governance Committee, 3 JLC members were among the Charlotte Business Journal's 40 Under 40 (Charlitta Hatch, Janelle Lyons and Ann-Fleming Powell) and 4 were included in the Mecklenburg Times' 50 Most Influential Women in Charlotte (Kristina Cruise, Carin Ross Johnson, CheLandra Moore-Quarles and LaToya Evans).

For 2016-2017, 3 General Membership Meetings were held at the Fillmore, 15 small group meetings were held during "Neighborhood November" and 1 virtual meeting was conducted in March. Diversified meeting forums and locations fostered participation from all active members with membership meeting attendance ranging from 170 for the neighborhood meetings, to as high

	as 560 for the virtual meeting, and with 400 plus members attending each of the Fillmore meetings. The September and January GMMs had Service and Social Hours for members to connect in service and fellowship prior to the meeting, with service projects organized by the Community Impact Council. As a result of the GMM service projects, 1,200 backpacks full of weekend food were provided to school children; 100 pediatric patients at Hemby Children's Hospital were given Leave Behind Bags with art projects; over 100 kids at Big Shots Saturdays received notes of encouragement; and almost 50 students who received a free book from Promising Pages also got a special love letter from a JLC member, encouraging their literacy journey. Membership meetings tied the JLC's history of transforming the community, our members and our League to current transformation initiatives and featured Bob Simmons, Executive Director of the Council for Children's Rights (founded in part by the JLC), who shared the JLC's legacy of transforming the community and complimented its boldness and vision for the current League transformation; Riley Fields, Director of Community Relations for the Carolina Panthers, who spoke on "Team Transformation;" as well as presentations from the Charlotte-Mecklenburg Opportunity Task Force and area leaders including pastor David Docusen of Center City Church regarding transforming the upward mobility story for our community; and testimonials from JLC members and leaders including Carrie Cook, Cynthia Marshall and Alicia Morris Rudd, all of whom spoke on the transformative impact the JLC has on our members. In January 2017, the membership approved a community project slate for 2017-2018 that included new partnerships with Project 658 (an organization that provides services to at-risk families in international and refugee communities to give them hope and move them toward sustainability) and the Center for Community Transitions (an organization that strengthens the community by helping those with criminal records navigate paths towards healthy and productive lives). The March virtual meeting provided updates on the year-to-date budget, task force work around fundraisers and the WearHouse and information about upcoming fundraising events. In May we celebrated the accomplishments of an amazing year of transformation and concluded the work of several task forces with membership presentations and votes on the spring fundraiser and on the 2018-2023 focus area. The 2016-2017 Awards were also presented at the annual celebratory May meeting and honored were: In-League Placement of the Year - Training & Development; Community Placement of the Year - Second Harvest Food Bank; Community Partner of the Year - The Fillmore Charlotte; Provisional of the Year - Meredith Cook; Sustainer of the Year - Jane Grosse; Shining (Rock) Star of the Year - Jessica Dienna; and Spirit of the League - Erin Maddrey. It was the greatest of honors to serve the Junior League of Charlotte, our members, and the Charlotte community as the President of the Junior League of Charlotte. Shannon Vandiver, President 2016-2017
2017-2018	In 2017-2018, we continued to solidify our #JLCimpact. Continuing the challenging work of recent years to strengthen our financial and membership position was a priority for the Board this year. The Board elected to not pursue a popup shop model to replace the WearHouse brick and mortar thrift store, as research proved that potential

returns would not be worth the investment of time or dollars. The Board approved a policy modification so that all fundraising dollars go toward mission-related work. Dues now cover all operating costs, and the JLC is in a solid financial position. Research, consisting of member survey (with 308 members taking part), focus group meetings (with 193+ members taking part) and analysis of earlier research, on ensuring the sustainability of the JLC resulted in a series of recommendations for making the League practical and relevant for today's membership. The Reid Park Cornerstone Project evaluation was completed this year and showed that the system of care model holds promise for future implementors. Strengthening the building, too, was a priority. A long-overdue project to repair the columns in the lobby was successfully completed, ensuring the safety and longevity of the JLC Building.

The JLC intentionally focused on inclusion and diversity this year, implementing **Equity Impact Circles** within the League in partnership with Community Building Initiative to discuss race and its impacts, as well as strengthening affinity groups within the League. The Board accepted AJLI's updated diversity commitment statement and established a subcommittee to implement a 3-year diversity and inclusion roadmap. The JLC was also a SuperHost for On the Table Charlotte, which brought intentional dialogue about race and inclusion to the city.

Improving **leadership** experience was an added focus. Roles on the Management Team were added in 2016-2017 to ensure that leadership is manageable for today's members, most of whom work outside the home, and this was the first year of Assistant Council Managers, to provide a training year and support for these intense roles on Management Team. Additionally, policy changes integrated an Executive Vice President (EVP) and EVP-Elect (approved by membership in 2016-2017), which will run the Management Team beginning in 2018-2019. In recruiting new leaders, the Nominating Committee focused on training members on interviewing and resume preparation to reflect competency areas, ensuring that #JLCWonderWomen shine inside the League, as well as in their careers.

The **#JLCimpact** of this year was tremendous, as we wrapped up the Family Health Initiative. The JLC donated \$50,000 and 13,240 hours (about 1 and a half years) to community partners: Ada Cooks!, Alexander Youth Network, Big Shots Saturdays, Center for Community Transitions, Chameleon's Journey, Circle de Luz, Done in a Day, EmpowHERment, Family HealthLink, Give Kids a Smile, Healing Arts for Hemby, Kids in the Kitchen, Project 658, Promising Pages and Second Harvest. Many of these projects supported the final year of the Reid Park Cornerstone Project.

In **Fund Development**, Lights! Camera! Fashion! was held at Belk in the Fall and netted \$27,645 for the JLC. The Little Black Dress Initiative, now in its third year, brought in over \$66,000. The inaugural JLC Working Lunch, our new Signature Spring Fundraiser, brought *New York Times* bestselling author to Charlotte, and was a sold-out affair. The Annual Fund brought in \$30,000 for the League this year.

Our **Education & Training** programs were also a tremendous success. Public Policy Institute, Leadership Development Institute, Get on Board, and the Mentor Program all received rave reviews, and the Training and Development Committee's JLC Super Woman theme presented

opportunities for impactful training to our members, as well. General Membership Meetings were varied, well attended and well received by our members. At the September GMM at The Fillmore, Past President Sharon King shared her story of leveraging JLC experience to lead Taylor's Tale in support of rare disease research. Before the meeting, members made CandyGrams for Big Shots Saturdays participants and encouraging notes for EmpowHERment students. Members also donated \$1,357 to the Junior League of Houston and to the Red Cross for Hurricane Relief after major hurricanes hit Texas and Florida in September. November's small group meetings garnered a record 266 members attending various locations around town. In January, again at The Fillmore, Matthew Martin, Regional Executive at the Federal Reserve Bank of Richmond and member of the Opportunity Task Force, shared an impactful look at Leading on Opportunity: our Children, Their Future, and our Commitment. Members also made fuzzy caterpillars and handwritten notes for children in partnership with Promising Pages during the GMM Service Hour. February's Virtual GMM had 447 attendees, and May's End-of-Year Celebration and Annual Meetings at 8.2.0 also included a welcome reception for new sustainers.

The Provisional class had a huge #JLCimpact of its own. They volunteered at the PGA Championship, bringing in over \$11,000 to the JLC. The Provisional class also successfully developed and executed a capstone project called Warming Kids Hearts, a clothing drive helping community partner Center for Community Transitions. Together, the class collected new socks, mittens, hats, blankets, and stuffed animals for children of CCT families.

Sustainers, led by Joanna Ashworth, had a busy year. They created a new Sustainer Directory, added a Silent Auction to the Sustainer Luncheon, and rejuvenated the Sustainer ranks with a Round-Up of returning members. The Sustainers held many events, including the Transfers Fall Luncheon, various cooking, painting and crafting classes, Muffins & Mimosas for the Provisional Fall Bus Tour, Christmas at the Biltmore trip to Asheville, Mindfulness and Meditation seminar, a fashion show and fly-fishing class at Orvis, weekly Shakespeare classes, the Sustainer Emeritus Tea, Sassy Sustainer gatherings at venues around town, weekly Mah Jong, bridge, and knitting groups, a monthly book club, the ongoing JLC Archives project, special Building maintenance projects and monthly Sustainer Board meetings.

Members displayed **#JLCimpact** throughout our community. Sustainer Vi Lyles became the first African American female mayor in Charlotte. The JLC received the Volunteers of the Year award from a partner, the Center for Community Transitions. The JLC was also recognized by Charlotte Speech and Hearing as they celebrated their 50th anniversary, after being founded by the JLC. Individual members were also recognized outside the JLC: Charlitta Hatch received the Young Professional ATHENA Leadership Award, and Jane Grosse was nominated for ATHENA's Service Award. Cystic Fibrosis Foundation STANDOUT honorees included Tricia Magee, Julie Spahn and Stephanie Todd. Adrienne Bain, Carrie Cook, Alicia Morris-Rudd, and Christine Sperow were recognized as the 2018 *Mecklenburg Times* 50 Most Influential Women, with Carrie Cook as the 2018 Woman of the Year. The *Charlotte Business Journal's* 40 Under 40 included JLC member Rachel Matesic.

	JLC Awards: Provisional of the Year: Lisa LaVigne; Transfer of the Year: Kelly-Ann Fasano; Spirit of the League: Christine Sperow; Sustainer of the Year: Joanna Ashworth; In-League Placement of the Year: JLC Spring Fundraiser Committee (JLC Working Lunch); Community Placement of the Year: Chameleon’s Journey; Community Partner of the Year: The Center for Community Transitions; Outstanding Service Award: Jania Massey; Founders Award: Cynthia Marshall. It was my honor to serve as JLC President for 2017-2018, and to work toward a stronger League. Arina Kirk, President
2018-2019	JLC Leads The Junior League of Charlotte, Inc. (“JLC”) continues to be one of the largest Leagues in the country. The Board of Directors, under the leadership of President Alicia Morris Rudd, spent the year focused on strategic thinking and planning. The Management Team, under the leadership of Executive Vice President, Ashley Souble, focused on the day-to-day operations of the JLC. Listed below are various highlights from around the organization: Board of Directors: • Reorganized the leadership structure of the JLC by introducing the Executive Vice President and Executive Vice President-Elect roles that membership approved in the 2016-17 League year. The President-Elect’s position is now focused on strategic areas of the organization and preparing for her President year. • The Strategic Planning and Evaluation Task Force led the development of our new five-year JLC Strategic Plan (2019 - 2024) adopted by the Board of Directors. • The Diversity & Inclusion (D&I) Task Force was created, and this team presented the D&I Reaching Out Statement to membership at the fall GMM. The D&I Task Force also developed the JLC Diversity & Inclusion Action Plan that was adopted by the Board. • Established the Diversity & Inclusion Ad Hoc Board committee to ensure that this work remains at the forefront of the organization. • Re-established the Community Focus Advisory Ad Hoc Board committee to establish goals for our School Ready community focus and how the JLC will evaluate progress made on these goals. Focus Advisory is also responsible for keeping a “pulse” on the needs of this community. • The 95th Celebration Task Force presented recommendations for our upcoming 95th and 100th celebrations. • The HRC/Membership Task Force evaluated membership status requirements and laid the groundwork for the JLC becoming an even more member centric organization. • The Charlotte Basics Task Force was created to decide the reasonableness and fit of the JLC, bringing Boston Basic’s - a countrywide coalition of organizations and individuals working to make sure that every child gets a great start in life - to Charlotte. This program,

now called The Basics Mecklenburg, was purchased by Smart Start of Mecklenburg County in 2018.

- The JLC Awards Task Force was created to review the League’s annual award application and selection process. The Board of Directors voted unanimously to give this responsibility to the Management Team who oversees this annual process.
- The Staff Committee has hired two new employees, the Administrative Director, and the Office Manager. They also updated all staff job descriptions, researched, and rolled out health insurance for full-time staff, updated staff evaluation procedures, and the staff handbook.
- The JLC Building Fund committee updated our JLC licensing procedures and opened four additional rooms in the building for members to use and individuals to license for corporate, nonprofit, personal events, or meetings.
- The Governance Committee completed the JLC Governance Review in compliance with our governing documents.
- Approved new JLC Branding & Communications Standards.
- We welcomed and hosted hundreds of League members from across the country to Charlotte for AJLI’s Organizational Development Institute (ODI) May 31 – June 2.
- Estimated Volunteer Hours 32,000.

Management Team:

Communications Council (Claire Magee Ferguson):

- Updated JLC branding and streamlined communication standards.
- Developed new logos and branding for School Ready community focus and our Lights Camera Fashion fundraiser.
- Highlighted the incredible women who have come through the JLC who can proudly say #WeBuiltThisCity.
- Highlighted the diversity and inclusion of our amazing membership with the #IAmTheJLC campaign featuring over 100 members.
- Published two editions of *the CRIER*.
- Awarded the Association of Junior League International’s Marketing and Communications award.

Community Impact Council (Monica Holmes):

- The JLC launched the first year of our five-year community focus, School Ready. *The JLC will partner with our community to ensure that all children are ready for school by focusing on the health and educational needs of children from birth to fifth grade in priority areas of Mecklenburg County through May 1, 2023.*
- Advocacy and Public Awareness Committee, in partnership with the JLC Public Policy Institute, educates JLC members, community organizations, and policymakers on issues facing the communities we serve. Our advocacy efforts fall into the following categories:
 - Draft policy recommendations.

- Act as JLC liaisons with city, state, and federal legislators.
- Host voter registration drives and Meet the Candidate events.
- The JLC in partnership with The League of Women Voters Charlotte Mecklenburg and in coalition with twelve other Charlotte nonprofit, nonpartisan women, and allied organizations, hosted a three-part candidate forum titled "A Candidates' Forum: A Woman's Perspective." This forum gave an opportunity for NC State Senate and Mecklenburg County Commissioners to share their views with hundreds of Mecklenburg County residents.

JLC Community projects

Big Shot Saturdays
 Done In a Day
 Give Kids A Smile
 Kids in the Kitchen

JLC Community Partners

Alexander Youth Network

Allegro Foundation *

Baby Bundles*

Charlotte Speech & Hearing Center**

Center for Community Transitions

Digi-Bridge*

Heart Math Tutoring*

Project 658

Promising Pages

Second Harvest Food Bank

*Denotes new community partner

**JLC founded Charlotte Speech and Hearing Center in 1967, and we are thrilled to partner again with this organization.

Total Community Dollars Allocated \$73,509

Education and Training Council (Julie Brown):

- Trained over 500 women this year through our four signature leadership programs - Get on Board, the Leadership Development Institute (LDI), the Mentor Program, and the Public Policy Institute (PPI) and our monthly workshops, Training Tuesdays, that focus on a variety of professional, leadership, health, and personal growth topics.
- Revamped the four signature programs and bought a Zoom account to meet the needs of the membership.

Finance Committee (Jillian Ingram):

- JLC continues to remain financially strong.
- Balanced budget.
- Passed our audit.

Fund Development Council (Helen King):

- Lights Camera Fashion grew from a one store event to taking over the entire SouthPark Mall this year, raising over \$29,300 in ticket sales.
- 117 members wore the same Little Black Dress 5 days in a row to bring awareness to those living in poverty in our community and raised \$55,000+ in contributions.
- JLC Working Lunch featured author, speaker, and child abduction survivor, Elizabeth Smart, as this year's keynote speaker. This event sold out for the second year in a row and raised \$36,175 in ticket sales.
- Annual Fund raised \$32,000+

Human Resource Council (Monique Perry):

- Partnered with the Community Impact Council for the first Placement Fair in many years.
- Updated placement brochure and slate job descriptions to enhance role descriptions and required competencies.
- Nominating led by Kellie Lofton slated for over 200 leadership positions. Slate applications increased by 38% and Willingness To Serve nominations increased by 86%.
- Provisionals - This year's class had 150 members who completed over 3,000 volunteer hours. Provisionals led by Molly Morgan hosted the second annual Warming Kids Hearts event that collected over 750 new winter items for the Center for Community Transitions.
- Actives - More than 700 of our members are Active members who take part in hands-on community service, oversee our leadership training programs, lead our fundraising initiatives, handle internal and external communications and manage our organization.
- Transfers - Led by Allyson Hanson welcomed 39 transfer members from across the association.
- Sustainers - The Sustainers led by past president Lisa Tomlinson held many events, including the sold-out Fall Luncheon, various cooking, painting, and crafting classes, Christmas at the Biltmore trip to Asheville, the Sustainer Emeritus Tea, the Spring Cocktail Party, Sassy Sustainer gatherings at venues around town, weekly Mahjong, bridge, and knitting groups, a monthly book club, the ongoing JLC Archives project, and monthly Sustainer Board meetings. Sustainers enjoyed working with and supporting the Actives in several ways including serving on the JLC Board, committees, and as council advisors. Sustainers also took part in the Little Black Dress Initiative fundraiser, hosted "Muffins and Mimosas" for the Provisional Fall Bus Tour, and worked closely throughout the year with the JLC President and President-Elect. Additionally, the Sustainers supported the maintenance and upkeep of the JLC Building by organizing a deep clean of the building, covering the cost for new outdoor flood lights and security cameras, and overseeing landscape installation around the building.

JLC Awards:

Provisional of the Year - Caitlin Scovanner

	Transfer of the Year - Erica Dozier Spirit of the League - Nicole Smith Sustainer of the Year - Beth Gregg In-League Placement of the Year - Nominating Committee Community Placement of the Year - Kids in the Kitchen Community Partner of the Year - McGuire Woods Outstanding Service - Sharon King Founders Award - Toni Freeman JLC Legacy Foundation made significant contributions to the future of the League through grants for consultant fees for the strategic plan, JLC Building repairs, and expense subsidy for the JLC Working Lunch (spring fundraiser) to correct the event budget. The Foundation funds available for disbursement to the JLC were \$54,939.06, of which the Foundation funded the \$33,565 that was asked. The value of the Foundation Investment account on June 1, 2018, was \$1,428,928.45. The value of the portfolio as of May 31, 2019, was \$1,419,094.63. Association of Junior Leagues International: Past President Whitney Wilson Wertz (2003) serves on the AJLI Board of Directors (18-21) and JLC member Betsy Conway was nominated to serve on the AJLI Governance Committee as Vice-Chair and then Chair (2019-2021). "When leaders understand what it means to be an effective steward, they will consider their organization as being on loan to them. The organization is given to them to improve so that by the time they leave, it will be better than when they arrived, and they can hand the organization off to the next leaders - who will have even more to work with than the previous leaders." (Dittmar & Stanko). This organization and this community are better because of the 55 committees and close to 1,700 members who have collectively donated 32,000 volunteer hours' worth \$683,520 of total volunteer impact to this community. Women working to promote voluntarism, develop community leaders, and improve this community. I am grateful for our members, our impact, and this opportunity. It has been my honor to serve as JLC President for 2018-2019. Alicia Morris Rudd, President
2019-2020	With 2020 vision in mind, the Junior League of Charlotte, Inc. (JLC) kicked off the 2019-2020 League year as #TEAM2020, rallying around the old saying that "TEAM" stands for Together Everyone Achieves More. The mission-driven impact for the year was made possible because of the JLC's TEAMwork mentality and our work TOGETHER with community partners and supporters. In the first quarter of 2019, the Board of Directors adopted the League's first ever Crisis Management Plan. AS providence would have it, that plan would be put into action barely six months later in March 2020 in response to the onset of COVID-19 in our country and our community. Coming together during the fourth quarter of the League year, the Crisis Management Team spearheaded the JLC's immediate reaction to the pandemic and, in true

#TEAM2020 form, worked with the Board, Management Team, and Staff to ensure the JLC finished the year strong amid incredibly uncertain times. Despite decisions to cancel events (some more than a year in the making), halt in-person service opportunities, and close the JLC Building, members remained resilient and recommitted to the JLC, clear through remarkable number of membership renewals by May 2020.

In 2019-20, the Board of Directors, led by President Tricia Wilson Magee, and Management Team, led by Executive Vice President Beth Bechhold, committed to implementation of the new JLC strategic plan and its goals around Membership, Marketing, iMPact, and Money. The Board developed metrics to check goals and aims for the Plan; prioritized the Membership goal for the year, including goals around member engagement, the member experience, and diversity and inclusion; and adopted a theme of #EngageEducateElevate at the Board Retreat. Management Team leaders focused on aligning day-to-day operations with the new strategic plan. Highlights of the Board and Management Team teamwork include:

Membership

- Engaged and education members at each of five General Membership meetings, empowering members as Ambassadors for the JLC and for Charlotte through: 1) September Kickoff with small group meetings attended by more than 400 members at the JLC Building featuring area influencers and Board-led Ambassador Training on Sharing YOUR Story, Sharing OUR Impact; 2) Small group meetings attended by 72 members at in-home meetings hosted by Sustainers to share Sustainer Stories and Mission Moments from Management Team; 3) January #Team2020 Pep Rally attended by more than 300 members at Myers Park High School featuring Charlotte's Proposed 2040 Plan and Assistant City Manager Taiwo Jaiyoebe; 4) pre-recorded Virtual GMM "Your Membership Matters" viewed by more than 350 members; and 5) Live virtual meeting of approximately 150 members to celebrate the League year and "Seeing the Good: 2020 Vision."
- Piloted virtual membership meeting options in September 2019 using Facebook Live and pivoted to a large-format live Zoom meeting by May 2020.
- Empowered hundreds of members through signature training programs like Leadership Development Institute, Public Policy Institute, Get on Board, and Training Tuesdays, as well as newly created virtual programming like Blue Table Talks and HAPPY Hours focusing on mental wellness during COVID-10
- Recruited members for leadership - 560 Nominations Received and 211 Leaders Placed by Nominating Committee
- Educated more than 25 Management Team and Board members in Diversity and Inclusion workshops.
- Reimagined The Happenings newsletter to engage readers with improved design and video updates from leadership.
- Conducted a membership-wide survey to gather data on member engagement and experience.

Marketing

- Participated in a volunteer-awareness campaign in partnership with Carolina Panthers, sharing approximately 40 Twitter posts for #PanthersHuddlefor100 (and 10,302 volunteer hours reported), resulting in a \$1,000 award from the Carolina Panthers
- Created @jlcharlotte_pres Instagram account to increase engagement for JLC leaders and awareness of the JLC brand and impact
- Partnered with Mecklenburg County Bar to host a Women's Board Leadership Forum, attended by more than 100 lawyers and community leaders.
- Partnered with Share Charlotte and Women's Impact Fund to host #WomenGiveCLT, resulting in joint marketing materials shared across all three organizations' platforms (event postponed and cancelled due to COVID-19)
- Highlighted members in a social media campaign to show the Give/Get out of JLC membership.

Impact (Community Impact)

- Volunteered approximately 8,800 hours (about 1 year) and allocated approximately \$63,400 to support JLC-led programming with 2019-2020 community partners: Alexander Youth Network; Allegro Foundation; Baby Bundles; Center for Communities in Transition; Charlotte Speech and Hearing; Charlotte Community Services Association; Digi-Bridge; Done in a Day; Healthy Beginnings; Heart Math Tutoring; Kids in the Kitchen; Promising Pages; Second Harvest Food Bank; and Sugar Creek Charter School
- Participated in more than 374 Community "School Ready" Events through leadership of Community Impact Council, serving more than 8,000 people by March 2020
- Created Service Saturday to engage Provisionals, Actives, and Sustainers as a team at three Service Saturday projects in partnership with Beds4Kids, Reid Park, and Samaritan's Feet, affecting more than 1,600 children and families in our community.
- Recruited approximately 30 Applications from nonprofits wanting to join the JLC Team as Community Partners, with 14 applications being approved by membership for the 2020-2021 League year.
- Responded to immediate community needs resulting from COVID-19 by providing approximately 100 Renaissance West families with necessities in April 2019
- Contributed \$661,180 worth of mission-driven volunteer service to the JLC and Charlotte community.

Money

- Created by Membership Matters Fund, raising approximately \$17,880 to offset lost revenue from membership obligations for members impacted because of COVID-19
- Approximately \$97,000 raised through fund development projects, including Lights!Camera!Fashion!, the Little Black Dress Initiative, and the Annual Fund

- Received \$12,000 from AJLI as winners of two association-wide award applications: 1) Education and Training Program (AJLI Membership Recruitment and Engagement Award), and 2) Healthy Beginnings (Colgate Bright Smiles, Bright Futures Community Impact Award)
- Received a \$1,000 grant from AJLI in support of application for Diversity and Inclusion field trip program.
- Invested in the JLC infrastructure by funding, in partnership with the JLC Legacy Foundation, significant improvements to the JLC Building, including restoration of the crawl space, installation of technology upgrades for meeting space, and migration to cloud-based computer systems for JLC building operations.

The year-end May GMM was truly a celebration of TEAMwork. Award winners at the meeting included:

- Provisional of the Year – Mallory Moyer
- Transfer of the Year - Allison Broemel
- Spirit of the League – Briana McNeil
- Sustainer of the Year – Dawn Liles
- In-League Placement of the Year – Project Education and Development
- Community Placement of the Year – Digi-Bridge
- Community Partner of the Year – Reid Park Academy
- Outstanding Service - Barb Pellin
- Founders Award – Betsy Conway

One of the greatest coaches of all time, Dean Smith, once said, “Basketball is a beautiful game when the five players on the court play with one heartbeat.” It has been beautiful to watch #TEAM2020 play with one heartbeat during 2019-2020, as together, we promoted voluntarism, developed women leaders and volunteers, and improved our community.

**Together,
Everyone DID
Achieve
More.**

With Gratitude,
Tricia Wilson Magee, President 2019-2020

2020-2021	During the 95th Anniversary of the Junior League of Charlotte, the League navigated a global pandemic, racial and social unrest, an economic crisis, a challenging election, an insurrection, and a gas shortage. Together, the League embraced the theme of #JLCMissionPossible95 and committed to finding ways to advance the League’s mission. The mantra was “our building is closed, but our mission is not.” September 21, 2020, was declared JUNIOR LEAGUE OF CHARLOTTE DAY by Mayor and Sustainer Vi Lyles. Watch the video here. The highlights of how the League joined together to make our mission possible are noted below and the link to the End of Year video capturing these highlights and more are here. Promoting Voluntarism: • Provided 200 face masks to members and community partners in response to the global pandemic. • Advocate for members of the community to complete the 2020 census and vote. • Co-sponsored with the Association of Junior Leagues International an event to celebrate the 100th Anniversary of the 19th Amendment on Why the Women’s Vote Matters • Partnered with 12 NC Junior Leagues to present “A Statewide Conversation on Inequities.” Developing Women: • Expanded the Nominating Workshop to a virtual Nominating Leadership Summit that was open to Leagues across the country and raised over \$1000 in donations to the Annual Fund • Joined the Charlotte International Women’s Day Committee to co-host Charlotte International Women’s Day • Invested in the development of our members through various training programs with the following participants: ○ 30 Leadership Development Institute participants ○ 48 participants in Public Policy and Advocacy events ○ 13 Get on Board participants. ○ 30 Mentor program participants ○ 241 Training Tues participants • Established four merit-based scholarships. ○ Catherine Moorehead Cluett: Brandi Edwards ○ RISE: Briana McNeil ○ SHINE: Mercedes Williams ○ Provisional of the Year; Penny Been • Recognized the following members and organizations for outstanding leadership and services at the JLC Annual Meeting (April GMM) ○ Founders Award: Shannon Vandiver ○ Outstanding Service: Toya Del Valle ○ Spirit of the League: Becca Walters
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- Provisional of the Year: Penny Been
- Sustainer of the Year: Peggy Ransone
- Transfer of the Year: Ellen Treesh
- Community Partner: Charlotte Speech and Hearing
- Community Placement: Classroom Central
- In-League Placement: General Membership Meeting
- Created the JLC Member Business Directory to highlight businesses and nonprofits founded and led by JLC members in honor of the JLC's 95th anniversary.

Community Impact

- Community Advisors Convened in September 2020, January 2021, and February 2021 to ensure that the JLC was culturally relevant and responsive to the community's needs.
- Continued to advance Diversity and Inclusion by:
 - Joining AJLI in the journey to being an anti-racist organization in June 2020.
 - Adding the Chief of Diversity, Equity and Inclusion to the Board of Directors and Vice President of Diversity, Equity, and Inclusion to Management Team after an affirmative membership vote in September 2020
 - Adopted the Diversity, Equity and Inclusion action plan presented by the Diversity and Inclusion Board Subcommittee in March 2021
- Raised \$66,406.92 for the Annual Fund through two campaigns:
 - 95 Hours of Giving in October 2020 and installed a sign in the JLC garden for donors who gave over \$595.
 - 6th Annual Little Black Dress Initiative, where 613 donors took part resulting in \$38,604.
- Served for 95 Continuous Hours in November 2020 resulting in 252 members giving 449 volunteer hours to the Charlotte community.
- Supported Reid Park Academy by providing 500 pairs of pajamas, \$240 worth of gift cards, 185 headphones, \$4000 worth of food, soap and supplies and \$2500 worth of Thanksgiving dinner for 270 families.
- Pivoted to help 13 Community Partners by providing \$66,401.41 dollars and 206 members using technology and innovation for Bright Blessings, Center for Community Transitions, Charlotte Speech and Hearing, Classroom Central, Digi-Bridge, Done in a Day, Healthy Beginnings, Kids in the Kitchen, ParentChild+, Renaissance West, Second Harvest Foodbank, Sugar Creek Charter School and Thompson Child and Family Focus.
- Presented \$23,075 to five earlier JLC community partners (Right Moves for Youth, Girl Scouts Hornets' Nest Council, EmpowerHERment, Promising Pages and CMS Foundation) in honor of the 95th Anniversary and in partnership with the Legacy Foundation.
- The JLC Building reopened to members on April 26, 2021, after consultation with a COVID consultant and installing new digital technologies to make hybrid meetings a better experience for members.

Thank you for the opportunity to serve as your Pandemic President and support the League as we made our mission possible.

	Charlitta Hatch 2020-2021 President
2021-2022	Emerging from the COVID-19 pandemic, the Junior League of Charlotte (JLC) focused on rebuilding momentum and adapting operations. With our centennial celebration on the horizon, we laid the groundwork for future impact and celebrated significant milestones across our organization. Membership Milestones The JLC is a member-focused organization. This year, there were 93 members of the provisional class, 44 transfers, and 23 active members that will transition to sustainer status AJLI Centennial Task Force • Interview with past President, Toni Freeman • Taking part in the NC Junior Leagues Statewide Conversation on Inequities • Completing a total of 100 AJLI things through social media articles, tags and posts • Toasting JLC and Patsy Doerr to AJLI's 100 years of service. DEI • Held a partisan vs. politics event in September • Held the Black History Month training in February • Held the Communities we Serve event in April • Held training for the current and incoming Board and MT Focus Advisory Task Force The proposed focus area is Children's Mental and Physical Health. The JLC will distribute financial and volunteer resources to promote, support, and provide access to mental and physical health programs and services for children from kindergarten to 5th grade in Mecklenburg County public health priority zip codes 28205, 28206, 28208, 28212, 28216, and 28217. JLC 100th Anniversary • Met and collected helpful information from other leagues who have or are celebrating their 100th • Determined key recommendations for next steps to prepare for the Centennial • Determined key goals and action items for 2022-2023 JLC Advocates Task Force

- The Task Force held a Statewide conversation with the other NC Leagues, building rapport with other Leagues' leaders who also want to see this continue after this year and educating our members about key issues in our State. A toolkit was provided.
- A three-part series about advocacy ran on the JLC blog.

Marketing & Outreach

- Creation of a JLC video to be used for recruitment, communications/social media and development/partnerships – process underway
- Collection of member names for awards ranging from local to AJLI specific – and submissions
- Worked with Comms Council on a press release and helped with distribution (release was picked up and aired on WCNC)

Member Engagement

- Results of the membership survey
- Three areas. Connection to legacy impact, connection to the work we do now and connection to each other
- Theme reflected throughout the league year
- Most proud of starting leadership culture dialogue.

Scholarships

Cluett Scholarship: Juliana O'Rork and Amber Shannon

RISE Scholarship: Ashley Crawford

Provisional of the Year: Friend Miller

Education & Training

Profiling LDI, GOB, and Mentor program in CRIER to increase awareness and interest. Trained a total of 1,069 across all programs.

Fund Development

Annual fund: \$51,737.26 / LBDI: \$58,093 / total \$109,830.46. MT voted to accept recommendation to keep LBDI and AF as is, decommission Lights, Camera, Fashion! and put Working Lunch on Notice.

Community Impact

Partners include Alexander Youth Network, Bright Blessings, Center of Community Transitions, Charlotte Bilingual Preschool, Charlotte Speech & Hearing Center, Classroom Central, Digi-Bridge.
 Month: 35 events, 2,349 people affected, 245 bundles, 581 hours
 Year: 207 events, 39,158 people affected, 3.408 bundles, 3,768.5 hours

Awards

Community Partner of the Year: Bright Blessings

	In-League Placement of the Year: Social Committee Community Placement of the Year: Charlotte Bilingual Preschool Sustainer of the Year: Kay Sowers Spirit of the League: Ashley Crawford Transfer of the Year: Anna Reilly Provisional of the Year: Frieda Miller Outstanding Service Award: Rickye McKoy-Mitchell Founders Award: Arina Kirk This year has been a testament to our resilience and continued commitment to service, leadership, and each other. We look forward to building on this momentum as we prepare for the next century of impact. Kellie Lofton President 2021-2022
2022-2023	As we move forward each year, we also take a moment to look back. 2022-2023 was an exciting year for the Junior League of Charlotte, Inc. (JLC). We moved into a new focus area, adopted a new mission statement, and raised \$100,000 to support our mission. In addition to the work completed by our Council leaders, we had three key Task Force teams focused on building the structures to support our membership and mission. Leadership Support: This Task Force explored the training and training tracks we provide and how we support our leaders so that our leaders and their committees have positive JLC experience. They delivered a phenomenal training guide to support new leaders in the JLC. Member Experience: This team implemented creative strategies to help the JLC enrich the member experience, the membership development continuum, and help members thrive. They also explored when and how hybrid and virtual events should continue in the JLC. Service Together: In 2021, our members shared that the top two reasons they joined and stayed with the JLC were for social opportunities and volunteer opportunities. The Service Together Task Force put together service events for all members to attend, and this model was voted on and approved to become the new structure for the Done in a Day committee moving forward. Who We Are As approved by our members on January 23, 2023, our mission statement says <i>The Junior League of Charlotte, Inc. is an organization of women whose mission is to advance women's leadership for meaningful community impact through volunteer action, collaboration, and training.</i> We are an organization built on a foundation of strong women leaders determined to make an impact in our community. In our 2022-2023 year, our 1,400+ membership held over 180 events to support our community. We affected nearly 45,600 people (about twice the seating capacity of Madison Square Garden) and provided 2,830+ hours of service to our Charlotte community. Our impact in

Charlotte dates to 1926, and we are connected to like-minded women across the world through the Association of Junior Leagues International, Inc. (AJLI). AJLI is made up of 295 Leagues throughout the US, Great Britain, Mexico, and Canada, with a collective membership of more than 155,000 women.

Community Projects & Placements

Bright Blessings
Charlotte Bilingual Preschool
Classroom Central
Digi-Bridge
Done in a Day (DIAD)
Heart Math Tutoring
Promising Pages
Renaissance West
Thompson Child & Family Focus
Winghaven

2022-2023 Award Recipients

Founders Award: Beth Gregg
Outstanding Service: Whitney Hill
Spirit of the League: Lucy Burnette
Provisional of the Year: Katrina Wiggins
Sustainer of the Year: Sharon Slater
Transfer of the Year: Hayden Pigott
Community Partner of the Year: Winghaven
Community Placement of the Year: Thompson Child and Family Focus
In-League Placement of the Year: Membership Development Committee

2022-2023 Leadership Team

Board of Directors
Christina Gratrix: President
Jonell Logan: President-Elect
Terri White: Executive Vice President
Rachel Besnoff: Chief Financial Officer
Shannon Eckard: Board Secretary
Ashley Lowery: Nominating Chair
Sherri Belfield: Chief of Diversity, Equity, Inclusion & Belonging
Kathryn Anderson: Board Member at Large
Sherri Sonnier-Johnson: Board Member at Large
Ashley Crawford: Board Member at Large
Ayanna Wakefield: Board Member at Large - Sustaining Member
Jayna Altman: Board Member at Large
Tammy Gray: Board Member at Large

	Patrice Gibson: Board Member at Large Allie Hanson: Board Member at Large Casey Cogburn: Board Member at Large Whitni Wilson-Wertz: Sustaining Advisor to the President Betsy Conway: Sustaining Advisor to the President-Elect 2022-2023 Management Team Terri White: Executive Vice President Spencer Lash: Executive Vice President-Elect Jonell Logan: President-Elect Becca Walters: Human Resources Manager Amanda Bagwell: Human Resources Assistant Manager Juliana O’Rork: Communications Manager Janica Jordan: Communications Assistant Manager Carolyn Benton: Community Impact Manager Christina Calloway: Community Impact Assistant Manager Eleanor Shell: Education and Training Manager Frajovon White: Education and Training Assistant Manager Jennifer Emerson: Fund Development Manager Jamie Jones: Nominating Vice Chair Rosemary Gause: VP of Finance Tifferney White: VP of Diversity, Equity, Inclusion & Belonging Alyssa Bowker: Risk Manager Lisa Johnson: Sustaining Advisor to the Executive Vice President Tricia Magee: Sustaining Advisor to the Executive Vice President-Elect
2023-2024	The Junior League of Charlotte (JLC) had an extraordinary year of service, leadership, and growth. With more than 1,300 members, we continued our mission of developing women as leaders while making a measurable difference in Charlotte. From deepening our community partnerships to breaking fundraising records and investing in our future, this was a year of both impact and momentum. Board of Directors: Jonell Logan (President), Ashley Lowery (President-Elect), Spencer Lash (EVP), Rosemary Gause (CFO), Molly Lawson (Secretary), Mary Behler (DEI-Chief), Jamie Jones (Nominating Chair), Kathryn Anderson (Member at Large), Morgan Buhrow (Member at Large), Ashley Crawford (Member at Large), Diatra Fullwood (Member at Large), Patrice Gibson (Member at Large), Elizabeth Conway (Advisor), Beverley Shull (Advisor) Management Team: Spencer Lash (Executive Vice President), Becca Walters (EVP-Elect), Laura Snead (VP Finance), Jaiden Bonapart (VP DEIB), Amanda Bagwell (Human Resources), Frajovon White (Education & Training), Lucy Burnette (Fund Development), Christina Calloway (Community Impact), Janica Buckley (Communications), Sarah Lynn Davis (Nominating Vice-Chair), Arina Kirk (Advisor), Tricia Magee (Advisor)

Strengthening Membership & Leadership

At the heart of the JLC is our commitment to building strong leaders. In 2023–2024, we emphasized **“One JLC”**, focusing on collaboration and reconnection across all membership levels.

- Welcomed **92 Provisionals**, of which **77 graduated**, plus **22 Transfers** and **37 new Sustainers**
- **123 members stepped into leadership roles**, shaping the direction of our League
- Added **“Belonging”** to our DEIB focus, affirming our commitment to inclusivity
- Hosted **8 DEIB-focused events**, including our first-ever participation in Charlotte Pride, which drew both enthusiasm and conversation
- Trained **248 women** through educational opportunities such as ADA training, financial literacy, advocacy workshops, and leadership development
- **34 women participated in the Leadership Development Institute (LDI)**, preparing future leaders of the League and the community

These initiatives reflect our belief that leadership is learned best through experience, mentorship, and service.

Serving Charlotte

The JLC’s community impact was felt across the city as we combined hands-on service with financial support to meet critical needs.

- Contributed **2,107 service hours** to projects across Charlotte
- Donated **\$56,694** to community partners
- Partnered with organizations including **Renaissance West, Families Forward, Promising Pages**, and **Thompson Child & Family Focus**
- Expanded **Done-In-A-Day projects**, including supporting the Down Syndrome Association of Charlotte’s Buddy Walk
- Hosted **70+ events** that reached **9,500+ people**
- Completed our **4th Annual Week of Service**, where members gave **217 hours** to 8 partners and donated nearly **600 pull-ups** and **8,000 wipes** to the Diaper Bank

These efforts not only strengthened long-standing partnerships but also forged new community connections.

Fundraising & Financial Growth

Fundraising success fueled our mission and sustained our operations in 2023–2024. We not only met our financial goals — we exceeded them.

- **Annual Fund** raised **\$74,180**, far surpassing our \$42,000 goal
- **Little Black Dress Initiative (LBDI)** raised **\$36,050** while raising awareness about poverty in Charlotte
- Total fundraising revenue reached **\$151,389** including **\$41,000 in in-kind donations**
- Expanded partnerships with the **Charlotte Knights, Hornets, and Charlotte FC** to broaden support

Even with a projected deficit, we successfully managed operations without drawing from reserves, proving the strength of both our financial stewardship and community support.

Communications & Visibility

We told our story more clearly and widely than ever before, highlighting both our impact and our mission.

- Published a **new Annual Report and Fact Sheet**
- Grew our social media presence, with **8% growth on Instagram** and increased Facebook engagement
- Continued our **bi-weekly newsletter, The Happenings**, to keep members informed
- Updated our **media list and press kit**, positioning JLC as a visible, outward-facing organization

By bolstering communications, we strengthened connections both within our membership and across the community.

Investing in Our Future

The JLC also prioritized caring for our home — the League building — to ensure it remains a resource for years to come.

- Installed a **new roof** and **insulated the attic**, reducing energy costs by 30%
- Repainted key spaces, improved Wi-Fi, and upgraded security and safety systems
- Sustainers generously donated **two Sub Zero ice makers and a wine fridge**
- Nearly **tripled building rental revenue**, showing that our headquarters can be both a community hub and a financial asset

These upgrades were more than repairs — they were an investment in the League's future sustainability.

Membership Snapshot

- **1,321 total members**
 - 841 Sustainers
 - 388 Actives
 - 92 Provisionals
 - 46 Transfers

We are pleased to award the following members for the significant contributions to the JLC: Lori Ann Emlong (Founders Award), Kathi Knier (Outstanding Service Award), Kelsea Skinner (Spirit of the League), Margaret Achey (Provisional of the Year), Kathy Knollman (Sustainer of the Year), Adrienne-Elaine Lamptey (Transfer of the Year), Goodwill Community Campus (Community Partner of the Year), Renaissance West/KITK (Community Placement of the Year), Internal Events and Socials (In-League Placement of the Year).

The 2023–2024 year proved that when JLC members come together with purpose, the impact is profound. We trained women, empowered leaders, supported nonprofits, raised vital funds, and made long-term investments in our future. Together, we continue to live out our mission: **developing women as leaders and creating lasting community change.**

Jonell Logan, President

2024-2025	The Junior League of Charlotte (JLC) is proud to celebrate another year of service, leadership, and community impact. With more than 1,200 members strong, we continue to live out our mission of developing women as civic leaders while creating meaningful change across the Charlotte community. Leadership This year was led by a phenomenal group of women who dedicated themselves to the betterment of the League and to creating a collaborative space for our members that was inclusive and focused on community impact. Board of Directors: Ashley Lowery (President), Becca Walters (Executive Vice President), Amanda Kohout (President Elect), Laura Sneed (CFO), Amanda Bagwell (Secretary), Sarah Lynn Davis (Nominating Chair), Jaiden Bonapart (DEIB Chief), Morgan Boydston (Member at Large), Rosemary Gause (Member at Large), Heather Hendren (Member at Large), Juliana O’Rork (Member at Large), Diatra Fullwood (Sustainer Representative), Christina Gratrix (Advisor), Beverley Shull (Advisor). Management Team Emily Mann (Communications), Mary Behler (Community Impact), Katrina Wiggins (Education & Training), Erin Breeden (Fund Development), Rhiannon Samuels (Human Resources), Jennifer Emerson (Nominating Vice-Chair), Tanitra Seibles (VP DEIB), Kelsea Skinner (VP Finance), Arina Kirk (Advisor), Spencer Lash (Advisor) Serving Our Community This year, our members gave more than 2,800 hours of service, reaching nearly 20,000 people across Charlotte. Together, we partnered with Families Forward, Classroom Central, Reid Park Academy, Renaissance West/Kids in the Kitchen, TruSolace, Thompson Child & Family, and many others to address real community needs. Done in a Day projects supported Girls on the Run, Bright Blessings, the Diaper Bank of NC, and more. Week of Service brought nearly 200 members together for 15 events across 10 local organizations.

Building Leadership & Inclusion

Developing women leaders is at the heart of who we are. This year, members connected and grew through trainings and conversations on **ADA Allyship**, **Hispanic Heritage**, and **Black History Month**, helping us build a culture rooted in diversity, equity, inclusion, and belonging.

Fundraising & Giving Back

Together, we raised and reinvested critical funds directly into Charlotte:

- **Little Black Dress Initiative:** \$42,000+ raised to fight poverty
- **Annual Fund:** \$52,000+ raised
- **Community Grants:** \$49,500 awarded to local nonprofits

Sustaining Our Headquarters

Our headquarters continued to serve as a gathering place for members and community partners alike.

- **45 rentals** (including 18 nonprofit groups) generated more than \$20,000 in revenue
- Facility upgrades included refreshed interiors and restored patios—ensuring our space is both welcoming and functional

Our Membership

The Junior League of Charlotte is **1,248 members strong**:

- 850 Sustainers
- 331 Actives
- 67 Provisionals
- 38 Transfers

Every member contributes to our shared success, whether through service, leadership, or support behind the scenes.

JLC Annual Award Winners

We are proud to recognize members who went above and beyond this year:

- Founder's Award - Trish Hobson
- Outstanding Service Award - Ashley Crawford
- Spirit of the League Award - Meghan Bradshaw
- Sustainer of the Year - Martha Player
- In-League Placement of the Year - Communications Council
- Community Placement of the Year - TruSolace Committee
- Community Partner of the Year - Classroom Central
- Provisional of the Year - Elizabeth Quon
- Transfer of the Year - Laura Lewis

	Moving Forward Together Through hands-on service, training, and fundraising, the Junior League of Charlotte continues to develop women as leaders and create lasting community change. We are grateful to every member, partner, and supporter who makes this work possible. Here's to another year of impact—together. Ashley Lowery, President
2025-2026	Continuing the Legacy: Preparing for 100 Years of Impact As the Junior League of Charlotte approached its Centennial Year, the 2025–2026 League year focused on honoring the League's legacy while positioning the organization for a strong second century of service. Guided by the theme "Continue the Legacy," the League celebrated its history, strengthened its governance structure, expanded community engagement, and invested in membership growth and leadership development. Centennial Celebration Initiatives: The League officially launched its 100th Anniversary celebration with special events throughout the year, including the September General Membership Meeting, Holiday Celebration, and the sold-out Centennial Garden Party hosted by Sustainers. A commemorative 100th Anniversary video was produced to highlight the League's century-long impact on the Charlotte community, and new centennial branding materials—including logos, banners, merchandise, and promotional collateral—were created to build excitement leading into the Centennial Gala scheduled for November 2026. Strengthening the Organization One of the most significant accomplishments of the year was the successful approval of bylaw revisions that streamlined leadership and transitioned the League to a unified governance structure. Policies and procedures were updated to align with the new governance model, creating a more efficient and contemporary organization. The League also set up a new Sustainer Leadership Team structure, improving engagement and operational effectiveness among Sustainer members. Membership Growth and Engagement The League experienced strong membership momentum during the year. More than 135 provisional applications were received for the upcoming League year, showing renewed interest in Junior League membership. The League introduced a subscription-based dues model, streamlined membership obligations, expanded leadership outreach efforts, and enhanced member communications through the successful launch of SMS text messaging. New social and networking opportunities, leadership development programs, and educational events helped strengthen member engagement across all membership categories. Sustainer Leadership and Reconnection The Sustainer community played a vital role in the Centennial preparations. The League hosted its largest-ever Sustainer Fall Wine Kickoff and Sustainer Fall Luncheon, while the Centennial Garden Party attracted nearly 300 attendees. A successful reinstatement campaign resulted in 68 former

members returning to active Sustainer status, further strengthening the League's connection to its historic membership base.

Community Impact

The League deepened its commitment to community service and partnership development during the year. A new Project Evaluation & Engagement Committee was established to strengthen community partner selection and oversight. Community partners were integrated into League programming throughout the year, culminating in a Community Partner Breakfast celebrating collaborative impact.

Through March 2026, Junior League members contributed **2,375 volunteer hours** and positively affected **38,688 individuals** across the Charlotte community. The League also successfully led a Week of Giving initiative that expanded volunteer opportunities and strengthened relationships with nonprofit partners.

Fundraising and Financial Success

Fundraising efforts have reached new levels of success. The League launched the **1926 Society**, inspiring members and supporters to contribute more than **\$55,000** in individual donations in honor of the Centennial. Foundation support included **\$15,000** in grants from the Dowd Foundation and Dickson Foundation. Additional fundraising initiatives include Clothing with a Cause, the Week of Giving campaign, holiday fundraising activities, and annual fund outreach. The League also achieved an important financial milestone by running with a **budget surplus and** ending the fiscal year in a strong financial position.

Leadership Development and Advocacy

Consistent with the League's mission of developing women leaders, members took part in a robust series of educational and advocacy programs focused on leadership, fundraising, financial literacy, diversity and inclusion, public policy, poverty awareness, and civic engagement. Public Policy & Advocacy initiatives included voter registration education, public policy panels, and the Centennial Public Officials Breakfast, strengthening the League's role as a community leader and advocate.

Community Visibility

The Junior League of Charlotte increased its visibility throughout the region by taking part in community events, joining the Charlotte Chamber of Commerce, sponsoring WomenGiveCLT, and receiving recognition through local media outlets, podcasts, and community leadership panels. These efforts elevated awareness of the League's mission and reinforced its role as a leading force for positive change in Charlotte.

Board of Directors: Amanda Kohout (President), Laura Snead (President-Elect), Kayla Leonard (Secretary), Kelsea Skinner (CFO), Tanitra Seibles (DEIB Chief), Kimberly Perry (DEIB VP), Jaidan Bonapart (MAL), Rosemary Gause (MAL), Juliana O'Rork (MAL), Frajovon White (MAL), Christrina Gratrix (Advisor) and Arina Kirk (Advisor).

	Management Team: Molly Lawson (EVP), Mary Behler (EVP-Elect), Brittany Hill (VP Finance), Sarah Vest (Communications Manager), Alexandra Higgins (Community Impact Manager), Katrina Wiggins/Karen “Gigi” Wrancher (Education & Training Manager), Morgan Boydston/Olivia Morris (Fund Development Manager), Emily Mann (Human Resources Manager), Jennifer Emerson (Nominating Chair), Katrina Louis (Nominating Vice-Chair), Spencer Lash (Advisor) and Jamie Mills (Advisor). JLC Awards: Founder’s Award: Diatra Fullwood, Spirit of the League Award: Samantha Radtke, Provisional of the Year: Jessica Treneer, Sustainer of the Year: Christianna Harvey, Community Placement of the Year: Girl Flow, In League Placement of the Year: Internal Events & Socials. Amanda Kohout, President 2025-2026
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