

SANDSPUR

FALL 2019

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the League
in 2026

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New Year
New Perspective

editor's note.

It's not every day you're presented with the opportunity to tell the story of The Junior League of Tampa. Who we are. What we do. Where we're going next. As we transition into a new decade in just a few short months, it is important to have a strategic plan in place to ensure success of the League, our members, and the community we serve.

One way to achieve that is to utilize our very own *The Sandspur* magazine as a vehicle for communication of this information. This year, we will continue to dive deep into the issues we are facing as a community in Tampa Bay and how we impact them as a League. But, we will also critically analyze the matters most important to our members to create a strategic vision and mission for the League throughout the upcoming decade.

As such, I am pleased and excited to present *The Sandspur* for the 2019-2020 year: The Story of the League. This issue features the League's Visioning and Strategic Planning Process directed in part through the expertise of Mary Gamble, in which you will get an insider-look at how exactly we will obtain a clear vision for the years to come. You will also read about how leadership positions are selected through the nominating committee, and even how to effectively communicate with others who have different personalities and perspectives from your own.

In addition to furthering a clear vision for the upcoming decade, we hope to continue to instill the values that The Junior League of Tampa encourages in its members through print. Importantly, JLT allows us opportunities to volunteer with some of the most vulnerable in Tampa and make a positive impact in their lives, to develop the potential of our women, and to support each other through lifelong friendships. You will see these values implemented within our stories featured in this year's *The Sandspur* magazine.

Cheers to a successful League year!

A handwritten signature in cursive script that reads "Lauren M. Vagnoni".

Lauren M. Vagnoni, Esq.
Editor, 2019-2020



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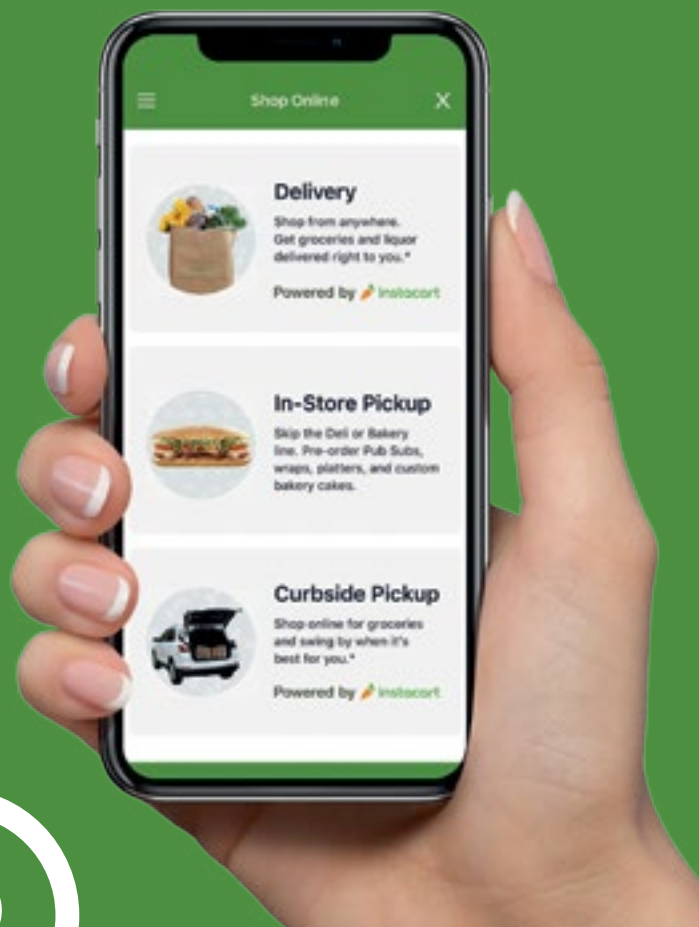
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Meet the SANDSPUR EDITORIAL STAFF



Lauren Vagnoni
Editor In Chief

Lauren is a second-year Active of JLT, and holds degrees from both UF (B.S.), and FSU (J.D.). During the day, she works as an attorney. She also enjoys being active, spending time with friends, and attending Lightning games where she watches her fiancé work. Go Bolts!



Haven Bassett
Assitant Editor

Haven is a first-year Active member of JLT. She is a Kindergarten teacher who is passionate about early education. She enjoys watching University of Michigan football (Go Blue!), reading mystery thrillers, and spending time with her husband and their rambunctious Chihuahua, Hunter.



Kelly Friar
Features Editor

Kelly is a fifth-year Active of JLT. She currently serves as the marketing director for Barbizon International, with over 10 years of experience in marketing and public relations. She is a two-time honoree of the Tampa Bay Business Journal's Business Woman of the Year Award.



Amber Lewis
Advertising Coordinator

Amber joined the League in 2016. She is a Licensed Realtor with Berkshire Hathaway of South Tampa. In her spare time, she can be found at local events, taking a dance class, hosting an open house or trying a new restaurant in town with her husband and one-year-old son.



Tara Payor
Sustainer Spur Editor

is a first year Active, with two children who keep life exciting. She holds a Ph.D., in Curriculum and Instruction, from the University of South Florida and an undergraduate degree from Florida State University. In her 16th year as an educator, she is passionate about writing and is a regular contributor for Tampa Bay Parenting Magazine.



Ivana Wendling
Copy Editor

Ivana originally joined the Junior League in St. Petersburg in 2015, transferring to Tampa in 2018. Professionally, she leads a learning design and content development team for a global asset management firm. Ivana lives in Tampa with her husband and their one-year-old son and is expecting a baby girl in February.



Lydia Atkinson
Contributing Writer

Lydia is a first year Active in JLT and a lawyer. When she's not reading cases, you can find her on the tennis courts, hanging with her two-year-old daughter Ella and husband Drew, or reading a novel. Lydia loves to write and is thrilled to have the opportunity to work with *The Sandspur* this year.



Lauren Guerrero
Contributing Writer

Lauren recently married Tirso Guerrero and loves being step-mom to Ava. A member for 6 years, she loves gaining experience and friendships with ladies in the League. She is a Behavioral Health Clinical Care Manager Supervisor for WellCare Insurance Company.



Cameron McNabb
Contributing Writer

Cameron is a fourth-generation Floridian and a third-generation member of JLT. She is an Associate Professor of English at Southeastern University in Lakeland, and enjoys being outdoors every chance she can get. She looks forward to her daughter one day joining The League as well.



Carrie Minerva
Contributing Writer

Carrie joined JLT in 2016. She is an advocate for mental health and works as a Psychiatric Nurse Practitioner for the Veterans Health Administration. Carrie lives in South Tampa with her husband and loves the excitement and challenges of being a new mom. She is a woman of faith who enjoys photography.



Ren Pulido
Contributing Writer

Ren is a second-year Active and works as an attorney for an insurance defense firm. She holds a degrees from Boston University and Stetson University College of Law. Ren enjoys volunteering, time with her family and friends, and is frequently seen around town with her dachshund Stella.



Lauren Sanchez
Contributing Writer

Lauren grew up in Tampa Bay and is a fifth year Active. She is an alumna of Florida State and enjoys college football, her cat, Pippa and dog, Bowden, being involved in the community as a Big Sister, Board Member of Children's Home Society and a Member of Dream Team for Heart Gallery.



OUR MISSION

Founded in 1926, The Junior League of Tampa, Inc., is an organization of 1,900 women committed to promoting voluntarism, developing the potential of women and improving communities through effective action and leadership of trained volunteers. Its purpose is exclusively educational and charitable.

As denoted on JLT website.

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ON THE COVER

Mary, age 6, daughter of active member Kimberly James

Photographed by: **Marissa Moss Photography**



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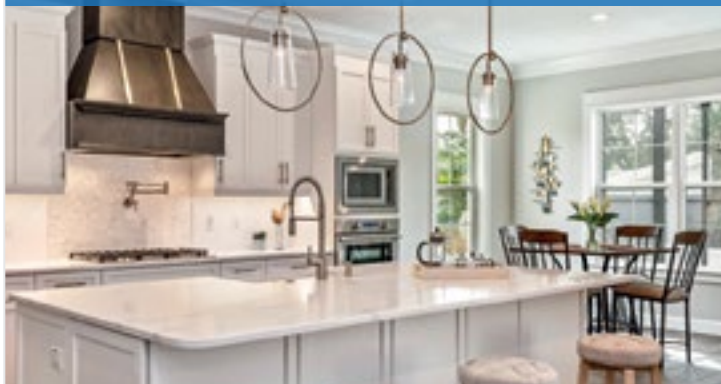
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Going SOMEWHERE? Sharing a Clear Vision and Setting a Strategic Direction for our Future



president's note.

*"Would you tell me, please, which way I ought to go from here?"
"That depends a good deal on where you want to get to," said the Cat.
"I don't much care where—" said Alice.
"Then it doesn't matter which way you go," said the Cat.
"—so long as I get SOMEWHERE," Alice added as an explanation.
"Oh, you're sure to do that," said the Cat, "if you only walk long enough."*

The above exchange between Alice and the Cheshire Cat in Lewis Carroll's *Alice's Adventures in Wonderland* gave birth to an oft paraphrased quote:

If you don't know where you're going, any road will get you there.

As an organization, if we don't know where we want to go, who we want to become, or what we want to achieve, just being busy with a flurry of activities and moving in any direction will certainly take us SOMEWHERE—anywhere other than where we currently are. But, is that *really* what we want? Will the new destination be a better place to be—or a place we want to be?

You see, without a clear 20/20 vision for our future, we can walk and walk, but we'll find we're never getting anywhere. Without thinking enough about where that SOMEWHERE should be, we—like Alice—can be led in any direction, down any fork in the road. If we aren't clearly defining our vision for the next decade and setting our strategic direction toward our centennial in 2026, how will we be able to chart the path that will get us there, measure our progress, or even know when we've arrived?

In this issue of *The Sandspur*, you will read more about the League's efforts to develop a bold vision for our future through a long-term Centennial Vision and Strategic Direction planning process facilitated by organizational development consultant and community engagement expert Mary Gamble, President of Competitive Performance Systems, Inc., JLT Sustainer, and newly appointed JLT Community Advisory Board Member. I encourage you to be a part of the process as we set the course for the League's 2026 Centennial...together!

Once we know where we want to go, we will chart our path and get there. A well-articulated vision of the future we want to create, combined with a strategic direction where everyone has a defined role, will serve as our shining North Star, ensuring the League, its members, leaders, and a guiding coalition of key partners and stakeholders all stay on course. Where we're going we don't need any of Cheshire Cat's roads to SOMEWHERE!

Committed to the vision,

A handwritten signature in dark ink, appearing to be 'MKN', written in a cursive, flowing style.

Melissa Knight Nodhturft
President 2019-2020



sustainer president's note.

An important part of the future of The Junior League of Tampa involves keeping the strong connection and support of our Sustainers. With nearly one thousand Sustaining members representing a wide range of ages, we must provide opportunities for a variety of their interests. There is a need for our traditional activities but we must also add to them in new ways. Sustainers also want to keep informed about current and future projects and goals. Our recent "Back to the League Luncheon" for Sustainers featured an update by President-Elect Meghan McGuire about ongoing projects. The League is currently assessing a plan for the direction of the next decade with our community partnerships and goals.

In the 2019-2020 year we will provide many events to bring Sustainers together. Our experience, knowledge, and influence in the community are a great asset for our organization. The world is changing quickly and JLT must continue to respond and adapt. The friendships that Sustaining members form as Actives become a part of their lives. Their Active volunteer work becomes a foundation for future community service. Sustainers have made it known that keeping in touch with each other through the League is important to them. They have requested increased opportunities for meeting together, and they have been heard.

This summer started with new "Pop Up" socials which quickly became popular with Sustainers. These events will be held monthly, providing an ongoing time to come together. Thank you Suzy Lopez and Kim Carswell for making this idea become a reality. Please come and join the fun! Interest groups and other functions will be announced throughout the year. Being together and sharing activities keeps us connected to each other and the League.

JLT has been has always made a vital impact on Tampa since its founding in 1926. Our organization is a unique part of today's community and will remain so in the future. Sustainers have been, and continue to be, an integral part of our history and growth. We are so proud of you!

With my best regards,

A handwritten signature in black ink that reads "Marsha Lane". The script is fluid and cursive.

Marsha Lane
Sustaining President 2019-2020

Letters to the League

“ We are honored to receive the \$3000 grant from the Junior League of Tampa's Enabling Fund for this year, in support of the Uniforms for Students program.”



“ Because of JLT's kindness the 130+ students of our school will have a beautiful new library space in which to read and learn and explore and grow!”

“ Thanks to your generous support, we are embracing our 127th year of service, healing the hearts of children. This care extends to hundreds of children annually who are provided solace in our residential therapeutic healing program - Kids Village.”





Tampa's Food Fight

After seeing national food insecurity and obesity statistics, the League focuses its support to local partners

by LAUREN PULIDO

Your stomach grumbles. What do you do? Do you wander to your kitchen and grab a piece of fruit? Do you run out to a restaurant or grocery store? Or do you simply order UberEats? If you're living in one of 9.3 million households dealing with food insecurity, none of the above is an option.

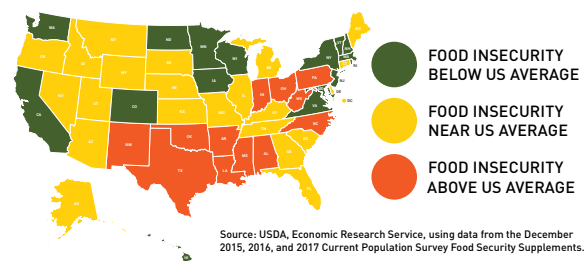
In 2017, according to the United States Department of Agriculture (USDA), this startling number of households were navigating life with low food security, with an even greater number going undocumented.

Food insecurity is defined as households which were, at certain times during the year, uncertain of having, or unable to acquire, enough food to meet the needs of all their members because they had insufficient money or other resources for food. Food-insecure households include those with low food security and very low food security.

According to the USDA, low food security encompasses food-insecure households which obtain enough food to avoid substantially disrupting their eating patterns or reducing food intake by using a variety of coping strategies. Some of these strategies include eating less varied diets, participating in federal food assistance programs, or getting emergency food from community food pantries.

Feeding America reports the State of Florida as fourth in the nation for family hunger with 17.4% of households classified as food insecure. In Hillsborough County, more than 200,000 residents are identified as being food insecure.

Prevalence of food insecurity, average 2015-17



FEEDING TAMPA BAY & FOOD 4 KIDS



In the Tampa Bay region, which includes Hillsborough, Hernando, Pasco and Pinellas counties, approximately one in four children and one in six adults are food insecure, according to Feeding Tampa Bay.

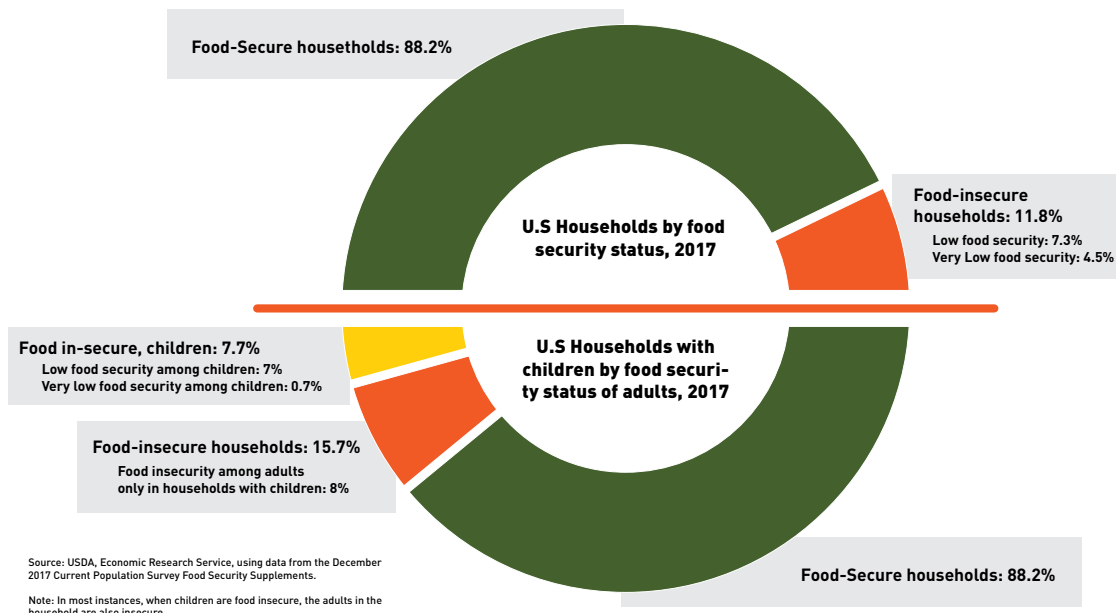
Feeding America Tampa Bay, the largest food rescue and distribution organization in our region, distributes food to an estimated 107,338 individuals in a typical week, 313,249 individuals in a typical month and 841,674 individuals annually. When children live in food insecure homes and are hungry, they lack the energy they need to learn, play, and thrive.

"Studies show that children from homes that lack consistent access to food are more likely to experience developmental impairments in areas like language, motor skills, and behavior," said Christina Martinez, program manager of children and families at Feeding America. "Children need nutrients so they can grow, develop, and focus on learning instead of thinking about the food they need. Ultimately,



food in·se·cu·ri·ty, *noun*

the state of being without reliable access to a sufficient quantity of affordable, nutritious food.



they need to be able to concentrate in the classroom so they can succeed in school and be prepared to enter the workforce as adults.”

In 2009, the League partnered with Feeding Tampa Bay to establish the Food 4 Kids project, a program focused on providing access to healthy food options to children, the most at-risk for hunger. Food 4 Kids provides groceries and supplies, free of charge, on Fridays to children who may not receive regular meals on the weekend. The League, together with Feeding Tampa Bay, fill a tradition grocery paper bag with nonperishable foods and distribute them to students in need from kindergarten through high school.

These resources are primarily focused on Title 1 and Achievement schools, which by

broad definition, have 75% - 100% of a student population who qualifies for free and reduced lunch. Many at-risk students will not eat at all between lunch on Friday and breakfast Monday morning, as both meals are provided by the public school system. Students who qualify for free and reduced lunch are traditionally supplied breakfast, lunch and an afterschool snack.

“Kids that are really hungry, tend to bargain to get food. Children may even threaten other children for money to be able to purchase snacks at school,” said Anita Ruppel, third grade language arts teacher with the School District of Hillsborough County. “Some children don’t even want to go home for the weekend because they know they won’t eat. They aren’t being fed proper meals.”



The name “Title 1” is used because it is truly Title 1 of the No Child Left Behind Act and according to the School District of Hillsborough County’s website, “This program, authorized by Congress, provides supplemental funds to school districts to assist schools with the highest student concentrations of poverty to meet school educational goals. Its overall purpose is to ensure that all children have a fair, equal, and significant opportunity to obtain a high-quality education and attain high academic standards.”

Food 4 Kids’ mission is to assist in breaking the cycle of poverty for our most disadvantaged children in Tampa Bay by focusing on alleviating the problem of food insecurity. Since the inception of the Food 4 Kids program, more than 10,000 bags of food have been distributed to families in need. Each week, the League and Feeding Tampa Bay distribute more than 300 bags at five locations around the Tampa Bay Area.

In addition to providing the weekly bags, the League hosts a farmer’s markets at three sites where children have the opportunity to “shop” for their favorite produce, along with three mobile food pantries, where more than 11,000 bags of nutritious food have been provided to attendees.

This year, the League will continue to evolve its partnership with Feeding Tampa Bay, as it moves to innovative methods for eradicating food insecurity by 2025, including permanent food pantries at local Title I schools and volunteer service opportunities directly with school staff, counselors, children, and families.



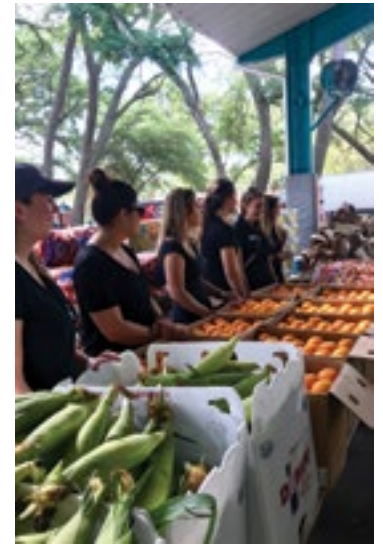
KIDS IN THE KITCHEN

The Junior League of Tampa is a chapter of the Association of Junior Leagues International, Inc. (AJLI). In 2006, AJLI

created the Kids in the Kitchen Program for Junior Leagues across the country to tackle the epidemic of childhood obesity in the U.S., a problem impacting children’s mental and physical health, often resulting in long term implications for their education, social lives, and ultimate success.

According to the Centers for Disease Control and Prevention (CDC), the statistics surrounding childhood obesity in the United States are alarming and signal of a true epidemic. From the CDC’s website:

- The prevalence of obesity was 18.5% and affected about 13.7 million children and adolescents.
- Obesity prevalence was 13.9% among 2- to 5-year-olds, 18.4% among 6- to 11-year-olds, and 20.6% among 12- to 19-year-olds. Childhood obesity is also more common among certain populations.
- Hispanics (25.8%) and non-Hispanic blacks (22.0%) had higher obesity prevalence than non-Hispanic whites (14.1%).
- Obesity prevalence was 18.9% among children and adolescents aged 2-19 years in the lowest income group, 19.9% among those in the middle income group, and 10.9% among those in the highest income group.



Many Leagues, like The Junior League of Tampa, decided to take a local approach to this issue, that is more likely to affect lower income households.

Kids in the Kitchen brings together League volunteers and children to learn how to make healthier choices. Each new year, a curriculum is created for the weekly visits to community partners, serving more than 900 children.

“Every meeting with the kids is engaging,” said Heather Hall, past Kids in the Kitchen chair. “The kids are grateful and genuinely interested in the information we are sharing.”

Volunteers prepare special activities to make healthy eating choices fun, easy and accessible. Some past topics include Eat the Rainbow, where children were taught the value of a colorful plate, and Good Hydration, where they learned about the importance of choosing water over soda.

The children are provided with age - appropriate resources, including recipes, snacks, and useful items like water bottles. Demonstrations such as sugar poured into an empty water bottle to show how

much sugar is in a soda leaves children surprised.

“The program itself is teaching kids healthy eating habits and how they can be in control of their choices,” Hall said. “This includes visuals and food labels. The kids are definitely surprised.”

Every event also includes the encouragement of exercise through relay races, obstacle courses or scavenger hunts to show the children playing is exercise. This is in direct response to the American Heart Association’s recommendation “that all children aged two and older should have at least 60 minutes of moderate-to-vigorous-intensity aerobic activity every day.”

Kids in the Kitchen committee ends each school year hosting a Family Food Fest, a free family event to kick off the summer season. The 2018 Family Food Fest was hosted at the University Area Community Development Center and featured a mobile food pantry, games, culinary demonstrations, book giveaways, and a live DJ to get kids dancing and a cooking demonstration, showing families how to make quick and healthy meals.





Come join us for lunch!

Exceptional Professionals

is a group of Junior League women who gather monthly over lunch to share ideas and support one another as we navigate work, family and life in general. We have planned an amazing year ahead focusing on our chosen theme: Be Present. Our speakers will touch on this theme throughout the year and will teach us how to be mindful in our everyday lives. We hope you will be present at this exciting series of events.

Contact Krista Allred, 813-766-3313 and we will send you more details.

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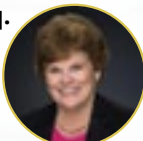
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THE 2019-2020 LUNCH CALENDAR:

- Aug 16 – Keeping Balance
- Sept 20 – Your Vision
- Oct 17 – Interpersonal
- Nov15 – Nutrition
- Jan 17 – 2020 is Here
- Feb 21 – Marketing You
- Mar 20 – Mindfulness
- Apr 17 – Wrap Up

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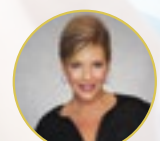
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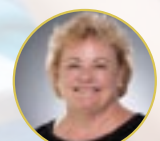
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Each Year, A Clean Slate

With new leadership chosen each year, the Nominating Committee shares the importance of the League's leadership pipeline

by LAUREN CROMER

The Junior League of Tampa is a unique non-profit organization. With the exception of three staff members, the League is entirely [wo]manned by volunteers who run all aspects of the League. These volunteers also move into new roles every July 1st, the beginning of the League year.

This high frequency of leadership turnover, coupled with members balancing careers, motherhood, friendships, volunteerism and more, makes it vitally important to build a deep pipeline of women, who are invested in the future of the League and willing to take on leadership roles. Having such a pipeline allows for the betterment of The Junior League of Tampa, ensuring sustainability for years to come and also allows members flexibility to step back when life outside the League requires more attention.

"Without a leadership pipeline, it is incredibly hard to strategically plan," said Kitty Forenza, current Nominating Committee member. "If the league is intending to take on a 'heavy lift', requiring specific skill sets, it is far more sustainable to pull from a highly-trained and knowledgeable group of leaders."

The Nominating Committee is responsible for evaluating and selecting candidates for the Executive Board, Management Council, Nominating Committee, and certain strategic committee chair positions. But the selection isn't based on opinions. It's a careful and strategic process, including member eligibility and personal goals, position competencies, behaviors, and skills required for the position. A great summary is "the right woman, for the right position, at the right time."

"It often feels like we are building a puzzle full of the most talented women," said Lauren Gstalder, current Nominating Committee member. "It is no easy feat."

The committee itself understands how important the process is, as those chosen as members of the Nominating Committee applied for their roles via

the same nominating process that is required for all other slated positions. Collectively, the 2019-2020 Nominating Committee has served 87 years in the Junior League, 22 years in chair roles, nine years in Executive Board or Management Council roles, and nine years in Nominating Committee roles.

After being selected, each committee member commits to a two-year term, full confidentiality throughout the process and upholding the greatest integrity in selecting future leaders for the League.

"Confidentiality is about knowing what is appropriate to share versus what is not. For example, acknowledging that we have multiple people applying for a position is not confidential, sharing the exact numbers or people's names would be breaking confidentiality," said Heather Walsh, Nominating Committee member.

The committee members all share a passion for developing the potential of League members and empowering them to take on leadership roles. But, they also recognize how intimidating the interviewing process can be. With more than 30 positions to slate next year, the committee decided to focus on demystifying the Nominating process well before applications open. Members of the League will be seeing presentations at multiple General Member Meetings, trainings, information via the bi-weekly Sandblast and provided with an application tool kit to guide them through the application with helpful tips and examples. The committee has also taken a playful approach to how the information is communicated with a tagline and internal hashtag: "Feeding the Leadership Pipeline. #nomnomnom."



FEEDING THE
Leadership
Pipeline

2019 - 2020 NOMINATING COMMITTEE



Stephanie Haas
LEADERSHIP
DIRECTOR



Isabel Dewey
PAST
PRESIDENT



Erin Elser



Kitty Forenza



Lauren Gstalder



Rachel Jackson



Jessica Hornof



Heather Walsh



Andrea Webb

The Nominating process is self-initiated and the Nominating Committee interviews only those women who have applied and are eligible. The Committee then selects leadership teams by placing individuals in roles where they have the greatest capacity to be successful while positioning the League for great success.

“The League has done an amazing job of developing leaders who go on to effect change across Tampa Bay,” said Stephanie Haas, Leadership Director. “Having a well-developed pipeline of leadership allows the League to make a greater impact and spread its influence far beyond the League itself.”

Guiding Principles for Nominating:

- Match organizational needs and individual strengths to a balanced leadership team that supports the whole organization and demonstrates those particular leadership skills, qualities, experiences, and behaviors critical to ensuring The Junior League of Tampa's advancement
- Ensure the best-qualified person is slated through objective evaluation of her skills and experience and based on the available pool of candidates
- Acknowledge multiple paths to leadership, including crediting members for skills and experience gained outside as well as within the League
- Support the right of members to pursue leadership positions carefully balanced with the organization's need to be effectively governed
- Ensure every member is educated about the nominating process

IMPORTANT DATES FOR MEMBERS

Nominating Application Goes Live:

OCTOBER 21, 2019

The Nominating Application and Toolkit will be live in the "Nominating" section of Digital Cheetah under "Resources"

Nominating Training:

OCTOBER 23, 2019

- Open to all members (even those not planning on applying for a slated position)
- Learn about the Nominating Committee, leadership in the League, the slating process, and this year's timeline and application
- Includes a panel discussion with the Nominating Committee and audience Q&A

Behavioral Based Interview Training Presented by the Nominating Committee & Training Committee:

NOVEMBER 12, 2019

- Open to all members - this training will provide members with interviewing tips application to both League or professional careers
- Cindy Moran with Predictive Index will lead a training on behavioral based interview skills with tips to nail your next interview. Everyone is welcome to attend.

Predictive Index Behavioral Assessment Drop-In Sessions:

DECEMBER 2019

- Open to applicants
- Join Leadership Director, Stephanie Haas, to discuss your PI Behavioral Assessment in preparation for your Nominating interview

Nominating Applications Due:

**DECEMBER 8, 2019
AT NOON**

Slate Announcement:

JANUARY 22, 2020

IN / SIGHT

PART ONE. by LYDIA ATKINSON



As the League looks toward 100 years of service to the Tampa Bay community, it decides to ask the toughest question, "where do we go from here?"



In 2018, then President-Elect, Melissa Knight Nodhturft walked into a Greater Tampa Chamber of Commerce event to learn about its new vision. She left the event inspired and excited for what a vision strategy could mean for The Junior League of Tampa. She also left with the contact information of Mary Gamble, an organizational development consultant of more than 20 years, who had just spent the better part of a year working with the Chamber on its foundational vision plan.

At the beginning of 2019, Melissa and Mary sat down to review the strategic goals of The Junior League of Tampa. What was the League's mission? Was the mission being effectively communicated to its stakeholders? How will the mission change over the next seven years, as the League approaches its centennial anniversary in 2026? And, perhaps the most important question, is the message the League is sending the message our membership, stakeholders, and community partners actually receive?

With these questions answered, the League would have the ability to create a strategic foundation to guide it through 2026 and beyond.

"We have to understand our 'why,'" says Knight Nodhturft. "The 'why' is what defines our mission."

When you sit down with Melissa and Mary, you have to be prepared to keep up. Both women are energetic, passionate, direct and highly - focused on their goal to create a foundation which will take the League into its next 100 years. From their first meeting, a Centennial Vision Team was created, consisting of 13 women, both actives and sustainers, along with a timeline to create a strategic and clear vision for the League.

"This is not about opinions. It's about the collection of facts to discover the story," Gamble says. "In the past, as is typical with many organizations, future planning agendas have been developed by small groups of members who did not have outlets to elicit feedback from widespread external sources. This time, the Tampa market will be able to tell the League exactly what it needs."

A large part of Gamble's expertise is the ability to ask the right questions. With a goal to interact with 50% or more of the membership and as many internal and external stakeholders as possible, Gamble began conducting interviews on nearly a daily basis for eight weeks. She met with active members, sustainers, the League's Community Advisory Board, community partners such as Eckerd Connect, The Children's Board, Hispanic Services of Tampa Bay and many more. Her questions were targeted and included: What perceptions do stakeholders have about the League? What differentiates the League



ABOUT MARY GAMBLE AND HER WORK WITH JLT

Mary Gamble, a Sustaining member of JLT, is president of Competitive Performance Systems, Inc., an organizational development consulting firm she founded in

1998. Ms. Gamble has extensive experience in organizational assessments, long term visioning, and strategic and business planning. She believes passionately that community organizations can only be as internally effective as they are externally focused and inclusionary.

Ms. Gamble works exclusively with nonprofit and public sector organizations throughout the United States, and her past client list includes Hillsborough County, Polk County, University of South Florida College of Engineering, Big Brothers Big Sisters, The Crisis Center of Tampa Bay, the Children's Board of Hillsborough County, among many others.

Ms. Gamble chooses to focus on nonprofit organizations because "they are a critical part of the U.S. economy, and because so many local nonprofits are already flourishing, ready to be taken to the next level."

In helping the League to achieve a deeper community impact, Ms. Gamble will integrate public policy, public relations, and communications messaging that align with goals identified through the planning process and work with the various committees within JLT to help them align their agendas with identified goals.

The planning period for the League's Centennial Vision will conclude at the end of October.

from other women's organizations? What is the League good at? What would a successful League look like in 2026?

The uninhibited answers were shared with leadership, who found the results both reaffirming and unsettling. The Centennial Vision Team began to review the information through an objective lens.

Each meeting of the team is similar to being in a courtroom. With no opinions permitted to trump the facts, members of the team analyzed the interview responses to create a concise foundation on which the League would base its future objectives.

"It's not about fixing anything," Gamble says. "It's about driving it to the next level."

The foundation was quickly decided: the Membership Experience and the League's Operational Excellence were the two non-negotiables for everything the League would try to accomplish.

Once the foundation was established, the team developed three strategic pillars. Everything the League would commit to accomplishing over the next seven years would need to fall into one of these pillars.

Translating all the League is able to accomplish into three simplified strategic pillars took hours of discussion from the team. "Catalyst for Community Change," "Developing Women to Maximize Their Potential," and "Volunteers Engaged in Community

Service" were finally agreed upon. These three pillars were chosen for the League's ability to meet the needs of our community, develop future leaders and provide meaningful service opportunities to its membership. Under each of these pillars would be specific principles to narrow the focus to actionable goals.

In October, all members of The Junior League of Tampa were emailed a survey to share their feedback on this foundational work. The results will again be brought back to the vision team to be painstakingly reviewed.

"This is the big work of the year," says Knight Nodhturft. "It will carry the League forward with a vision and strategy to focus everything we do."

From here, this new foundation will be presented to the Executive Board and brought to a vote. If passed, the Strategic Planning Team will then take over from the Centennial Vision Team to begin enacting the appropriate changes. These changes will ensure the future of the League is aligned with what the Tampa Bay community, and League members, have shown to be their needs.

The journey of the visioning process will continue in Part Two of this series in the winter issue of *The Sandspur*.

A TIMELINE FOR THE PLAN

JUNE 2019

Centennial Vision Team formed | a group of 13 women comprised of both actives and sustainers.

JULY 2019

Stakeholders, both internal & external, are identified, Mary begins conducting interviews with members, stakeholders & community partners.

AUGUST 2019

Interviews continue, with results being shared with the Vision Team. The Vision Team creates foundational principles and strategic pillars.

SEPTEMBER 2019

Initial results of findings shared with membership at its General Membership Meetings | Vision Team continues to review feedback and make strategic adjustments.

OCTOBER 2019

Final strategic vision foundation shared with membership at its General Membership Meetings, Membership survey sent, Final review of results by Vision Team, Final plan presented to Executive Board.

NOVEMBER 2019 - 2026

Strategic Planning Teams and Leadership use these foundations to guide all actions the League takes.

Meet the Vision Planning Team

JLT SUSTAINERS:

ROBIN DELAVERGNE: JLT Executive Board - Sustainer at Large Director, Past President, and President-Elect; ****Sustainer of the Year** Senior Vice President External Affairs, Tampa General Hospital**

STACY BAIER: JLT Executive Board - Past President, President-Elect (Luminaries Founder), Communications Vice President, and Community Vice President; PDEC, Enabling and Endowment Chair; HGM Coordinator **President, Pinellas Education Foundation**

NICOLE HUBBARD: AJLI Governance Committee At-Large Member; JLT Executive Board - Past President, President-Elect and MC Chair (Dragon Boats Founder), Fund Development Vice President, Community Vice President, and Membership Vice President; Heart Gallery Birthday Buddies, Placement and HGM Chair; HGM Coordinator and Committee; ****Inspiring Leader of the Year** Chief Certified Registered Nurse Anesthetist, TeamHealth**

JLT ACTIVES:

MAGGIE MCCLELAND: JLT Advocacy Manager - Management Council; Public Affairs Local Co-Chair ****Committee of the Year****; PR/Marketing Chair ****Inspiring Leader of the Year****; PR, PDEC, Placement, and Kids Connect Coordinator, **Director of Development, Academy Prep Center of Tampa**

JULIANA CASTILLO: JLT Prospective Member Engagement Committee Strategy Coordinator; Food 4 Kids Assistant Chair; Transfer from Atlanta, **Community Engagement Coordinator, Tampa General Hospital**

MIRANDA HENDERSON: JLT Strategic Planning Chair; Member Meetings and Events and Technology Coordinator; Human Trafficking Awareness Committee **IT Service Transition Task Lead, SAIC**

ASHLEIGH KING: JLT Diversity, Equity & Inclusion Co-Chair; Training Chair; Training Committee; Transfer from Washington, D.C. **Executive Human Resources Leader, Lowe's**

JLT FIRST-YEAR ACTIVES:

LINDSEY DEWEY: JLT League Resource Liaison Diaper Bank; Provisional; ****Provisional of the Year** Director of Congregational Engagement and Outreach, Congregation Shchaarai Zedek**

JANAE THOMAS: JLT Family Literacy Nights Site Team Leader; Provisional, **Assistant State Attorney, Office of the State Attorney - 13th Judicial Circuit**

The Planning Team is joined by the 2019- 2020 Executive Board participants and liaisons:

MELISSA KNIGHT NODHTURFT:

JLT Executive Board - President, President-Elect and MC Chair, Membership Director, and Secretary; Luminaries ****Inspiring Leader of the Year****, Food 4 Kids, Provisional Education, and CAC Chair; CAC and PDEC Coordinator, **Founding Shareholder and Attorney, Glausier Knight Jones, PLLC**

MEGHAN MCGUIRE:

JLT Executive Board - President-Elect and Strategic Planning Director; JLT Management Council - Membership Manager; Dragon Boats Co-Chair ****Inspiring Leader of the Year****, Fund Development Research and Strategic Planning Chair and Assistant Chair; Community Projects and Connected by 25 Committees **Senior Marketing Manager, Equinix**

TAYLOR JONES:

JLT Executive Board - Managing Director and Management Council Chair, Community Director, and Membership Director; JLT Management Council - Membership Manager; Placement, Scholastic Success, and Provisional Project Chair; Provisional Education, HGM and *The Sandspur* Committees **Vice President, Kirbys Mens Wear**

LINDSAY SEEL:

JLT Management Council - Communications Manager, Children's Literacy Research Coordinator, Transfer from Napa - Sonoma, Children's Literacy Chair, Family Literacy Night - Coordinator **Owner, Vivant Event Design**



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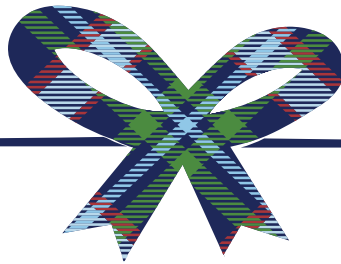
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GIFTING GIVES BACK

HOLIDAY GIFT MARKET RETURNS WITH A FOCUS ON
WHAT IT TRULY MEANS TO SHOP FOR A CAUSE

by KELLY FRIAR

It's the most wonderful time of the year; The Junior League of Tampa's Holiday Gift Market is back. And it gets better each year.

In its 16th year, Holiday Gift Market welcomes more than 200 merchants to the Florida State Fairgrounds Expo and Entertainment Halls, attracting over 10,000 holiday shoppers. For many shoppers, The Junior League of Tampa Holiday Gift Market offers personalized and unique gifts they can't find anywhere else, including everything from art, home décor, clothing, jewelry, gourmet foods, toys and so much more.

"With over 200 unique and hand selected vendors, there really is something for everyone," said Annie McKibben and Laura Warren, Holiday Gift Market 2019 Co-Chairs.



SO MANY SHOPPING OPTIONS

So, what exactly can you expect from the Holiday Gift Market this year? Well if you fell in love with a vendor in previous years, you might be in luck. Many of the traditional favorites will be returning such as:

- Topsy Candle Company
- Alabama Sweet Tea
- Deep South Barrels
- Rag Muffins
- C Whimsy
- Nothing Bundt Cakes
- Sunshine State Goods & Apparel
- Salt Pines

OFF THE CUFF WITH MELISSA KNIGHT NODHTURFT

What are you most excited about for HGM?

Seeing all the creative, new events Annie and Laura have been open to and have worked so hard on bringing to reality come to life—like the Humane Society's Paws & Popsicles event on Saturday sponsored by Johnson Pope Bokor Ruppel & Burns and the Young Entrepreneurship Program Women's Incubator on Sunday!

And if you're excited to meet new vendors, this year's Holiday Gift Market is sure to please, featuring new vendors such as:

- **Environsafe Straws**
Stainless Steel Straws
- **C4 Belts & Dog Collars**
Fun vibrant dog collars and belts
- **Pony Pal Stables**
Toy Pony pals that can be ridden by children of all ages
- **Freaky Record**
Hand carved artwork made from vinyl records
- **Succer for Plants**
Vintage arrangements made with succulents and repurposed vintage items
- **Chef Inspired Popcorn**
Locally made popcorn with over 50 different flavors ranging from sweet to savory
- **Trunkers**
Resort quality swimwear for men

"Our overall theme this year is Our Season of Giving," McKibben & Warren said. "We want to remind all members of The Junior League of Tampa and shoppers that HGM isn't just a holiday market, but our largest fundraiser."



FAMILY TRADITIONS

Beyond the shopping experience with your favorite vendors, some of Tampa's favorite family traditions of Holiday Gift Market are also back, including the princess breakfasts and of course, Mr. and Mrs. Claus will be onsite to begin taking wish lists.

"The princess breakfasts will be back on Saturday and Sunday morning," McKibben and Warren said. "We are also happy to hold a new event on Friday morning called PJs & Pancakes, an event that is geared toward younger children who may not be in school yet. Arrive in your favorite pajamas for a special pancake breakfast with Santa including a photo and a special reading of 'Twas the Night Before Christmas!'"

And with the family and children events gaining more attention and popularity each year, Holiday Gift Market is also adding a character tea event on Saturday and Sunday afternoon. Guests are invited to enjoy a traditional high tea with some favorite storybook characters.

NEW TECH

The family-focused events draw big crowds, but that's just the beginning. With an estimated 20,000 people expected to attend the three-day event this year, Holiday Gift Market Co-Chairs McKibben and Warren have some big plans and new elements sure to make this year's event even more spectacular, and even easier to navigate from a shopper's standpoint.

"We are really excited to add an event app to this year's market," McKibben and Warren said. "Our hope is the app will be a great customer service tool for merchants and shoppers. The app will include features such as the overall map, list of the merchants and special event schedule to name a few."

COMMUNITY SPIRIT

And while this event fills our personal holiday spirit bucket, it also fills the needs bucket of our entire Tampa Bay community.

"Our overall theme this year is Our Season of Giving," McKibben & Warren said. "We want to remind all members of The Junior League of Tampa and shoppers that HGM isn't just a holiday market, but our largest fundraiser."

100% of net proceeds from the Holiday Gift Market fund The Junior League of Tampa's community projects and programs within the Tampa Bay Community. Over the past 10 years, the Holiday Gift Market has raised \$1.5 million that has gone directly back into the Tampa Bay Community. With the help of event sponsors such as 2019 presenting sponsor Publix and silver sponsor the Florida Cattlewomen's Association, the Tampa community truly understands the impact this holiday event has throughout the year.

In addition to supporting the League's community projects, each year, the Holiday Gift Market hosts their "Young Entrepreneurship Program (YEP)" to highlight entrepreneurs in the Tampa Bay community. If chosen to be the highlighted YEP business, the winner receives a spotlight booth at HGM and a \$3,000 grant for their business and publicity efforts.

"Our ideal candidate for the YEP program had a product that will be a great addition to Holiday Gift Market and a viable growing business that we can support," McKibben and Warren said. "The Junior League to Tampa is committed to developing the potential of women so this program aligns with those values."

THREE DAYS OF HOLIDAY SPIRIT

This year's Holiday Gift Market will kick off on November 7th with an exclusive Preview Party that is open to the public with purchase of a special event ticket. The market will officially open November 8th and close November 10th. Tickets for the market and special market events can be purchased in advance online or at the door.

For more information, visit www.jltampa.org/hgm.

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Not Pictured: Courtney Bilyeu & Leslie Hodz

MEET THE *Executive Board*

by CAMERON HUNT MCNABB

Taking a long term approach to League goals, the 10 members of the Executive Board each prioritize attention to a different facet of the League's needs. While Management Council and Leadership Councils focus on the day - to - day operations, the Board is able to guide long term goals, including prudent use of assets, financial and brand capital, and strategic planning. Our Board also plays a significant role serving as ambassadors to the community, contributing to fundraising missions and advancing the goals of the League. On the next pages, meet the members of our 2019 - 2020 Executive Board.

President

Melissa Knight Nodhturft

Melissa Knight Nodhturft is a founding shareholder of Glausier Knight Jones, PLLC, a real estate and business litigation law firm that provides a broad array of legal services to community associations, including condominium associations and homeowners' associations. Prior to founding Glausier Knight Jones, Melissa was an associate attorney at Bush Ross, P.A. and served as Chair of the firm's Diversity and Inclusion Committee. She brings a wealth of administrative and regulatory experience and judicial knowledge to her practice having worked as a Staff Attorney for the Southwest Florida Water Management District and a Judicial Staff Attorney at the Thirteenth Judicial Circuit. Melissa was named to the 2018 Super Lawyers Rising Star List, an honor bestowed on only 2.5% of all Florida attorneys. She has also been featured in South Tampa Magazine's Top 10 under 40, a list highlighting young, philanthropic and successful professionals who live and work in Tampa Bay.

Melissa credits her commitment to sustainable community development to her three-year tour of service as a Peace Corps volunteer and volunteer leader in Honduras. Melissa has steadfastly served the Tampa Bay community through The Junior League and its issues-based community impact initiatives since becoming an Active member in 2010. Her tenure in the League includes service as a member of the Project Development and Evaluation Committee, Chair of the Community Action and Food 4 Kids community project committees, inaugural Chair for the Luminaries, and an election in the roles of Provisional Education Chair and Secretary and Membership Director on the Executive Board of Directors. In 2015, she was named JLT's Inspiring Leader of the Year. She looks forward to serving as the 2019-2020 President of the JLT.

President-Elect

Meghan McGuire

Meghan McGuire was born in London and moved to the United States when she was a toddler. Meghan moved several times before graduating high school in Marietta, GA and ended up at Florida State University. She never thought she would end up in Florida and call Tampa her home. As a woman with a love of travel, history, ancestry research, and family and friends, Meghan was in search of a connection, a place that could unite her with other passionate volunteers and the community it serves. She found that in Tampa and in the Junior League. She joined the League in 2009 and has been honored to serve in a variety of placements from Strategic Planning to Membership to Fund Development and Community. Every opportunity has taught her something new and impacted her personal and professional life. She has learned that the more you invest, the more you receive, and she is thankful to call the JLT home.



Managing Director

Taylor Jones

Taylor Jones is a fourth-generation Tampa native and has been a member of The Junior League of Tampa for over 10 years, serving in a variety of leadership roles and placements. She graduated from the University of South Florida with a degree in Communications, and she currently is the Vice President of Kirbys Mens Wear, her family-owned business celebrating 60 years this year. She and her husband Wesley have two daughters, Blakely and Annabelle. Throughout her time in the League, she has served in many roles, including Management Council and Executive Board. She believes in the mentoring and training opportunities that the JLT provides and she appreciates the opportunity to be empowered by so many amazing women. She also believes that the most powerful leadership tool is your own personal example and she feels most connected to the League when she is working hand-in-hand and collaborating with others. This year, she is honored to serve as the first ever Managing Director and lead the outstanding group of women on Management Council.





Community Director

Leslie Hodz

Leslie Hodz spent most of early life outside of Atlanta in Marietta, Georgia, until she moved to Palm Harbor, Florida just before high school. She graduated from the University of Florida with a degree in Business and minors in Mass Communications and Environmental Horticulture and relocated to Tampa after college. She has been a proud member of The Junior League of Tampa for over 10 years. She has served in a variety of areas for the League, including many years within Fund Development, Membership, and now moving into the Community Director role. She looks forward to being in the heart of the League's community initiatives and helping to shape the League's focus and community impact. She and her husband, Adam, have a six-year old daughter, Payton, and four-year-old son, Blake. Leslie is the Vice

President of Business Development for a healthcare consulting firm, himagine solutions, and works from home. She also serves as the Social Media Chair for the Florida Health Information Management Association and the Women's Leadership Chair for the Florida Healthcare Management Association. She travels the country, speaking to various groups on subjects such as personal branding and social media. Outside of work, Leslie's hobbies include volunteering, working out, dancing, traveling, and spending time with friends and family.

Finance Director

Emily Read

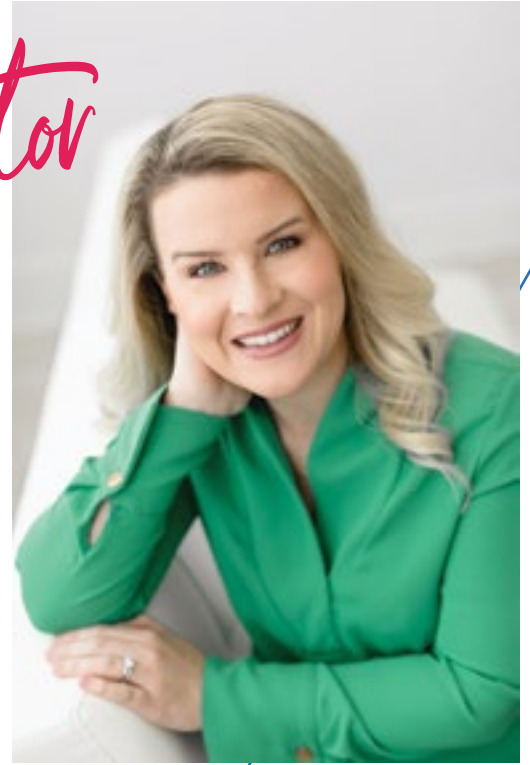
Emily Read is originally from South Tampa, and she is happy to once again call it her home. She earned a Bachelors degree in Business Administration from Mercer University, as well as a Master of Science degree in Accountancy from the University of Virginia. Emily began her career with KPMG in Charlotte, North Carolina, and she still works with the same group, now as a senior manager in the company's Business Tax group. She originally joined The Junior League of Charlotte in 2012 and transferred to The Junior League of Tampa when she moved back in 2015. She looks forward to utilizing her skills and experience this year to assist the League. In her spare time, Emily enjoys spending time with her husband and baby, working out at OrangeTheory, and taking weekend beach getaways.



Membership Director

Caroline Vostrejs

Caroline Vostrejs was raised in Ocala and attended the University of Florida. She is the director of business development for The Beck Group in Tampa. This is her third year on the Executive Board, where she is serving as Membership Director. She joined the League in 2007. One of her most memorable placements was serving as HGM Co-chair in 2012, where she learned a great deal about herself, the League, and about running a large-scale event. Her favorite part of the League is that each placement she has had thus far has taught her something new or introduced her to a new person. Caroline and her husband, Ryan, have a daughter, Anna, and two dogs, Goose and Hawk. Caroline is the oldest of three. Her sister, Andrea, is also a JLT Active member, and her mother Diane is a Sustainer.



Leadership Director

Stephanie Haas

Stephanie Haas graduated from the University of South Florida with a BA in Religious Studies and went on to earn her JD from Valparaiso University School of Law. At Valparaiso University, she was President of the Women's Law Student Association and focused her research on issues in environmental ethics, religious freedom, and non-profit legal aid. Upon graduation, she relocated to New York City where she joined Russell Reynolds Associates, a world-leading executive recruiting firm, working directly for the Chief Executive Officer. In her work for the CEO, Stephanie liaised with executive officers and Board members of Fortune 500 companies, non-profit entities, and private equity groups to help recruit leading world talent to their organizations. After relocating to Tampa, she joined the Junior League in 2015. Her previous roles in the League include Provisional

Education Recruitment Coordinator, Meeting Manager, and Communications Manager. Outside of the League, Stephanie is the Membership Committee Chair for the University of South Florida's Women in Leadership & Philanthropy and is a Girl Scouts Daisy Troop Leader. Stephanie and her husband, John, live in New Tampa with their two French Bulldogs, Wrigley and Mattingly.



Strategic Planning Director



Laura Campbell

A native of Florida, Laura Campbell has been a member of the Junior League since 2011. She holds dual bachelor degrees in Marketing and Communications from Troy University and the University of West Florida. After college, she lived for several years in California, where she had a career in marketing for the banking industry. Laura and her husband, Mark, moved to Tampa from California in 2010, and she soon became involved in the League. She has chaired five different Junior League committees, mainly focused on membership and community outreach. She is currently a Realtor with Keller Williams Realty South Tampa and lives in South Tampa

with her husband and their Chihuahua, Chloe. In her spare time, she enjoys art, photography, water sports, and interior decorating. Laura is looking forward to helping The Junior League of Tampa achieve its goals through her role as Strategic Planning Director.



Secretary

Courtney Bilyeu

Courtney Bilyeu was born into a Navy family in Monterey, California, and she attended high school in Denmark. Courtney received a Bachelors degree in Mass Communications from James Madison University and is an alumna of Alpha Sigma Tau sorority. She and her husband, Allan, a retired Special Forces Lieutenant Colonel, have called Tampa home since 2012. Courtney joined the Junior League in 2013. Her most memorable League placement thus far was her position as Social Chair, as she loves people and is a natural event planner. She is looking forward to serving as Secretary for the 2019-2020 year.

Sustainer-at-Large

Susan Thompson



Susan Thompson is a native of Tampa. She has been married to her husband, Clay, for twenty-six years and has two children in college. She graduated with a Business degree from Emory University and a Masters of Accounting from the University of Florida. After graduate school, Susan moved to Bradenton where she joined The Junior League of Manatee County as a provisional. She served on the Executive Board of JLMC before moving back to Tampa and transferring to The Junior League of Tampa. Susan served as President of the League in 2004-2005, the inaugural year of Holiday Gift Market and the debut year of Everyday Feasts. Outside the League, Susan is a CPA, a Tax Principal, and is the Shareholder in charge of the Tampa office of CS&L CPAs. She also serves as the firm's IT Principal as well as leads the firm's mentor program. She is a member of the Greater Tampa Chamber of Commerce, AICPA, FICPA, and holds a Series 65 License as an Investment Advisor. Susan has served on numerous boards and committees, including Treasurer of the National Pediatric Cancer Foundation, Co-chair of Moffitt Key to the Cure, President and Treasurer of Dale Mabry Elementary PTSA, Treasurer of Coleman Middle School PTSA, Treasurer of Robinson High School Foundation, and President of Robinson High School IB Link. She is a graduate of Leadership Tampa. Susan's recognitions include twice being named a Businesswoman of the Year Finalist and receiving the FICPA Experienced Leader Award.

PROGRESSING THE LEAGUE

The Executive Board meets twice each month to review recommendations vetted by Management Council. Prior to meetings, members can work with their Manager to research and develop opportunities on topics ranging from community projects to fundraising opportunities. Managers then request time on the schedule to present these topics pertinent to the future progress of the League. Each presentation provides a detailed plan to allow the Board to make an educated decision and allocate the appropriate resources.



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More is MORE

A sustaining members' interactive project focused on children's health becomes a leading education program known as MORE HEALTH



by TARA PAYOR

It was 1989. JLT Sustaining Member and 2016-2017 Sustainer-at-Large Director on the JLT Executive Board, Nancy Crane understood children well. As a mother and schoolteacher, she knew what captured and sustained a child's interest. A native of Asheville, North Carolina, what she didn't know was how a visit to a hometown museum would give life to an idea destined to positively impact millions of Tampa Bay area children.



Photos courtesy of MORE HEALTH

Project Beginnings

Crane's visit to The Health Adventure Museum in Asheville, coupled with her own kids' fascination at the interactive site, brought her back to The Junior League of Tampa with a plan.

"The museum brought health out of books and made it come alive. I knew that the League could not open a museum, but I knew we could buy lessons from the museum, adapt them, and take them into Tampa area schools," Crane said.



The plan worked and the League project called MORE HEALTH took life. While the League initially provided a couple of lessons, the program continuously grew—buying more lessons from the Asheville museum and creating its own in direct response to Tampa's classroom teachers' feedback and the community's needs.

"We asked teachers what curriculum gaps they had so that MORE HEALTH teachers could become experts and fill them," said Crane.

By the program's third year, it was time to seek community help.

Confident in what the League had initiated, the committee put out feelers and asked for needed outside support. In 1992, with guidance from Dr. Richard Weibley, MORE HEALTH received office space at Tampa General Hospital (TGH). A founding

partner and present-day sponsor, TGH supported MORE HEALTH in becoming its own 501c3.

"If it wasn't for TGH leadership," said Crane, "MORE HEALTH might not be where it is today."

A project becoming its own 501c3 needed the perfect combination of support at the right time.

"Take advantage of the skills the League teaches," said Crane. "I didn't have a business degree, but JLT taught me about grant writing, creating a budget, and more." Skills gained with JLT and MORE HEALTH served Crane well; beyond contributing to MORE HEALTH's success, they propelled her toward executive directorship at each The Lightning Foundation and National Pediatric Cancer Foundation.

MORE Growth

Karen Pesce Buckenheimer, a member of JLT since 1980 and MORE HEALTH's executive director since 1998, has been with the leading health organization from its onset.

"Early on, we kept materials in our garages and backseats. Now, thanks to support from Tampa General, we have ample office space on Tampa's Henderson Boulevard," said Buckenheimer.

Buckenheimer, who has a background in pediatric nursing, is proud of and humbled by MORE HEALTH's team and achievements. In schools across Hillsborough, Pinellas, Pasco, and Hernando counties, MORE HEALTH teaches

children from kindergarten through high school. Due to their interactive nature, lessons are taught to individual classes.

“All kids come up and participate in lessons, so they don’t occur in an assembly format,” said Buckenheimer.

All lessons, provided at no charge, are aligned to required state standards. Instructors, who receive certification through MORE HEALTH, come from a myriad of backgrounds—ranging from former teachers, nurses, and accountants to corporate trainers and attorneys.

MORE HEALTH’s lessons remain based on community need and are always evaluated by classroom teachers.

“Our firearm safety lesson was developed because of emergency department physicians calling and expressing the need,” said Buckenheimer.

The executive director is confident the data MORE HEALTH garners ensures lessons’ timeliness and effectiveness.

“I have seen how our lessons excite kids about taking care of their bodies. We have a few of those special stories where we know we have saved a life,” said Buckenheimer.

Those stories, like the one of a young girl who identified a stage three melanoma after a MORE HEALTH skin cancer prevention lesson, make it easy for Buckenheimer to ask for financial support for MORE HEALTH.

Unrestricted funding from both TGH and Johns Hopkins in Pinellas (a partner since 2005), make MORE HEALTH’s success possible. MORE HEALTH also looks to organizations that believe in health and prevention, as well as grant opportunities, for support. The community’s support made 9,400 presentations, for students in grades K-12, possible during the 2018-2019 school year.

Though capturing the effectiveness of a prevention focused program is difficult, parents reach out to MORE HEALTH sharing how lessons ignited positive changes for the entire family.

“We do collect data for knowledge gained and intent to change behavior,” said Buckenheimer.

The seasoned executive director enjoys visiting classrooms, sometimes with board members and sponsors, as lessons are enacted, and seeing, firsthand, kids’ empowerment through knowledge taking shape.



Celebrating MORE

The Junior League of Tampa is proud of MORE HEALTH’s genesis as a JLT impact project.

MORE HEALTH will celebrate 30 years and serving 4 million children on November 5th, 2019 from 5:30 P.M.-7:30 P.M., at the Tampa River Center.

Sponsorships are available. Learn more by visiting www.morehealthclinic.org/30years or e-mailing Laci Stokes at lstokes@morehealthclinic.org.



Membership Matchmaker

The Nominating Committee utilizes the Predictive Index to build balanced teams



by LAUREN CROMER

Lindsay Seel
Communications Manager

Stephanie Haas
Leadership Director

In an organization of more than 2,000 members, there is guaranteed to be a combination of different personalities, opinions, and backgrounds. As The Junior League of Tampa continues to focus on diversity, equity, and inclusion, it began to look at tools to help its women work together, even when coming from very different starting points. When members don't have the appropriate tools available to navigate these differences, the differences can become a source of conflict as opposed to a strength to continually progress the organization.

Each new year, through its internal Nominating and Placement process, members apply for roles to become a part of committees. While this continual change in committees allows members to interact with different members, it can make the process of ensuring a dynamic team a challenge for the Nominating and Placement Committees.

Three years ago, the League introduced the use of the Predictive Index (PI), an assessment "created to evaluate people's behavior at work—both their inherent behavioral drives and their perceptions of what behaviors are expected of them."

Although the use of the Predictive Index isn't new to the League's Nominating and Placement Process, in the past, the assessment was strictly used for positions slated by the Nominating Committee.

Leadership Director, Stephanie Haas, and Managing Director, Taylor Jones, both attended a training on the PI and have been able to bring this expertise back to the League. Management Council and the Executive Board now review the PI at the beginning of each year to better understand the behavioral dynamics of their current team.

This year, the assessment is available to all leadership positions who would like to

participate, with the goal to maximize each member's unique behavioral talents. Following taking the PI questionnaire, members of the Executive Board, Management Council and Leadership Council, were given the opportunity to sit down with Haas and Jones privately and review what the assessment had revealed about their behaviors.

"This is more than identifying a single type of leader," Haas said. "An organization can't thrive with only one style of leader. We need the combination of behaviors to succeed."

During the 2020 - 2021 League year, the Predictive Index will be available to all active members and fully integrated with the Placement process. With the ability to see each members strengths, Nominating and Placement will also be able to evaluate how different combinations of behaviors may interact, as not everyone brings the same strengths to a committee.

The Predictive Index - Simplified

PI's behavioral assessment measures four behavioral factors (also known as "drives") in people. Each factor is denoted by a letter. Dominance, extraversion, patience, and formality are the four drives referenced above.

Dominance is the drive to exert influence on people or events. It's also called the A drive.

Extraversion is the drive for social interaction with other people. It's also called the B drive.

Patience is the drive to have consistency and stability. It's also called the C drive.

Formality is the drive to conform to rules and structure. It's also called the D drive.

Each drive then falls into a group of profiles. There are 4 types of profiles including social, analytical, stabilizing, and persistent profiles. The combinations of drives creates 17 different "labels" which assist to identify the nuanced behavior that makes an individual unique. It is known that the most successful teams include a mixture of drives and reference profile groups.

The Predictive Index gives a comprehensive breakdown of each leaders result profiles with tools to use with their team. It deconstructs each behavioral "drive," describing their traits and helps individuals understand where they are strongest and where they might run into pitfalls with others.

The results profile includes needs, signature work styles, and how to work well with each type of individual. The PI also includes tools for personal coaching as well as tools for managers to help develop one another. This can be especially useful given the League's differing personalities, communication styles, and behavioral components.

The PI - In Real Life

Haas and current Communications Manager, Lindsay Seel, agreed to share their comparative assessment. Haas is the immediate past Communications Manager, so the assessment was extremely valuable as the two were undergoing the transition of positions. Each woman commented that the results were "spot-on" in regards to their individual behavioral styles as well as their interactions with one another.

Lindsay said, "Stef and I are polar opposites on nearly every scale, yet the Predictive Index showed us what we have in common. It also made me laugh when I read, "Stef may seek to shorten conversations with Lindsay. I am such an extrovert and Stef is an introvert."

Seel is labeled a **Captain**, a problem solver who likes change. Haas is labeled a **Scholar** - accurate, reserved, imaginative and values a high level of technical expertise.

"The Predictive Index helped me to become more comfortable embracing my strengths and weaknesses," Haas said.

While the PI through the League isn't meant to be a self-awareness assessment, it has subtly turned into one.

"I keep it in my binder for perspective when working with different women," said Seel. "I have to be aware that my behaviors can be seen as harsh, when I'm really just eager to solve the problem and move on."



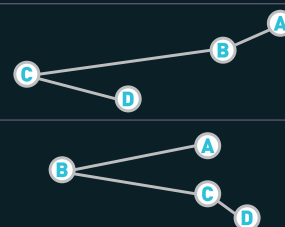
Captain

Problem solver who likes change and innovation while controlling the big picture



Scholar

Accurate, reserved, imaginative and seeks a high level of technical exper





SPOTLIGHT

University Area Community Development Corporation

The Junior League of Tampa and the University Area CDC partner to educate residents on healthy eating, family play and literacy.

by HAVEN BASSETT

The University Area Community Development Corporation, Inc. (University Area CDC) is a non-profit, public/private community partnership whose mission is child and family development, crime prevention and commerce growth. The University Area CDC focuses on the redevelopment and sustainability of the at-risk areas surrounding the Tampa campus of the University of South Florida.

Serving the community for over 20 years, the University Area CDC has championed positive change through youth programs, adult education, affordable housing, workforce and resource assistance and community engagement. With an impressive 50,000 square foot community center, the University Area CDC is able to provide meaningful services to thousands of residents.

The Junior League of Tampa supports University Area residents by partnering on two major initiatives: DreamCatchers Summer Camp and Family Food Fest. In 2016, through Junior League's Enabling Grant, the University Area CDC received funding to support DreamCatchers Summer Camp, an annual nine-week program that provides low-income families an opportunity to keep children safe and active during the summer. The all-inclusive summer camp provides a wide variety of activities designed to keep children active while infusing STEAM (Science, Technology, Engineering, the Arts and Mathematics) programming to help children maintain and build on skills acquired during the school year. DreamCatchers offers mentally and physically enriching activities such as: cultural arts, STEAM activities, swim safety, physical fitness, personal safety (cyber bullying, stranger dangers, etc.), world languages and more.





In 2018, the Junior League expanded its service in the University Area by bringing Family Food Fest to the University Area Community Development Center. Family Food Fest is an annual event that educates the public on healthy eating. Family Food Fest helps kick off the summer in a fun and healthy way with free food, books, live cooking demonstrations, games, prizes and entertainment. In its second year at the University Area Park, Family Food Fest brought together over 50 Junior League volunteers and community partners such as Feeding Tampa Bay, Metropolitan Ministries, Hillsborough County Library, Tampa Bay Buccaneers and Tampa Bay Lightning to serve residents. Thus far, nearly 600 children and adults have participated in this fun and educational festival.

The University Area CDC is currently working on the Neighborhood Transformation Strategy, a community development project that empowers residents to become change agents and improve the economic and social conditions of their community. Under this project, Harvest Hope Park, a seven-acre park that encourages family play, healthy eating and environmental sustainability, is set to open in November 2019. Harvest Hope Park will be in the heart of the community and will include a community garden, teaching kitchen, multi-purpose sports field, playground, outdoor fitness stations, walking trail and tilapia fish pond.

For more information about the University Area CDC or to volunteer, visit www.uacdc.org.



Photos courtesy of the University CDC

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For questions, contact fundraising@jltampa.org.

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Donor listing as of September 24, 2019. If you believe your name was omitted in error, please contact the Fund Development Manager at FundDevelopmentManager@JLTampa.org

JLT ENDOWMENT FUND



The Endowment Fund was established in 2006 in partnership with The Community Foundation of Tampa Bay. The fund ensures fiscal stability for The Junior League of Tampa, allowing members to focus on the League's mission independent of the state of the economy or the size of membership. A strong endowment fund will ensure a revenue stream that will augment, but not replace, annual fundraising revenue generated through individuals, events, grants, corporate sponsorships and membership dues. This provides the opportunity to pursue new opportunities or deal with unforeseen circumstances without creating an additional financial hardship for JLT or its members. Commemorative gifts support the Endowment Fund.

The Junior League of Tampa considers it an honor to be designated as a beneficiary of an estate or foundation. We regard this type of planned giving highly and recognize donors through membership in The Junior League of Tampa 1926 Society. The program allows you to leave your legacy in our community by supporting the future of the League and its members.



Thank you to our inaugural member of the 1926 Society, Martha Sale Ferman.

90th Anniversary Endowment Donors

90TH LEGACY FOUNDER

Don and Campbell Burton
Betsy and Drew Graham

90TH SUSTAINING FOUNDER

Suzanne and Evan Brownstein
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Cindy and Tony Coney	2015-2016 Leadership Council, <i>in honor of Stacy Carlson</i>
Marie Hebbler	

90TH CONTRIBUTOR

Fran Dupuis	Gianni O'Connor
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The Founder's Circle Endowment Donors

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Campbell and Don Burton
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Lavinia Witt Touchton, *in memory of Willie Carter Witt Blake*

COMMEMORATIVE FUND



A gift to the Commemorative Fund is a way to recognize a significant event in a Junior League of Tampa member's life — joining in her celebration or thinking of her in a time of sorrow.

This includes a cumulative listing of commemorative gifts received July 1 through September 25, 2019.

Any occasion may be commemorated; below are a few ideas:

- Celebrate birthdays, engagements, marriages, anniversaries, births, new jobs or promotions.
- Honor someone's service to JLT.
- Offer condolences to a member who has lost a loved one.

To make a commemorative gift, simply fill out an envelope and place your donation inside (cash or check only) or scan the QR code to be taken directly to our online donation site (credit or debit card). All commemorative gifts support JLT's endowment.

To learn more or to make a gift, visit jltampa.org/commemorative-gifts.
For questions, contact funddevelopmentmanager@jltampa.org.



CELEBRATING THE BIRTH OF

Dylan Sumby,
Daughter of Mychael Sumby

- Kristen Brady
- Taylor Jones
- Meghan McGuire
- Melissa Knight Nodhturft
- Jenny Spencer

Catalina Zarela Castillo,
Daughter of Juliana Castillo

- Autumn Etheredge
- Leslie Hodz
- Taylor Jones
- Meghan McGuire
- Melissa Knight Nodhturft
- Rebecca Towner

Parker Jon Tetro,
Son of Megan Tetro

- Kristen Brady
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- Meghan McGuire
- Jenny Spencer

Sebastian Daniel,
Son of Ginny Daniel

- Kristen Brady
- Stephanie Haas
- Leslie Hodz

- Meghan McGuire
- Lauren Reid
- Jenny Spencer
- Rebecca Towner

Davis Audie Motes,
Son of Victoria Motes

- Kristen Brady
- Molly Malloy
- Meghan McGuire
- Laurel Waites

Lucas Ryker (Ryker),
Son of Emily Read

- Laura Campbell
- Stephanie Haas
- Leslie Hodz
- Meghan McGuire
- Melissa Knight Nodhturft
- Susan Thompson
- Caroline Vostrejs

Caroline Grace,
Daughter of Katelyn Rumenik

- Meghan McGuire
- Melissa Knight Nodhturft
- Lauren Reid
- Laurel Waites

Victoria Claire,
Daughter of Cecelia Perez

- Courtney Bilyeu
- Meghan McGuire
- Melissa Knight Nodhturft

Palmer Elizabeth,
Daughter of Elise Szafranski

- Meghan McGuire
- Melissa Knight Nodhturft
- Lauren Reid

Charlotte Ann,
Daughter of Cari Wolczynski

- Meghan McGuire
- Melissa Knight Nodhturft
- Lauren Reid

Joseph Rome,
Son of Kim Murgio

- Meghan McGuire
- Melissa Knight Nodhturft

BEST WISHES TO

Molly Malloy,
on her engagement to Tyrone Houston

- Meghan McGuire
- Melissa Knight Nodhturft

Hannah Brenenstuhl,
on her engagement to Jake Miller

- Meghan McGuire
- Melissa Knight Nodhturft
- Rebecca Towner

Elle Tallent,
on her engagement to Michael Schacter

- Meghan McGuire
- Melissa Knight Nodhturft

Taylor Traviesa,
on her engagement to Joey Baker

- Meghan McGuire
- Melissa Knight Nodhturft

Lina Solomonov,
on her engagement to Cory Kleinman

- Meghan McGuire
- Melissa Knight Nodhturft

Kate Hall,
on her engagement to Clay Lippincott

- Meghan McGuire
- Melissa Knight Nodhturft

CONGRATULATIONS TO

Lindsey Dewey,
on her promotion to Director of Congregational Engagement and Outreach for Congregation Schaarai Zedek

- Laura Campbell
- Leslie Hodz
- Taylor Jones
- Meghan McGuire
- Melissa Knight Nodhturft
- Jenny Spencer
- Rebecca Towner
- Allison Wallrapp-McMullan

Suzy Lopez,
on being selected for Leadership Tampa Class of 2020

- Kristen Brady
- Laura Campbell
- Stephanie Haas
- Leslie Hodz
- Meghan McGuire
- Melissa Knight Nodhturft
- Caroline Vostrejs
- Jenny Spencer

- Meghan McGuire
- Melissa Knight Nodhturft
- Jenny Spencer
- Rebecca Towner
- Caroline Vostrejs

Angie Lemont Bresnahan,
on her new job at High Risk Hope

- Meghan McGuire
- Melissa Knight Nodhturft

Catherine Godwin,
on her new job as Director of Food Resources at Feeding Tampa Bay

- Molly Malloy
- Meghan McGuire
- Melissa Knight Nodhturft

Monica Kirkland,
on receiving CAE Volunteer of the Year Award

- Kristen Brady
- Laura Campbell
- Autumn Etheredge
- Stephanie Haas
- Leslie Hodz

Lauren “Ren” Pulido,
on her new job as Associate Attorney at Bauman, Gant, & Keeley

- Stephanie Haas
- Meghan McGuire
- Melissa Knight Nodhturft

IN MEMORY

Lauren Vagnoni’s beloved Grandfather Andrew Jermone Zoldos

- Stephanie Haas
- Meghan McGuire
- Melissa Knight Nodhturft

Courtney Lovinger’s beloved Grandfather

- Meghan McGuire
- Melissa Knight Nodhturft
- Alyssa Pacetti

Kelly Kraft’s beloved Grandmother Loretta June Butler

- Kristen Brady
- Meghan McGuire
- Alyssa Pacetti



To purchase *Life of the Party* and other cookbooks to support the projects of the League, please visit:

www.jltampa.org/cookbooks



TAILGATING TO #SeeTheGoodInGiving

by DAWN SHORT AND CAMERON HUNT MCNABB

Football season has finally arrived and that means one thing...tailgate parties! These sausage blossoms and frosted peanut butter brownies are a perfect addition to your tailgate spread. They're simple to make, look great on your table and are absolutely delicious. When Dawn Short, Co-Chair of The Junior League of Tampa Marketplace Cookbooks Committee, serves these sausage blossoms, she is inevitably asked for the recipe. She sees this as the perfect opportunity to chat up The Junior League of Tampa's remarkable cookbooks.

"I love how something so simple can provide an opening to share the mission of the Junior League, and the direct impact fundraising from cookbook sales makes in our community," Short said. "For the next big game, whip up a recipe from a Junior League of Tampa cookbook and tell your fellow fans where it came from, and help them to #SeeTheGoodInGiving."

The sweet and salty taste of the frosted peanut butter brownies will also be a hit. A fun tip: swap out the cocoa in the frosting for food coloring in your team's colors! An instant game day winner.

SAUSAGE BLOSSOMS

(LIFE OF THE PARTY, PAGE 34)

- 2 lbs Italian sausage, casings removed
- 2 cups shredded Colby Jack cheese
- 2 cups salsa
- 1 package wonton wrappers
- Sour cream
- Chopped green onions

Brown the sausage in a skillet, stirring until crumbly. Remove from heat and add the Colby Jack cheese and salsa, stirring until the cheese is melted. Press the wonton wrappers into miniature muffin cups, leaving the edges extending upward. Spoon a heaping tablespoon of the sausage mixture into each cup. Bake at 350 degrees for 10 minutes or until wonton edges begin to brown. Remove to a serving platter and let stand for 5 minutes. Spoon a small amount of sour cream on top of each sausage blossom and sprinkle with chopped green onions. Serve immediately.

Yield: 48 to 60 appetizers.

FROSTED PEANUT BUTTER BROWNIES

(LIFE OF THE PARTY, PAGE 118)

- 1 cup butter
- 1/3 cup baking soda
- 2 cups sugar
- 1 ½ cups flour
- ½ teaspoon salt
- 4 eggs
- 1 teaspoon vanilla extract
- 1 (18-ounce) jar of peanut butter
- ½ cup butter
- 1/3 cup milk
- 10 large marshmallows
- ¼ cup baking cocoa
- 1 (1-pound) package confectioners' sugar

Heat 1 cup butter and 1/3 cup baking cocoa in a saucepan over low heat until the butter melts, stirring constantly. Remove from the heat and cool. Mix the sugar, flour and salt in a large mixing bowl. Add the chocolate mixture and beat at medium speed until well blended. Add the eggs one at a time, beating well after each addition. Mix in the vanilla. Spread the batter into a 10 x 15 inch jellyroll pan. Bake at 350° for 20 minutes or until a wooden toothpick inserted in center comes out clean.

Scoop peanut butter into a microwavable dish. Microwave on medium for two minutes, stirring after one minute. Spread over the warm brownies. Chill for 30 minutes.

Heat 1/2 cup butter, milk, and marshmallows in a saucepan over medium heat until the marshmallows melt, stirring occasionally. Remove from heat and whisk in 1/4 cup baking cocoa. Stir in the confectioner sugar gradually, until the frosting is smooth and of spreadable consistency. Spread over the peanut butter layer. Chill for 20 minutes. Cut into squares to serve.

Yield: 2 to 3 dozen

MEET THE NEWEST FACE AT



WELCOME Coley Simmons, PA-C *Active JLT Member*

Faces is thrilled to formally announce the latest addition to its already top-rated medical aesthetics team, Coley Simmons, PA-C (Certified Physician Assistant). Coley joined Faces earlier this summer and provides outstanding results to Faces' discerning clientele by offering services that include Botox and dermal filler injections, laser treatments, and much more.

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OUT & ABOUT



BACK TO THE LEAGUE KICKOFF SOCIAL

On Wednesday, August 21, 2019, members enjoyed their “Back to the League” kickoff social at Cask in South Tampa. After a summer away, members were able to reconnect over tasty food and drinks and share stories about recent happenings in their lives. Some members got engaged, others were promoted at work, but all members had a blast at Cask!

PHOTOS BY EMILY MONAHAN



OUT & ABOUT



SUSTAINER BACK TO THE LEAGUE LUNCHEON

On Tuesday, September 17, JLT Sustainers filled Headquarters for their "Back to the League" luncheon and meeting. Sustainer President Marsha Lane led the meeting, where Sustainers learned about the State of the League, met the new Sustainer Board, and booked their schedules for upcoming Sustainer socials and events. Needless to say, this upcoming year looks fabulous for our great Sustainers.

PHOTOS BY MATT NASSIF



Congratulations to

MADELINE MCCARTHY & EMERY ANDERSON



Photo courtesy of Jacqui Cole

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EVENTS

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