



THE JUNIOR LEAGUE  
OF CHARLOTTE, INC.  
*Making A Difference Since 1926*

#### ASSOCIATION OF JUNIOR LEAGUES INTERNATIONAL BOARD MEMBERS AND OFFICERS

1932-35 - Billy Shaw Howell (National Vice President, 1935)  
2007-09 - Toni L. Freeman, AJLI Treasurer  
2012-14 – Toni L. Freeman , AJLI President  
2018-20 – Whitney Wilson-Wertz, Board Member-at-Large

#### PAST REGIONAL DIRECTORS

1945-47 - Mrs. Willis I. Henderson, Jr.  
1978-79 - Mrs. J. Alex McMillan  
1983-84 - Mrs. Harvey M. Grasty  
1994-95 - Mrs. Sallie Lowrance  
2004-05 - Mrs. Sharon King

#### PAST CHAIR REGIONAL NOMINATING COMMITTEE

1965-67 - Mrs. Donald G. Bryant  
1985-87 - Mrs. Thomas S. Marshall (Cynthia Blythe)  
1994-96 - Mrs. Sallie Lowrance

#### AJLI NOMINATING COMMITTEE REPRESENTATIVE

2000-02 - Mrs. Toni Freeman  
2005-07 – Mrs. Sharon King  
2010-12 – Antoinette Ellison  
2014-16 – Betsy Conway  
2015-17 – Whitney Wilson-Wertz

#### PAST MEMBER OF AREA III COUNCIL

1973-75 - Mrs. James F. Clardy (Chair)  
1977-78 - Mrs. Philip G. Conner (Ellie Ward)  
1983-84 - Mrs. Harvey M. Grasty (Chair)  
1986-87 - Mrs. Thomas S. Marshall (Cynthia Blythe)  
1987-88 - Mrs. Robert C. Allen (Corinne Arbuckle)  
1990-91 - Mrs. John A. Tate (Claire Kinnett)

#### STATE PUBLIC AFFAIRS COMMITTEE CHAIR

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

#### PAST PRESIDENTS

1926-27 - Mrs. Robert Cluett (Catherine Morehead)  
1927-28 - Mrs. Edwin T. Cansler, Jr. (Nell Cave)

1928-29 - Mrs. Anna Whitner Henderson (Anna Whitner)  
1929-30 - Mrs. John Tillett (Hazel Martin)  
1930-31 - Mrs. Gordon Watt (Katherine Graves)  
1931-32 - Mrs. Billy Shaw Howell (Mary Brevard Alexander)  
1932-33 - Mrs. Maurice R. Smith (Julia Baxter Scott)  
1933-34 - Mrs. Hamilton W. McKay (Kate Whitner)  
1934-36 - Mrs. Word H. Wood (Kitty Brack)  
1936-38 - Mrs. James H. Harris (Angelia Morrison)  
1938-40 - Mrs. Louis Rose (Eugenia Rennie)  
1940-42 - Mrs. Willis Irwin Henderson, Jr. (Alice Quarles)  
1942 - Mrs. Morgan B. Speir, Jr. (Marjorie Wilson)  
1942-44 - Mrs. Richard K. Sims (Nancy Blake)  
1944-46 - Mrs. James H. Carson (Charlotte Milstead)  
1946-47 - Mrs. Ruth Alexander Roberts (Ruth Alexander)  
1947-48 - Mrs. Courtney R. Mauzy (Mary Catherine Siewers)  
1948-49 - Mrs. Charles H. Conner, Jr. (Alice Alexander)  
1949-50 - Mrs. Craig Gaskell (Anne Pease)  
1950-51 - Mrs. William I. Coddington (Gladys Tillett)  
1951-52 - Mrs. Walter E. Daniel (Perry Gibson)  
1952-53 - Mrs. William T. Buice, Jr. (Genevieve Ramsaur)  
1953-54 - Mrs. Nella Douglas Cannon (Nella Douglas)  
1954-55 - Mrs. Robert Lassiter, Jr. (Elizabeth Fitton)  
1955-56 - Mrs. M. Lee Heath (Anne Purnell)  
1956-57 - Mrs. Addison G. Brenizer, Jr. (Meredith Marshall)  
1957-58 - Mrs. Neil MacMillan (Lola Whisnant Zaccagni)  
1958-59 - Mrs. William K. Van Allen (Sally Schall)  
1959-60 - Mrs. J. Emmett Sebrell (Alice Bell)  
1960-61 - Mrs. Thomas M. Belk (Katherine McKay)  
1961-62 - Mrs. Lanier Branson, Jr. (Jane Kennedy Sutton)  
1962-63 - Mrs. Ira L. Griffin, Jr. (Mary Jeter)  
1963-64 - Mrs. Donald G. Bryant (Frances Vinson)  
1964-65 - Mrs. Joseph G. Fitzsimons (Beverly Gerber)  
1965-66 - Mrs. Carroll E. Tomlinson (Anne Buchanan)  
1966-67 - Mrs. Freeman R. Jones (Helen Bouldin)  
1967-68 - Mrs. George E. N. Montague (Mary Street)  
1968-69 - Mrs. Julia Cuthbertson Clarkson  
1969-70 - Mrs. Hamilton W. McKay, Jr. (Dee Dee Lineberger)  
1970-71 - Mrs. Roddey Dowd (Pepper Stetson)  
1971-72 - Mrs. John B. Stedman (Jan Norman)  
1972-73 - Mrs. J. Alex McMillan, III. (Caroline Houston)  
1973-74 - Mrs. Edward H. Thomas (Ann Davis)  
1974-75 - Mrs. William E. Browning (Catherine Brown Barnhardt)  
1975-76 - Mrs. William A. White, Jr. (Elizabeth Smith)  
1976-77 - Mrs. James F. Alexander (Martha Bedell)  
1977-78 - Mrs. Marsha Ray Sherry (Marsha Ray)  
1978-79 - Mrs. A. Zachary Smith (Emily Pleasants)  
1979-80 - Mrs. Thomas H. Woollen (Velva Whitescarver)  
1980-81 - Mrs. Thomas W. Brake (Carole Slaughter)  
1981-82 - Mrs. Jean Miller Sullivan (Jean Miller)  
1982-83 - Mrs. David G. Koehler (Rudy Borland)  
1983-84 - Mrs. Robert C. Allen (Corinne Arbuckle)  
1984-85 - Mrs. Thomas S. Marshall (Cynthia Blythe)  
1985-86 - Mrs. William Southerland, Jr. (Katherine Blythe)  
1986-87 - Mrs. Robert B. Dienst (Jocelyn DeMars)  
1987-88 - Mrs. John W. Harris (Deborah Small)  
1988-89 - Mrs. Richard B. Alexander (Anne Mullan)

1989-90 - Mrs. James M. Dillashaw (Gay Gunter)  
1990-91 - Mrs. Michael C. Parrott (Hope Evans)  
1991-92 - Mrs. Fred T. Lowrance (Sallie Lou Moore)  
1992-93 - Mrs. Richard L. Sigmon (Margaret Brinkley)  
1993-94 - Mrs. John D. Alderman (Mary-Stuart Parker)  
1994-95 - Mrs. Kenneth P. Andresen (Margueritte Crane)  
1995-96 - Mrs. John R. Resso (Stacy Anne Sumner)  
1996-97 - Mrs. Louis A. Schmitt (Martha Higgins)  
1997-98 - Mrs. James H. King (Sharon Jones)  
1998-99 - Mrs. John R. Knier (Kathi Miller)  
1999-00 - Mrs. John A. Constine (Ruthie Swinney)  
2000-01 - Mrs. John B. Tomlinson (Lisa Lofton)  
2001-02 - Mrs. Curtis Trenkelbach (Rocky Randol)  
2002-03 - Ms. Elizabeth Gregg (Beth Gregg)  
2003-04 - Mrs. Dwayne Freeman (Toni Harrison)  
2004-05 - Mrs. Robert Sherrill (Meredith Kanto)  
2005-06 - Mrs. John Tinkey (Mary Ingle)  
2006-07 - Mrs. Ross Hobson (Trish Vail)  
2007-08 - Mrs. William Ellison (Antoinette "Twan" Crawford)  
2008-09 - Mrs. Roddy Fuller (Katherine Hood)  
2009-10 - Mrs. Christopher Cobb (Kelly Commerford)  
2010-11 - Mrs. Clark Christopher Kovacs (Elizabeth Wiley)  
2011-12 - Ms. Katherine Elizabeth Zeok  
2012-13 - Mrs. Langston Wertz (Whitni Wilson-Wertz)  
2013-14 - Mrs. Max H. Hutchison (Amie O'Connor)  
2014-15 - Mrs. Rush Shull (Beverly Larson)  
2015-16 - Mrs. James Johnson (Lisa Linnett)  
2016-17 - Ms. Shannon Leigh Vandiver  
2017-18 - Mrs. John M. Kirk (Arina P. Zonnenberg)

#### PAST SUSTAINER PRESIDENTS

1956-57 - Mrs. John Tillett (Hazel Martin)  
1957-58 - Mrs. E J. Wannamaker (Mary Stuart)  
1958-59 - Mrs. Willis I. Henderson, Jr. (Alice Quarles)  
1959-60 - Mrs. Stuart W. Cramer (Julia Baxter Scott)  
1959-60 - Mrs. Alonzo Myers (Eleanor Gurney)  
1960-61 - Mrs. H. F. Kincey (Sara Bayne)  
1961-62 - Mrs. James J. Harris (Angelia Morrison)  
1962-63 - Mrs. William T. Buice, Jr. (Gigi Ramsaur)  
1963-64 - Mrs. Lewis Cass Reid (Jane King Funkhouser)  
1964-65 - Mrs. M. Lee Heath (Anne Purnell)  
1965-66 - Mrs. Ruth Alexander Roberts (Ruth Alexander)  
1966-67 - Mrs. Charles A. Lambeth (Sally Cothran)  
1967-68 - Mrs. J. Robert Adams (Dorothy Zetlmeisl)  
1968-69 - Mrs. Henry G. Newson (Miriam Carter)  
1969-70 - Mrs. Richard M. Salisbury (Sara Covington)  
1970-71 - Mrs. John B. London (Billie Freeman)  
1971-72 - Mrs. J. Emmett Sebrell (Alice Bell)  
1972-73 - Mrs. Robert I. Dalton, Jr. (Gwin Barnwell)  
1973-74 - Mrs. Frank Thomas Miller, Jr. (Martha Jean Brooks)  
1974-75 - Mrs. Alex R. Josephs (Nancy Greeson)  
1975-76 - Mrs. J. Norman Pease, Jr. (Mary Carson Jones)  
1976-77 - Mrs. Joe Logan (Shirley Rice)  
1977-78 - Mrs. Parker Crosland (Parker Shackelford)

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

#### HISTORY OF THE JUNIOR LEAGUE OF CHARLOTTE

1924	In October, the first meeting of the Welfare League was called with fifteen charter members.
1926	In January, the Welfare League, organized in 1924, came into AJLA with a membership of thirty. Junior League Baby Home, Inc. opened on April 24th in donated cottage.
1926-1927	Junior League voted to build its own Baby Home at a cost of \$16,000. League pledged \$5,000, remainder from friends in community. \$2,086 raised from dances, rummage sale, and sponsorship of Dayton Westminster Choir for maintenance costs of Baby Home. Catherine Morehead Cluett, President
1927-1928	New Baby Home completed and opened in January. Established The Junior League Crier. Junior League edition of the Charlotte News netted \$1,848.81. A follies, "High Lights," raised \$1,784.69.

	Nell Cave Cansler, President
1928-1929	Edition of the Charlotte Observer netted \$5,002. Arts and Interest Committee established. First children's play, "Magic in the House," was given. Anna Whitner Henderson, President
1929-1930	Edition of the Charlotte Observer raised \$6,300. Established Ways and Means Committee. Hazel Martin Tillett, President
1930-1931	Edition of the Charlotte News raised \$5,694.78. Total League membership was 121. Katherine Graves Watt, President
1931-1932	Edition of the Charlotte Observer netted \$5,050.56. Rolling Library established at Presbyterian Hospital. Mary Brevard Alexander Howell, President
1932-1933	Mrs. Billie Shaw Howell elected Director of Region V. Children's Play Committee established. League brought Bobby Jones to Charlotte for exhibition match netting \$1,001. Julia Scott Smith, President
1933-1934	A special edition of the Charlotte News, children's plays, fashion shows, a football game, and Store Day raised \$6,045.67 for maintenance of Baby Home. Placement Committee established. Kate Whitner McKay, President
1934-1935	Junior League Baby Home closed and put up for sale. Children's Service Bureau established at total cost of \$21,000. Brought first trained social service worker to Mecklenburg County. Memorial Fund was established by the League to be used for placing children in boarding homes. At the death of an active member's child, the League adds \$100 to this sum as a memorial. Mrs. Billie Shaw Howell elected as Vice President of AJLA. Education Committee established. Kitty Brack Wood, President
1935-1936	Editions of the Charlotte Observer and Charlotte News raised \$7,633.40. Kitty Brack Wood, President
1936-1937	Established the Thrift Shop as a permanent business project. League funds were separated into two accounts, Administrative and Community. League initiated free art classes for underprivileged children at the Mint Museum. Angelia Morrison Harris, President
1937-1938	Children's Service Bureau accepted as an agency of the Community Chest. Publicity Committee established. Angelia Morrison Harris, President
1938-1939	Hostess to the Regional Art Exhibit. Eugenia Rennie Rose, President
1939-1940	Medical Social Service Department established at Memorial Hospital as a demonstration. League contributed \$7,500 a year for five-year period. Began holding League meetings at the Mint Museum. Eugenia Rennie Rose, President
1940-1941	Children's Theater Council organized. Junior Museum organized at Mint Museum. Soda Shop opened in Charlotte Memorial Hospital. Combined Hotel Day and "Gaities" netted \$7,500. Alice Quarles Henderson, President
1941-1942	Money-making projects amounted to \$4,862.43. Alice Quarles Henderson, President and Marjorie Wilson Speir
1942-1943	Old North State Cookbook published; netted \$2,881.50. Nancy Blake Sims, President
1943-1944	League turned to radio as a means of wholesome entertainment for children. Began "Community Radio Council," a series of thirteen-week musicals. Junior League Baby Home sold. Discontinued operation of Soda Shop. Nancy Blake Sims, President
1944-1945	League voted to become incorporated.

	Charlotte Milstead Carson, President
1945-1946	Medical Social Service Department taken over jointly by Community Chest and Memorial Hospital. League voted to pay part of Mint Museum Director's salary at \$3,000 a year for three-year period. Mrs. Willis Henderson made Director of Region V. Charlotte Milstead Carson, President
1946-1947	Second edition of Old North State Cookbook issued. Children's Nature Museum organized as a result of League interest. Made contribution of \$5,000 over period of three years. Ruth Alexander Roberts, President
1947-1948	League voted to give \$2,500 to the Mecklenburg Tuberculosis Sanatorium for use of streptomycin. Mary Catherine Siewers Mauzy, President
1948-1949	League voted to adopt Children's Nature Museum as a project, assuming the complete budget of \$8,000 for two years. Also voted to build an adequate building in Freedom Park for the museum. Alice Alexander Conner, President
1949-1950	Plans for the Nature Museum were completed and approved. A Follies was presented which netted \$14,896.07 and a Benefit Tea raised \$700 for the Building Fund of the Nature Museum. Anne Pease Gaskell, President
1950-1951	Ground was broken for the Nature Museum building. "Parade of Quartets" and another follies netted \$25,680 to add to the Museum Building Fund. Gladys Tillett Coddington, President
1951-1952	Twenty-fifth Anniversary of the founding of the Charlotte Junior League. Total membership was 443. Perry Gibson Daniel, President
1952-1953	Final payment was made for the Nature Museum building. Project Finding Committee organized. Genevieve Ramsaur Buice, President
1953-1954	Voted aid to the Nature Museum for specified additions in the amount of \$13,000. "Men Who Make Music" series inaugurated in conjunction with the Charlotte Symphony Orchestra, the Charlotte School Board and Radio Station WBT. League spent approximately \$4,000 on the series, the balance being contributed by WBT. Junior League Charity Ball, "Red Rose Cotillion" netted \$3,269 for the Community Fund. The Thrift Shop expanded and moved across Trade Street into new quarters. Nella Douglas Cannon, President
1954-1955	Spitz (Kelly) Planetarium installed at the Nature Museum and the League completed its two-fold program building and volunteer service. Contribution: \$103,500. Elizabeth Ditton Lassiter, President
1955-1957	The Junior League adopted, for the first time in its history, two projects simultaneously: the Charlotte Reading Center, pledging \$30,000 and the Girl Scout Camp at Lake Lure, pledging \$10,000. Anne Purnell Heath, President ('55-'56) and Meredith Marshall Brenizer, President ('56-'57)
1957-1958	A follies, "Angel's Revue", netted \$22,622 for the above two projects. Lola Whisnant Zaccagni MacMillan, President
1958-1959	Final contribution to the Reading Center of \$10,000 on a three-year pledge of \$30,000 was paid. Made final payment of \$3,340 to Camp Occoneechee, completing three-year pledge of \$10,000. Pledged \$9,500 over a three-year period to Youth Concerts. Made a challenge donation of an additional \$10,000 to the Girl Scouts contingent on the liquidation of the debt of Camp Occoneechee by June 30, 1960. Sally Schall Van Allen, President
1959-1960	Construction begun on a headquarters building financed by contributions from League members and their friends.

	Alice Bell Sebrell, President
1960-1961	New headquarters building opened. Headquarters Committee established. Ended three-year commitment to Youth Concerts. Voted to continue support of Youth Concerts with a financial commitment of \$3,500 per year until the spring of 1963. Paid \$10,000 pledge to Girl Scout Camp. Katherine McKay Belk, President
1961-1962	League voted new project in the field of mental health. \$25,000 was allotted for the salary of a Clinical Psychologist for the public schools. Voted an additional \$1,500 to be spent on various volunteer activities in the field of mental health during these three years. A follies "Ever Since Eve," netted \$41,239.37 to raise money for these two worthy projects. Jane Kennedy Sutton Branson, President
1962-1963	Junior League received the Charlotte Observer's Club of the Year Award for the follies and our contribution in hiring a Clinical Psychologist for the schools. Mary Jeter Griffin, President
1963-1964	League voted to support a three-pronged project, "Education and the Arts," at a total cost of \$37,600 over a three-year period. The project consisted of initiating 7th Grade Junior High Concerts at a cost of \$6,000; meeting a challenge donation of \$20,000 to build a bigger planetarium at the Nature Museum, and expanding the services at the Mint Museum by paying the salary of an Educational Curator for two and a half years for \$11,600. Voted to buy a folding machine for \$325 for the Arts Council to be used by member organizations. Hostess to the Regional Conference for the first time. Frances Vinson Bryant, President
1964-1965	First 7th Grade Concert in our three-year project was given at Ovens Auditorium. Mint Museum secured an Educational Curator, and training programs began at both museums with League volunteers. The Thrift Shop was renamed The Junior League Shop and moved to new quarters. Cooking Mother's Goose, a non-profit cookbook, was published. Membership voted to sponsor three performances of the new Metropolitan Opera National Company during January 1966 to further enrich the cultural life of the area. Beverly Gerber Fitzsimons, President
1965-1966	"Education and the Arts" project won for us first place in the Observer's Club of the Year Contest. League sponsorship of the Metropolitan Opera Company contributed approximately \$29,000 to the Community Trust Account. League made a donation of \$1,500 to the United Arts Council to be applied toward the purchase of a Multilith machine. Anne Buchanan Tomlinson, President
1966-1967	League sponsored second season of the Metropolitan Opera National Company and raised \$26,000. Speech and Hearing Center adopted as a new project with a total commitment of \$124,000 over a three-year period. Voted to continue paying the salary of the Educational Curator at the Mint Museum for an additional eighteen months. Junior League Shop ended year with net earnings of \$15,078. Helen Bouldin Jones, President
1967-1968	Charlotte Speech and Hearing Center opened on October 1, at 2101 Crescent Avenue. This project won the 1967-68 Oak Leaf Award presented annually by the State P.T.A. for work with young people. In February, a Follies, "Up, Up and Away" was presented and netted \$58,000. Mrs. Carroll Tomlinson, past president, was director of Region XIII. Community Research Committee was formed. Mary Street Montague, President
1968-1969	Charlotte Speech and Hearing Center began its second year and for this project the League won first place in the Observer Club of the Year Contest. Membership voted to continue the salary of the Educational Curator at the Mint Museum for a final eighteen months. The Junior League Shop broke all records with a net contribution of \$18,219.54. Membership voted to expand the services of the Shop by approving the purchase of a bus to be equipped as a "rolling shop". The Charlotte Cookbook was

	<p>published, with proceeds going to the Community Trust Fund. Total membership was 805.</p> <p>Julia Cuthbertson Clarkson, President</p>
1969-1970	<p>Membership voted an additional \$57,000 to the Speech and Hearing Center, making a total financial commitment of \$181,000 over three-year period. First year of The Charlotte Cookbook as money-raising activity added \$2,500 to Community Trust Fund. Began Pre-School Nursery for members while doing their volunteer work. Established the Citizens Steering Committee on Drug Abuse.</p> <p>Dede Lineberger McKay, President</p>
1970-1971	<p>Drug Education Center for the City of Charlotte adopted as new project with a total commitment of \$75,000 over a three-year period. Launched intensive study of ecological problems facing Charlotte. Made available to public and private elementary schools the first Drug Education Program geared to 4th and 5th graders. A "first" for Charlotte League-voting (with all N. C. Leagues) in favor of endorsing State Legislation for the Emotionally Disturbed Child, House Bills #203 and #204 entitled "Advocacy for Children".</p> <p>Pepper Stetson Dowd, President</p>
1971-1972	<p>The Charlotte Drug Education Center was opened on September 20th at 1402 East Morehead Street. The Board of Directors was restructured, establishing four large community committees. Served as catalyst to: initiate the Voluntary Action Center, reactivate the Tree Commission, and establish the Charlotte-Mecklenburg Environmental Quality Council. Co-sponsored with Parents League Dr. Charlie Shedd's lecture "What Turns You On" for the community at Myers Park High School. Cookbook and Junior League Shop turned over to Community Trust Account \$6,000 and \$17,500 respectively. Sponsored Ecology Workshop for nine Leagues. Joined NC Leagues State Public Affairs Committee.</p> <p>Jan Norman Stedman, President</p>
1972-1973	<p>The Charlotte Observer Club of the Year award was presented to the League for our project, The Drug Education Center. Our Follies, "Glory Be", netted \$82,237.14 which was the largest amount ever raised by a Follies. The League took its first public stand on an issue; the other North Carolina Leagues joined us in supporting and working for the successful passage of legislation that provided North Carolina with its first public kindergartens. Advisory Planning, with professional assistance, undertook this League's first extensive future planning. We contributed \$3,000 in seed money to attract community funds to establish a Voluntary Action Center. The Puppet Committee produced a film for third graders that was used in conjunction with the Drug Education Center's program in the schools. Mrs. James F. Clardy was elected a member of Area Council III.</p> <p>Caroline Houston McMillan, President</p>
1973-1974	<p>Voluntary Action Center opened in September, funded by United Community Services, Greater Charlotte Foundation, and \$3,000 from Junior League. \$35,000 committed to VAC for three years. \$12,500 pledged to Speech and Hearing Center for one year to provide services of speech pathologist in Day Care Centers operated by Department of Social Services. Two programs developed by League members for Drug Education Center copyrighted and offered for sale: "The Big Growl", a muppet movie with accompanying program on decision-making for third grade; "Keep Out!", a booklet for sixth grade students with a guidebook for teachers. Public Affairs and Environmental Concerns on Board first time. Public Affairs and League of Women Voters co-sponsored public forum on City Government just prior to City Council election. New areas of interest: criminal justice system and historic preservation. First education placement, LIVE, developed. Fiscal year changed to June 1-May 31 to coincide with administrative year. Community Trust Account enriched by \$9,000 from Cookbook and \$23,000 from Shop. Frances Clardy elected Chair of Area Council III. Future planning made part of organizational structure; two-year goals adopted by Board.</p> <p>Ann Davis Thomas, President</p>



1974-1975	<p>Continued to fund the Voluntary Action Center with United Community Services; finalized financial commitment to the Speech and Hearing Center; committed \$25,000 in conjunction with the Department of Social Services to the establishment of group homes for pre-delinquent children; committed \$20,000 in conjunction with the Bicentennial Commission toward the restoration and renovation of the Berryhill House in the 4 th Ward area; endorsed (1) the Cultural Action Plan and (2) the plan to make state appropriations available to implement programs for children's services; formed a Community Council with its Chair serving as an ex officio member of the Executive Committee; a public affairs bulletin, "The Primer", was published; plans made to decrease the number of CRIERS and to publish a Hotline after each Board meeting; ad hoc committees were established to study problem areas instead of a standing Advisory Planning committee; the first Book and Author dinner and the first totally spiritually-oriented meeting were held; a series of small group meetings covering different topics were held as well as a variety of workshops including a tennis tournament; a new Junior League brochure was published; Professionals formed their own committee to research new placements; non-secret admission was established for Charlotte daughters; sabbaticals, individualized placements, and leaves of absence were defined and instituted; a men's advisory council was formed; plans were made for the celebration of Charlotte League's 50th Anniversary; the Association Management Process was adopted.</p> <p>Catherine Brown Barnhardt Browning, President</p>
1975-1976	<p>Celebrated our 50th birthday throughout the year. Continued support of three major projects: Youth Homes Inc. - three homes opened this year; preservation of Berryhill House - established Berryhill Preservation, Inc., partially restored and formally opened the house May 15, 1976; Voluntary Action Center - into third year of three-year \$30,000 commitment. Restructured Community Council as an open community forum; combined Community Research and Public Affairs; implemented Association Management Process in all phases of League program; completed AJL Child Advocacy survey; published first Hootlines - a hotline mailed to all members within four days of each Board meeting; converted cash accounting system to modified accrual and began computer bookkeeping. Began seminars in Career Development; changed Professionals' name to Career Actives; adopted changes in Admissions and Placement policies. Youth Homes Project one of nine IMPACT projects selected nationally for in-depth study by Institute of Government at University of Georgia.</p> <p>Elizabeth Smith White, President</p>
1976-1977	<p>Updated the sponsor's kit for admissions; combined the admissions and Provisional committees into the Membership Development Committee; required that one of the three sponsors for a candidate be an Active member; voted in a non-secret system for all candidates; raised the age limit of candidates to 35; provided a placement agreement between agencies and our volunteers; determined that the Placement Chair would be a one-year commitment; changed the format and name of the Hootline to NewsRelease; held a "Professional Power Conference" for the leagues in North Carolina; finalized our financial commitment to the Voluntary Action Center and Youth Homes, Inc; applied and received for "White Oaks", the 53 -room Duke Mansion, a Feasibility Consultant Grant in the amount of \$750 from the National Trust for Historic Preservation, made a project commitment of \$12,000 to "White Oaks", and \$3,000 to a Walking Tour of Uptown Charlotte; voted to close the Junior League Shop; added two money raisers, LeaguePrint and a Follies for 1978; turned over \$10,000 from The Charlotte Cookbook and \$28,540.49 from the Junior League Shop to the Community Trust Account; added Public TV and Mental Health to placement opportunities; took public stands to support legislation to improve the enforcement of the Day Care Laws in North Carolina and to support the Children's Bond Referendum for Spirit Square and Discovery Place; participated in The Southern Junior League Cookbook; and received superb publicity and visibility in the community. Sarah P. Williamson served as State Public Affairs Committee Chair and Ellie W. Conner was elected to Area Council III.</p> <p>Martha Bedell Alexander, President</p>

1977-1978	<p>We committed \$80,000 to the community in three new project areas: Child Advocacy-\$53,000, Spirit Square Arts for Handicapped-\$15,000, and TV Programs on Local History-\$12,000; our advocacy efforts urged historic designation and adaptive use of the Independence Building uptown, and the preservation of White Oaks, supported uptown coordination and development, publicized the needs of children and families; our Historic Walking Tour was published in the spring of 1978; our project commitment to preserve and find a suitable use for the Duke Mansion, White Oaks, was thwarted, but our attempts stimulated the public's awareness of historic preservation efforts; we co-sponsored with the Mecklenburg County Youth Services Action Board and Queens College two public lectures by Kenneth Wooden, dramatic advocate for incarcerated children; UCS, CPCC, and The Chamber of Commerce joined us in sponsoring two public meetings with Dr. Urie Bronfenbrenner, noted authority on families and children; and UCS co-sponsored with us a Leadership Management seminar for community agencies led by Louis Renshaw Fortier. The 4 -day consultation by Fortier led to the establishment of three at-large board positions to be elected by the membership; a new position of Vice President of Human Resources; redefined job descriptions of the executive officers; modified numerous Bylaws creating greater flexibility for meetings, elections, and financial authority; and revised the general calendar strengthening the management process and eliminating much job overlap; the Membership Development Committee (a merger of Admissions and Provisionals) proved effective as did our new non-secret admissions procedure; adapted Bylaws that reduced the size of the committee by eliminating carry-overs; eliminated Career Development as a formal placement and course, but incorporated its principles into placement and nominating procedures; developed a new course, Focus, which will feature skills and interest areas pertinent to our members' needs; our Follies, "And the Beat Goes on", netted a world-record \$101,917.88, LeaguePrint netted in excess of \$6,000; and the Cookbook opened over 85 new accounts for a profit to the Community Trust Fund of over \$13,500; we received over \$1,700 from a Montaldo's benefit fashion show and \$4,500 as a reimbursement by Duke Endowment for our expenses related to White Oaks; we voted to open a new shop, the WearHouse, in uptown this year; Ann Thomas was nominated by the League and selected as Woman of the Year by WBT; Ellie Conner served on Area III Council; and Caroline McMillan was elected AJL Director from Area III.</p> <p>Marsha Ray Rash Downey, President</p>
1978-1979	<p>\$53,000 and the necessary volunteers were committed to establish a Collections Gallery at Discovery Place. Working with United Community Services, the Council for Children became a reality with a \$47,000 grant. Other Child Advocacy accomplishments: the distribution of a Family Matters Survey to area employees to determine the concerns of working parents; the designation of a Foster Care Week to raise awareness; and, in coalition with The Children's Home Society of N.C., the Charlotte News and the Department of Social Services, adoptable children were spotlighted in the News to facilitate permanent placement. Uptown Advocacy efforts: presentation of a luncheon program during the Uptown Inventor's Conference, encouragement for General Services Administration use of the Independence Building for offices, preliminary planning with the Council on Aging of a Senior Center in the former Barringer Hotel. Position statement process was developed enabling public action within areas of major CJL concern. Endorsed three foster care related pieces of state legislation. Endorsed stands taken by Greensboro and Raleigh Leagues on recommendations to clarify and reduce public school teacher/child ratio. Spoke out on behalf of N. C. day care system adult/child ratio. Clout workshop presented by Barbara Smith to strengthen advocacy skills. Hosted breakfast for Mecklenburg legislators to discuss legislation relating to areas of CJL concern. Information Bank at the League Building established. Preliminary research in areas of Public Education and Community Growth and Planning. Finance gave over \$27,000 to Community Trust. WearHouse opened and turned over \$9,000, Cookbook made \$11,000 and announced plans for Volume II. LeaguePrint netted \$7,000 and opened a</p>

	<p>direct sale shop at League Building. Dues raise approved, including honorary classification for over 65. Decided to hire bookkeeper. Property lease with city extended for ten years. Commemorative Fund established. First year of administrative re-structure: League divided into five functional areas; addition of a Human Resources Vice President; Placement Advisor/Advisee ratio less; Skills Bank established; New Sustainer Liaison Committee provided two seminars and a newsletter, Hot Flashes, especially for Sustainers. The Family Forum, a seminar on family issues, was led by Dr. John Westerhoff and local specialists and was open to the community. New Council to include committee Vice Chairs was approved for purpose of management training and information exchange. Five-year placement plan for new Actives was initiated. Caroline McMillan served as AJL Director from Area III. Emily Pleasants Smith, President</p>
1979-1980	<p>Board and Council training was conducted by the Boston Facilitators. A forum was held on Male/Female Dynamics with Alene Moris, author of the AJL Volunteer Career Development Program, as guest speaker. A meeting was held for the membership on Public Education, to provide education for Background Paper and Position Statement addressing Public School Education. Position Statement was passed. One seminar, two issues of Hot Flashes and a trip to Charleston highlighted the Sustainers' activities. Seventy-four Provisionals were invited to membership; a Career Active Forum was held and a Task Force appointed to continue study and address needs of members with limited and non-flexible time. Twelve members placed on various community boards. League Productions Project premiered the docu-drama, "Red Clay/Gold Dust" on Public Television; the Council for Children completed first year of operation; results of the Family Matters Survey were computed and analyzed; the Family Support Center acquired a building and began operation. Forums were held for membership and the community on public school education, community growth and needs of older adults. A grant was obtained to fund the older adults seminar. The continuing development of Discovery Place was monitored, resulting in a "working model" of the Collections Gallery. Public Affairs Committee hosted the State Public Affairs Committee (SPAC) conference in October. Joined AJL Legislative Network. Lobbied for Permanency Planning Bill. WearHouse decided to stay open year round. Reported sales of \$65,000, with \$30,000 being turned over to Community Trust Fund. LeaguePrint in its third year had sales of \$40,000, turning over \$13,000 to the Community Trust Fund; and Cookbook had sales of \$19,650 with \$10,200 going to Community Trust for a total of \$55,700 to that fund. Participated in several community-wide activities, including a Volunteer Symposium at the Civic Center, co-sponsored a Board Training Seminar with Queens College, and helped promote the Urban Symposium sponsored by the City Council and County Commission. Five issues of The CRIER were published. CRIER ad sales covered the total cost of that publication and of the NewsRelease. CJL received the Award of Merit from the North Carolina Historic Preservation Society for the Berryhill House project. League nominee Sister Mary Thomas Burke was elected WBT Woman of the Year; a public relations slide show was developed and the Fact Sheet on CJL published. Total membership of Charlotte League 1979 -80 was 1,262, the eleventh largest League in the Association. Velva Whitescarver Woollen, President</p>
1980-1981	<p>The League has now contributed over \$1,000,000 to the community. Contributions to the Community Trust: WearHouse, \$50,000; Cookbook I, \$13,300 and LeaguePrint, \$16,500. Cookbook II was completed and financed for sale in September 1981 at a cost of \$34,750. The League funded four projects: Case Advocacy Volunteer Coordinator, \$19,228; Renaissance, \$25,000; League Productions, \$18,300; Spirit Square Education Coordinator, \$10,000; and paid balance of funds to Discovery Place, \$53,000. Co-sponsored "Leadership Charlotte". Participated in "Blueprint: Women in the Eighties". Nominated Harriet Cuthbertson, winner of the WBT Woman of the Year, placed 18 additional women on community boards bringing our total to 123. Received a special plaque from the Children's Home Society. Premiered a second League Production docu-drama, "Thunder in Carolina". Contributed to a memorial fund for</p>

	<p>Judie Barber at Spirit Square. Hosted a VAC luncheon, worked in coalition with the Council on Aging in a needs assessment. Took public stands on preservation of the Independence Building and permanency planning funds. Passed a background paper and position statement on Community Planning and Alternative Transportation and held a public forum on the Bond Referendum. Internally administered the OSA, updated and expanded the Annual Appraisal, revised format for goals and objectives to reflect Human Resources, Community, Communications and Finance.</p> <p>Recommended evaluative and ranking criteria for prioritizing placements. Administered Internal and External Appraisal identifying Health as a new Focus Area and Public Education as a priority. Held seminars on finance, coping and families. A slide show on Child Advocacy was produced by the public relations media specialists. The Board acted on policies regarding signed project votes, recommendations from the Diverse Life Styles Task Force on rotating elected committees, sponsorship of candidates, solicitation of corporations less than every five years, and public affairs. Delegates were sent to conferences on VCD, training, project development, public affairs, the aging and Annual Conference where we endorsed a forum submission on Substance Abuse. The role of Executive Committee was defined and the roles of the secretaries expanded. A task force to evaluate the present admissions system was set up under the President.</p> <p>Carole Slaughter Brake, President</p>
1981-1982	<p>Committed \$48,000 to the community through three projects: \$10,000 to Spirit Square, \$18,000 to Child Care Resources, Inc. and \$20,000 to the Therapeutic Play Program of the Family Support Center. Completed projects at Discovery Place, Spirit Square, Renaissance, and premiered "Of Quilts and Sabres," League Productions' third historic docu-drama. Continued project involvement at the Council for Children. Dedicated the Judith LaShanna Barber Studio at Spirit Square. Approved a new background paper and position statement on the Older Adult. Developed and approved the concept of a Citizens League. Participated in Leadership Charlotte, Blueprint: Women in the Eighties, Quality Day Care Coalition, White House Conference on Children and Youth, and educational workshops with the public schools. Public stands were taken in support of recommendations regarding teacher/pupil ratios, quality day care, educational opportunities for handicapped children, and postal subsidies for non-profit organizations. Delegates attended conferences on Aging, Child Watch, Group Homes, Guardian Volunteers, and Public Schools. \$116,700 was contributed to the Community Trust Fund; \$20,000 from LeaguePrint; \$46,700 from Cookbooks; \$50,000 from WearHouse. The new Cookbook, Charlotte Cooks Again, sold all 10,000 copies in 12 weeks. \$4,000 was secured in grants for "Of Quilts and Sabres". A Follies for 1983 was approved by the membership, as was a dues and fees raise, and a Five-Year Future Plan. Fay Grasty was elected Area III Council member, and Freda Nicholson was nominated by our League and elected WBT Woman of the Year. Twenty additional League members were appointed to community boards and task forces, and 88 Provisionals became Active Members. The MDC Task Force recommended changes regarding the Admissions process. CRIER themes and membership meetings focused on major League goals. The Charlotte Junior League became the ninth largest in the country.</p> <p>Jean Miller Sullivan, President</p>
1982-1983	<p>Committed \$30,160 to the community through two projects: \$20,160 to Selwyn Avenue Life Center, Inc. and a maximum \$10,000 to the Teaching Learning Center (\$5,000 is committed for 1983-84). Completed projects at Family Support Center, Council for Children, Child Care Resources, Inc., and Spirit Square. The Citizens League concept continued to be studied. Participated in Leadership Charlotte and Women in History Week with the Mecklenburg County Women's Commission. Public stands were taken in the areas of Child Advocacy, Public School Education, Uptown Involvement, Community Planning and Transportation, and the Elderly. Delegates attended conferences on parenting, children, aging, environmental concerns, child abuse, and Area Seminars. Board approval was given for the retention of Follies funds, not to</p>

	<p>exceed \$200,000, in the Community Trust Account until April 1984. Project Task Force was established to research and propose potential significant project( s) ideas to the membership in the Spring utilizing 1983 Follies Funds. The CJL Bylaws and Policies were revamped. The Past Presidents Council was formed. The newly appointed MDC Task Force presented suggestions for changes in the admissions area. The WearHouse Task Force researched possible new locations for the WearHouse. The 1983 Follies was a roaring success, contributing \$211,775.79 to the Community Trust Fund.</p> <p>Rudy Borland Koehler, President</p>
1983-1984	<p>Committed \$57,800 to the community through three projects: \$21,300 to Selwyn Avenue Life Center, \$20,500 to Nevins Horticultural Center and \$16,000 to the Family Support Center. The Project Task Force researched over fifty potential project concepts before recommending three for membership consideration.</p> <p>Lakeview, a service center for mentally handicapped adults, was voted as the concept to be developed with \$200,000 of the Follies funds. The final project vote on Lakeview will occur in 1984-85. Completed project commitments to Selwyn Avenue Life Center and the Teachers' Learning Center for 1983-84. The Internal/External Survey was conducted. The results indicated that substance abuse, child abuse, and teenage pregnancy were dominant concerns of the community and the League. Public stands initiated and/or facilitated support of the following: The Charitable Contributions Law, a comprehensive review of signage, allocations for adult day care, The National Child Support Enforcement Act, Charlotte/Mecklenburg Teachers' Career Development Plan, and the concept of a vintage trolley system for Uptown. A new position statement on the Mentally Retarded was adopted. Delegates attended conferences dealing with the following topics: aging, public affairs, latchkey children, grantsmanship, child abuse and neglect, adolescent sexuality as well as AJL sponsored conferences. The League participated in "The Chemical People", a televised national effort to combat teenage substance abuse. The Membership Development Committee implemented the recommendations of the 1982 -83 Task Force and complied with the new AJL membership practices Bylaws in consideration of candidates for provisional membership. Two Provisional courses were conducted this year. Approximately 20 CJL members were placed on community boards. CJL nominee, Dolly Tate, was elected WBT Woman of the Year. An updated brochure on the Charlotte Junior League was published as well as an Annual Report to the membership. The League purchased an IBM-XT computer and began developing appropriate computer programs. The Board accepted the recommendation of the Headquarters Task Force to endorse the concept of expanding the League Building. Effective June 1, 1984, the Administrative and Community Trust Funds are to be combined. The WearHouse moved to a new location (530-2 Brandywine Avenue, Park Road Shopping Center East). The Charlotte Cookbook received a new cover.</p> <p>\$102,500 was contributed to the Community Trust Fund by the three ongoing fundraisers. Fay Grasty completed her term as AJL Board member and Chair of Area III Council.</p> <p>Corinne Arbuckle Allen, President</p>
1984-1985	<p>Committed \$354,096 and 66 volunteers to eight community efforts: Follies proceeds of \$200,000 were allocated to Lakeview, a service center for mentally retarded adults; \$124,096 to six projects, including \$9,500 to the "To Life" Teen Suicide Awareness Program, \$10,000 to a Senior Citizens' Crafts Fair, \$12,370 for a video production on the positive aspects of aging (with WTVI), \$24,701 to Family Support Center for a Child Sexual Assault Prevention Program, \$25,525 to St. Mark's Center to furnish a group home for mentally retarded women, \$42,000 for the animal room at the Charlotte Nature Museum; and a \$30,000 donation was made to the newly formed Charlotte-Mecklenburg Teen Center to fund one year's salary for the first director. Completed project commitments to the Family Support Center, Selwyn Life Center, Nevins Center, and Teaching Learning Center. Public stands initiated and/or facilitated support of the following: architectural renovation of Lakeview elementary school, Charlotte-</p>

	<p>Mecklenburg Teacher Career Development Plan, recommendation of the N. C. Commission on Education for Economic Growth, a screening program providing home care for Mecklenburg's older adults, an uptown trolley feasibility study, historical markers in the Transit Mall area, the MarketPlace Complex Concept: a component of the Frenchman Plan, recommendations of the N. C. Legislative Research Commission on Day Care, family life education as part of the curriculum in the Charlotte-Mecklenburg schools, and continued funding of the Thora W. McElroy Senior Center by the County, the City, and United Way. Delegates attended conferences dealing with the following topics: volunteer administration, aging, adolescence, substance abuse, public relations, and stress management, as well as AJL sponsored Area and National conferences. Four Active and two Provisional CJL members attended White House briefing on school dropouts. Approximately 13 CJL members were placed on community boards. Co-sponsored "Leadership Charlotte". Board approved \$1,000 to develop and produce a puppet show for the prevention of child sexual assault. Sponsored five community forums on the following topics: "Adolescence: Myths and Realities" (with Queens College Alumni), grantsmanship (with Duke Endowment), two Teen Center forums, and a workshop on child sexual abuse prevention. Addressed critical food and clothing needs through community agencies, including the Christmas Bureau, Loaves and Fishes, Clothing Ministry, and the Salvation Army. Joined nine other N. C. leagues in approving the first State Public Affairs Position Statement on Children, under the leadership of CJL State Public Affairs Chair Melinda Richardson. Membership approved recommendation of Ways and Means Task Force to expand and renovate CJL headquarters. CJL was granted a 50-year lease from the City of Charlotte on the property at 1332 Maryland Avenue. Two Provisional courses were conducted; 32 Provisionals took the fall course and 57 Provisionals completed the spring course. Board approved for Active membership 39 Provisionals who had completed both the course and placement requirements. Provisional Structure Task Force received Board approval for its recommendation to provide one Provisional course per year to run concurrently with Provisional placement, beginning 1986-87. Membership Development Committee invited 58 women to Provisional membership. Joint effort with United Way was initiated to provide training for community board members. CJL was invited to membership in POLL organization (Presidents of Largest Leagues). The CRIER received AJL Creative Public Relations Award for issue on Lakeview project. Cynthia Marshall was elected Chair of Area III Nominating Committee for 1985-87. An updated brochure on the CJL was published as well as an Annual Report, which was sent to the entire membership. Internal innovations: appropriate programs were developed and data of entire Active membership were put into IBM-XT computer; placement brochure was printed in a new format; a photobank, identifying Active members, was established for use in League headquarters. Creative Placements Task Force made recommendations for new placement policies. \$117,400 was contributed to the general fund by the three ongoing fundraisers for use in the community area.</p> <p>Cynthia Blythe Marshall, President</p>
1985-1986	<p>Headquarters Fundraising Committee raised \$550,600 to double the size of League Building. Celebrated League's 60th birthday in January at headquarters groundbreaking ceremony followed by luncheon with community guests. Temporarily relocated League office to 1901 Roxborough Road in space donated by the Bissell Companies. Committed \$80,000 to community through four projects: \$25,000 to Habitat for Humanity, \$5,000 to Teaching Learning Center, \$20,000 to Council for Children, \$30,000 to United Way Volunteer Leadership Training Center. Completed project commitments to: The Charlotte Nature Museum, To Life, WTVI, The Family Support Center, St. Mark's Center. Executed contract with the Charlotte/Mecklenburg Teen Center for the hiring of a director. Took public stands supporting funding for the Thora W. McElroy Senior Center, funding for architectural renovation of Lakeview Elementary School, passage of the Public Education School Bond, and the hiring of a substance abuse program coordinator by the Charlotte/Mecklenburg Schools.</p>

	<p>Delegates attended conferences on grantsmanship, adolescent sexuality, school-based health clinics, teen pregnancy, child abuse, older adult health care, male adolescent needs, needs of older women, substance abuse, corporate volunteerism, legislative issues on children and youth, as well as AJL-sponsored conferences and POLL. Sponsored two grantsmanship seminars with Duke Endowment and UNCC and a seminar with VAC entitled "Volunteerism: Extending Our Reach". Approximately 18 CJL members were placed on community boards. One hundred and twenty seven women were invited to Provisional membership and 80 Provisionals were voted to Active Membership. Board acted on policies regarding the formation of a council system, the combined MDC/PEC structure, voting privileges of Sustaining Advisor to Board, the new CJL logo. Approved splitting the position of Community Vice President into Vice President-Research and Development and Vice President-Community Service. Voted to have a 1988 Follies and appoint a Chair for a two-year placement. Won first place in AJL Creative Public Relations Contest for "Raise the Roof" brochure. Added pictures of Actives to CJL Handbook. Hired a new part-time secretary to operate computer. Changed the colors on Charlotte Cooks Again. Added the three Fundraisers' record-breaking proceeds of \$123,600 to the General Fund for Community Program and Projects.</p> <p>Katherine Blythe Southerland, President</p>
1986-1987	<p>Headquarters Building Committee monitored headquarters renovation and coordinated the move in September into the greatly expanded and newly renovated headquarters. Celebrated a Grand Opening the first weekend in October and respectively thanked our major contributors. Committed \$80,000 to community through six projects: \$10,500 to International House's Visitors Program, \$10,431 to Loaves and Fishes, \$21,004 to Seigle Avenue Presbyterian Child Care Program, \$7,750 to CJL Seniors Craft Fair, \$14,315 to Volunteer Leadership Training Center and \$16,000 to DEC's "WHOA, a Great Way to Say NO" program. Completed project commitments to: Teaching Learning Center, Habitat, Council for Children's Troubled Child Intervention Program and the Volunteer Leadership Training Center. Took public stand in support of CMS current review process for all instructional materials. In September, co-sponsored with The Council for Children, a N. C. Congressional Candidates Forum focusing on children's issues. Organized a legislative cocktail reception in December in new headquarters. Adopted two new position statements on volunteerism and substance abuse and reaffirmed CJL's existing position statements. Delegates attended conferences on Dyslexia, Children's Issues, Sexuality, Aging, Teen Outreach, Children's Legislation and Children's Defense Fund as well as AJL and Area III sponsored conferences and POLL meetings. Follies Project Task Force recommended and the membership approved two projects for 1988 Follies Funds. They are Open House Halfway House for Adolescents (\$200,000) and The Children's Law Center (\$100,000). Sponsored a community forum which was developed by a broad-based community steering committee. The forum was held on March 31 at CPCC. Dr. Stephen Glenn held three workshops on the subject of Raising Capable Young People. Worked with VAC in promoting various activities during National Volunteer Week and were directly responsible for Balloon Lift-Off at Springfest to kick off National Volunteer Week. Assisted Chamber of Commerce with N. C. Connection luncheon at airport for N. C. legislators. Had six membership meetings and Dr. Ruth Shaw, President of CPCC, and Virginia Austin, AJL President, were guest speakers. One hundred women completed the newly revised Provisional program and were accepted into Active membership in May. Implemented with success the new Council structure and made revisions as needed. Procedures Task Force produced a comprehensive Procedures Manual for Board, Council Members and Committee Chairs. Ways and Means Task Force researched new fundraisers and a permanent Ways and Means Committee was established this year. It evaluated the three fundraisers and the Older Adults Priority Area and made recommendations. Corinne Allen, past CJL President, was nominated and approved to the Area III Council of AJL. Board acted on Bylaws and policies relating to Council Structure, Treasurer Job Description, Training</p>

	<p>Committee Structure, Education and Training Board positions, Community Advisor and various minor classifications. The three fundraisers had an excellent year and contributed \$135,200 to the General Fund for Community Program and Projects. The CJL was also the recipient of \$26,000 from Belk Brothers Department Store as a result of their September festive opening gala. The proceeds were made available for our community projects. Celebrated the end of a successful year with an Annual Dinner at The Marriott Uptown with the renowned speaker, Jeanne Robertson. Over 310 members attended and thoroughly enjoyed the change in format.</p> <p>Jocelyn DeMars Dienst, President</p>
1987-1988	<p>League committed \$380,000 to the community, held a city-wide conference on drug/alcohol abuse, CHARLOTTE CARES, established a Halfway House for Adolescents, held the most successful Junior League Follies in the nation raising a half-million dollars, and through all our fund raisers, raised over \$670,000. Committed \$380,000 to the community through nine projects: Follies allocation, \$200,000 to establish an affordable Halfway House for Adolescents with Open House, Inc. and \$100,000 to Children's Law Center; \$15,000 to Seigle Avenue Preschool through Project Advisory; \$14,250 to "Project Graduation"; \$28,500 to "Reaching out for Teens" with Cities in Schools; \$2,000 to "Teen Mother Support", Florence Crittenton; \$7,750 to Seniors Craft Fair; \$7,750 to Loaves and Fishes; \$5,000 to Homeless Awareness, United Way. Completed project commitments to International House, Loaves and Fishes, Seigle Avenue Preschool, Seniors Craft Fair, Boardwalk, DEC's "WHOA, A Great Way to Say NO". Established a new theme "CJL Makes a Difference in Charlotte! You Make a Difference in CJL!". Changed the format to open up year in September with theme and celebration kick-off with "I MADE A DIFFERENCE" buttons and slide show, "CJL Making a Difference!". Worked to bring nationally recognized speakers to Membership meetings, resulting in record attendance: Nancy Austin, author of A Passion for Excellence; Dr. Jay Zink, author of Peer Pressure Reversal and How to Say No and Keep Your Friends; Rolfe Neill, Chair &amp; Publisher of The Charlotte Observer; Dr. Peter Relic, Superintendent of Charlotte/Mecklenburg Schools. In "The Year of the Follies", "Puttin' on the Gritz" raised \$500,000, the nation's highest amount ever raised; more than 550 Actives served on Follies committees with over 100 Sustainers participating; \$32,000 worth of raffle tickets were sold, \$15,000 raised at Belk Shopping Spree; more than 320 members were in the cast and more than 5,800 people attended three performances. CJL brought public/private leadership together in a 60 member Steering Committee to help sponsor a conference to focus attention and raise awareness on drug-alcohol problems in our community, CHARLOTTE CARES; workshops at this day long conference, November 17, 1987, had overflowing crowds to hear topics: Abuse in the Workplace, promoting Employee Assistance Programs in business; The Older Adult; Abuse on Campuses; that night families were invited to Family Focus on Substance Abuse; CJL priority areas of Health/Substance Abuse, Public Education, Older Adults, Family Focus participated in the Conference and was coordinated by CJL Education Committee; "CARE" packages were sent to 150 public/private schools and 80,000 school children received "CHARLOTTE CARES" stickers and information cards; work began with United Way to promote formation of citizens advisory groups on substance abuse. Established "Leadership for Excellence" course with Queens College, designed for 25 CJL emerging leaders. Established "ROUNDTABLE" as a forum for CJL, community leadership, professionals to discuss answers to critical community concerns and to build coalitions. The topics were: Homeless; Public Affairs and emerging needs; Public Education; Older Adults; After School Programs for Adolescents. Established a Community Advisory Board of 15 leaders from designated areas of public/private sector. Established new masthead format for both The CRIER and THE INFORMER; changed the timetable for delivery, increased number of pages, mailing list, professional training for The CRIER. Sent out CJL's first separate Annual Report. Established President's Advisory Council with six past CJL presidents to discuss AJL/CJL issues. Brought resolution to AJL Annual Conference on annual ratification of</p>



	<p>Association Goals. Held successful Seniors Craft Fair. Completed CJL Marketing Report. Corinne Allen completed term as Area III Council Training Liaison. Admitted 90 Provisionals and 95 Transfers. Served 26 community agencies. Served on Community Boards using 111 CJL volunteers. Co-sponsored "Leadership Charlotte" and sent President-Elect as delegate to course. Membership approved Ways and Means new fundraiser--Luncheon for Tournament of Champions.</p> <p>Deborah Small Harris, President</p>
1988-1989	<p>The Junior League of Charlotte promoted voluntarism and improved the community through the effective action and leadership of trained volunteers by: giving over 84,000 hours of volunteer service; by raising \$167,220 to support the program of the League and future community projects; by allocating \$120,000 to projects for 1989-90 which includes \$50,000 of committed Follies money to the Children's Law Center; and by fulfilling project commitments totalling \$230,000 to Homeless Awareness/United Way (\$5,000), Loaves and Fishes (\$7,500), Project Graduation/Parents for Drug-Free Youth (\$14,250), Seigle Avenue Preschool (\$15,000), Senior Citizens Craft Fair (\$7,500), Teen Mother Support/Florence Crittenton Services (\$2,000), Teen Outreach/Cities in Schools (\$28,000), Open House/Continuation Place (\$200,000), a Follies project, and the Children's Law Center (\$50,000), also a Follies project. "Share the Magic, Volunteer" was the theme for the year.</p> <p>Highlights of the year included:</p> <p><b>FINANCE:</b> Both the WearHouse and LeaguePrint had record breaking years. Two new fundraisers, the Belk's Shopping Spree and the Diet Pepsi Tournament of Champions luncheon were also very successful. The Ways and Means Committee proposed printing a Charlotte Hornets Cookbook as a new fundraiser for 1989-90.</p> <p><b>COMMUNITY SERVICES:</b> League volunteers were placed in 20 community agencies. The second year of the Woman to Woman project was completed. The CHARLOTTE CARES Committee worked with community agencies to develop a Drug Awareness Week, brought Sharon Scott, a nationally known speaker and trainer on refusal skills, to speak at a League-sponsored community forum and to spend a day working with high-risk children in the public schools, and distributed the Safe Homes Pledge to public, private and parochial schools.</p> <p><b>RESEARCH AND DEVELOPMENT:</b> In November, "Share the Magic Week" was promoted which provided extra volunteer opportunities in the community to the membership. Roundtables on AIDS and providing health services for adolescents were held. Project Advisory committed \$70,000 to six projects for 1989-90 including \$4,000 to Charlotte Emergency Housing, \$28,000 to the Children's Law Center, \$4,500 to Moscow Connection, \$500 to Recycling: Learn How/Now, \$10,000 to Seigle Avenue Preschool, and \$23,000 to Teen Outreach/Cities in Schools. Public Affairs developed a new format for proposing public stands for Exec/Board approval and the membership approved a position statement on Health.</p> <p><b>PROGRAM AND COMMUNICATION:</b> Five issues of The CRIER were published. The Marketing Committee developed a membership survey on fellowship. Internal and external public relations were emphasized and enhanced. The P.R. Committee developed "Share the Magic, Volunteer" bumper strips which were distributed to the entire membership, updated the CJL logo and P.R. materials, developed a CJL fact sheet, and produced volunteer spotlight slide shows which were shown at four membership meetings to spotlight the exceptional volunteer work of individual League members. The P.R. Committee also produced a CJL slide show, an Annual Report, a new CJL brochure, and developed certificates to be given to agencies where League volunteers were placed. A Communications Workshop was co-sponsored by the P.R. and CRIER Committees. The Education Committee coordinated eight membership</p>

	<p>meetings which featured local and nationally known speakers, and included a neighborhood small group meeting in January, the Placement Fair in April, and the Annual Dinner in May.</p> <p><b>HUMAN RESOURCES:</b> Forty-Love enjoyed a successful first year as a placement by combining enrichment and service opportunities for committee members. The Corporate Release Time Task Force researched paid release time for volunteers in the corporate community and developed a presentation on this topic for discussion at the Community Advisory Board meeting. The MDC Committee educated and trained 110 Provisionals, proposed 86 women for Active membership, and invited 116 women to Provisional membership. A MDC Task Force was created and developed a new Provisional course to begin in 1989-90 which would accommodate a larger Provisional class and which would allow more flexibility in meeting requirements. The Placement and Nominating Vice Chair developed a Pre-Placement Brochure which gave job descriptions for all leadership positions and pre-placed positions in the League. The Placement Committee offered placement in 48 committees and placed 609 Active members. The Nominating Committee filled 81 leadership positions, placed League members on community boards and sent delegates to nine Association conferences. The Transfer Committee welcomed and placed 64 transfers to Charlotte plus entertained 15 additional social transfers. The Leadership for Excellence Course was coordinated with Queens College by the Training Committee and was offered to 25 League Members.</p> <p><b>PLANNING AND MANAGEMENT:</b> At the request of the Executive Committee, Advisory Planning studied the job descriptions of the Recording and Corresponding Secretaries and proposed a realignment of the responsibilities of these positions. The membership approved Advisory Planning's proposal to remove the elected positions of Recording and Corresponding Secretaries, to create the elected positions of Vice President of Communications and CJL Secretary, and to create the volunteer position of Administrative Assistant to the President. Also, Advisory Planning recommended and the membership approved that the Straw Ballot for Executive positions be expanded to include all members who have served as committee chairs as well as all members who have served on the Board of Directors. The President held bi-annual meetings (June and January) with each committee chair, and planned four leadership training sessions for Directors, Chairs and Vice Chairs. Morning and evening coffees to promote fellowship were held throughout the year in the President's home for the Active membership, a Past Presidents' Coffee was given in October, and a coffee for new Sustainers was given in the Spring. The Community Advisory Board met in November to be updated on League activities and to discuss corporate release time for volunteers. The President-Elect participated in the Leadership Charlotte Course and attended Area III President Elect Conferences in October and April, and Annual Conference. The President attended the Area III Presidents' Meeting, POLL Meeting, and Annual Conference as the voting delegate. The League hosted a pre-Annual Conference meeting at headquarters for Area III delegates to discuss issues coming to Annual Conference. At Annual Conference, CJL proposed a ByLaw change which would allow for the annual adoption of Association Goals and won Public Relations Awards for a PSA, the 1987-88 Annual Report, and The CRIER. Anne Mullan Alexander, President</p>
1989-90	<p>"VOLUNTEERS...The Spirit of Charlotte" was a most appropriate term for the year of Hurricane Hugo. Members of the Junior League of Charlotte responded with donations of food, clothing, time and money. After studied consideration, the membership voted to approve the Board's motion to donate \$8,000 to Crisis Assistance Ministry in Charlotte and \$2,500 to the Junior League of Charleston for Hugo relief efforts. During the year, the League's ongoing fundraisers contributed \$188,250 to the General Fund. The Membership allocated \$180,295 and 83 volunteers for ten community projects to be completed during the 1990-91 year, including \$50,000 from the 1988</p>

Follies proceeds for an Historic Rosedale project: Alzheimer's Conference, Arts Resource Handbook/Arts and Science Council, Charlotte Emergency Housing Carolina GIVES/Foundation for the Carolinas & United Way, Historic Rosedale Foundation, Partners in Parenting Course/DEC, Seigle Avenue Preschool Cooperative, Teen Outreach Program/Cities in Schools, Video Violence: Parent Education Program, Women in Alcohol Documentary/WTVI.

The League also completed the following project commitments: Charlotte Emergency Housing, Children's Law Center, Learn How Now (Recycling), Moscow Connection/CMS, Seigle Avenue Preschool Cooperative, Teen Outreach Program/Cities in Schools.

FINANCE: Record-breaking profits by both WearHouse and LeaguePrint enabled our fundraisers to contribute \$188,250 to the General Fund:

WearHouse \$133,800.00

Leagueprint 37,500.00

Belk Shopping Gala 11,216.00

Tournament of Champions Luncheon 5,734.00

\$188,250.00

WearHouse successfully implemented the new mandatory quota policy. LeaguePrint ordered and made the first of three payments on the Social Secretary computer to enable LeaguePrint to compete for invitation business. Having been approved by the Membership in May 1989, Hornets Home Cooking was published and over 5,000 copies were sold during the year.

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

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

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

HUMAN RESOURCES: The largest Provisional class (154) began in September with 142 new Actives being introduced in May. In April, 109 were invited to become Provisional members. Fifty transfers were welcomed, oriented, and placed. Two new

	<p>placements, Crisis Assistance Ministry and A Child's Place were added, and 680 Active members were placed for the 1990-91 League year. The Nominating Committee changed the time frame for voting on the Executive, Nominating and Career Active slates from February to January Board and Membership meetings to allow more time for other leadership positions to be filled prior to placement in April. Delegates were sent to the following conference/seminars during the year: National Teen Outreach (2); Leadership Charlotte (1); National Recycling Conference (2); International Visitors Conference (1); Area III President-Elects Workshop (1); Basics of Finance (2); President's Conference (1); President-Elects Conference (1); and Traveling Workshops (9); POLL Fall (1) and Spring (3) meetings; NC &amp; SC Pre-Annual Conference Meeting (3); AJLI Regional P/R and Marketing Seminar (2) and Diversification Workshop (2); AJLI Public Affairs Training Seminar, "By the People V" (2); and AJLI Annual Conference in Toronto (4). The Training Committee offered the following workshops: "Leadership for Excellence" with Queens College, NCNB's Putting Your Financial House in Order", VLDP's "Boardmanship Training", and "People Builders Skills Assessment".</p> <p>PLANNING AND MANAGEMENT: The following recommendations were approved by the Membership and/or Board of Directors: Task Force recommendations on Admissions Bylaws and policies to bring JLC into compliance with AJLI regulations; Finance recommendations to increase dues and fees and to expand the job of the Assistant Bookkeeper to include training and supporting the fundraiser treasurers and other tasks presently being done by the Treasurer or V.P. Finance; Program and Communications recommendations to change the League's acronym from CJL to JLC and to combine the Marketing and Public Relations Committee; Placement recommendations on Policies regarding Five Year Placement Plan and Special Placements; and Project Advisory's recommendation that procedures not allow a member to sign for more than one project. Advisory Planning revised the Transition Period procedures, and Nominating revised the timetable for presenting the slate of officers.</p> <p>In November, the JLC hosted the POLL Conference at the Park Hotel in Charlotte and in April, the Pre-Annual Conference Meeting of NC and SC Presidents and President-Elects at the JLC Headquarters.</p> <p>At Annual Conference, the JLC delegates successfully worked with the JL of New York City to add an Association Goal specifically addressing direct service and training volunteers which had been omitted from the goals proposed by the Association Board of Directors. The JLC also opposed, unsuccessfully, the closing of the AJLI Area Offices.</p> <p>Gay Gunter Dillashaw, President</p>
1990-1991	<p>With the theme "Give to Charlotte... Volunteer!" the Junior League of Charlotte improved the lives of countless members of the community. During this year, the League's fundraisers, The WearHouse, LeaguePrint, and The Tournament of Champions Luncheon contributed \$178,300 to the General Fund. The League fulfilled project commitments for the following: Alzheimer's Conference, Arts Resource Handbook, Carolina Emergency Housing, Carolina Gives, Historic Rosedale Foundation, Partners in Parenting, Seigle Avenue Preschool Cooperative, Teen Outreach/Cities in Schools, Video Violence: Community Awareness Program WTVI-Women and Alcohol Documentary.</p> <p>The League's Membership allocated \$105,000 and 74 volunteers for community projects to be completed during the 1991-92 year: Advocates for Older Adults, Carolina Gives, Charlotte Emergency Housing, Mecklenburg Adolescent Health Center, N. C. Harvest, Seigle Avenue Preschool Cooperative, Teen Outreach, UPLIFT.</p> <p>Highlights of the year included:</p>

COMMUNITY SERVICES: Working with 28 agencies in 29 placements, over 300 volunteers contributed nearly 30,000 hours in direct service to the community. Highlights of the year included production of a documentary with PBS affiliate WTVI, "Women: Coming Out of the Shadows," addressing the problems of women and alcoholism; the creation of an arts resource handbook entitled ENCORE: A Cultural Education Guide, developed with the Arts and Science Council; funding an Executive Director and beginning research and restoration of the Historic Rosedale property; and a successful symposium dealing with Alzheimer's Disease.

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

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

TOTAL: \$178,300.00

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

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

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

	<p><b>RESEARCH AND DEVELOPMENT:</b> Highlights included increased participation by the study committees in the project evaluation process, presenting eight new projects for membership approval, preparing two new background papers and position statements on Violence and the Environment, updating all current position statements, initiating several public stands, and educating the membership throughout the year on critical needs in the community. The League organized and hosted two meetings of the Women's Organizations Roundtable, and the Research and Development Council sponsored a "Done in a Day" project - a JLC Blood Drive on May 22 with the help of the American Red Cross.</p> <p><b>PLANNING AND MANAGEMENT:</b> The following recommendations were approved by the membership and/or Board of Directors: policies regarding the Project Evaluation process; Task Force recommendations regarding Placement Committee composition and responsibilities; several committee name changes; consolidation of Priority Areas; clarifications of dues requirements and membership status; Bylaw changes regarding WearHouse financial obligations and admission to membership; policy changes regarding responsibilities of sponsors for prospective members.</p> <p>President's Meetings were held with each committee chair in June and January; Management Training sessions were held six times during the 1990-91 year; a coffee was held for all JLC past presidents; a Community Advisory Board meeting was held in November to discuss the League's involvement in public policy.</p> <p>The President attended a POLL meeting in Phoenix in November. AJLI sponsored meetings for Presidents and Presidents-Elect in the fall in Memphis, a Presidents-Elect training in New Orleans in March, and Annual Conference in Orlando in May. At Annual Conference, the delegates approved the addition of two at-large members to the AJLI Board of Directors. Hope Evans Parrott, President</p>																																							
1991-1992	<p>Once again, our fundraisers continued to drive the League by contributing \$169,753.24 to the general fund which will enable us to remain on the cutting edge of meeting the community's needs of tomorrow. The League completed financial and volunteer commitments to:</p> <table border="0" data-bbox="483 1199 1307 1444"> <tr> <td>*Advocates for Older Adults</td> <td>\$ 7,000.00</td> <td>10 volunteers</td> </tr> <tr> <td>Carolina Gives</td> <td>25,000.00</td> <td>15 volunteers</td> </tr> <tr> <td>Charlotte Emergency Housing</td> <td>10,000.00</td> <td>8 volunteers</td> </tr> <tr> <td>Teen Health Connection</td> <td>30,000.00</td> <td>8 volunteers</td> </tr> <tr> <td>N. C. Harvest</td> <td>7,000.00</td> <td>8 volunteers</td> </tr> <tr> <td>Seigle Avenue Preschool Cooperative</td> <td>5,000.00</td> <td>7 volunteers</td> </tr> <tr> <td>Teen Outreach/Cities in Schools</td> <td>6,000.00</td> <td>12 volunteers</td> </tr> <tr> <td>UPLIFT</td> <td>15,000.00</td> <td>6 volunteers</td> </tr> </table> <p>*(of the \$7,000, \$5,000 was a contribution from Belk)</p> <p>During 1992-93, \$80,000 and 48 volunteers will be allocated for the following community projects:</p> <table border="0" data-bbox="483 1535 1226 1688"> <tr> <td>A Child's Place</td> <td>\$16,000.00</td> <td>9 volunteers</td> </tr> <tr> <td>Advocates for Older Adults</td> <td>9,000.00</td> <td>12 volunteers</td> </tr> <tr> <td>N.C. Harvest</td> <td>7,000.00</td> <td>10 volunteers</td> </tr> <tr> <td>Teen Health Connection</td> <td>35,000.00</td> <td>10 volunteers</td> </tr> <tr> <td>United Cerebral Palsy</td> <td>13,000.00</td> <td>7 volunteers</td> </tr> </table> <p>These project efforts and other volunteer commitments here addressed the year's theme, "Give to Charlotte...Volunteer," in very meaningful ways.</p> <p><b>COMMUNITY SERVICE:</b> The "hands on" direct service community volunteer force of 375 worked countless hours with 26 agencies to accomplish goals in priority areas of health, older adults, education, family focus, substance abuse, and community action.</p>	*Advocates for Older Adults	\$ 7,000.00	10 volunteers	Carolina Gives	25,000.00	15 volunteers	Charlotte Emergency Housing	10,000.00	8 volunteers	Teen Health Connection	30,000.00	8 volunteers	N. C. Harvest	7,000.00	8 volunteers	Seigle Avenue Preschool Cooperative	5,000.00	7 volunteers	Teen Outreach/Cities in Schools	6,000.00	12 volunteers	UPLIFT	15,000.00	6 volunteers	A Child's Place	\$16,000.00	9 volunteers	Advocates for Older Adults	9,000.00	12 volunteers	N.C. Harvest	7,000.00	10 volunteers	Teen Health Connection	35,000.00	10 volunteers	United Cerebral Palsy	13,000.00	7 volunteers
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Accomplishments included a successful community-wide volunteer safari which won a national United Way award; careful interviewing of families requiring aid during this difficult recessionary time; providing useful tips for responsible environmental preservation; research completion of a grand historic home called Rosedale; successful scheduling of over 100 international visitors with various community leaders; monitoring member organizations for eligibility to receive low cost food from the Metrolina Foodbank; delivery of countless meals of prepared food diverted from overstocked restaurants to agencies serving the hungry; preparing hundreds of tax returns for less-skilled taxpayers; rewarding teaching of adults requiring reading skills; vital pre-school and elementary school classroom help for many of our homeless and under-privileged children; advocating for children under the jurisdiction of juvenile court; assisting with English language skill-building for ESL children; completion of the site selection and assisting with the start-up of a teen health clinic; effective planning and implementation of an alcohol-free, drug-free graduation night party for high school students in a multi-country area; facilitating dropout prevention programs for high-risk students; preparing a nutritious snack cookbook and establishing a toy lending library for infants and young children of young mothers; educating various at-risk groups about the HIV and AIDS viruses; planning the widely attended Resident's Rights Celebration and Alzheimer's Symposium dealing with vital issues for older adults; screening and referral of area 4-year olds for early detection of eye diseases; supporting the staff, patients, and families in numerous areas of the hospital; presentation of a fun-filled skit for residents of area nursing homes; providing significant "time off" for the caregivers of home bound adults; facilitating increased communication of drug related issues between parent and adolescents via a county-wide pledge; and the tremendously rewarding classroom assistance for children with cerebral palsy.

While varied in focus, the direct service efforts of effective, trained, and caring volunteers truly embodied the "Give to Charlotte" theme in meeting the needs of the community.

**FINANCE:** This year, efforts by WearHouse, Leagueprint, the Tournament of Champions Luncheon and the new Art Gala produced the following contributions to the General Fund:

WearHouse	\$137,000.00	
Leagueprint	22,100.00	
Tournament of Champions Luncheon	5,750.00	
Art Gala Four,	903.24	

TOTAL \_\_\_\_ \_ \$169,753.24

The Hornets Cookbook committee was able to sell all the remaining Cookbooks. The Ways and Means committee made two new fundraisers proposals: (1) a specialty calendar and (2) the new cookbook. Both of these will be new placements for the 1992-93 year.

**HUMAN RESOURCES:** A Provisional class of 154 began in September and the Membership Development Committee graduated 138 to Active status in May. In April, 178 prospective members were invited to join our 1992-93 Provisional class. The Transfer Committee welcomed 56 transfers to the JLC. In May, Placement placed 712 Active members for 1992-93. The Nominating Committee slated the new Executive Committee in December, and worked with the President-Elect and the incoming President-Elect to fill the remaining leadership positions. Sallie Lowrance was nominated and elected by Area III to serve a 2-year term on the Joint Area Nominating Committee of AJLI. Delegated were sent to the following conferences and seminars: AJLI Traveling Workshops on Marketing/PR, Public Policy, Fund Development, Nominating, and Publications; a Thrift Store workshop; AJLI Multiculturalism Seminar;

Area III Presidents and Presidents-Elect Conferences; POLL; and AJLI Annual Conference. Nominating also placed 19 members on community boards. The Training Committee conducted various skills training sessions for many JLC committees and the Provisional class. They also coordinated the following sessions: Leadership for Excellence; 7 workshops at the January membership meeting; and numerous enrichment courses. The Commitment Enrichment Project was completed, with the help of the Training Committee, as the entire membership participated in a personal Gifts Assessment and then utilized that information through the Commitment Enrichment Finder and the Placement Brochure.

**PROGRAM AND COMMUNICATIONS:** Since fellowship is always a strong priority among the membership, the P&C Council emphasized fellowship opportunities along with volunteer recognition this year. An additional small group meeting was added to the membership meeting schedule, bringing the total to two. These meetings were especially popular with the membership, but all meetings were well attended and received good evaluations. We began the year having to find a new meeting space. As our membership grows, this will continue to be a challenge. At some time in the near future, we should look at going to both an evening and morning meeting.

Arrangements, in conjunction with the Attic Sale Committee, hosted a social function called "Pig Out at Treasure Island" on the night before the Attic Sale. It was a great party and a wonderful fellowship opportunity.

Volunteers were recognized as committees at each membership meeting and in each issue of the NewsRelease. The CRIER also did a good job of recognizing both individuals and committees. The Spirit of the League Award was renamed the "Margaret A. Martin Spirit of the League Award" in honor of our wonderful Wardie Martin. We received several nominations for the award. This year's recipient was Margueritte Andresen.

Delorese Amberose kicked off our membership meeting at the September picnic with her talk on "Leadership, The Journey Inward" and finished our year by speaking at the May Annual Dinner.

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

Physically Impaired; mounting an Organ Donation Awareness Campaign for the membership; educating the membership on community issues; developing the "Issue Interest Indicator" membership survey; and with the Community Service Council, co-sponsorship of the "Done in a Day" project "City Trees", a community-wide reforestation effort in Freedom Park.

**PLANNING AND MANAGEMENT:** The membership and/or Board of Directors approved the following recommendations:

- Bylaws and policies regarding the leadership structure of the League;
- Bylaws and policies regarding the maximum age limits for the Provisional and Active membership classifications;
- Bylaw and policy regarding the Provisional course and its fee;
- clarification and updating of Bylaws and policies governing public stands and public actions;



	<ul style="list-style-type: none"> <li>• clarification of the policies on placement conflicts and obligations and Special Placement;</li> <li>• a no-smoking policy for the League building;</li> <li>• annual goals and objectives which are outcome oriented</li> </ul> <p>The President appointed two task forces - one to research the possibility of a Leagueprint quota for the membership (the task force did not recommend such a quota at this time) and the other to study admission policies of the JLC with special emphasis given to the issue of furthering diversification efforts.</p> <p>In August, the JLC hosted the first North Carolina Executive Exchange with other NC Leagues in attendance. Leadership Training sessions were conducted three times during the year as well as President's Meetings being held in June and January. The Community Advisory Board met with the Executive Committee to offer advice on strategies with regard to fundraising and diversification.</p> <p>The President attended the Area III Presidents' meeting in Raleigh, the POLL meeting in Austin, TX, the NC SPAC meeting of Area III Presidents and Presidents-Elect in Durham, the AJLI Partnership Project fly-in meeting in Chicago (the Partnership Project was a two-year effort to revise the Bylaws and policies of AJLI), the pre-Annual Conference meeting of NC Leagues in High Point and the AJLI Annual Conference in New York City. The delegates at the May Annual Conference approved a new set of governing documents for the Association.</p> <p>Sallie Lou Moore Lowrance, President</p>
1992-1993	<p>During the year, the League fulfilled its mission by:</p> <ul style="list-style-type: none"> <li>• giving over 35,000 hours of volunteer service to the community;</li> <li>• managing a membership of 2,038 volunteers: 780 actives, 1072 sustainers and 186 Provisionals;</li> <li>• raising \$166,162.00 from ongoing fund raisers for the General Fund;</li> <li>• raising \$700,000.00 from the 1993 Follies for the Crisis Nursery of Success By 6 and future League projects;</li> <li>• fulfilling project commitments totaling \$79,278 and 54 volunteers:</li> <li>• allocating \$80,000 and 35 volunteers to projects for 1993-94:</li> <li>• approving distribution of Follies' profits as follows: <ul style="list-style-type: none"> <li>\$350,000 to the Crisis Nursery for construction and start up costs;</li> <li>\$100,000 to the Crisis Nursery to be held in reserve and designated by the 1993-94 Board of Directors;</li> <li>\$250,000 to the JLC Program Budget from which projects will be funded.</li> </ul> </li> </ul> <p>Rather than developing a new theme in a Follies Year, "Give to Charlotte . . . VOLUNTEER" continued to be used along with the Follies theme "Shake, Charlotte 'N Roll!"</p> <p>Highlights by Council area include:</p> <p>FINANCE - ongoing fundraisers contributed profits to the General Fund as follows:</p> <p>WearHouse     \$147,000.00  Leagueprint 15,000.00  Diet Pepsi Tournament of Champions Luncheon 4,162.00  TOTAL     _____  \$166,162.00</p> <p>Development of a new cookbook began and \$140,000 in additional funds was allocated to produce a cookbook in 1994. A specialty calendar, Celebrations, was developed and printed with an additional allocation of \$12,000. The new Fund Development Committee, formerly Ways and Means, researched and recommended new fundraisers for 1993-94 to include: 1994 NCAA Final Four Basketball Tournament; Southern Christmas Show; Blockbuster Pavilion; and continuation of the Diet Pepsi Tournament of Champions Luncheon. They also recommended and gained approval</p>

of 1) granting funds without volunteers with specific policies to be developed in the coming year and 2) a donation of \$1,000 from the JLC Commemorative Fund to the Critical Needs Fund for Cities In Schools. A new Board position, Fundraisers' Chair, was established. Job Descriptions were expanded for the staff positions of Bookkeeper and Controller.

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

**HUMAN RESOURCES:** The MDC committee educated, trained and proposed 173 women for active membership and invited 175 women to Provisional membership. Because of the large size of the Provisional class, three sections were scheduled on Tuesday and Thursday evenings. A Provisional Education committee researched and restructured the course for 1993-94 to allow more flexibility in meeting requirements. The Placement Committee placed 798 Active members on 47 committees and offered the following new placements for 1993 -94: A Child's Place (school based resource centers) and Healthy Beginnings (immunization clinics). After evaluating the current placements, six placements were recommended to be discontinued. Fifty-three (53) transfers were welcomed to the JLC. A new category of membership, Advisory Status, was created for those with eight active years and Sabbatical eligibility was changed to every four years. The Nominating Committee filled leadership positions, selected delegates to conferences, and proposed representatives to community boards. Margueritte Andresen was nominated and elected to the AJLI Board of Directors, and Sallie Lowrance continued her term on the AJLI Area Nominating Committee. The Training committee initiated Council retreats as well as offering three leadership training sessions and a Board retreat.

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

	<p><b>RESEARCH AND DEVELOPMENT:</b> Working in conjunction with the Community Services Council, community needs and members' interests were assessed to initiate efforts towards narrowing our involvement in community issues in order to increase our impact. This process led to the new Community Impact Council. Continuing to work together, the two councils completed an application to become an AJLI Demonstration Project in the area of Child Health and proposed Child Health and Childhood Education as the two focus areas for further study in 1993-94. Separate study committees were dissolved and the new Project Development Committee was created with the following subcommittees: Research, Focus/Transition, and Project Proposal. Delegates were sent to two national conferences: Independent Sector and Children's Defense Fund. Participation in community coalitions and committees included: Success By 6; Drug and Alcohol Fighting Back Commission; Kids Count; Kids Voting; and numerous other groups related to the JLC priority areas. Sixteen public stands were taken by LAPP, the largest number in JLC history and all ten position statements were reaffirmed. LAPP sponsored a well-attended Elected Officials Breakfast for local officials in late March. Project Evaluation received 35 applications and recommended six new projects for membership approval.</p> <p><b>MANAGEMENT AND PLANNING:</b> Primary focus for the year was the complete revision of the JLC Bylaws and policies, and development of a vision statement to lead the way to a long-range plan. The following vision statement was adopted: "The JLC will be a leading force in improving the lives of children and families in this community." 1993-94 Goals and Objectives were written and adopted to be measurable and specific for areas needing change. Objectives were assigned to appropriate Councils and/or committees to develop strategies. No mid-year appraisal was conducted while the long-range planning process was being developed. Emphasis was placed on responsibility for initiating action at the Council level with policy-making occurring at the Board level.</p> <p>Margaret Brinkley Sigmon, President</p>
1993-1994	<p>A two-year process of "focusing" JLC resources to maximize community impact was the subject of much discussion and planning this year and culminated with the selection of two JLC Focus Areas and the creation of a three-year strategic planning document. Having defined the vision of the JLC in Spring 1993 as being "a leading force in improving the lives of children and families in this community," the membership ratified the selection of Child Health and School Readiness as JLC Focus Areas for the next three years. An extensive strategic planning process was undertaken, resulting in the selection of six key areas and a three-year strategic planning document for implementation of the organization's vision.</p> <p>"Leading the Way for Change", our theme for the year, declared our intention to be proactive in meeting community needs through direct service, advocacy, and representation on community boards and committees. The JLC functioned through the work of four Councils, each chaired by its respective Vice-President: the Community Impact Council, under the joint leadership of the Vice-President of Community Services and the Vice-President of Research and Development; the Finance Council; Human Resources Council; and Program and Communications Council. An Executive Committee of nine officers and a Board of Directors numbering 25 managed and made decisions on behalf of the 885 actives, 184 provisionals, and 1091 sustaining members.</p> <p>The Community Impact Council was responsible for JLC relationships with community agencies and for the implementation of current projects and volunteer placements as well as the planning of future projects and placement opportunities.</p> <p>With a commitment of \$80,000 and over 300 volunteers, the JLC provided direct service with 23 community agencies and undertook the following projects:</p>

Hope Haven - \$22,000 to partially fund the salary of a Program Director and provide a "Kids' Night Out" support group for children whose mothers are in recovery from the disease of addiction.

Teen Health Connection - \$17,000 to partially fund the salary of a Development Director and help develop a marketing plan and fundraising strategy for the agency.

ReadUp Charlotte/Mother's Club - \$13,000 to develop and implement a literacy-based Mother's Club at the Johnston YMCA for residents of the neighborhoods targeted by the Success By 6 initiative.

Habitat for Humanity - \$10,000 to construct a house with other members of the Women's Organizations Roundtable during Habitat's 10th Anniversary Building Blitz.

United Cerebral Palsy - \$10,000 to provide basic therapy, developmental training, and full time day care for physically challenged one-year-olds. Friendly Visitors/Residents' Rights - \$8,000 to plan and implement a Residents' Rights Celebration for senior citizens in Nursing and Domiciliary Homes and to work with the Charlotte-Mecklenburg Senior Centers' Friendly Visitors Program to pair JLC members with older adults.

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

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

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

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

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

The Finance Council recommended the restructuring of the financial aspects of the JLC into two separate areas of responsibility and secured approval to create a Fundraiser Council and Vice-President for Fundraisers beginning in 1994-95. The Finance Council was an excellent manager of JLC resources, developing an evaluation tool for existing fundraisers and seeking new fundraising opportunities as well as considering major revisions to JLC investment policies. Development of a menu-based cookbook, Dining by Fireflies, continued throughout the year and we look forward to its release in September, 1994, and its promise of being a major fundraiser. The existing fundraisers contributed a record-breaking \$262,000.00 to the General Fund as follows:

	<p>WearHouse \$174,258  Leagueprint \$20,057  NCAA Final Four \$44,480  Southern Christmas Show Preview Night \$11,143  Tournament of Champions Luncheon \$9,048  Specialty Calendar \$3,100</p> <p>The Human Resources Council oversaw the training and placement of our active membership and provisional class, including responsibility for membership development and diversity and the placement of JLC members in areas of JLC leadership and community responsibility. A Human Resources Task Force was created to evaluate issues related to membership satisfaction and commitment and the efficiency of placing volunteers in areas of service.</p> <p>The Program and Communications Council was responsible for the membership meetings and the publication of the NewsRelease and The CRIER as well as for all aspects of internal and external marketing and public relations. A new brochure was developed for use as a tool in communicating information about the JLC.</p> <p>The JLC received a 1993 NC Governor's Award for Outstanding Volunteer Service and the Women's Equality Day Non-Profit Corporate Award in recognition of our efforts in this community. At the AJLI Annual Conference, the JLC was named the winner of the 1994 AJLI Communications Award in the Fundraising category for our 1993 Follies Marketing/PR campaign and materials and was the winner of three model project awards: Hope Haven and Healthy Beginnings as Model Community Projects; our 1993 Follies; and a Model Management Project.</p> <p>The entire community benefitted from the talents and energies of our members and we, in turn, received more than we gave.  Mary-Stuart Parker Brooks, President</p>
1994-1995	<p>"Make a Connection...Volunteer!", the theme for the year, capsulizes the intention and accomplishments of this league year. Our connection manifested itself through the 25 community agency relationships which were enhanced during the year as we touched children and families at-risk with meaningful mentoring and interaction in our focus areas of Child Health and School Readiness. This connection further transpired as our active members gained greater input and control over the future direction of the organization. The JLC took significant steps toward becoming a true membership-driven organization through the professionally developed, presented and analyzed Organizational Self Assessment; the dialogue at the committee level with quarterly advisor meetings; and membership meeting speak out opportunities.</p> <p>Significant highlights of the year included: first year of implementation of the three-year strategic plan; introduction of Dining by Fireflies; formulating a diversity vision statement; reducing the number of membership meeting requirements to six meetings per year; disbursement of the \$320,000 for the construction of the Success By 6 Child Development Center; implementing the first community boards forum which opened the lines of communication among all JLC members sitting on community boards; considerable easing of requirements for special placements; publishing the first Community Connections newsletter as a communication tool among agencies with which we associate; restructuring the Community Impact Council to better meet the needs of focusing; raising record-breaking profits from WearHouse, LeaguePrint and all our on-going fundraisers; spear heading several mini- fundraising ventures which strived to reap a high dollar return on few volunteer hours; turning over \$247,843 to the General Fund from the on-going and mini fundraisers; establishing a Women's Business Symposium Task Force to evaluate the possibility for developing another pivotal fundraiser; initiating the Enabling Funds program to provide short-term financial assistance to agencies in need; approving eleven Public Stands primarily addressing</p>

	<p>the needs of our agency partners and the public school system; joining the Charlotte Chamber of Commerce; developing a comprehensive exit interview format which enhances our ability to better understand why members leave the JLC; creating the Kaizen award for committee recognition; adopting External Policies for Child Health and School Readiness; convening a meeting of community leaders to plan JLC collaborations with the community in addressing child health issues in Charlotte/Mecklenburg; gathering membership opinion which led to the reaffirmation that we remain a women-only organization; and researching and recommending the Follies as our next major fund raiser.</p> <p>During this fiscal year, the eight projects introduced in the 1993-1994 history section accomplished and exceeded their goals as reported in the annual reports to follow. Additionally, we committed \$107,725 to ten agencies for the 1995-96 year: Double Oaks Community Center, Healthy Mom/Healthy Baby, Immunization Awareness*, Kinder-Mourn "Helping the Hurt", Success By 6/Measures for Success, Johnston Y/Mother's Club, Project HOPE*, Right Moves for Youth*, St. Francis Jobs, Summit House* (*New project relationship). The majority of these projects influence the Success By 6 families in the neighborhood of Historic North Charlotte.</p> <p>Overall, the high morale of our membership, as shown by a significant drop in resignations from previous years, stemmed from many hours of tireless effort and the giving spirit of our volunteers who have "connected" with a heightened governance of their league and the community we serve. Margueritte Crane Andresen, President</p>
1995-1996	<p>"Volunteers with Vision" was the theme for the year.</p> <p><b>MEMBERSHIP VOTES:</b></p> <ul style="list-style-type: none"> <li>• Approval of a 2-year fundraising effort to culminate with a celebration in February 1998.</li> <li>• Approval of one Vice President Community Impact and Development.</li> <li>• Approval of a new major annual fundraiser - The Women's Business Conference to be held in the spring of 1997.</li> <li>• Approval of 3 new focus areas beginning in June 1997: Early Childhood Education, Adolescent Issues and Family Preservation.</li> <li>• Approval of the 1996-97 projects: Funds Allocated - \$142,500.00, Volunteers Allocated - 95</li> <li>• Approval of Enabling Funds: \$7,500.00</li> </ul> <p><b>FINANCIAL PERSPECTIVE:</b></p> <ul style="list-style-type: none"> <li>• Total monies turned over to the General Fund from our fundraisers for 1995-96: \$257,489.00</li> <li>• Allocation of monies from the \$100,000.00 in the Success By 6 Child Development Center Undesignated Fund: Playground Equipment for the 3 and 4 year olds and sidewalks - \$25,605.84</li> <li>• Customized van to transport infants, toddlers, 3 and 4 year old children \$25,727.00</li> <li>• Creation of a Grants Writing Committee to help secure grants for the Junior League of Charlotte's future funding endeavors.</li> </ul> <p>1996-97 Projects: Charlotte Mecklenburg Schools/Even Start, Charlotte Mecklenburg Schools/Jump Start, Double Oaks Community Center, Kinder-Mourn/"Helping the Hurt", Metrolina Foodbank/"Kids Cafe", Right Moves for Youth, Seigle Avenue Preschool Cooperative, St. Francis Jobs, Success By 6/"Healthy Mom/Healthy Baby, Success By 6/"Mothers' Club", Success By 6 Preschool Cooperative, Summit House</p>

	<p><b>PUBLIC STAND:</b>  Junior League of Charlotte, Inc. endorsed the Child Recycling Fund held by the Foundation of the Carolinas to be allocated to Child Care Resources to benefit children at the Success By 6 Child Development Center. Our endorsement was presented to the Mecklenburg County Commissioners in March to support the Child Recycling Fund. The Commission voted unanimously in favor of the motion.</p> <p><b>MEMBERSHIP MEETINGS:</b>  Introduction of new format and reduction of number of meetings.  6 General Meetings: 4 at the Grady Cole Center, 1 Placement Sign-Up small groups and the Annual Shareholders Meeting.  2 national guest speakers: Lynn Sherr ABC News Correspondent with 20/20 and Teri Williams, President of Teri Williams Marketing in New York City, representing clients Johnny Cochran, Eddie Murphy, Janet Jackson, NY Knicks, etc.</p> <p><b>FIRST ANNUAL SHAREHOLDERS MEETING:</b> May 13, 1996 at the Charlotte Convention Center Guest speaker: Glenda Hatchett - Chief Juvenile Court Judge for Fulton County, Georgia.  The JLC defines shareholders as...those who hold an interest in the Junior League of Charlotte; those who give, receive, experience, enjoy and endure within the JLC. (ourselves, our spouses, family, friends, employers, etc.). An outstanding success said by JLC members and shareholders.</p> <p><b>MEDIA EVENT:</b> May 12, 1996 at the Charlotte Convention Center  The Marketing/PR Committee hosted a press conference for area media. The event was attended by The Business Journal, WBTV, Charlotte Observer, South Charlotte News and the Pineville Pilot. The JLC introduced the vision, 1996-97 projects, Women's Business Conference and the start of our 2 year fundraising campaign. Questions and answers were shared and the event was a success for our first media event.</p> <p><b>COMMUNITY ROUNDTABLES:</b>  The Program and Development Committee hosted 3 roundtables for the Charlotte corporate and agency community. The goal was to target critical needs in our community and how the JLC can be the most effective. The roundtables were highly attended and a generous amount of information was shared.</p> <p><b>AWARDS:</b>  Spark Plug Award - The JLC was recognized by Cities In Schools at their annual Board of Trustees meeting celebrating 10 years of the program. The JLC was instrumental in establishing the Cities In Schools program in Charlotte.</p> <p>External Communication Award - presented by the Association of Junior Leagues International (AJLI) honoring the JLC publication The CRIER.</p> <p><b>ADVISORY PLANNING:</b>  The Organization Self Assessment (OSA) results added to the JLC Strategic Plan. A Diversity Action Plan created to be incorporated in the Strategic Plan.</p> <p><b>SUCCESS BY 6 CHILD DEVELOPMENT CENTER (CDC):</b>  Johnston Memorial YMCA - Historic North Davidson Community Groundbreaking - June 1, 1995, Grand Opening - April 21, 1996  Stacy Ann Sumner, President</p>
1996-1997	The theme adopted for the year was "Many Voices ... One Vision" which emphasized the importance each member of the JLC plays in our vision to be a leading force in

improving the lives of children and families. Efforts were made throughout the year to actively involve the membership in the decision-making process and to keep members informed in a timely fashion of JLC activities. A new internal communication tool was initiated entitled the "Chairman's Voice", a monthly publication sharing JLC news with committee chairmen and their committee members. The Focus Education and Training Committee developed two informative videos on our Follies projects and our annual projects to educate and inform members. The Marketing Committee published a handout given out at the final membership meeting sharing activities and successes of the 1996-97 year.

During the year, the JLC made an impact in the community by:

- giving over 86,463 volunteer hours to fulfill our vision of improving the lives of children and families
- raising \$338,499 dollars from our ongoing and one-time fundraisers for the General Fund
- being involved in 29 direct service placements, 12 of those also involving JLC funds (introduced in the 1995-96 history section)
- taking the following Public Stands:
  1. Support of the Department of Social Services effort to collaboratively meet the needs of welfare recipients;
  2. A collaborative effort with the Council for Children and the Mecklenburg Area Mental Health Association in a "Get Out to Vote" campaign for the November elections. The effort involved the development and disbursement of a Voter's Guide and local candidate forums focusing on the candidates' positions on children's issues;
  3. Support of the Johnston YMCA's efforts to receive a grant to expand their Learning Center, a center designed to provide computer training and educational opportunities for children and families;
  4. Support of a resolution by the Charlotte-Mecklenburg Schools on the importance of early childhood education.

#### HIGHLIGHTS

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

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

Our two-year Follies fundraising effort began with a great deal of enthusiasm and a new look. With the help of Whitney Jones, Inc., the JLC did a planning and feasibility study to strategically position our Follies fundraiser in the community and within our own organization. An Honorary Cabinet was developed of community leaders with Bill



	<p>Grigg as the Honorary Campaign Chair. Project Evaluation selected two Follies projects that had been thoroughly researched and developed by the Program Development Committee. The Double Oaks Family Resource Center will provide cultural, educational, parenting and other support services in a one-stop location at the Double Oaks Community Center. Connecting Links will provide a framework for the various programs and resources needed to create and sustain employment for the residents of Charlotte's threatened inner-city neighborhoods.</p> <p><b>ACTIONS TAKEN</b></p> <ul style="list-style-type: none"> <li>• A fundraiser task force was established to develop a strategic plan for fundraising efforts of the JLC.</li> <li>• A flexible membership requirements menu plan was researched and adopted for implementation in 1998-99 placement year.</li> <li>• The Placement Fair was reinitiated at the April Membership Meeting.</li> <li>• 183 new actives were brought into the JLC.</li> <li>• The number of candidates required to propose candidates for membership was decreased from 4 to 2.</li> <li>• A new Solicitations Committee was created whose function will be to better coordinate all solicitations efforts of the JLC.</li> <li>• The remaining undesignated funds from our 1993 Follies fundraising effort were distributed to the Thompson/Success By 6 Child Development Center, \$46,067 to teacher salaries and \$2,600 to capital expenditures.</li> <li>• A personnel committee was established made up of the President, President-Elect, VP Finance, and VP Human Resources, and employment policies and practices were developed for the JLC employees.</li> <li>• 175 new provisionals were accepted for the 1997-98 year.</li> <li>• The following projects were approved by Project Evaluation: Success by 6 Preschool, Charlotte Emergency Housing, Habitat Women's House, Charlotte Mecklenburg School/Jump Start, Family Center Visitation, Discovery Place/Nature Museum - "Parenting the Natural Way", Communities in Schools/"Take Five", Thompson/Success by 6 Child Development Center, Metrolina FoodBank/"Kid's Cafe", Right Moves for Youth, Connecting Links, Double Oaks Parents and Kids' Focus</li> <li>• Enabling funds totaling \$5,999.00 were placed in the community.</li> </ul> <p>Martha Higgins Schmitt, President</p>
1997-1998	<p>Acknowledging that building and maintaining strong partnerships both within the JLC and the community is central to achieving our vision, the 97-98 theme was "Link Hands . . . Change Lives." The response to the invitation to come together in support of families and children in this community was enthusiastic and generous. Our members joined hands with 25 agencies to provide direct service to the community. Eleven of these commitments, introduced in the 96-97 history section, received JLC funds as well as volunteer support.</p> <p>To assist in providing volunteer support services and the funding needed to achieve community goals, our on-going and mini-fundraisers turned over \$280,700.00 to the General Fund. The Follies, a JLC fundraising effort traditionally held every five year, set out to "Band Together Charlotte" in support of two major projects in North Charlotte, the Double Oaks Family Resource Center and Connecting Links, as well as JLC annual projects during the next five years. The campaign was a record-setting success! To date, the community has contributed over \$1.2 million to help families thrive and become self-sufficient. The JLC will protect and enhance the investment made by hundreds of supporters and contributors by providing trained, committed volunteers to these efforts and holding ourselves accountable for positive results.</p>

In addition to a focus on collaborative efforts, the JLC, recognizing the benefits of strategic planning, worked with The Daniel Group to expand the current Plan to include detailed components around our focus areas and fundraisers, and a system to evaluate our work. Also, an evaluation of JLC communication efforts was conducted with the assistance of Wray Ward Laseter Public Relations and Communications.

#### ACTIONS TAKEN

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

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

**HIGHLIGHTS:**

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

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

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

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

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

**Public Stands**

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

**Human Resource Council**

The MDC Committee educated, trained and proposed 144 women for active membership and invited 190 women to Provisional membership. Policy was approved which allows the Provisional Advisor to maintain a mentoring relationship during the provisional group's first active year. The Sponsor Workshops were revised to include the prospective candidate and assist in her decision to attain membership. The

	<p>Placement Committee placed 844 active members on 50 committees, worked with the JLC Secretary to reinstate exit interviews, designed and instituted the multi-year placement process, and provided for more frequent counselor/member contact. The Placement Fair was held at JLC Headquarters. The Transfer Committee welcomed 86 women to the JLC and recommended new transfer policies to the HRC. The Training Committee coordinated the Board retreat, a diversity training entitled "Digging Deeper," Leadership for Excellence, the transition process, and a mentoring skills development training. The Nominating Committee revised the Willingness to Serve form and added additional opportunities for members to learn more about the Nominating process. The Volunteer Office Staff provided excellent support at JLC Headquarters, especially important in a Follies year!</p> <p>Fundraiser Council</p> <p>With true collaborative spirit, the fundraisers worked together to offer the Fall Party Package promoting JLC upcoming events. Dining By Fireflies continued to receive nationwide recognition while enjoying steady sales within the Charlotte community. Leagueprint offered two new promotional events, the Holiday Tea and Spring Sidewalk Sale, with great success. Hoopla! And the Southern Christmas Show Preview Night continued to increase their profits with record-setting results. The WearHouse partnered with the Johnston YMCA for the annual Toy Sale. By focusing on the community and not a profit-margin, the WearHouse ensured gifts for many children that might not have been possible. Linking hands with the Fundraising Task Force, Fund Development assisted in the planning of innovative new ideas to carry the JLC into the future.</p> <p>Education and Communication Council</p> <p>Operating within a new structure, the Council embraced the concept of partnerships as they worked together to educate and inform the membership and greater community around central themes and ideas within our focus areas. The CRIER received a new look and for the first time, volunteers were responsible for planning and editing the NewsRelease. Arrangements and Appreciation assumed responsibility for member recognition which included instituting a Community Award, Outstanding Sustainer and Provisional and President's Awards, in addition to the Margaret A. Martin Spirit of the League Award. The Marketing Committee coordinated JLC external communication and public relations efforts including the development of the JLC website while Education Planning developed internal educational and informational plans and processes. The Membership Meetings Committee implemented five meetings over the course of the year.</p> <p>Finance</p> <p>The Finance Council managed JLC resources. Grant Writing worked closely with the Follies to prepare grant requests in support of our cornerstone projects, Connection Links and the Double Oaks Family Resource Center. Solicitations coordinated JLC requests for donated funds, goods and services.</p> <p>The 97-98 year was a great success due to our members' promise of a common vision, dedication to empowering and developing the potential of women, commitment to excellence in voluntarism, and willingness to "Link Hands . . . Change Lives." Sharon Jones King, President</p>
1998-1999	<p>The Junior League of Charlotte continued this year to build upon the tradition of volunteer training and community service that has been the foundation of our organization since 1926. We joined with community agencies, the school system</p>

business community, and elected officials to bring about positive changes in the areas of Teen Pregnancy Prevention, Parenting, and Family Self-Sufficiency.

Recognizing that the strength of a volunteer organization is a direct reflection of the level of dedication and commitment of each individual volunteer, the Junior League of Charlotte endeavored this year to place a significant emphasis on nurturing the needs of our members. The Advisory Planning Team was charged with creating recommendations that would ensure that the JLC would maintain a trained, involved, and committed membership as we approach the 21st century. Additionally, an ad hoc "Fellowship" committee was formed to provide opportunities for League members to gather socially. Opportunities provided this year included gatherings at both the Nature Museum and Freedom Park. Additionally, the Arrangements and Appreciation Committee organized the First Annual "Leaguer's Night Out", with JLC members enjoying hors d'oeuvres and desserts at the homes of fellow League members.

The JLC has made significant advancements in the area of technology, with our Web page making its debut during the 97-98 year. Various enhancements to our Web page have been added this year, with the ultimate goal of heightening the awareness of the JLC's mission in our community. Our fundraisers also hope to see additional revenue generated through on-line marketing and sales of cookbooks and LeaguePrint items.

#### ACTIONS TAKEN

- Approved reprinting of 10,000 copies each of JLC cookbooks Dining By Fireflies, The Charlotte Cookbook, and Charlotte Cooks Again.
- Signed lease for JLC WearHouse location at 1412 East 4th Street.
- Approved revision of JLC Investment Policies.
- Approved North Carolina Trust as Investment Advisor to the JLC, and placed a portion of unrestricted funds under their management.
- Approved JLC 75th Anniversary gift of \$75,000 dedicated to a "Hands-On-Children's Room" at the Charlotte History Museum.
- Approved disbursement of \$2,000 from the JLC Commemorative Fund in support of summer camp scholarships for children at the Johnston Memorial YMCA..
- Approved change from quarterly to semi-annual the disbursement of funds to JLC projects.
- Welcomed into membership 186 Provisional members.
- Approved change in structure of Finance Council to Finance Committee.
- Approved creation of Outcome Measurements Committee and 75th Anniversary Committee.

#### HIGHLIGHTS

- Hosted the 1998-1999 North Carolina Executive Exchange
- JLC received the Council for Children's Community Partner Award
- JLC received The Links National Trends and Services Award
- JLC received recognition from Charlotte-Mecklenburg School's "Best Friends"
- JLC Sustainers Shirley Fulton and Velva Woollen were named as 1998 "Woman of the Year"
- Participated as a gold sponsor of the Mecklenburg County Women's Commission "Women's Equality Day" luncheon
- JLC Board hosted a Diversity Workshop to discuss the enhancement of diversity in JLC leadership
- Presented the following JLC awards: Spirit of the League - Lisa Callen, Sustainer of the Year - Carla DuPuy, Provisional of the Year - Aimee Tait, JLC Community Partner - BellSouth Pioneers

- Sent delegates to the following conferences: NC Center for Non-Profits, Children's Defense Fund, Males Count, AJLI Area III Conference, and Special Event Success
- JLC Board received training on Policy Governance during both Board Retreat and an additional summer training session. The Board additionally received team-building training through North Carolina Outward Bound

#### OVERVIEW

##### Fundraisers

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

##### Human Resources

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

##### Education and Communications

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

##### Central Carolinas, YWCA of Central Carolinas, and YMCA of Greater Charlotte.

- Revitalized "Breakfast with Bosses" event to inform business community of the important work of the JLC

##### Community Impact and Development

- Advocacy and Public Awareness Committee hosted the annual Elected Officials Coffee. State, City, County and School Board officials in attendance
- Supported through funding the following advocacy efforts: \$17,100.00

	<ul style="list-style-type: none"> <li>• Provided volunteer support and funding to the 15 agencies introduced in the 97-98 history section, and devoted volunteer efforts to 10 other community agency initiatives as well</li> <li>• - The Project Evaluation Team selected the following agencies/agency programs as projects for the 1999-2000 year: Best Friends, Charlotte Emergency Housing, Children’s Theatre, Connecting Links, Crisis Assistance , Double Oaks Community Center, Elon Homes, Habitat Women’s House, Kids Cafe/Metrolina Food Bank, Kindermourn, Motherread Preschool Coalition, Lakewood, Seigle Avenue Preschool, Christ the King Center, Success By Six, Childcare Resources, Project Hope, Take Five, Thompson’s Child Development, Windows To Work</li> <li>• Endorsed the following Public Stands: <ul style="list-style-type: none"> <li>○ Supported the proposed Mecklenburg County Commission budget of \$780 million</li> <li>○ Supported the expansion of Smart Start from the current involvement in 55 North Carolina counties to the remaining 45 counties</li> </ul> </li> </ul> <p>Finance</p> <ul style="list-style-type: none"> <li>• Provided for the financial well-being of our organization through the management and oversight of all issues relating to expenditures, investments, and insurance. This area was also responsible for “actions taken” as noted above.</li> </ul> <p>As League members this year, we learned about our community and ourselves through our work with those to whom we offered help, and those who helped us. We stretched. We grew. And we made our little piece of the world a bit brighter because of our efforts.</p> <p>Kathi Miller Knier, President</p>
1999-2000	<p>This year, the JLC concentrated on its Mission Statement “to improve the community through the effective action and leadership of trained volunteers.” Internal changes to the organization were made to ensure our continuance of fulfilling the mission.</p> <p><b>ACTIONS TAKEN</b></p> <ul style="list-style-type: none"> <li>• Approved revised Bylaws to adjust them for the League’s move to a “policy governance” model of management.</li> <li>• Approved the restructuring of the Nominating Committee. The committee members will serve a 2 -year term and the slate will be a single slate. The committee will consist of 4 groups divided according to years of service.</li> <li>• Approved \$500.00 for hurricane Floyd victims in Eastern NC.</li> <li>• Approved tentative ends statement – “At risk children and families will achieve self-sufficiency with the most efficient use of our volunteer and financial resources.”</li> <li>• Approved a new council which will be named Education and Training.</li> <li>• Approved the renaming of Fundraiser Council to Fund Development Council.</li> <li>• Approved the renaming of Education and Communication Council to Communication Council.</li> <li>• Approved \$100.00 for earthquake and flood relief in Mexico.</li> <li>• Approved the preparation for an endowment campaign.</li> <li>• Approved change made to Financial Policies, Section 11. Appropriations and Committee Finances.</li> <li>• Approved the move of Systems Advisory Committee from Planning and Management to Education and Communication Council.</li> <li>• Approved changes to Bylaw, Article III Membership, Section 2. Qualifications for Membership, B. Proposal of Members, 2.</li> </ul>

- Approved 22 projects and placements at a total of \$134,500.00 for the 2000-2001 year. They include: Best Friends, CIS Teen Moms, Conflict Resolution, Double Oaks Kids, Hands On Charlotte Summer Camp, McCrory YMCA, Project Hope, Relatives, Washington Heights/McCrory Y, Double Oaks Field Trips, A Child's Place, Big Shot Saturday, Neighborhood Family Resource Center, Preschool Coalition, Reading With Mom, Thompson Child Development Center, ABLE, Connection Links, Double Oaks Parents, Habitat House, Habitat Partners VITA, Windows To Work
- Approved 2000-2001 Budget.
- Approved new committee to be called Gift Planning Committee.
- Approved two new staff positions – Fund Development Director and Assistant to Fund Development Director.
- Approved Bylaw and Policy changes to reflect terms of membership to include placement options, years of service.
- Approved the beginning process of revising the policies and creating a procedures section.
- Approved new job descriptions for staff.

#### HIGHLIGHTS

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

#### OVERVIEW

##### Fundraisers

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



	<p><b>HUMAN RESOURCES</b></p> <ul style="list-style-type: none"> <li>• 165 Provisionals received their training and were voted into membership.</li> <li>• Over 210 Willingness To Serve forms were received by the Nominating Committee – a record. 160 members requested a multi-year placement – also a record.</li> <li>• The Transfer Committee welcomed 80 women this year.</li> </ul> <p><b>EDUCATION AND COMMUNICATIONS</b></p> <ul style="list-style-type: none"> <li>• The CRIER became a self-sustaining magazine.</li> <li>• The NewsRelease made strides to become self-sustaining.</li> <li>• Major work began in preparation for the 75th Anniversary in the winter of 2001.</li> </ul> <p><b>COMMUNITY IMPACT AND DEVELOPMENT</b></p> <ul style="list-style-type: none"> <li>• Advocacy and Public Awareness Committee hosted the annual Elected Officials Coffee. Also hosted the Community Agency Coffee and supported community advocacy efforts with \$15,000.00.</li> <li>• Supported community agencies and projects through one-time gifts with Enabling Funds with \$10,000.00.</li> <li>• Provided volunteer support and funding to 24 projects and placements.</li> </ul> <p><b>FINANCE</b></p> <ul style="list-style-type: none"> <li>• Provided for the financial well-being of the JLC through the management and oversight of all issues relating to expenditures, investments and insurance.</li> <li>• Continued investments with US Trust.</li> <li>• Began discussion of JLC dues increase to be inclusive of \$8.00 increase from the Association.</li> </ul> <p>Ruthie Swinney Constine, President</p>
2000 – 2001	<p>This year, as part of the upcoming celebration of the JLC's 75th anniversary, we updated the JLC logo. The 75th Anniversary Committee focused on 3 themes; developing a positive public relations campaign, promoting a 5K walk for League members and the community to benefit the new Learning Center, and hosting a party to celebrate the 75th anniversary. The Observer ran a four-page insert covering the history of the JLC. A highlight this year was the January Membership Meeting held at the Performing Arts Center with 820 members attending. The theme was an historical retrospective of the decades and the featured speakers were Richard Vinroot, former JLC attorney and Charlotte mayor, and Sharon Decker, CEO of Doncaster. A new pride in the organization was felt among the membership and The CRIER and NewsRelease did a fabulous job of highlighting the past as well. A feasibility study was done for an endowment and the membership voted to launch a campaign. A Gift Planning Director was hired part-time to maintain contact with donors and help coordinate an endowment campaign designed for JLC members. The membership voted to approve having one sponsor to propose a new member with a strong emphasis on the Provisional course. The WearHouse had a fabulous first year in their new location on Fourth Street with profits totaling over \$450,000. Leagueprint decided to close the shop but continue with home parties, corporate sales, bridal sales and special events. A new council, Education and Training, focused on our mission of developing the potential of women by offering a survey and several training events. A survey was sent to sustainers and many expressed an interest in volunteering at the WearHouse and with community agencies. The Project Evaluation Committee and membership approved 8 new community projects for 2001-2002 with as total budget of \$142,000. The Focus Advisory Committee researched community needs and produced a range of areas in which the membership could vote on their interests. The Board of Directors continued its effort to concentrate on visioning for the future of the JLC and leaving the day-to-day management issues to the Councils.</p>

Lisa Lofton Tomlinson, President 2001-2002 The League committed itself to building a “Foundation for the Future” in all areas – organizational viability, management, community service, communication, and training.

Regarding organizational viability, the League kicked off an endowment campaign in September 2001, “Foundation for the Future.” The endowment will secure the League’s long-term financial security, and give the League the freedom to place more volunteers in the community rather on the internal preoccupation of fundraising.

After years of study, the Board totally redesigned the League management system into a new policy governance system with dual Board structure. This new system will create a focus on the long-term vision of the organization, balance the needs of our members with the needs of our community, and increase the day-to-day organizational efficiency of the League. Also, inherent in this new system is a systematic method of linkage with our community that will provide the League with the research necessary to make informed decisions thereby creating improved community service.

In response to feedback from Nominating and the Education and Training Council, training of both leadership and volunteers was increased. Leadership JLC Training and Dean Smith’s Leadership Workshop provided our leaders with an intensive leadership training circuit that created excellence in leadership. OctoberFest and SpringFest provided our members with flexibility by offering different options for personal growth and development. Mentoring Training provided our volunteers with the tools necessary to be effective and empathetic mentors to those in the community.

With respect to communications, the League focused on our present and future with the theme, “The Junior League is Here” ... and we’re here to stay! We furthered our development of community relationships with both the media and the community. At the urging of our Community Advisory Board, the League embarked on a more visible advocacy role in the community on behalf of children and families. This new role will be built into League’s Strategic Plan. In the spirit of goodwill to our members and community partners, we also created a year-end event to celebrate our collaborative work in the community called “Celebrating Community & Volunteerism” with keynote speaker, former First Lady, Mrs. Barbara Bush.

Overall, our members worked this year to create a foundation for the League’s future as an organization that balances tradition with progress and one that remains ever present and responsive to the needs of our members and the people of the Charlotte community.

#### ACTIONS TAKEN

- Approved a donation to Junior League of New York 9-11 Fund for disaster victims
- Approved all four quadrants of policy governance policies
- Ends Policies
- Governance Process Policies
- Council Limitations Policies
- Board-Council Linkage Policies
- Approved a new dual board management structure that includes a Policy Board (Board of Directors), and a Management Board
- Approved new investment policies, inclusive of the endowment
- Approved structure changes to Project Evaluation Committee
- Approved Done N Days Committee structure move to Community Impact & Development Council

	<ul style="list-style-type: none"> <li>• Approved clarification of Special Placements</li> <li>• Approved a simplified over-budget request process</li> <li>• Approved 15 projects/placements at a total of \$149,000 for the 2002-03 year. They include: A Child’s Place, Best Friends, Community Link, Double Oaks, Faith, Hope and Love, Girls on the Run, Habitat Women’s House, McCrorey Family YMCA, Neighborhood Family Resource Center Preschool Coalition, Central Avenue Bilingual Preschool, Seigle Avenue Preschool, Success By Six, Project Hope, Reading With Mom, Safe Journey, Thompson Child Development Center, Youth Network</li> </ul> <p><b>HIGHLIGHTS</b></p> <ul style="list-style-type: none"> <li>• Kicked off an endowment campaign, “Foundation for the Future”</li> <li>• Created a “Celebration Invitation” program to invite past JLC members back into the Junior League</li> <li>• Participated in citywide, “America’s Promise” Initiative</li> <li>• Held a September 11 Fund Drive for disaster victims, and donated \$2,500 to the Junior League of New York 9 -11 Fund</li> <li>• Created a new policy governance management system for the Junior League with a new dual Board management structure</li> <li>• Key Participant in The Council for Children’s “Core Values”</li> <li>• Organized a Junior League Community Book Drive to Celebrate the International Year of the Volunteer and the Junior League’s 100th Birthday</li> <li>• Created new investment policies, inclusive of endowment</li> <li>• Successfully implemented the new committee concepts of the Done N Days and Transfers integration programs</li> <li>• Successfully implemented new training concepts of OctoberFest, SpringFest, and Leadership JLC</li> <li>• Redesigned membership handbook for clarity, achieved by separating bylaws and policies from procedures, and creating separate manuals for JLC Board and management</li> <li>• Graduated a record-breaking 215-member Provisional Class</li> <li>• Created a Fast Track program for Provisional members</li> <li>• Key Organizer and Participant of the “Children’s Summit”</li> <li>• Presented the following JLC Awards: Spirit of the League – Trish Hobson, Sustainer of the Year – Kathy Southerland, Provisional of the Year – Jinnie Brown, Community Partner of the Year – Carlenia Ivory, Lifetime Achievement – Ruthie Constine, Katherine Forney, &amp; Jane Grosse</li> <li>• Culminated the end of year meeting as an inspirational event for both our members and community partners called “Celebrating Community and Volunteerism” with special keynote speaker, former First Lady, Mrs. Barbara Bush</li> </ul> <p>True to our mission of improving the lives of children and families in Charlotte, League members will continue to rise to the challenge to serve this community – whatever the need.</p> <p>Rocky Randol Trenkelbach, President</p>
2002-2003	<p>The 77th year of the JLC was a time of transition, challenges and opportunities as we faced operating in tough economic times and the goal of moving the organization to a new leadership structure. Our leaders and membership handled these challenges with the intellect and the can-do attitude that is inherent in those who are dedicated to the Junior League.</p> <p>In preparation for the change in management style to a Policy Governance system, the Board, with assistance from Advisory Planning and Nominating approved new job descriptions, policy and bylaw changes, and the organizational chart separating the Board from the management team.</p>

Because the Board was responsible for both the operations and the long-term planning of the JLC, this group also oversaw the development of strategic plans for each council. Individual councils crafted a mission statement and goals and developed short and long-term strategies for accomplishing these goals. These documents will be modified in the future by Council Managers to reflect long-range plans developed by the Board of Directors.

#### Community Impact Council

The following placements and projects received money and volunteers: A Child's Place, Best Friends, Community Link, Double Oaks, Faith, Hope and Love; Girls on the Run, Habitat Women's House, McCrorey Family YMCA, Neighborhood Resource Center Preschool Coalition, Central Ave. Bilingual Preschool, Seigle Avenue Preschool, Success by Six, Project Hope, Reading with Mom, Safe Journey, Youth Network, Thompson's Child Development Center. \$4,936 was given in enabling funds.

At the recommendation of this council, provisionals will be required to complete their first year in a community placement and vice chairs for all committees were put in place for the following year. APA developed a position statement on Child Abuse and led the JLC's participation in the "Reach for the Stars Fashion Show" in collaboration with other community partners. This event raised funds for a community advocacy campaign. The Double Oaks Family Resource Center has grown from our original concept into a \$3.8 million dollar building. Groundbreaking is expected next year. The Reading With Moms and Dads Committee initiated a collaboration with the Latino community.

#### Communications Council

As part of this council's work on their strategic plan, each publication was reviewed for purpose and content. Budget issues were examined and input from our Community Advisory Board and Board of Directors was obtained. Marketing/PR submitted a recommendation to the Board to use the Association of Junior Leagues International (AJLI) slogan "Women Building Better Communities" in conjunction with our current logo. An initiative to collect email addresses and use our website and online capabilities was a priority for this council. The JLC was featured in Charlotte Magazine, Charlotte Taste Magazine, Front Door Magazine, The Business Journal and the Charlotte Observer.

#### Education and Training

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

#### Fund Development Council

The Endowment raised significant funds through large membership and foundation gifts, a council challenge, phone-a-thons, offering a brick for a newly designed wall and garden and by instituting the Wardie Martin Honorary Fund. By the end of the fiscal year, pledges were valued at \$787,000. Our fundraisers faced several challenges due to the economy and staffing issues. Regardless, WearHouse once again netted over \$250,000. Belk Shopping Day contributed unexpected revenues. LeaguePrint and the Development Committee were restructured. The Grant Writing Committee submitted application for the AJLI Mary Harriman Award and our nominee, Martha Alexander was

	<p>presented with the high honor at the AJLI Annual Conference in Nashville, Tennessee. Another great honor was bestowed upon the JLC, in partnership with the Charlotte and the Crown Jewels Links Chapters. We were offered the opportunity to be the recipient of the proceeds from the Nordstrom SouthPark Grand Opening celebration in March, 2004.</p> <p><b>Finance Committee</b>  Scrupulous review of our revenues and expenses kept the JLC on track this year. In addition, important long-term budget and cash projections were made to assist the Board with decisions. Endowment and Investment policies were finalized and presented to the Board for approval. This committee also instituted a council liaison system and created a sub-committee to provide financial analysis of current and prospective fundraisers.</p> <p><b>Human Resources</b>  Almost a thousand active members volunteered for the JLC this year. Compared to the size of other Leagues, we are in the top 10 – 9th largest with active and provisional members and 7th largest with our sustainers. 77 women transferred into the JLC this past year. Thirty-one women graduated from the new provisional fast track program and another 152 graduated from the year-long program. Placement satisfaction appears to be high and only three active members were asked to leave for not fulfilling their obligations. Nominating had a particularly daunting task of placing leaders for the Board and the Management team as well as finding vice chairs for every community committee. A priority was communicating leadership opportunities to the membership. Placement successfully filled every committee including finding a community placement for each first year active.</p> <p><b>JLC Staff</b>  Along with the volunteer office staff and our council secretaries, the fourteen dedicated members of the JLC office and WearHouse staff kept the entire League on track. The Personnel and Search Committee handled the tough job of filling several key positions including the jobs of WearHouse manager, Administrative Director and Director of Gift Planning.</p> <p>Another phenomenal year gone with many to come, we are “Women Building Better Communities”.</p> <p>Beth Gregg, President</p>
<p>2003-2004</p>	<p>The Junior League of Charlotte continued to reach new heights while celebrating 78 years of putting our vision into action. Our new governance structure gave us the opportunity to broaden our scope of work. The Board of Directors researched strategic issues, especially in determining how to best sustain our philanthropic service to the community. Our Management Team, under President-Elect Meredith Sherrill’s leadership, successfully managed day-to-day operations. With the help of our dedicated 2,419 members (which included 1,272 Sustainers, 931 Actives and 216 Provisionals), supportive community and corporate partners, the fruits of our efforts were accomplishments that exceeded our expectations such as:</p> <p>Receiving The Very First “JI” Award For Community Impact at the Association of Junior Leagues International’s 82nd Annual Conference held in Chicago at a banquet attended by representatives from the 294 Junior Leagues in AJLI during National Volunteer Week. The JLC received top honors for its work at the Double Oaks Resource Center. The League has been working in the Double Oaks community since 1994. The Nordstrom Gala provided aid for the Junior League and the Links’ chapters in a collaboration to support children and families at the new Double Oaks Center. The Gala raised over \$216,000, far exceeding the original \$150,000 goal.</p>

Promoting Voluntarism. The membership had several training opportunities to learn more about community issues. At each membership meeting, our Community Impact Council provided a "Community Moment" about League placements and highlighted a community focus in each NewsRelease and CRIER issue. This spring, we implemented a new policy requiring our Provisional members to select community placements for their first Active year. This effort, coupled with designated community placement vice chairs, will help effectively fulfill our mission to promote voluntarism and increase our community impact in the future. Big Shots Saturdays was one of our major community service successes of the year. The project relocated to Eastland Mall and served over 500 children, which was almost twice the number of children served in previous years. Including our work with Big Shot Saturdays, the League appropriated 15 grants totaling \$125,000 and over \$400,000 in volunteer time value to the following programs: A Child's Place, Hands on Charlotte, ABLE, Neighborhood Family Resource Center, Best Friends, Power of Girls, Big Shots Saturdays, Preschool Coalition, Community Link, Project Hope, Conflict Resolution, Reading with Mom, Court Clubhouse, Safe Journey, Double Oaks Family Resource Center, Seigle Avenue Partners, Faith, Hope & Love, Teens in Leadership Training (TILT), Girls on the Run, Thompson Childhood Development Center, Habitat House, VITA, Habitat Partners, Youth Network.

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

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

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

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

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

	<p>To augment our fundraising efforts, we created and revised financial policies and procedures.</p> <p>Maintaining An Effective Staff. We had several staff changes this year, but one thing has not changed. We have dedicated and hard-working personnel. Katrina Ford became our new administrative director and effectively transitioned into her new position. Diane McGowan and Sally Ydel retired after 29 years of combined service. Kendall Deckard, our able WearHouse Manager, relocated to another city. Claudia Abbott (Membership Secretary), Michelle Britt (WearHouse Manager) and Jenny Hitt (Director of Gift Planning) joined our staff and have been excellent additions to a great team.</p> <p>Developing The Potential Of Women. The Leadership Development Committee provided customized training for community placements volunteers, thus increasing emphasis on service and leadership. Also, we are thankful to have Sustainer members who served as advisers for various JLC committees including the Board of Directors and Management Team. They are some of our best examples of women reaching their potential. Many of these well-trained volunteers use their League training to serve in leadership positions on nonprofit boards. Past President Sharon King's recent election to the AJLI Board of Directors is an example of such service of distinction.</p> <p>Looking to the future, our Human Resource Council conducted an Active membership survey in the early spring to learn more about how we can continue to fulfill our mission: promote voluntarism, develop the potential of women and improve the community through the effective action and leadership of trained volunteers. We found that about 75 percent of our Active membership works outside the home and over 60 percent of our Actives volunteer with their church/synagogue or other nonprofits in addition to the League. The survey offered additional information concerning our members' views about leadership development, JLC placements and fundraisers. This and other feedback from our membership and community partners will be used in our strategic planning as we continue to strive to reach new heights. Toni Harrison Freeman, President</p>
2004-2005	<p>The Junior League of Charlotte's 79th year was exciting and filled with many accomplishments. Within the relatively new governance leadership structure, the Board focused on strategic thinking and planning. The Management Team led by President Elect, Mary Tinkey, focused upon the day to day operations of the JLC. Thus, the JLC and community reaped the benefits of many leaders and volunteers working efficiently and effectively to further the JLC mission.</p> <p>In May of 2004 the Board of Directors developed and adopted five strategic goals. These goals were in the areas of finance, image/communications, membership, community and training/education. In May 2005 at our annual meeting, we celebrated the accomplishments of all volunteers by highlighting those specific actions that related to each goal. While we still have work to do in each area, the below is an outline of what we did accomplish this year.</p> <p>Finance – Create stable and consistent funding base JLC projects and programs following best practices of non-profit fundraising and spending trends to improve planned giving, annual giving programs and maintain standards for charity accountability:</p> <ul style="list-style-type: none"> <li>• Completed a dues assessment &amp; approved a JLC dues increase</li> <li>• Implemented a monthly bank draft option.</li> <li>• Established a working capital reserve.</li> <li>• Developed and approved a new Property, Plant &amp; Equipment Fund Budget.</li> <li>• Distributed \$9000 of interest &amp; dividend income from the Endowment Fund to the JLC operating funds.</li> </ul>

- Approved the 2005-2006 operating budget.
- Our first Rhinestone Roundup earned a net profit of \$44,600 with 250 attendees.
- Special Events executed 8 diverse events with an estimated net of \$8000.
- Truck Day continued to plan for the spring 2006 event.
- The Endowment celebrated completion of its first campaign with the Brick Garden's ribbon cutting.
- \$8,500 was contributed to the Endowment through a holiday card and the Give me \$5 solicitation.
- The WearHouse exceeded its net income goal by over 10% and estimates net profits to be over \$360,000!!!

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

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

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

- Reconnect with sustainers
- To hold members fully accountable to JLC requirements & policies
- To attract women who reflect our community and who are interested in pursuing our mission
- Sustainers Issues task force was convened and lead by Sharon King. 239 sustainer interest surveys were returned via dues notice. These surveys indicated interest in serving as an adviser to active committees or councils, on the sustainer board, and on the 80th anniversary committee.
- All sustainer events were sold out.
- The 50th anniversary celebration of the sustainer group was held with past Presidents of the Sustainers present or represented by a legacy.
- The NewsRelease highlighted sustainer events and activities with blue sustainer pages.
- The sustainer section of our web site was improved with current pictures of sustainers at their functions.
- 35 women moved from active service to sustainer status.
- Active membership voted and approved to allow members to accumulate a minimum of 6 membership credits in a year allowing for requirement flexibility.
- 4 General membership meetings were taped and shown other times to enable absent members to receive meeting credit.
- 46 women graduated from the Fast Track Provisional course.



- 125 women graduated from the Traditional Provisional class.
- 210 women have been invited to join the 2005-2006 Provisional course.
- 57 women joined the JLC as Transfers from other leagues
- Bylaw change was approved by the membership enabling all active and sustainer members to sponsor 2 prospective provisionals.

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

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

2004-2005 Projects:

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

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

- To create quality internal training opportunities that are a priority for our organization Molly Barker, CEO of Girls on the Run, opened the JLC year with a motivational speech.
- Pam Newby, current AJLI President, was the guest speaker at the November general membership meeting.
- 6 General membership meetings were held at various sites around Charlotte. Meetings were 1 hour to 1 1/2 hours long with average attendance of 441 members.
- Octoberfest offered 30 different training opportunities attended by 250 members.
- Community Volunteer Training held for 325 community volunteers.
- "Try it Tuesdays" were offered 6 times, training 101 members.
- All Council Training with guest speaker Toni Branner held 2 training sessions attended by 75 JLC leaders.
- "Leadership Transition Training" planned for 171 JLC leaders in May.
- 16 representatives attended Junior League and AJLI sponsored conferences.
- 34 JLC representatives attended external training seminars.

We also ended the year by celebrating individuals' accomplishments with our annual awards: Katie Zeok – Provisional of the Year, Debbie Gibbs of the Charlotte chapter of

	<p>The Links, Inc. – Community Partner of the Year, Becky Clark – Sustainer of the Year, Katherine Fuller – Spirit of the League. Meredith Kanto Sherrill, President</p>
<p>2005-2006</p>	<p>The Junior League of Charlotte, Inc. (“JLC”) celebrated our 80th year. The theme, “Making a difference since 1926...” was incorporated throughout all facets of our operations. The BOD spent the year focused on strategic visioning and policy writing. The Management Team, under the leadership of president-elect, Trish Hobson, ran the operations and annual plan of the league and made appropriate planning decisions and organizational structural changes to accomplish the Ends as handed down from the BOD.</p> <p>This year the membership voted to partner with Levine Children’s Hospital for our next cornerstone project: The Junior League of Charlotte Family Resource Center (“JLCFRC”) and Community Outreach Projects. The JLCFRC will be housed in the new Levine Children’s Hospital. The membership voted to commit \$500,000 to the JLCFRC and \$500,000 for the Community Outreach Projects over the next 5 years. Program Development will develop the Community Outreach Projects. Campaign Committee Taskforce was established to raise the cornerstone funds. Membership also approved position statement support more school nurses for CMS.</p> <p>The JLC received two awards this year. We were honored at the Martin Luther Day Breakfast with the McCrorey Family YMCA’s Martin Luther King Service Award along with the Crown Jewel’s and Charlotte Chapters of the Links for our collaborative work at Double Oaks Family Resource Center. The JLC was Honorable Mention for the AJLI Fund Development Award, presented at Annual Conference, for the Junior League WearHouse.</p> <p>Board of Directors (“BOD”) spent the year focused on the future of our organization by developing and adopting expanded End Statements and Limitation policies. BOD responded to Hurricanes Katrina and Rita by approving \$1100 donation to the AJLI Disaster Relief Fund and identifying additional services to offer the local evacuees. Membership personally contributed \$2000.00 to JL of Emerald Island to support relief efforts in their local area. BOD wrote policies directing BOD to take an active role in Fund Development initiatives of the organization. BOD heard presentation on membership issues; community needs; disaster planning and business continuity; financial oversight responsibility; and additional informational reports as required under state and federal guidelines. BOD approved Task Forces to research and report in the areas of Disaster Planning, Diversity (to begin work in 2006) and Program Development and Evaluation. BOD approved the formation of a Foundation to house the Endowment. BOD approved securing the services of Vandever and Batten to conduct a fund development needs assessment and create a Fund Development Strategic Plan. BOD approved the creation of a Membership Advisory Board.</p> <p>Management Team (“MT”) wrote and adopted Council Strategic and Annual Plans pursuing the accomplishment of the organization End Statements. The MT reviewed and revised policy and procedure as needed due to our shift in governance style. In addition to running current year operations, MT looked to the year ahead and implemented plans and changes and needed to obtain next year’s objectives.</p> <p>Community Impact Council (“CIC”) This was the final year of transitioning over to the Healthy Child Initiative (“HCI”) as our single focus area. Council was restructured into the Community Health Team, Child Team and Initiative Team. 2005-2006 Projects and Placements: The JLC contributed a total of \$61,000 and 360 volunteers: Adult Basic Literacy Education (ABLE), Big Shots Saturday, Chameleon’s Journey/Kids Path, Faith, Hope &amp; Love, Girls on the Run, Habitat House, Kinder Mourn, Neighborhood Family Resource Center, HCI Curriculum Development, Partnership for Children’s</p>

Dental Health, Power of Girls, Reading with Mom and Dad, Safe Journey/Communities in Schools, Teens in Leadership Training (TILT)/McCrorry Y. The remaining \$8,500 of the Links Junior League of Charlotte Collaborative was distributed: \$2000 to the NFRC and remainder to Double Oaks. The BOD, MT and members of Links chapters jointly participated in Christmas Party at Double Oaks. \$3,500 was distributed in Enabling Funds.

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

Human Resource Council: The JLC remains strong among POLL with 2358 members. MDC graduated 51 Fast Track Provisionals and 121 Traditional Provisional. 60+ Transfers were received into the League this year. Membership Credits Procedure was approved communicated and implemented allowing membership more flexibility in achieving annual membership requirements. Requirements were not decreased under the new system. Exit interviews were conducted of all resigning members. HUGS committee contacted and reached out to all members resigned within the last two years.

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

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

plans; and arranged interviews and new articles for league events including Big Shot Saturday Events, Habitat House, Kids in Motion, and WearHouse.

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

Finance: JLC continues to remain financially strong. The committee continues to conduct business in a very proactive and insightful manner. BOD and MT were instructed in all insurance, liability, and legal related topics as prescribed by Sarbanes Oxley, better business practices and federal guidelines. Close scrutiny was conducted of all expenses and requested budget items. Conservative long-term budgeting projections were considered during the budget approval process. Liaisons kept open communication between Finance Committee and respective Council Manager. Investments and Property Plant and Equipment policy were among those revised and approved.

Focus Advisory: Committee undertook study of membership needs, retention and satisfaction: Determined we have an attrition rate of approximately 6.9%; Those resigning are doing so for personal reasons (work, family, life changes, finances, lack of commitment) and leave with positive attitude; and Hot spots for resignations are: 1-3 years, 8+ years and Junior Sustainers.

JLC Staff: Staff continues to support the volunteers and watch over the organizational operations. Personnel Committee revised the Personnel Manual; rewrote the job description for Director of Development; and interviewed numerous applicants to fill a fulltime Development position. By year end the appropriate candidate had not been found. The job description and expectations will be revised and interviews will continue next year. Staff shifted responsibilities to fill gaps in staffing. Everyone was open and helpful to ensure all the work is covered.

Sustainers: Sustainers, led by Lil McAulay, had a very successful year. Attrition rate continues to decline. A full calendar of varying programs was offered with activities as talks, tours, luncheons and special interest clubs. All events were well attended and most sold out. Leadership continued to reach out to all Sustainers and reconnect them with their organization and increase Sustainer participation within the league serving as advisors, on committee and in roundtables.

This exciting and busy year was ended with a celebration and recognition of outstanding members. Carolina Jelinek Mones was named Provisional of the Year; Lil McAulay was named Sustainer of the Year; Mare Henderson was given Spirit of the League; and Maria Bonaiuto was named Community Partner of the Year.

	<p>The Junior League of Charlotte...Making a Difference since 1926!</p> <p>Mary Ingle Tinkey, President</p>
<p>2006-2007</p>	<p>The Junior League of Charlotte, Inc. ("JLC") kicked off year one of the Healthy Child Initiative (HCI). There was a lot of excitement and momentum around HCI. The League created several projects and partnered with other agencies to make an impact on our community. The Board of Directors, under the leadership of President Trish Hobson, spent the year focused on strategic visioning and policy writing. The Management Team, under the leadership of president-elect, Twan Ellison, ran the operations and annual planning of the League and made appropriate planning decisions and organizational structural changes to accomplish the ends as handed down from the Board of Directors.</p> <p>This year, several task forces were in place. The Cornerstone Committee, chaired by Sheri Joseph, developed a case statement and a plan to raise \$1,000,000 for the Junior League of Charlotte Family Resource Center (JLCFRC). \$500,000 is allocated to the physical site and \$500,000 to programming. The JLCFRC Campaign Cabinet was identified; it will be co-chaired by Trish Hobson and Velva Woollen.</p> <p>A Sustainer Dues Task force was put in place to study and make recommendations about how we can better serve our Sustainers in the process of collecting dues. The task force recommended a letter of appreciation from the President and an option to pay dues at any time of the year.</p> <p>The Diversity Task Force spent the year investigating how members feel about several areas of diversity: race, marital status, work status and religious affiliation. The task force surveyed members to find out how comfortable different groups felt within the League. They also spent time talking to several committees and community groups.</p> <p>A task force was put in place to investigate the possibility of moving the WearHouse at the end of our lease in 2009. The group looked at the possible expenses involved so we could plan better financially. The task force will continue to look at a list of priorities in order to pick a new location.</p> <p>The JLC received an award from the Mecklenburg Mental Health Authority for the creation of the documentary Through My Eyes. This film provides education about teenagers and mental illness.</p> <p>Board of Directors ("BOD") spent the year focused on the future of our organization. The first five months of the year the BOD reviewed surveys, determined the directional needs of the League, the scope of the strategic plan for the next three to five years, and the overall goals for 2007-2008. The Management Team (MT) responded by planning their primary objectives and action items for 2007-2008. The BOD and MT met quarterly for joint trainings BOD responded to Hurricane Katrina by approving \$3,000 to be spent sending JLC delegates to Rebuilding New Orleans sponsored by the JL of New Orleans. The BOD heard and accepted the fundraising strategic plan presented by Vandever Batten. A small group met to discuss how the Fund Development Council (FDC) should be structured under the Vandever Batten strategic plan. Throughout the year, the BOD considered changes to Policy and Procedures and approved necessary changes. The BOD approved by-laws and policies and procedures to start a foundation to house our endowment. The BOD spent time discussing leadership development and nominating as areas that needed better defined Ends Statements. The BOD and MT reviewed current Ends and Limitations and approved needed changes. The BOD approved a change in insurance brokers and special event coverage.</p>

Finance: JLC continues to remain financially strong. The committee continues to conduct business in a very proactive and insightful manner. They were diligent about reviewing the League's investments and investment manager, fundraisers, legal obligations and risk factors. BOD and MT were instructed in all insurance, liability, investment, budget and legal-related topics as prescribed by Sarbanes Oxley, better business practices and federal guidelines. The Finance Committee worked closely with the Foundation to develop by-laws and policies and procedures to start the foundation. There was discussion about how much money we need to keep in our different reserves accounts. A group from Finance and BOD spent a lot of time working to streamline the amount of work that goes into securing special events insurance coverage. Finance wrote policy and procedure that comprehensively addresses our insurance program. The Committee voted to outsource our investment manager review to Cherry Bekaert & Holland. Conservative long-term budgeting projections were considered during the budget approval process. Liaisons kept open communication between Finance Committee and respective Council Manager.

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

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

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

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

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

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

#### Community Impact Council ("CIC") PRIMARY OBJECTIVES 2006-2007

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

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

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

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

Human Resource Council: PRIMARY OBJECTIVES 2006-2007

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

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

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

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

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

volunteer training to Provisionals and Transfers. They provided Try-it-Tuesday Trainings and Octoberfest Trainings.

Communications Council: PRIMARY OBJECTIVES 2006-2007

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

Members receive a copy of the JLC History once a year via hard copy or online at [www.jlcharlotte.org](http://www.jlcharlotte.org).

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

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

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

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

Sustainers: Sustainers, led by Laura Greer, had a very successful year. Attrition rate continues to decline. This year's Sustainers group thrived with interesting programs that have attracted record numbers of participants. Subject areas ranged from enriching educational opportunities to multiple occasions for fellowship and fun. In tours ranging from UNCC to Lowe's Motor Speedway, and from uptown Charlotte tours to hardhat tours of our developing JLCFRC project at Levine Children's Hospital, sustainers have explored new and changing areas all over the city. All events were well attended and most sold out. Leadership continued to reach out to all Sustainers and reconnect them with their organization and increase Sustainer participation within the League serving as advisors, on committees and in roundtables.



	<p>This exciting and busy year ended with an annual dinner that included provisional graduation, a champagne toast to new sustainers, general celebration and recognition of outstanding members. Brook Maybach was named Provisional of the Year; Margueritte Andresen was named Sustainer of the Year; Amie Hutchinson was given Spirit of the League; and Chameleon’s Journey was named Community Partner of the Year.</p> <p>The Junior League of Charlotte...Making a Difference since 1926!</p> <p>Trish Vail Hobson, President</p>																																													
<p>2007-2008</p>	<p>This was an exciting year for the Junior League of Charlotte (JLC). We had two classes of Provisionals and welcomed in a total of 145 new members. We also welcomed in 72 transfers.</p> <p>Healthy Child Initiative The JLC completed year two of the Healthy Child Initiative (HCI) and opened the Junior League of Charlotte Family Resource Center at Levine Children’s Hospital. All projects and placements worked towards providing prevention and intervention services to children in the areas of physical, dental and mental health.</p> <p>Returning community placements included: Partnership for Children’s Dental Health, Big Shot Saturdays, Alexander Youth Network, Chameleon’s Journey, Mental Health Awareness, Kids HealthLink, Project Con:cern, Family Resource Center (Levine Children’s Hospital), Child Life (Levine Children’s Hospital), Done In Days. Our new placements included: Chapel of Christ the King, Arts for Life at Presbyterian, Thompson Child &amp; Family Focus, School Health Team Consultants, Family Resource Center Ambassadors.</p> <p>The Junior League of Charlotte, in partnership with International House, held the second annual Kids HealthLink on Saturday, September 8, 2007, from 10:00 am until 2:00 pm at Albemarle Elementary School. The purpose of this event was to provide a comfortable, fun atmosphere for children and their families to receive free healthcare and learn more about healthy lifestyles. The JLC and Charlotte-Mecklenburg Schools (CMS) sponsored a second Kids HealthLink on Saturday, May 17, 2008, from 10 a.m. until 2 p.m. at Ashley Park Elementary School. Both events included free kindergarten health assessments, vision and hearing screenings, immunizations, entertainment and giveaways. Additional Kids HealthLink sponsors included Levine Children's Hospital and the School Health Community Alliance. Below are the participant totals:</p> <p>Albemarle Road Elementary School</p> <table border="0"> <tr> <td>Health Service</td> <td>Participants</td> <td></td> </tr> <tr> <td>Blood Pressure Room</td> <td></td> <td>148</td> </tr> <tr> <td>Height/Weight Room</td> <td></td> <td>168</td> </tr> <tr> <td>Hearing Screening</td> <td></td> <td>124</td> </tr> <tr> <td>Vision Screening: lea chart (55), standard chart (96)</td> <td></td> <td>151</td> </tr> <tr> <td>Dental Screening</td> <td></td> <td>151</td> </tr> <tr> <td>Medical Assessments: Includes all children, K and non K, who were actually seen by an MD for an assessment form to be filled out</td> <td></td> <td>123</td> </tr> <tr> <td>Big Shots</td> <td>79 (295 vaccinations)</td> <td></td> </tr> </table> <p>Ashley Park Elementary School</p> <table border="0"> <tr> <td>Health Service</td> <td>Participants</td> <td></td> </tr> <tr> <td>Blood Pressure Room</td> <td></td> <td>49</td> </tr> <tr> <td>Height/Weight Room</td> <td></td> <td>49</td> </tr> <tr> <td>Hearing Screening</td> <td></td> <td>34</td> </tr> <tr> <td>Vision Screening</td> <td></td> <td>34</td> </tr> <tr> <td>Medical Assessments: Includes all children, K and non K, who were actually seen by an MD for an assessment form to be filled out</td> <td></td> <td>34</td> </tr> <tr> <td>Big Shots</td> <td>80 vaccinations</td> <td></td> </tr> </table>	Health Service	Participants		Blood Pressure Room		148	Height/Weight Room		168	Hearing Screening		124	Vision Screening: lea chart (55), standard chart (96)		151	Dental Screening		151	Medical Assessments: Includes all children, K and non K, who were actually seen by an MD for an assessment form to be filled out		123	Big Shots	79 (295 vaccinations)		Health Service	Participants		Blood Pressure Room		49	Height/Weight Room		49	Hearing Screening		34	Vision Screening		34	Medical Assessments: Includes all children, K and non K, who were actually seen by an MD for an assessment form to be filled out		34	Big Shots	80 vaccinations	
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#### Cornerstone Campaign

The Cornerstone Committee was successful in raising \$1,016, 217.41 to support the Junior League of Charlotte Family Resource Center at Levine Children's Hospital as well as outreach opportunities in the Charlotte community.

#### Training and Development

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

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

#### Mental Health Awareness

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

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

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

The State Public Affairs Committee (SPAC) continued to work towards raising awareness about domestic violence. On February 9, the JLC hosted the third State

	<p>Public Affairs Committee of the Junior Leagues of North Carolina (SPAC) meeting of the year. The meeting took place at the JLC headquarters with women from Asheville, Charlotte, Durham, Raleigh and Winston-Salem Leagues.</p> <p>Fundraisers Charlotte Shops was held October 26-28, 2007, at Avondale Presbyterian Church on Park Road. Tickets were sold for \$12 in advance and \$15 at the door. The net income of the fundraiser was \$14,201.45.</p> <p>Kids In Motion was held on April 27, 2008, at Myers Park Traditional School. There were 3,454 people in attendance. Over 110 JLC volunteers helped to make the event possible. Sponsors included Turner Construction, Coca-Cola Bottling Consolidated, Food Lion, WLYT-FM Lite102.9, CM Steel, The Teague Group, Toter Incorporated, CPI, Stanford, Sellers Orthodontics, and Goodrich Corporation. Ticketmaster printed the tickets and Ferguson Box supplied the trash cans. New Food Vendors included Just Fresh, Bojangles, Townsend Gourmet and Mueller's. Returning food vendors from last included I Scream 4 Ice Cream and Via Veneto Italian Ice. The following companies showcased their vehicles: The Civilized Taxi, B&amp;K Wholesale Autos, Overstream Landscaping &amp; Irrigation, Fun Bus and Compact Power, Turner Construction, Charlotte Mecklenburg Police Department, Charlotte Mecklenburg Fire Department, Concrete Supply Co., Horizon Lines. Mecklenburg EMS Agency, Presbyterian Hemby Children's Hospital and the Carolinas Aviation Museum. Two Men and A Truck showcased their moving truck at the event, and also served as KIM's mover. Entertainment included the Charlotte Gymnastics Academy, Mr. Rob Charlotte at Play, My Gym, Your Event Source and Good News Clowning (clown &amp; face painters). Health information was distributed by representatives from the Harris YMCA, Mecklenburg Health Department and the JLC's own Kids In the Kitchen headed up by Kathy Davis, Cookbook Committee Chair. The net income for Kids in Motion was \$12,870.10.</p> <p>The Junior League tried something new this year by combining the end-of-year celebration with the annual membership meeting. The celebration was held at Centerstage in NoDa, and the Blue Dogs band played for the celebration. The celebration's net loss was \$10,362.69.</p> <p>The net income of the WearHouse was \$321,455.11.</p> <p>Our staff continued to support our efforts. We welcomed two new staff members: Carolyn Parton, bookkeeper/membership secretary and Lisa Sturgis, Database Manager.</p> <p>Antoinette Crawford Ellison, President</p>
2008-2009	<p>A year of change and celebration. We wrapped up our very successful Cornerstone Campaign raising over \$1 million dollars so we had much to celebrate but we also knew we had several challenges ahead. Charlotte was headed quickly into a recession so additional fundraising was going to be challenging at best. We were also faced with a new location for our WearHouse as our lease was quickly coming to a close with no option to stay in our current one. Technology was on everyone's mind as social networking was coming of age and we were way behind with our current program for our office staff and members as well.</p> <p>Fund Development: As I mentioned Charlotte was right along with the rest of the nation that was deep into a recession. We knew coming off the cornerstone campaign that fundraising was going to have to be creative this year if our members were going to support it. Our first surprise of the year came over the summer and certainly started us off on the right</p>

foot. We were approached by Belk Department Store about doing a fashion show with the beautiful Kristin Davis who was launching a line of women's clothing. We were lucky to have past president Kathi Knier as our professional development director to lead the helm of volunteers to make this event happen in a short time. The sold-out evening went beautifully and raised \$28,000 for our league. This also began a wonderful and natural partnership for us and Belk.

To continue our fundraising efforts this year we hosted a community luncheon in February. We were pleased to welcome the incomparable Marion Wright Edelman as our speaker. Ms. Edelman is the founder of the Children's Defense fund and was the first black woman admitted to the Mississippi Bar after graduating from Yale law school. She was inspiring as she talked about the challenges facing our children today. At this luncheon we were pleased to offer the first ever Junior League of Charlotte scholarship award. This came from our Legacy Foundation that was chaired by Beth Daniel.

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

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

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

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

#### Communications Council:

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

The Advocacy and Public Awareness committee hosted the annual elected officials breakfast where they were able to gather more than 50 elected officials to discuss the current and future needs of our community.

The 2008-2009 Communications council was chaired by Diane Takata Powell

#### Membership:

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

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

#### Education and Training:

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

This council hosted as additional 6 training sessions ranging from yoga to developing job interview skills.

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

POLL conference –

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

Sustainers:

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

Awards and accolades:

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

JLC sustainer Sally Dalton Robinson was inducted into the North Carolina Women’s Hall of Fame. Spirit of the League award winner – Dawn Freeland  
Sustainer of the Year – Sally Morris Provisional of the Year – Stephanie Hasty  
Community Partner of the Year – Coca-Cola

Community Impact:

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

This traveling show reached children all over our community.

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

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

As approved by our membership in the spring of 2008 the following placements were completed in the year 2008-2009: Alexander Youth Network, Big Shots Saturday, Chameleon’s Journey, Chapel of Christ the King, Partnership for Children’s Dental Health, Arts for Life (Presbyterian), Thompson Child & Family Focus, JLC Family Resource Center, Child Life, Ambassadors, Gray Seal Puppets, Speakers Bureau, Project CON:CERN, Mental Health Awareness, Kids HealthLink, Done in a Day, WearHouse.

The community impact council manager for this year was Alicia Morris.

The Board of Directors spent much of the year strategic planning on how to move the League forward while respecting the glory of our past. We had to deal with a financial recession but came out stronger than anyone expected at the end. We remain a

	<p>mission driven organization and will continue to do so in the future. It has been my honor to serve as President of this group of talented and amazing women. Katherine Hood Fuller 2008-2009 President</p>
<p>2009-2010</p>	<p>The 84th year of the JLC was a difficult due to the continued fallout of the tough economy. Hard times, hard measures and difficult decision making only made the JLC stronger. The decline of the stock market in 2008 was resonating in Charlotte. Everyone in AJLI was hurting too, as fundraisers were cancelled in a majority of AJLI member Leagues. The JLC BOD adopted a Dare to Change theme, not because we wanted to make changes, but because of the challenges put before us required us to act. Fast. I cannot say enough about the BOD during this difficult time as there were tough and often long meetings to ensure the strategies we set forth would enable the JLC to weather further storms.</p> <p>The Board of Directors:</p> <ul style="list-style-type: none"> <li>• Created a Signature Fundraiser Task Force to initiate a sustainable fall fundraiser for all members, which also included a new, more diverse fund development plan that included new requirements for active members. This was done not only to engage membership, but also because the percentage of WearHouse dollars (83%) to other fundraising dollars was grossly uneven. We had all our eggs in one basket: The WearHouse. (5 other AJLI member leagues had to close their thrift stores during this time). We needed to have a vision to diversify and fast. We also needed to do this because our community was hurting as our donations to our projects and placements needed to increase. The Task Force met and engaged ALL members in research, surveys and focus groups. Their results were encompassed in a proposal bundle and all were approved by membership at the March Voting Meeting 2010: Signature Fundraiser Fashion show with Belk every fall, members are required to purchase \$50 of tickets to one fundraiser, members are required to donate \$100 to WearHouse. Also, an annual campaign plan approved by the BOD in April was set to go to membership in the Fall 2010 and a planned giving plan by the Foundation approved by BOD in April and is set begin launch Fall 2010. Our outcome was to see that no ONE fundraiser is solely responsible for program dollars.</li> <li>• Approved a Strategic Plan for 2010-11.</li> <li>• Passed policy that the JLC will not hold a liquor license at events. We must use an approved vendor with required permit.</li> <li>• Passed policy that no reimbursement will be made for the purchase of alcoholic beverages</li> <li>• The BOD approved to keep Healthy Child Initiative for 2 more years and then fold into Healthy Family Initiative (voted in May 2010).</li> <li>• The BOD created and implemented a membership survey (results can be found on the website).</li> <li>• There were two Community Advisory Board meetings, a past Presidents luncheon, a Public Officials breakfast and a JLC hosted, AJLI-led ODI. AJLI POLL cancelled their January 2010 winter meeting due to economic factors.</li> <li>• Executive Committee travelled to Denver for fall conference, Savannah for PE/PEE meetings and Orlando for Annual Conference.</li> </ul> <p>Placements for 2009-10: Approved 4 new placements. Alexander Youth Network, Allegro*, Arts for Life/Presbyterian, Big Shot Saturday, Chameleons Journey, Child Life, Done in a Day, JLC Family Resource Center, JLC Puppets, Kids Health Link, Kids In the Kitchen*, Keeping Kids in Motion*, Mental Health Awareness, Partnership for Children's Dental Health, School Health Committee, School House Rocks, Speaker's Bureau, TILT*, Thompson Child and Family Focus, *denotes new placements</p>

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

Community Impact Council (Katie Zeok)

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

Communications Council (Dawn Freeland)

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

Education & Training Council (Ellen Smith)

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

Finance Council (Rosalie Fink)

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

Fund Development Council (Ashley Carlson)

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

Human Resources Council – (Amie Hutchinson)

- JLC continues to be one of the largest leagues in US.

	<ul style="list-style-type: none"> <li>• MDC graduated 2 classes of provisional (180).</li> <li>• Majority of dues were paid online.</li> <li>• Worked collaboratively with FDC in approving credits for new fund development plan.</li> </ul> <p>Foundation (Kathryn Northington)</p> <ul style="list-style-type: none"> <li>• Vic Howie summarized our Foundation dollar income by September 2009 as “returning to where we were before September 2008”. In other words, we finally got back what we had lost.</li> <li>• Revised and amended the policies and procedures of the Foundation that was adopted in 2007</li> <li>• Approved a planned giving initiative in April 2010 and finalized the logo (a tree with roots) and policies surrounding this campaign.</li> <li>• Reviewed the Endowment and investments as required by policy.</li> <li>• As of 4/30/2010 our Foundation balance was \$1,107,728</li> </ul> <p>Sustainers – Sustainer President was Suzy Garvey. JLC President and PE advisors were Velva Woollen and Mary Tinkey, respectively.</p> <p>Staff – Page Renger, Kathi Knier and Glenda Bernhardt were all part of staff changes that took place during the 2009-10 JLC year. All annual evaluations took place in February.</p> <p>Awards: Provisional of the year, Courtney Gleason; Sustainer of the year, Beth Gregg; Spirit of the League, Tina Romine; Partner of the year, WTVI. New awards were established this year: Community Committee of the year, Mental Health Awareness; In-League committee of the year, Kids In Motion.</p> <p>Kelley Cobb, President</p>
2010-2011	<p>A Year to Celebrate our Past, Present and Future: This was a year for celebrating the past, present and future of the Junior League of Charlotte (JLC) as the league commemorated the 85th anniversary of the JLC (founded 1926), the 75th anniversary of the WearHouse (founded 1936), and the 50th anniversary of our headquarters at 1332 Maryland Avenue (founded 1961).</p> <p>The JLC kicked off its 85th anniversary with a congratulatory proclamation from Mayor Anthony Foxx and the Charlotte City Council declaring “Junior League of Charlotte Day” on Monday, September 13, 2010, the date of our first general membership meeting for the year. At our second general membership meeting on October 18, the JLC received congratulatory proclamations on our 85th anniversary from the North Carolina Senate and the North Carolina House of Representatives, the latter signed by our three sustainers in the General Assembly, all of whom spoke at the meeting. On October 23, a service day was held in which more than 100 JLC members and their families participated in projects benefitting many past and present community partners, including our headquarters. A past presidents’ luncheon was held on October 25 in which more than 40 past presidents spanning a half century of league leadership reflected on the league’s history and shared many laughs. On March 25, a 50th Anniversary open house was held at the league building for all league members and their guests, with a special reception for those responsible for the original headquarters in 1961 and the major building renovation in 1986. On April 1, the WearHouse hosted a 75th Anniversary party for past and present committee members as well as vendors and business partners. The newly opened Mint Museum in Uptown hosted an anniversary party for the JLC on May 6. All four quarterly issues of The Crier were dedicated to our history, and the 85th anniversary logo was used prominently throughout the year on our website and publications. JLC historians created a video commemorating all three anniversaries featuring former Charlotte mayors Richard Vinroot and Pat McCrory, and community business, nonprofit, and league leaders. The video was shown at the first general membership meeting and posted on the JLC and Association of Junior Leagues International (AJLI) websites.</p>



**Fund Development and Financial Stability:** In an effort to increase our fundraiser revenue and decrease our reliance on the WearHouse as our primary fundraiser, the JLC launched a comprehensive fund development plan that included three new fundraisers in 2010-2011. Lights! Camera! Fashion! was held at Belk SouthPark on September 19, had more than 750 attendees and netted \$40,000. The JLC is most grateful to Belk, Inc. for partnering with the JLC on this exciting new fundraising opportunity. Our first Annual Campaign was launched in the fall and raised more than \$50,000 from actives and sustainers. Our Planned Giving Campaign also launched this year to benefit the JLC Legacy Foundation, and the committee spent the year developing materials to educate our entire membership about the endowment and the ease of including the JLC in estate planning. In an effort to increase corporate and foundation support for the JLC, a thoughtful case statement was developed to summarize and highlight the league's focus areas and proven impact in the community. In addition, a comprehensive corporate sponsorship benefits package was created to guide our future relationships with area businesses and supporters. The WearHouse had its most profitable year since moving to 1117 Pecan Avenue in 2009, with gross sales of more than \$638,000 and surpassing its annual sales goal by \$41,000. The sixth annual Kids in Motion was held at Symphony Park at SouthPark on April 10, a beautiful spring day that brought in more than 4,500 attendees and netted \$34,000. JLC fundraisers collectively grossed approximately \$250,000 more than the year prior.

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

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

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

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

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

\*denotes new placement

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

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

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

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

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

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

With Dining By Fireflies long out of circulation, and dwindling supplies of The Charlotte Cookbook and Charlotte Cooks Again projected to be depleted within two years, the Board deliberated whether to maintain cookbook sales as a fundraiser. The JLC surveyed other large leagues and found that most leagues were either no longer in the cookbook business or were no longer profiting from their cookbook enterprise. The

Board elected not to reprint any cookbooks at this time, and to instead devote its efforts to existing and potential new fundraisers.

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

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

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

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

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

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

Sally Dalton Robinson, philanthropist, and Jane McIntyre, executive director of the United Way of the Central Carolinas, both JLC sustainers, were named to the Charlotte USA 20: Celebrating Dynamic Women.

JLC sustainer and former administrative director Wardie Martin received the 2010 Spirit of Charlotte Award at the 10th annual Johnston YMCA Women's Luncheon on November 1.

	<p>At the year-end meeting on May 23, the following awards were announced: Becky Kobsik, Spirit of the League; Kat Belk, Sustainer of the Year; Monica Martin, Provisional of the Year; Belk, Inc., Community Partner of the Year; Allegro, Community Placement of the Year; Lights! Camera! Fashion!, In-League Placement of the Year.</p> <p>JLC Awards and Honors: Action for Children North Carolina recognized the Junior Leagues of North Carolina for their work with children at an awards luncheon in Chapel Hill in June which four JLC board members attended.</p> <p>Our second mental health documentary, In Our Words, received two Telly Awards and a Voice Award honorable mention. It was also nominated for a regional Emmy, and three JLC leaders traveled to Nashville in January to attend the ceremony.</p> <p>At the 89th Annual AJLI Conference in Philadelphia, the JLC received the AJLI Vision Award for the Healthy Child Initiative. Five JLC members, including Toni Freeman who was installed as AJLI president-elect, attended the ceremony and received the award and a check for \$2,000 which was contributed to the Cornerstone Campaign.</p> <p>Looking Ahead: As the 85th anniversary draws to a close, the JLC looks ahead to its centennial celebration, and eagerly anticipates what the league and the Queen City will be in 2026. While we can only imagine what the future holds, it is certain the JLC will remain the region's most preeminent organization for training civic leaders and creating lasting community impact. Elizabeth Wiley Kovacs, President</p>
2011 – 2012	<p>No report submitted. Katie Zeok, President</p>
2012 – 2013	<p>Major Initiatives: Launch of the following:</p> <ul style="list-style-type: none"> <li>• Get On Board program</li> <li>• Mentoring program</li> <li>• Membership meetings that incorporated a different community partner into each meeting.</li> </ul> <p>Infrastructure:</p> <ul style="list-style-type: none"> <li>• Launch of new JLC website</li> <li>• Completion of building renovation</li> <li>• Review of all bills for headquarters and WearHouse to implement cuts</li> <li>• Staff trainings and appreciation program</li> <li>• Begin process to update governance documents for Foundation and JLC</li> </ul> <p>Community:</p> <ul style="list-style-type: none"> <li>• Cornerstone Initiative</li> <li>• Reignited partnership with Discovery Place and Nature Museum</li> <li>• Hosted JLC events</li> <li>• Recognized by the US Attorney's office and City Council as a community leader to advocate against Human Trafficking.</li> <li>• Publication and distribution of the You Are What You Eat book/DVD to address childhood obesity.</li> </ul> <p>Major Fundraising Activities:</p> <ul style="list-style-type: none"> <li>• Lights! Camera! Fashion!</li> <li>• March Money Madness</li> <li>• Launch and completion of patio campaign brick campaign that completed the Past Presidents' Patio.</li> </ul> <p>JLC Recognition within the Charlotte Community:</p> <ul style="list-style-type: none"> <li>• Dr. John G. Johnston Award for Excellence in Adolescent Medicine and Health for the JLC's outstanding, sustained leadership, advocacy and service to adolescents.</li> </ul>

	<ul style="list-style-type: none"> <li>• Three Emmy Award Nominations and award for “From the Heart” to educate and advocate against bullying.</li> <li>• Kashi Award for efforts to address food insecurities and the "real food deficit".</li> </ul> <p>Whitni Wilson-Wertz, President</p>
2013 – 2014	<p>For the 2013-2014 year, the JLC contributed a total of \$118,400 and 508 volunteers to the following community programs, for an estimated 20,320 hours, which computes to a monetary value of \$449,885. The total monetary value for the 2013-2014 year was \$568,285. Alexander Youth Network, Big Shots Saturdays, Chameleon’s Journey, Circle de Luz, Discovery Place, Done In A Day, Family HealthLink, Family Support Network, JLC Community Awareness, JLC Enrichment (working with two community partners: Salvation Army and The Learning Collaborative), JLC Family Resource Center at Levine Children’s Hospital, JLC Puppets, JLC WearHouse (volunteers only), Girl Scouts, Go! Kids! Go!, Kids in the Kitchen, Kindermourn, KIPP Charlotte, Ronald McDonald House, Second Harvest Food Bank, Thompson Child &amp; Family Focus. Many of these projects were in support of the Reid Park Cornerstone Project</p> <p>Amie Hutchison, President</p>
2014 – 2015	<p>Community Projects and Placements:  Alexander Youth Network, Big Shots Saturdays, Chameleon’s Journey, Charlotte Community Health Link, Circle de Luz, Discovery Place, Done In A Day, Family HealthLink, Family Support Network, Go! Kids! Go!, JLC Enrichment (working with two community partners: Salvation Army and The Learning Collaborative), JLC Family Resource Center at Levine Children’s Hospital, JLC Puppets/Community Awareness, Kids in the Kitchen, KIPP Girls Leadership Program, Promising Pages, Ronald McDonald House, Second Harvest Food Bank, Thompson Child &amp; Family Focus. Many of these projects were in support of the Reid Park Cornerstone Project.</p> <p>Beverley Shull, President</p>
2015 – 2016	<p>Community Projects and Placements:  AdaCooks!, Alexander Youth Network, Big Shots Saturdays, Chameleon’s Journey, Circle de Luz, Done in a Day, Family HealthLink, Give Kids a Smile, Go! Kids! Go!, JLC Healing Arts for Hemby, JLC Family Support, The Salvation Army, Lutheran Family Services, Kids in the Kitchen, KIPP Charlotte, Promising Pages, Second Harvest. Many of these projects were in support of the Reid Park Cornerstone Project.</p> <p>Lisa Johnson, President</p>