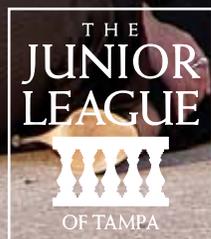


# THE SANDSPUR

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### On the Cover

2011 - 2012 Provisional Members at JLT Headquarters  
Photograph by Nicole Geller Photography



# Meet the Top 3

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The Association of Junior Leagues International, Inc. (AJLI) offers Leagues across the country a wealth of information and resources. I visited (its website) [www.ajli.com](http://www.ajli.com), in an effort to find some information regarding the theme of this *Sandspur*, Mentoring Our Members. AJLI encourages all Leagues to incorporate mentoring programs and clearly outlines various benefits:

- Development of a brain trust of highly capable and committed members, and of leaders skilled in strategic leadership, community building, relationship building, decision making and project management
- Heightened appreciation of diversity within the League and in the community
- Strengthened loyalty to the League
- Enhanced spirit of collaboration
- Improved continuity in projects and assignments

My hope is that this issue highlights how The Junior League of Tampa mentors its members and the positive impact this has in our own lives and the lives of so many members of the Tampa Bay community.

### The Winter Issue Highlights



- The Cover - The cover photo was taken by Nicole Geller. 150 very patient Provisionals and one very cooperative Provisional Chair, Suzy Mendleson, (front row, red top) braved

the heat and glaring sun to make this first-ever group shot of Provisionals possible. To view the whole picture go to pages 40-41.



- Letters To The League – Hopefully the new format will make it a little easier to read all the wonderful things people in the community say about our League.



- The Final Post – Congratulations to the women cited in this issue's final post. Your mentoring clearly has made a difference in the lives of others.



- Meet *The Sandspur* Contributors – Throughout this issue, take a look at the pictures and brief bios of *The Sandspur* contributors. This is a great way to get to know our League members a little better.

### Thank You

I want to thank *The Sandspur* Committee for their input, collaboration and uplifting attitude towards this issue.

Happy Holidays!

*Angier J. Miller*

Angier J. Miller  
Editor, *The Sandspur*  
2011 - 2012

### Our Mission

Founded in 1926, The Junior League of Tampa, Inc. is an organization of 1,700 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.

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Throughout my 14 year Junior League career, I have had the opportunity to serve with many amazing and talented women. While our League placement process and training enabled me to learn how to perform many roles, it was truly learning from other dynamic women that had the greatest impact on my development. Many of these women are probably unaware of the impact they had on me, and consequently our organization and our community. The list of women that inspired and shaped my volunteer career is endless. However, I am proud to have the opportunity to publicly recognize ten of these women now.

I am specifically grateful to **Mary MacKeever Merryday** for "planting the seed" when she addressed my provisional class at our very first League meeting. She told us all that one of us would one day serve as President of the League. It was my privilege to share this same advice to this year's provisional class.

Thanks to **Nancy Harvey Mynard**, I received my first "phone call" to serve in a leadership position and then again to serve on The Junior League of Tampa's Board of Directors. I later learned how to effectively serve as a member of the Executive Committee under her leadership.

From **Susan Jackson Taulbee**, I learned the true meaning of fiduciary responsibility, as she taught me how to manage the League's budget and to question and research financial issues. This was a pivotal year in my understanding of financial nonprofit management.

Working with **Lisa Cave Andrews**, I was able to further develop my financial management skills, as together we made many of the operational decisions for the League. Thank you, Lisa, for your confidence in my work, despite my relative newness to the Board and the Executive Committee.

**Renee Hoffner Dabbs** taught me that good things come to those who wait. Her volunteer career advice assisted me with further developing a better rounded and more impactful League career.



From **Pamela Childers Divers**, I learned how to initiate a new project partnership. She supported my efforts with sound advice, while still allowing me the freedom to implement my ideas. And, she was my biggest cheerleader throughout the process.

Under the leadership of **Susan Lem Touchton**, I learned the importance of clearly articulating the League's community focus. Her efforts to better convey our focus areas still permeate every conversation and publication around the League's community impact.

**Jennifer Looney Johnson** taught me how to better balance all aspects of my life. Her ability to successfully serve as President of the League and to continue to succeed in her professional career demonstrates that Junior League women can do it all!

From **Jen Wilson Carlstedt**, I learned you must have fun while serving as President of the League! Her engaging smile and always positive attitude encouraged and motivated many League members to do their best and to enjoy the process along the way.

**Betsy Street Graham** modeled the true meaning of League stewardship. She consistently provided me with the tools, training and the numerous edits needed to accomplish any task, big or small. Throughout my expedited term as President-Elect, she continually served as a sounding board for ideas and plans.

As you continue your League career or external community volunteer efforts, always recognize and celebrate those mentors that assisted you with your development. It is never too late to thank those individuals that assisted with developing your fullest potential.

With Much Appreciation,

*Allison B. Burden*

Allison B. Burden  
President, 2011 - 2012

Allison Burden, Betsy Graham, Stephanie Wiendl, Jennifer Carlstedt and Susan Touchton.



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Carol Vick, Program Director  
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Al Najjar, President/CEO  
Glazer Children's Museum

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**CHAIRSCHOLARS FOUNDATION**

always encouraging to me to see the many JLT families and individuals who give of themselves and serve our recipients that day.

Steve King, Executive Director  
Meals On Wheels of Tampa

**BIG BROTHERS BIG SISTERS**

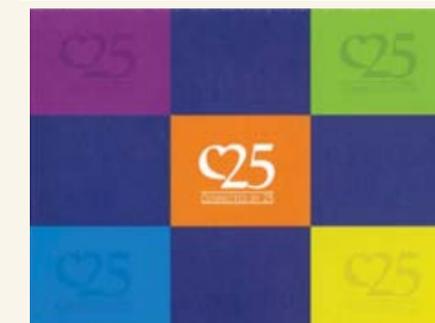
Your support will allow us to Start Something BIG by continuing our mission to provide children facing adversity with strong and enduring, professionally supported 1-to-1 relationships that change their lives for the better. Statistics show children paired with a caring mentor will see an increase in their self-esteem, improvement in their grades and are less likely to get involved in the juvenile justice system. One of our Little Sisters in our program says it best, "My Big Sister has had a very positive influence in my life and I can't thank her enough for all that she has done for me."

De Anna Sheffield Ward, Chief Development Officer and VP of Partnership  
Big Brothers Big Sisters of Tampa Bay

**CONNECTED BY 25**

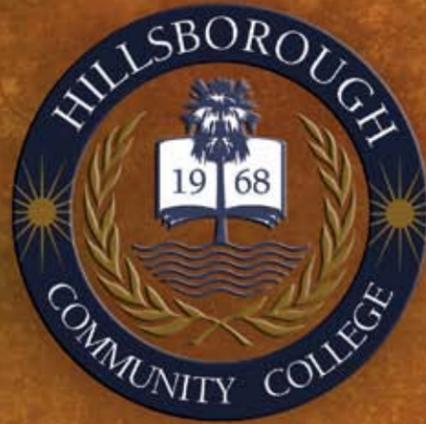
What an amazing sibling event! Thank you so very much for kicking off our year of events with such a well-planned, meaningful activity. I have heard nothing but wonderful reports from our youth. Thank you for all your hard work, dedication and planning. You can't even imagine the impact you are having. Thank you!

Sarah Hart, Program Coordinator  
Connected by 25



Dear Connected By 25 Committee,  
What an amazing sibling event! Thank you so very much for kicking off our year of events with such a well-planned, meaningful activity. I have heard nothing but wonderful reports from our youth. Thank you for all your hard work, dedication and planning. You can't even imagine the impact you are having. Thank you!  
Sincerely,  
Sarah Hart





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## COMMEMORATIVE GIFTS

A gift to the League's Commemorative Fund is a special way to honor a friend or family member's significant milestone or to remember a loved one. All commemorative contributions benefit the League's Endowment Fund.

### CELEBRATING THE BIRTH OF

**Penelope Jane Brownstein**, daughter of Active Suzanne and Evan Brownstein  
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Andrea Layne

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Tracie Domino

**Parker William Coram**, son of Active Shannon Coram  
Betsy Graham  
Nicole and Matt Hubbard  
Lee Lowry  
Shannon Walsh

**Delaney Price Gelwix**, daughter of Active Melissa and Joey Gelwix  
Nicole and Matt Hubbard

**Baby Wade Hill**, son of Active Lindsey and Ed Hill  
Rosemary Anderson  
Chloe Cullinan

**Bennett Gabriel Lacktman**, son of Active Malloy Lacktman  
Allison Burden  
Kim and Trey Carswell  
Nicole and Matt Hubbard

**Graham Edward Sober**, son of Active Jennie Sober  
Heather Barrow  
Allison Burden  
Sarah G. Evans  
Betsy Graham  
Jessica Kendall  
Stephanie Wiendl  
Brita Wilkins Lincoln

### CELEBRATING THE BIRTHDAY OF

Active **Lauri Kleman**  
Colleen and Rees Crosby

Active **Christine Malpartida**  
Colleen and Rees Crosby

### CELEBRATING THE WEDDING OF

Active **Hannah Dewar to Paul Gross**  
Allison Burden  
Kim and Trey Carswell  
Chloe Cullinan  
Tracie Domino  
Jessica Kendall  
Andrea Layne  
Lynette and Rick Russell  
Stephanie Wiendl

Active **Alison and David Monahan**  
Heather Barrow  
Kim and Trey Carswell  
Jennifer Palacios Johnson  
Jessica Kendall  
Stephanie Wiendl

### IN HONOR OF

**Francis Poe Brawley III**, son of Patricia Brawley  
Kim and Trey Carswell  
Betsy Graham

Active **Stacy Carlson**, receiving her doctorate in Educational Leadership  
Allison Burden  
Sarah G. Evans  
Betsy Graham  
Jessica Kendall  
Lee Lowry  
Stephanie Wiendl

**Bryan Carlstedt**, son of Active Jen and Ed Carlstedt  
Heather Barrow  
Kim and Trey Carswell  
Laurie Daigle  
Jessica Kendall

**Charles Driggs Dominguez**, son of Active Gretchen and Joseph Dominguez  
Laurie Daigle  
Jessica Kendall  
Stephanie Wiendl

Active **Jessica Gilmore's baby bump**  
Marcelite Manuel  
Stephanie Wiendl

**Ansley Grace Hubbard**, daughter of Active Nicole and Matt Hubbard  
Laurie Daigle  
Jessica Kendall

### IN MEMORY OF

**Sarah Beville Wilhite**, mother of Active Wendy Brill  
Heather Barrow  
Allison Burden  
Kim and Trey Carswell  
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Lee Lowry  
Lynette Russell  
Stephanie Wiendl

**Lt. Dimitri del Castillo**, killed in action  
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# Mentoring Our Members

by Lynette Russell  
Membership Vice President



**T**raining has been a cornerstone of The Junior League since its inception in 1901. Founding member Mary Harriman knew that it was not enough to WANT to do good; you needed to know HOW. Therefore, one of the first initiatives of The Junior League was an education program that quickly evolved into a more practical, skills-based training program. She brought in experts to provide lectures and instruction to the members and quickly realized with better preparation came greater engagement, ultimately leading to increased interest in membership. This Mission-based training continues today being the driving force for our League.

### The Mission Of The Junior League Of Tampa

Founded in 1926, The Junior League of Tampa, Inc. is an organization of over 1,700 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.



### How We Train Our Members

Training begins with the provisional curriculum, which is reviewed and updated every year. We share the League's past, present and future with these new members, while orienting them to the culture of our organization, as well as the responsibilities and privileges of membership. Additionally, new Transfers are encouraged to attend the provisional education meetings to learn about The Junior League of Tampa. By giving one of the largest provisional classes in The Junior League of Tampa's history the knowledge, tools and motivation, we are sure they will become the most engaged and best equipped volunteers they can be!



Another training initiative established in recent years, focuses on the importance of mentoring. The development of the Placement, Provisional and Transfer Mentor Programs has allowed our Membership to grow individually, and as a group. This dedicated group of Mentors is provided with special training from an external consultant, so they can ensure our members have a quality experience throughout the year. The Mentors focus on getting to know each member personally and strive to enhance the education and experience for these women. The Mentors also oversee our TLC (The League Cares) Initiative, which provides a way for the League to recognize an individual member's accomplishments, accommodations and exciting news. Furthermore, it allows us to support each other in times of need or distress.



Training is the basic premise of The Junior League's Placement and Willingness to Lead processes, which allow our members to change committees and responsibilities each year. Members are annually provided

the ability to learn new things, select their level of time commitment and meet new people. The diverse paths of placement offer women the opportunity to personalize their experience and training each and every year. From choosing Administrative, Fundraising or Project committees to participating as a committee member, a coordinator position or at Board level, there is something for everyone!

### What's New

#### Training Requirement

As the League continues to grow in size and community impact, we have seen opportunities to increase the educational opportunities for our members. This year we implemented a new training requirement that states each active and provisional member must attend one training event for the year. This is an amazing opportunity for the Membership to become educated on many different topics. The Training Committee will be hosting monthly events on subjects like Resume Writing, Fundraising 101, Book Clubs on Breast Cancer Awareness and Civic Leadership, just to name a few. These events will be fun and educational, and promise to have something for everyone.

#### Formal Mentoring

Member education is a priority at the committee level, as well. The Committee Chairs are responsible for setting goals and giving their members the tools and training to accomplish them. Additionally, the Placement Mentors are involved by speaking about different League topics, such as "Getting the Most From GMM's", "Creating your Elevator Speech" and more. This new committee focused training allows more members to learn more about the League in a smaller setting.

#### Informal Mentorship Program

Another new membership-driven initiative is the development of a League-wide Informal Mentorship Program by the Training Committee. The committee is seeking information from all members about their knowledge, experiences and interest, and then will match them up based on the responses. This will allow our members to interact with each other based on commonalities. This initiative also has the potential for collaborative growth throughout the League.

#### Nonprofit Leadership Center Training

The League is working with the Nonprofit Leadership Center of Tampa Bay to bring professional training events to our members. This new partnership will give us the tools to take our training to a higher level and offer our Membership skills that can be utilized in the League, in the workplace and, ultimately, the community.



The training that The Junior League of Tampa members receive as a core component of their membership strengthens communities and families around the Bay area and beyond, touching countless hearts and improving the quality of innumerable lives. Training to provide the know-how to do good – it is what the Junior League is all about.



# training

## [train • ing] n.

**Organized activity aimed at imparting information and/or instructions to improve the recipient's performance or to help him or her attain a required level of knowledge or skill.**

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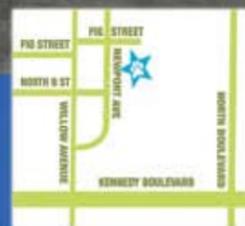
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by Sommer Stiles

Public relations, event planning, management, nonprofit development, sales, graphic design, culinary arts and journalism. This list may sound like areas of study from an academic course guide, but it is no such thing. This list represents just a few of the professions available through The Junior League of Tampa.

The League offers members at all levels – Provisional, Active, and Sustainer – the opportunity to develop skill sets in a variety of areas. Perhaps you are in the early stages of your fundraising career and are looking to gain additional experience outside your place of employment. A natural choice would be a fund development placement working on a committee such as Cookbook, Fundraising or Holiday Gift Market, where you could exercise your knowledge of fundraising best practices. Conversely, let's say you have worked ten years in a profession or out of a professional office environment, for that matter, and wish to make a transition to a new field like event planning. You have planned several successful events for your family and friends and are now ready to take your interests to the next level. Then a placement on the Arrangements or Social Committee, for instance, would provide you with opportunities to realize your event planning potential. The opportunities are yours for the taking – you just have to take them.

As a young provisional (okay, well, maybe not so young), a fellow League member once told me “the League is like anything in your life, the more you put into it...the more you will get out of it.” These words have remained in my memory and continue to motivate me to seek new opportunities for personal and professional growth within the League. Though I am not a professional journalist, I greatly enjoy writing and was eager to put pen to paper through a placement on *The Sandspur*. Gratefully, I have been encouraged to contribute to several issues over the past year. Each article has provided me with the unique opportunity to explore an area I am passionate about, learn how to communicate the message effectively and creatively, and further develop as a writer. Should I have not volunteered for a single article, what would I have gained?

In thinking of the topic “How to turn your League placement into a career?,” I decided to look beyond my own experience and reach out to women throughout the League to learn their answers. Many similar responses were given, all perhaps best encapsulated in one statement given by Isabel Dominicis Dewey, The Junior League of Tampa Training Chair and the Public Affairs, SPAC Chair. When I posed this question to Isabel, she responded with sage advice “...do things that [you] are passionate about and help grow [your] potential. Although I’m out of the political arena, I still have a strong interest in public affairs and shaping public policy. My career has taken me away from that, but I have been able to feed my interest through my advocacy work in the League. I have forged relationships with elected officials and policy makers that would have been impossible without the League. Even though I am happy where I am professionally, if I return to politics, I will be reaching out to colleagues I met through the State Public Affairs Committee of the Junior Leagues of Florida.”

## HOW WILL YOU FEED YOUR INTEREST?

That being said I suppose the only question that remains is when looking at The Junior League of Tampa academic course guide (more commonly known as the Willingness to Lead and General Placement brochures) what career path will you choose? How will you feed your interest?



*Sommer Stiles has been a member of the Junior League of Tampa since 2009. Sommer is a graduate of The University of Florida and has her Masters from The University of Central Florida. She and her husband, Henry, live in South Tampa. Sommer is the Proprietress and Creative Director of Paper Anniversary Co., an online stationery boutique and design studio.*

MEET YOUR MEMBERS AT LARGE



Nicole Geller, Kealoha Deutsch and Megan Duffey.

The Members at Large are three women elected by the membership to represent their interests by serving on the Board of Directors. Their responsibilities include: recognizing outstanding members with the ProActive of the Month awards; spotlighting deserving committees; organizing a JLT Girl's Getaway; honoring participants in the Susan G. Komen Foundation Race for the Cure and Breast Cancer 3-Day Events; honoring outstanding Board members with the annual Inspiring Leader Award; and recognizing members who earned perfect attendance at the General Membership Meetings. Serving as a Member at Large offers multiple ways to mentor and train.

This year's Members at Large are:

**Nicole Geller**, a Tampa native who grew up in Carrollwood. She now lives in South Tampa with her husband, David, their two sons and their dog, Carl. Nicole owns her own photography company and loves to train for triathlons. She volunteers with the JLT and at her children's school.

**Kealoha Deutsch**, a Tampa native, who, at anytime, can be found either teaching a "BodyAttack" class at Lifestyle Family Fitness, designing and developing medical devices, or spending quality time with her husband and local family (when she's not volunteering within the League, of course). She holds a strong passion for our membership and the community in which we live, work and serve.

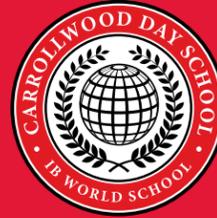
**Megan Duffey**, a USF graduate who is a lifelong volunteer. Her first volunteer efforts began as a pre-schooler alongside her parents. She currently works in the non-profit field, serves on the Florida Bar's Unlicensed Practice of Law 13B Committee and spends her free time as a local and state political volunteer, playing various sports such as soccer, softball and tennis or volunteering with other local nonprofits.



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# Love Bundles

**The Love Bundles Committee provided a total of 1,400 backpacks to its three community partners last year.**

by Jennifer Oliver -Simpson

**A** 10 year old boy walks sheepishly into Mary Lee's House. A Hillsborough County Sheriff's deputy picked him up from his home in the middle of the night in response to a call of child abuse and neglect. The boy walks in and looks around at all of the strange surroundings and people; he is scared. He does not know why he has been taken from his home, but he knows his father is not in this place and cannot hurt him here. The kind staff of Mary Lee's House presents him with a Love Bundle from The Junior League of Tampa. In it, he finds a clean change of clothes, socks, a book and a snack. Once he sees all that the backpack contains, he gestures to give it back to the nice woman who gave it to him. But she explains that the backpack is his. He hugs it close to his chest. And he smiles just a little.



*Stephanie Wiendl and Lee Lowry being recognized by Captain Rick Hernandez of the Hillsborough County Sheriff's Department, for the League's work with Love Bundles.*

It is a familiar and sad story. During this tumultuous time, children often feel scared and uncertain. They have lost all they know to be "normal." Hillsborough County has the highest rate of domestic violence and abuse in the state of Florida. As a result, many children are removed from their homes every day. Many of the families do not know how to take care of themselves, let alone a child. In an effort to aid in the transition process and provide a little piece of comfort to these boys and girls, The Junior League of Tampa offers "Love Bundles."

County Sheriff's Department. Lisa Gabler, Chair of Love Bundles in 2004, says that the goal of Love Bundles is to provide backpacks, or "bundles" to children, newborn to 17, removed from their home due to calls to the Department of Children and Families reporting abuse or neglect. The children are picked up by the Sheriff and taken to either Mary Lee's House, the Children's Home Society or taken back to the Sheriff's Office. From there, the child is placed with another family, or sent into foster care. In the first year of the project, Lisa and her committee would spend countless hours shopping and individually assembling the backpacks. But they thought of a more

efficient way to stock the backpacks, so that the partners would have what they needed each month. The committee started an assembly-line type of packing and, eventually, was able to stock the backpacks for the partners so that each month, they would have the supplies they needed, and would not be waiting until they were in desperate need to assemble the committee to restock.

Today, it is largely done the same way. On the third Tuesday of each month, the committee gathers to put together the backpacks and supplies based on the lists sent in by the partners. Each month, the needs primarily revolve around 50% boys and 50% girls, ages newborn to five years old. Based on these needs, the committee shops around the area for supplies, including toiletries, clothes, socks, a snack (or formula for babies) and a book or toy for all of the ages. Additionally, Love Bundles provides non-perishable food, such as Chef Boyardee meals, cereal, granola bars and fruit bars, and for older children the bundles include things like lip-gloss, nail polish, puzzle books, yo-yo's and decks of cards. The Love Bundles Committee ensures that the children they serve are provided with age-appropriate items and hopefully a little comfort. Ginny Daniel, current Chair of Love Bundles, says the committee provides the necessities for the first 24 hours after the child is removed from the home, and also adds an extra something such as a toy or a book to call their own during this tumultuous time. According to Ginny the backpack is "comforting for the first 24 hours when they are alone and scared and are not sure where they will end up."

Overall, Love Bundles bring more than just necessities to children that are removed from their homes for abuse or neglect. They provide these kids with something that brings them some comfort and joy during a time that is unimaginable for most of us. Each



*Members of the Love Bundles Committee prepare backpacks.*

month, the volunteers help to deliver the backpacks and supplies to each partner. Committee members pack 200-300 backpacks each month from September through June. In June, the committee packs enough for the partners to sustain over the summer until the following September. The Love Bundles Committee provided a total of 1,400 backpacks to its three community partners last year.



*Jennifer (Jenna) Simpson-Oliver joined The Junior League of Tampa in 2009. She and her husband Thomas live in St. Petersburg and Jenna is an Attorney at Broad and Cassel in Tampa.*

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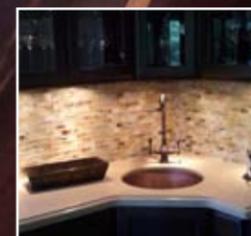
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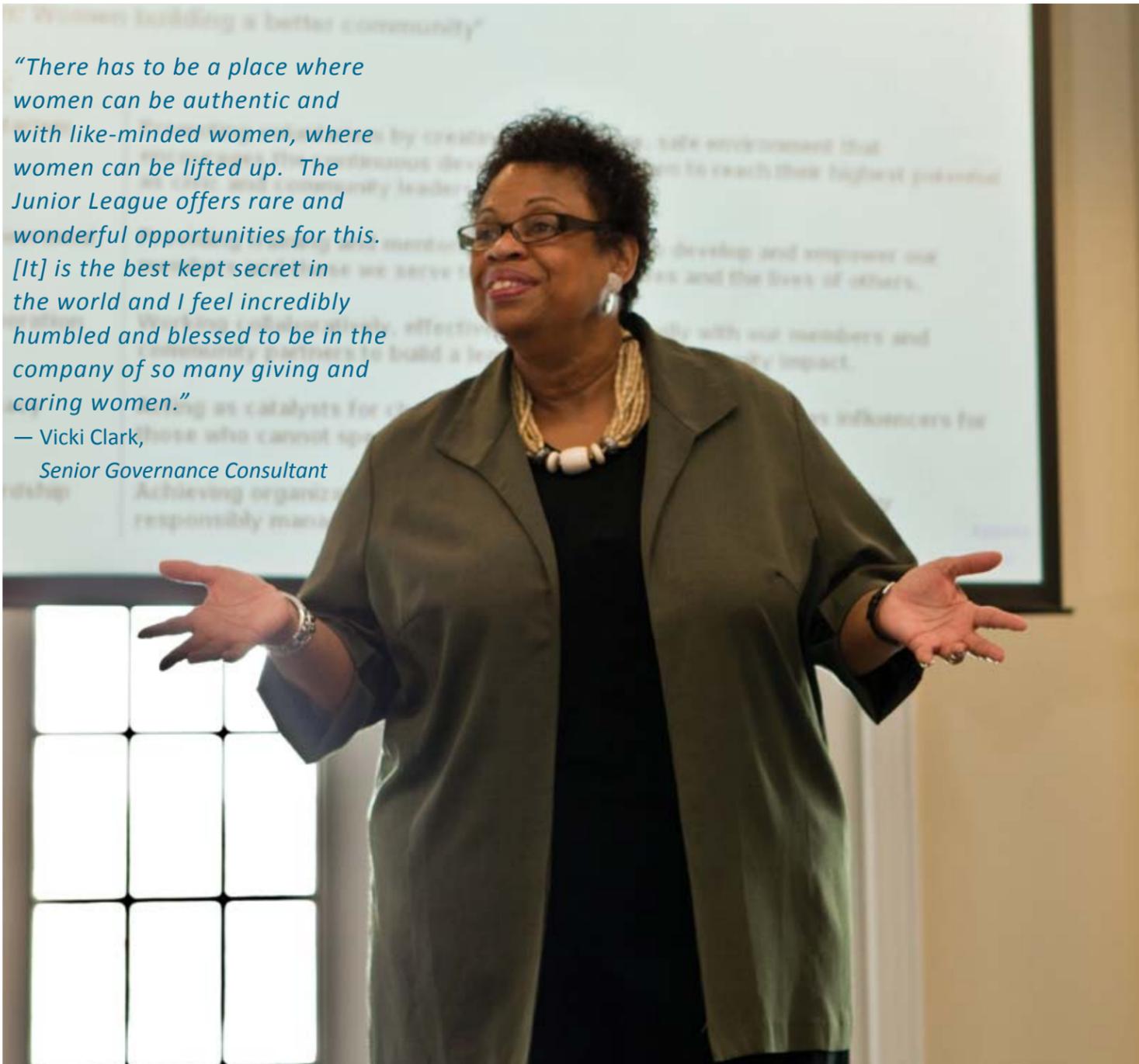
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# men·tor [men-tawr, -ter] n.

1. a wise and trusted counselor or teacher.
2. an influential senior sponsor or supporter.

*“There has to be a place where women can be authentic and with like-minded women, where women can be lifted up. The Junior League offers rare and wonderful opportunities for this. [It] is the best kept secret in the world and I feel incredibly humbled and blessed to be in the company of so many giving and caring women.”*

— Vicki Clark,  
Senior Governance Consultant



Vicki Clark leads a training workshop at JLT headquarters for the Junior League Board of Directors.



## A Chat with the Editor:

by Angier Miller

*Vicki Clark, a Senior Governance Consultant with BoardSource and owner of her own consulting business, has an extensive background in various types of non-profit organizations. She is frequently employed by AJLI to provide training services to Junior League chapters throughout the world. I was fortunate enough to steal a few moments with Vicki as she was preparing for a couple of training sessions at our own League.*

### How did you get started on this path of training Junior League chapters?

I started working with Leagues in 2000. I was working with Points of Light prior to that for 12 years. 2000 was the Year of the Volunteer and the three partners for that were Points of Light, AJLI and United Nations Volunteers.

### What are some of the positive changes you've seen in Leagues throughout the country as a result of your workshops?

Leagues are microcosms of the world so when the world changes, the Leagues have to change in order to remain relevant. Now, Leagues are really following strategic plans and have become much more teamwork based rather than hierarchal.

### How many chapters do you train at each year?

So many that I can't keep track. I work with Leagues all over the U.S., in Canada and in London.

### Do you tailor your workshops to suit the chapter that you are mentoring or do all chapters get the same information/training?

I don't believe in canned presentations. A lot of the topics that I cover are similar, but the only way to be an effective trainer is to customize my presentation for a particular group [based on their needs]. I feel most strongly about this: the key to effective training is research up front; by the time I get to a group, I know as much about them as I can.

### Is there one piece of advice that you give to all League chapters, regardless of membership size?

Be Mission-Driven and Member-Focused. Stay focused on adding value to members lives. In order to change the community, you have to change the members.

### Where would you like to see the direction of Leagues' focus from a training perspective?

More informal and formal training, as well as more technology. I would like to see Leagues doing more evaluations. It is really important that Leagues be serious about measuring outcomes.

### What do you feel is the biggest challenge that faces League chapters today?

Everything changes so fast; women's lives are changing so fast. It is a challenge for women's volunteer groups to integrate all these changes. Also it is a "buyers market" for volunteers. In 1926, there weren't many places to get training and volunteers. Today, the League has to compete with other nonprofit and women's leadership organizations for volunteers.



Angier Miller has been a member of The Junior League of Tampa for eight years. Born in Richmond, Virginia, Angier graduated from Vanderbilt University and has her M.B.A. from The Fuqua School of Business at Duke University. Angier and her husband, Robert, live in South Tampa with their two English bulldogs, Lewis and George.

# Mentors: Guiding the Way

by Ashley Collado, Kathryn Hall and Brooke Iarossi

The Merriam-Webster Dictionary defines a mentor as a “trusted counselor or guide.” But to the women whose lives she helps shape, a mentor is much more than that. A mentor can provide a safe haven in a season of change. She shares her time and expertise to guide her mentee along the right path. The Junior League of Tampa is fortunate to have numerous members that selflessly fulfill these duties and more.

## PROVISIONAL MENTORS



Provisional Mentors.

We all remember the nerves and sheer excitement we felt leading up to our very first Junior League meeting. Once all of those initial emotions wear off, we suddenly realize that there are a vast amount of responsibilities and commitments to be made during our provisional year. With that being said, being a provisional can be overwhelming, thus our Provisional Mentors become our own personal guide and mentor, helping us begin our memorable journey into the League.

With our biggest provisional class yet (150 provisional members), the job of a Provisional Mentor is large and one that Caitlin Ralph is taking very seriously this year. “The Provisional Mentor position is one of the most important positions in the League. We are helping Provisionals make lifetime commitments to the League by giving them the knowledge of our Mission and helping them build relationships from the start.”

One of the steps Caitlin is taking to ensure that the new Provisionals become familiar with one another and the League is to focus on socializing with her group on a monthly basis and by reaching out to them weekly to answer any questions or concerns they may have.

The Provisional Mentors received additional training at the beginning of each League year via Vicki Clark, who was brought in to help them learn how to be better mentors. They will continue to receive training throughout the year to help them become proactive mentors. One thing that stuck with Caitlin from the training was that “someone else’s reality isn’t your reality, which ultimately helps me to better

relate to the Provisionals that I mentor.” There are also a number of first year Actives that are on the Provisional Mentor committee, which offers a recent perspective on things that may have been helpful for them just one year ago.

Membership will ultimately benefit from this position, by ensuring that our new members have the right support and guidance to enable them to have a successful partnership with the League. When Lynette Russell, Membership Vice President, was asked about the changes that the Membership Advisory Committee is making to the Provisional Mentor position she stated, “We are researching the Provisional Education curriculum and process right now. Some issues we are hoping to resolve are the manageability of large class size, the mentor/mentee ratio and the overall experience for the provisional member. We are exploring different options and will have more to come on that. At the very least, we will add mentors to accommodate the growing class size.”

## PLACEMENT MENTORS



Tiffany Harrington, Placement Mentor.

Once a woman is an active League member, her next big step is choosing her placement. As she enters her first year as a Placement Mentor with the League Tiffany Harrington’s goal is to, “Ensure lasting friendships and lend an ear for League members working in concert to build a better tomorrow for the community we live in.” Tiffany is joined by twenty-two other Placement Mentors, who will also be assisting League members to develop their personal League goals throughout the year.

“Each member brings a different strength and point of view to the League,” states Tiffany, “derived from each individual’s reason for joining and goals they wish to achieve.” As a Placement Mentor, she looks forward to finding out what the League means to its members in hopes of assisting with developing their connection with the League and with meeting their League goals.

JLT Placement Mentors plan on achieving success in their positions by actively involving themselves with their committees’ meetings and activities. “We want to build lasting friendships and ensure a long and rewarding League career,” says Tiffany. In addition to attendance at committee meetings and activities, Placement Mentors may be spotted interacting with League members at General Membership Meetings and at the Placement Fair. “We look forward to a successful, fulfilling and rewarding year for our committee members.”

Tiffany is honored to be a member of the Placement Committee. She hopes that members “are comfortable approaching their Placement Mentors with joys, concerns and sorrows. We want to make a difference in the League career of our members while helping them down the path of success and fulfillment. We are here as your friend, your mentor and your sounding board.”

## TRANSFER MENTORS



Britt Erekson, Transfer Chair

A third Mentor meets the special needs of members who transfer from other Leagues. Transfer Mentors help ease the transition for women new to the city and to The Junior League of Tampa. Laurel Lee, herself a former Transfer, entered the role of Transfer Mentor this year because of the positive impact that Transfer Mentors had on her. According to Laurel, Transfer Mentors “serve as a resource for the women throughout the year, providing information about the Tampa Bay area and the League.”

The Transfer Mentors equip women “with information about our League, our activities and our community,” Laurel continued. Transfer Chair Britt Erekson believes that the mentors themselves also are enriched by their work. She cites meeting new people and forming friendships with them as her favorite things about serving on the Transfer Committee. Transfer Mentors plan social events to help the Transfers forge relationships with each other, as well as other League members. Gatherings might include coffee dates, shopping trips or movie nights. Transfer Mentors and their mentees are matched according to common interests and lifestyles to spark natural connections.



Ashley Collado is from Tampa, Florida and has been a member of The Junior League of Tampa for three years. Ashley graduated from Stetson College of Law and currently practices in the area of Real Estate Law.



Brooke Iarossi is from Gulf Breeze, Florida and this is her first year as an active with The Junior League of Tampa. She and her husband Tom, have a two year old daughter Isabella. Brooke is the Southeast Regional Sales Manager for Gynecor, a division of Bostwick Laboratories.



Kathy Hall is from Middleburg, Florida and joined The Junior League of Tampa in 2010. She is a Facial Plastic and Reconstructive Surgeon with the University of South Florida. She and her husband, Eric, live in Tampa with their two year old son.

Integrating transfer members benefits not only the Transfers themselves, but also the League as a whole. Many Transfers have a wealth of ideas and experience to share with JLT members; some may have even served as leaders in their former League chapters. Mentors encourage Transfers to get involved in their new League, contributing with their diversity and insights.

Laurel suggests we can all serve as Transfer Mentors in a small, informal way. She encourages members to introduce themselves to the Transfers and welcome them to JLT. “Seeing a friendly face and feeling welcome and included in our meetings and events is a big part of ensuring the Transfers join and stay active. We should all try to meet someone new at membership meetings!” stated Laurel.

Whether instructing provisional members as they learn about the League, educating members about service opportunities or welcoming newcomers to Tampa, Mentors play a critical role in the League. Mentors share their time, knowledge and enthusiasm to strengthen individuals and the League as a whole, allowing us all to best serve the community. Mentors guide us all toward a brighter tomorrow.

“Each member brings a different strength and point of view to the League”

—Tiffany Harrington, Placement Mentor

# Mentoring: Better Service is Borne of the Best Relationships

by Megan Ely, Brooke Palmer and Ellen Quinlan

The skills in The Junior League of Tampa are meant to be shared with the community we serve as well as amongst each other. Everyone benefits from a good mentor and, with a new mentoring system put in place this year, the JLT encourages us to step out of our comfort zones and to take full advantage of an opportunity to grow. The League is a collection of extraordinary women, and the following interviews show how influential we can be. A common theme is how much more connected and comfortable one feels when someone takes an authentic interest in them. What is vitally important is that we are willing to do the work and make the effort to gain from those around us, and share with the talented women that surround us. Please read on to hear how the following mentoring relationships benefitted not only the mentors and the mentees, but those they serve as well.



**Mentor: Renee Dabbs Mentee: Jennifer Carslstedt**

Renee is a graduate of The University of Florida. Renee serves as The Victory Group, Inc.'s Chief Operating Officer, Senior Producer and Client Coordinator. Prior to The Victory Group, Renee led a \$220 million business; started corporate, political and nonprofit organizations from scratch; and served in senior management at Procter & Gamble for more than 15 years. She resides in Tampa with her husband, Brooks, and their two daughters.

Jen, former Junior League of Tampa President, has been Active in the League for 14 years. She grew up in Gainesville, Florida and received a Bachelor of Science and Master of Science from The University of Florida. Prior to staying home, her work experience included Marketing and Pharmaceutical Sales. She is married to Ed and they have three sons- Wilson (11), Nick (9) and Bryan (10 months).

## How did your mentorship begin?

**J** Renee and I are neighbors. About 10 years ago, I was contemplating my level of involvement with the League. Renee encouraged me to serve on her committee at the time, knowing that it would enhance my connection with the League.

## How has mentoring impacted your involvement within the League?

**R** I wanted to create an environment for women to be great. I believe that if you remind someone how great they are then they will ultimately exceed your expectations. When Jen considered leadership opportunities, it was her choice to step up, but I was there, regardless if it worked out or not, to see that Jen succeeded. Now as a Sustainer, I am more engaged in the League. Mentoring allows me to interact with current Actives, give advice and still feel connected to the League.

## How has your relationship with your mentor affected your placement selection?

**J** Renee encouraged me to go through the Willingness to Lead process. She knew my various leadership experiences at the University of Florida including President of Florida Blue Key and Kappa Alpha Theta would serve the League well.

## What advice would you offer to ensure a successful mentorship?

**J** Committee Chairs need to encourage and support their members with seeking out leadership opportunities. It is equally important for League members to ask for help and guidance from the leaders in the League. The majority of women I have had the pleasure of serving with thrive on helping other women achieve their best- so take advantage!

**R** I encourage everyone to stop and pay attention. Look around and see who is nourishing you. Getting to know one another and acting on your relationships will bring more to what you want to do in life. You may be in a totally different life place, but still benefit from the women you surround yourself with.



**Mentor: Kathleen Thaxton Mentee: Nicole Hubbard**

Kathleen was born in Philadelphia, Pennsylvania but has lived all over the US throughout her life. She has been in South Tampa 21 years. This is her 12<sup>th</sup> year in the League and 4<sup>th</sup> year on Executive Committee. Kathleen has been married for 18 years with three girls- Katy Ann (14), Laurel (12) and Jessica (8).

Nicole is from Winter Garden, Florida but has lived in South Tampa since 1998. This is her 6<sup>th</sup> year in the League. She has been married for 11 years with two children-Austin (3) and Ansley (1) as well as two Shih Tzus that are both 11 years old. She is a Nurse Anesthetist and has worked at Tampa General Hospital with Florida Gulf-to-Bay Anesthesiology for the last 8 1/2 years.

## How did your mentorship evolve?

**N** I didn't know Kathleen personally, but knew of her. She then became my Executive Liaison which initiated our friendship.

## What qualities about each other would you want to emulate?

**N** Kathleen absolutely understands balance in life. She knows that family comes first, and is so hands on yet at the same time is dedicated to JLT. She gets business done, but keeps the fun in it. It is a volunteer organization. We all might have different reasons for joining, but we all have the same goal. Kathleen understands that.

**K** I loved the way she treated her committee members and encouraged them to be creative. Nicole allowed her committee to do the job which best suited them. I admire her confidence in people as well as her incredible responsiveness.

## What is one of the best times you had together?

**K** One of my favorite times was when I knew Nicole was getting the Inspiring Leader of the Year Award! It was so hard not to tell her, but to surprise her with that award was awesome. And we have just as much fun sitting together at board meetings!



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### A Mentor...

Is a teacher or advisor who leads through guidance and example.

### A Good Mentor...

Provides wise counsel and encourages the mentee to believe that her actions are a result of her own ideas and instincts.

### Mentoring Is...

- A relationship in which an experienced person provides advice, support, and encouragement to a less-experienced individual.
- A powerful personal development tool that enhances the abilities of both mentor and mentee.
- Valuable at any age. Everyone has something that she can teach someone else.
- Leadership development: The mentor offers skills, abilities and knowledge that build the next generation of leaders – a strategic element of organizational survival.

## MENTORING OUR MEMBERS

*Danielle is from Clearwater, Florida, and is a volunteer, wife and mother. Her current JLT placement is Fundraising Chair and she is in the beginning stages of launching her own event planning business.*

*Crystal was born in New Smyrna Beach, Florida, and attended The University of Florida and The University of Tampa. She is a volunteer, wife and mother and currently serves as JLT's Electronic Communications Chair.*

### How did you come to know your mentor?

**C** I met Danielle in my provisional class. Two years later we were Provisional Liaisons together. Soon after that I was a Placement Mentor on her committee (Kids Connect) while she was Chair.

### How has your mentorship impacted your League experience?

**D** Through my JLT training, I have learned that it is my responsibility to empower the women I serve with and to help strengthen their own leadership skills. Once I embraced that role, I learned to be a leader for the first time.

### In what ways has your mentorship affected your involvement in the League?

**C** We both put forth the time and effort to attend each other's events, socials and activities. It's great to see the benefits that abound when great women all around us work together.

### Do you recommend mentoring to active members?

**D** Yes! We have a new mentor training program that matches mentors with mentees based on a person's interests, fits and skills.



**Mentor: Danielle Post Mentee: Crystal Madani**

Healthy relationships are the key to any well functioning organization, and nowhere is that more evident than in the mentoring relationships of The Junior League of Tampa. Connecting current Actives with Sustainers and asking experienced Committee Chairs to help new members helps to create a rich culture of learning and communication that sharpens everyone's leadership skills. Like a family, we thrive in a wholesome and safe environment, where all of us are encouraged to take risks and grow. Creative and clear thinking enriches our community as we strive to help each other. Everyone is a winner as guiding principals are shared and learned skills are taught by a free flowing, efficient system of communication.



*Ellen Quinlan is from Tampa, Florida. She has been a member of the League for over a year. She is a graduate of Washington and Lee University and a recruiter for KForce Professional Staffing.*



*Megan Ely is a graduate of The University of Florida and the Fifth Avenue Club Assistant at Saks Fifth Avenue. She has been a member of the League for three years. She is also a dress designer, fashion consultant and a consultant for interiors.*



*Brooke Palmer is from Washington, D.C. and has been a member of the League for a year. She is an avid golfer, former collegiate lacrosse player, and a Vanderbilt University graduate. She is the president of R.S.B.P. Events, an event, public relations and wedding planning firm.*

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The October book selection was *Promise Me* by Nancy Brinker, founder of the Komen for the Cure Foundation. The book discusses her relationship with her sister and her journey creating the Foundation. Darby Steadman of Driving Ms. Darby, a foundation that supports clinical trials in breast cancer research, spoke during the October book club event.

Another training opportunity this year is in conjunction with The Nonprofit Leadership Center of Tampa Bay. Two sessions will be offered focusing on the skills necessary to run a nonprofit business through training, coaching and online resources.



*Tiffanie Lopatin facilitates a resume workshop for Junior League members at Headquarters.*

## The Training Committee

by Meghan Weddle

The Junior League of Tampa offers many personal growth opportunities for its members from volunteering in the community to making new friends on committees and at social events. An additional benefit offered by the League is the opportunity to attend a variety of training events. According to Isabel Dewey, Training Committee Chair, these sessions are “monthly events that help League members grow personally and as volunteers.” In order to make training a priority within the League, training event attendance is a new requirement for the 2011 - 2012 League year.

The Training Committee facilitates many types of events to ensure that everyone finds something that suits her interests. One offering is a book club which has evolved from simple discussion groups to a speaker series about relevant topics pertaining to the chosen book. Dewey adds that, “people do not have to have read the books to attend, but they are encouraged to in order to get maximum benefit for the discussion.”

In addition to the book club and leadership training, the Training Committee started an informal mentorship program where “member mentors” are matched with “member mentees” based on their skills and interests. The goal of this program is to give people with interest in learning new skills the opportunity to be matched with someone who has those skill sets and is willing to share their knowledge.

Overall, the Training Committee always seeks to match its programs and events with League interests. The League uses surveys to gather information on relevant and pertinent topics. Using these results the Training Committee offers programs and events with the most membership appeal in an effort to help members grow in their League career and in their own personal pursuits.



*Meghan Weddle is from Chattanooga, Tennessee, and has been a member of the League for three years. Meghan is a graduate of Emory and has her M. Ed. from The University of South Florida. She is engaged to be married in July and teaches Middle Division History at Berkeley Preparatory School.*

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*Maria Castellez-Dorazil*



*Allison Doucette*



*Beth Edwards*



*Victoria Ellingson*



*Jessica Burns*



*Lena Cabrera*



*Amy Cadicamo*



*Laura Campbell*



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Simone Savino



Jamie Schabacker



Jessica Schultheis



Katherin Scott



Joanna Segundo



Katie Selman



Loren Wilson



Jennifer Wooten



Sara Younger



Shana Zink



Camille Zutes

**Not pictured:**  
 Kerri Axelrod  
 Natalie Booth  
 Stacy Bush  
 Linda McDonald  
 Selena Ward



Avril Shelton



Catarina Showalter



Lea Simon



Nicole Sinardi



Amanda C. Smith



Amanda L. Smith



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*Provisional Mentors:*

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Roddy Belfatti	Caitlin Ralph
Megan Bock	Ellen Romano
Laura Fender	Mandy Valenti
Caroline Foss	Jamie Wood

*“The 2011 - 2012 Provisionals are an amazing group of women who share a common desire to improve the Tampa Bay Community through voluntarism. I am in awe of these ladies at every meeting. They are already so engaged and dedicated. These women are **lawyers, teachers, entrepreneurs, doctors, business executives, nonprofit board of directors members, stay at home moms and even Army Pilots!**”*  
 — Suzy Mendelson, Provisional Education Chair

The Junior League of Tampa would like to thank Nicole Geller Photography for the Provisional Member photos.

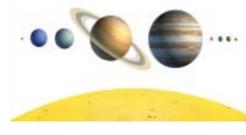


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Patrons' Party



photography by Joe Photo



**H**ello Sustainers! We have had a fabulous Fall with lots of activities and parties.

Back to the League Day was a great success. We learned what is going on in the League and got a firsthand look at the 50<sup>th</sup> anniversary edition of *The Gasparilla Cookbook* which not only has tried and true recipes, but also holds a special place in the history of The Junior League of Tampa. It is a fascinating read even if you don't like to cook. To purchase a copy visit [www.jltampa.org](http://www.jltampa.org) or call The Junior League of Tampa headquarters at 813.254.1734.

Lunch Bunch had a lively turnout thanks to our Chairs, Karen Perry and Flo Roberts. It is a fun way to see old friends and meet new ones. Watch for the next Lunch Bunch date in the Sustainer Sandblast, or call Karen or Flo.

The Holiday Gift Market Patrons' Party was another success story. Sustainer, June Annis, and her husband, Mike, opened their home for "C'est Magnifique," an Evening in Paris. It was truly magnificent. Thank you June and Mike for such a lovely evening.

Thank you to all of the Sustainers that have participated in the Annual Campaign this year. The Junior League of Tampa is unique in that every single cent of the money raised during Annual Campaign goes directly into our projects and programs. We are aiming for 100% participation from all of our members,

including Sustainers. So, if you have not already made a donation, we need you! You can mail a check to the League office, or go to our website at [www.jltampa.org](http://www.jltampa.org). It's not the size of your gift that matters, just the fact that you care enough to make the gift. We appreciate your participation at any level!

On another note, Carol Garner and Carolyn Corr chaired a fabulous Sustainer Cocktail Party at the beautiful golf course home of Frankie and Stan Harrell. The evening was perfect for dining under the stars, and Metro Chef Catering provided a wonderful array of gourmet dishes. A big "thank you" to Frankie and Stan for sharing their gracious home.

Our Food 4 Kids volunteer days were in November led by Sue Cox. Sue and her enthusiastic group of volunteers bagged groceries at Feeding America Tampa Bay and then distributed them to the children at the Belmont Heights and Sulphur Springs Boys and Girls Clubs. We will repeat this much needed service in the Spring, so if you'd like to participate, please call Sue.

I wish you and your families the happiest of holidays and send you many thanksgivings for all of our blessings.

Julie G. Sargent  
Sustainer President



Allison Burden, Frankie Harrell and Julie Sargent at the Sustainer Cocktail Party.



**SUSTAINER OFFICERS 2011 - 2012**

- Sustainer President**  
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- Vice President / President Elect**  
*Sue Cox*
- Recording Secretary**  
*Paige Paine*
- Corresponding Secretary**  
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- Fall Meeting**  
*Laura Ann Hunter*
- Fall Dinner**  
*Carol Garner and Carolyn Corr*
- Food 4 Kids**  
*Sue Cox*
- Bridge Group**  
*Ruth Tapley and Joanne Baldy*
- Art and Antiques and Trips**  
*Marsha Lane*
- Lunch Bunch**  
*Karen Perry and Flo Roberts*
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# “The Hamwich”

## INGREDIENTS

- 3 tablespoons butter, melted
- 2 teaspoons mustard
- 2 teaspoons poppy seeds
- 1/3 cup chopped onion
- Dash of Worcestershire sauce
- 1 (16-ounce) package frozen dinner rolls
- 1/3 pound shaved ham
- 2/3 cup shredded Swiss cheese

Preheat the oven to 350 degrees. Mix the butter, mustard, poppy seeds, onion and Worcestershire sauce in a bowl. Remove the rolls in one piece from the foil pan and cut into halves horizontally. Replace the bottom half in the foil pan and spread evenly with the poppy seed mixture. Layer the ham and cheese over the bottom half of the rolls. Replace the top half of the rolls cut side down over the cheese. Cut into individual servings. Bake for 20 to 25 minutes or until light brown. The rolls may be frozen before baking.

*Capture the Coast* Cookbook p. 40



## The Junior League of Tampa 2011 – 2012 Cookbook Order Form

In celebration of the 50<sup>th</sup> anniversary of *The Gasparilla Cookbook*, The Junior League of Tampa is excited to announce the publication of this very special edition. ***The Gasparilla Cookbook 50<sup>th</sup> Anniversary Edition* has arrived!** Don't miss this unique opportunity to own a commemorative edition of Tampa's culinary history.

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ORDER DETAILS			
TITLE	QUANTITY	PRICE EACH	AMOUNT
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<i>Tampa Treasures</i>	_____	\$ 19.95	_____
<i>The Culinary Collection Volume 4: Capture the Coast</i>	_____	\$ 21.95	_____
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# THE JUNIOR LEAGUE OF TAMPA

## 2011-2012 ANNUAL CAMPAIGN

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PLEASE NOTE: Multi-year donors will be designated on recognition lists as follows - ◆ = 2-4 yrs; ◆◆ = 5-9 yrs; ◆◆◆ = > 10 yrs	PLATINUM \$10,000	SILVER \$5,000	BRONZE \$2,500	PATRON \$1,000	CONTRIBUTOR \$500	FRIEND \$250	SUPPORTER \$20 - \$249
Recognition in <i>The Sandspur</i> quarterly magazine (through Summer 2012)	√	√	√	√	√	√	√
Recognition in <i>Spur of the Moment</i> monthly newsletter (through May 2012)	√	√	√	√	√	√	
Recognition on The Junior League of Tampa website (through June 2012)	√	√	√	√	√	√	√
Recognition on Donor Board (at Patrons' Party, Holiday Gift Market, HGM Kickoff Party)	√	√	√	√	√	√	
Recognition in additional promotional materials and advertising	Select	Select	Select				
Logo and Link on The Junior League of Tampa website (through June 2012)	√	√	√				
Special signage at Holiday Gift Market	√	√	√				
Inclusion in Holiday Gift Market guide	√	√	√				
Inclusion in the <i>St. Pete Times</i> thank you ad	√	√					
Tickets to Patrons' Party (Oct. 20 at the home of Sustainer June Annis)	8	6	4	2			
Tickets to Holiday Gift Market Kickoff Party (Nov 3rd at Florida State Fairgrounds)	12	8	4	1	1	1	
General admission tickets to Holiday Gift Market (Nov 4-6 at Florida State Fairgrounds)	30	25	20	15	15		

#### PAYMENT OPTIONS

You may donate ONLINE @ [www.jltampa.org](http://www.jltampa.org) –OR– Please select a payment option below, then sign and return this form to: Allison Barnes Burden 2011-2012 President, The Junior League of Tampa, 87 Columbia Dr., Tampa, FL 33606. Fax: 813-254-9593  
NOTE: To receive Holiday Gift Market benefits (as listed), all payments must be made by November 1, 2011, except Contributors' Plan.

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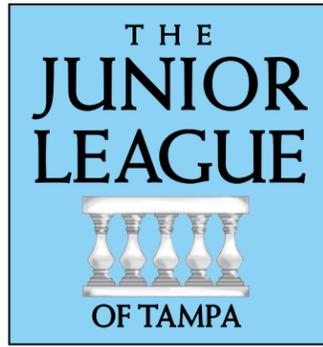
OUT AND ABOUT: COMMUNITY



photography by Heather Hamilton



Luiza Torra with Torra Photography



## The Junior League of Tampa

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### The Junior League of Tampa

The *Sandspur* Committee invites fellow League members to respond to our most relevant topics and burning questions. Share your responses by leaving a comment under the question below. Please note the selected respondent(s) will have their photo and quote published in an upcoming issue of *The Sandspur*.

#### Who has been a League mentor to you and what did you learn from her?

September 20 at 12:10pm

2 people like this



**Shannon Walsh** It is so hard to narrow it down to just one person... but Lisa Lockhart has been instrumental in my League experience. I admire her for her involvement and managing such a busy schedule (between serving on the JLT executive committee, work, school and personal life). She always makes time to answer my questions, help with an event or just grab a glass of wine & catch up. I aspire to do that for others! October 3 at 4:38pm Like 3 people



**Andrea Bridenback Layne** I am lucky to call Betsy Graham not only my mentor, but also my friend. She has thoughtful and thought-provoking advice that is always insightful and on target. She has taught me to not dwell on the mistakes, but take initiative to fix the core issue. I admire her poise and I trust her guidance. October 3 at 5:51pm Like 3 people



**Suzy Hays Mendelson** Stephanie Hendrix Wiendl has shown me that it is not only possible, but completely do-able to be a fully engaged mother, a full time working woman, and a devoted volunteer and League member, all at the same time! She is a big picture gal, while being able to focus on others individual league experience. She has taught me to find balance in all of my roles and how to be devoted to each one separately. October 3 at 9:18pm Like 2 people



**Jennifer Moyer** Jennie Sober is one of my mentors. She believed in me early in my League career and encouraged me to think big. She exudes such a caring attitude to all of her committee members that I can only hope to emulate. October 3 at 10:23pm Like 1 person



**Nicole Perez Geller** Lynette Russell is my mentor. She is polished, patient and perfect. The three P's of an amazing leader! Lynette truly makes me feel like I can accomplish my goals within the league. Although Lynette has a full plate, I never feel as if my concerns/ issues are not being addressed. Thank you Lynette for inspiring me to be my best! October 5 at 5:43am Like 3 people

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