



ANNUAL REPORT 2022-2023

THE JUNIOR LEAGUE OF CINCINNATI
3500 COLUMBIA PARKWAY
CINCINNATI, OH 45209
JLCINCINNATI.ORG



EMPOWERING WOMEN TO LEAD SINCE 1920

MISSION

The Junior League of Cincinnati (JLC) is an organization of women whose mission is to advance women's leadership for meaningful community impact through volunteer action, collaboration, and training.

VISION

The Junior League of Cincinnati is committed to improving our community by stimulating change and empowering people through the direct efforts of our dedicated volunteers. Our members are global in complexion and perspective. Partnerships with the community strengthen our ability to make an impact on the lives of those we serve, and we commit financial and volunteer resources to community projects that further our focus area: **Strengthening Women and Children's Environments.**

VALUES

Service: We are in service to our community and one another.

Women's Empowerment: We train and empower women to be leaders in our community.

Meaningful Connections: We build intentional connections and relationships across membership and make meaningful connections to and within our community.

Diversity, Equity and Inclusion Commitment Statement

We believe that creating and sustaining a diverse membership is critical to our mission. Living the value of diversity means we are committed to centering equity, inclusion, and belonging in our individual, organizational, and community relationships.

Belief Statements

We believe that the visible and invisible qualities of our members should be valued and respected.

We believe in a diverse membership that is reflective of and in support of our ever-changing greater Cincinnati population.

We believe in an equitable and inclusive culture and will embrace it by living our core values, abiding by our code of conduct (policies), and following our diversity, equity, inclusion, and belonging (DEIB) strategic plan. We believe all members are accountable to DEIB and that our leadership must be committed to and set the example of our DEIB principles.

BY THE NUMBERS

We have amassed an archive of irrefutable results and an undisputed reputation as a respected nonprofit incubator and influential change agent for the public good. **We point with pride to over 120 programs that were incubated or impacted by the Junior League of Cincinnati, including numerous self-sustaining nonprofits that continue to grow and thrive today.** We have been instrumental in championing education and literacy programs, children’s cultural development, school nutrition, foster care services, mental health access, and heightened awareness around domestic violence and alcohol abuse.

This important work has won us dedicated community and corporate partners and loyal supporters for over 100 years, as well as an enduring legacy as the community’s foremost provider of civic leadership training for women. **They don’t call us the “Volunteer Powerhouse” for nothing.**

BY THE NUMBERS (2022-2023)

19

ORGANIZATIONS
INTERVIEWED FOR
COMMUNITY NEEDS
ASSESSMENT

650

SERVICE HOURS
ANNUALLY

7

GENERAL MEMBERSHIP
MEETINGS

\$75K+

RAISED BETWEEN 2
FUNDRAISERS

32

MEMBERSHIP
ENGAGEMENT EVENTS

30

LEADER AND MEMBER
TRAININGS

13

BOARD BANK
GRADUATES

2

WOMEN’S HEALTH
FORUMS

14

PARTNER
ORGANIZATIONS
SERVED

42

SUSTAINER EVENTS

Board of Directors

Kate Fortlage *President*

René Robers *President-Elect*

Molly Roberts *Board Secretary*

Sarah Houseman *Legal Advisor*

Allison Smith *Treasurer*

Katie May *Strategic Planning Director*

Tara Mosley *Past President*

Meredith Comin *Presidential Advisor*

Deanna Hillard *DEIB Chair*

Katie Dulle *Nominating Chair*

At Large Members:

Sarah C. Clark

Danya Karram

J.J. Wales

Saralou Durham

Megan Stacey

Shelley Poffenberger

Executive Management Team

Sam Zehnder *Executive Vice President*

Erinn Carlson *Executive VP-Elect*

Katie Ziegler *VP Communications*

Leslie Touassi *VP Community Impact*

Emily Reinhold *VP Finance*

Jacklyn Olinger *VP Fund Development*

Casey Burleigh *VP Membership*

Megan Busam *VP Training & Development*

Emily Uebel *Recording Secretary*

Byrd Bergeron *Nominating Vice Chair*

Jennifer Lindeman *DEIB Vice Chair*

Marty Humes *VP Sustainer Council*

Jamie Humes *VP Sustainer Council*

IT STARTS WITH A WOMAN

Our membership development takes a three-pronged approach: engagement, recruitment, and diversity, equity, inclusion & belonging. During the 2022-2023 year, the JLC welcomed 38 new women to our nearly 300 Active Members, while our Sustaining membership was more than 500 women strong – a demonstration of both the future and legacy of the JLC.

Engagement

Always looking for ways to keep our members coming together, the Engagement committee continued to provide unique opportunities to connect with one another, including a Keeneland trip, Galentine's Day event, hiking opportunities and many more! This year the committee hosted a decadent Holiday Party at Fueled Collective Cincinnati. Hosting more than 100 women, you could feel the JLC spirit in the air! This year the Engagement committee brought the Annual Meeting to our JLC home, hosting a cook-out inspired end of year celebration as we came together to recognize all our accomplishments of our 103rd year.

Recruitment

The Recruitment committee continued inspiring the women of our community, starting with information sessions for Prospective Members in the fall. The team hosted nine events, both social and educational, to give a strong representation of all that the JLC has to offer. The committee also created longer-term plans to get out into the community and share JLC stories with a more diverse audience in hopes of broadening our reach and appeal.

Diversity, Equity, Inclusion & Belonging

DEIB work continues to be a foundational pillar to the work of the JLC. With the new Strategic Plan approved by the Board to go into effect starting with the 2023-2024 League year, this year we spent intentional time working with a new consultant to help build our 5 year DEIB plan that will be integrated alongside our Strategic Plan as we implement both. With this, we made progress on our Code of Conduct and had new DEIB values written into our policies, ensuring that we were formalizing our commitment to this important work. To that end, we also worked with our consultant to facilitate DEIB trainings with the Board and EMT throughout the League year, making sure we were continuing to learn, grow and engage in DEIB work.

LEADERSHIP EMPOWERED

Board Bank Program

In February, the Leadership Development Committee provided the exclusive learning and professional development opportunity for League members through its annual Board Bank program. Board Bank trained thirteen League members on how to serve on a nonprofit board through interactive, in-person training with high-energy roundtable discussions, networking opportunities, and reflection activities.

New Member Advisor Training

This training served to establish a community with shared responsibility for retention and training of New Members. Advisors committed to the mission and vision and worked to ensure that the work and play of their small groups continuously advance the mission of the League.

New Member Brunch & Orientation

This orientation welcomed New Members to the JLC, introduced them to the Board of Directors and Executive Management Team, and inspired them with member mission moment presentations. New Members were also introduced to their advisor and small group through a breakout session.

Advocacy & Education

This year the Advocacy & Education committee focused on planning three key events to bring together JLC members and the community for deeper education and training on how to be leaders.

October 2022

The Advocacy & Education committee hosted a “Understanding Women’s Healthcare Today” panel for members to learn about the issues in women’s healthcare that impact our community. Women entered a safe, non-partisan, and secular space to learn about current issues, especially in regard to the Dobbs vs. Jackson case and its impact on women, healthcare and fertility law. This was so well received that the committee hosted a second Women’s Health Forum in the spring focused on Heart Health.

The General Membership Meeting in October focused on general advocacy work that individual members could pursue in any area of interest to make a difference in legislation in our region. This additional special event was planned to continue the conversation. Rachel Coyle, the Communications Director of Innovation Ohio, gave a presentation on “how things work” at the Ohio Statehouse. Sasha Naiman, Executive Director of Children’s Law Center spoke about the center, which is a non-profit, non-partisan firm that protects the rights of children.

Strategic Plan Overview

Katie May, JLC Strategic Planning Director, led a Board Committee this year to evolve our Strategic Plan. The JLC reviews this plan approximately every three years to ensure that we focus our activities on what is most important for the future of our organization. Advice from many committees, including the Community and Training Ad Hocs and the DEIB leadership team, were taken into account to form this plan. The Board approved the new Strategic Plan in May with the intention that we will start taking action against it starting June 1, 2023 as Councils and Committees work on their plans for the 2023-2024 year. In addition to a new Strategic Plan, a separate DEIB organizing plan was developed.

STRATEGIC PLAN PILLARS



Community Connections

Accelerate our **mission** in the Greater Cincinnati Community



Advancement of Women Volunteers

Develop a **robust** culture of **training**



Foster Belonging

Build an **inclusive** and **equitable** culture



Level Up Impact

Optimize volunteer efforts for **meaningful** contribution



Financial Stability

Be **fiscally responsible** to fund our **mission** and continue our **legacy**

DEIB PLAN PILLARS

Officially on the road to permanently embedding DEIB principles and practices into our organization.

- ★ Internal Infrastructure
- ★ Training & Awareness
- ★ External Engagement & Communication
- ★ Recruitment

NONPROFIT ACCELERATION

Family Nurturing Center: Year Two

The 2022-2023 League year was the second year of partnership between the JLC and Family Nurturing Center (FNC) and the ladies of the League were excited to continue to thrive with another amazing year! JLC showed our support for FNC during Child Abuse Prevention Month in April by attending the Tom Gill Blue Ribbon Ceremony, creating a robust social media campaign to highlight the cause and FNC, and even had the Great American Building lit up blue for awareness. JLC also supported the FNC Prom for a Purpose fundraiser and the Fall Fun Fest as well as planning cleaning events to enhance the visitor environment. JLC decorated the adult and children's lobby with activity books, words of encouragement, and a chalkboard wall. The JLC also provided training and development for their members through the FNC Foundations Training, a training on specific skill sets that can be applied during interactions with participants and families while volunteering at FNC. The partnership also includes the placement of a JLC member on the FNC board to act as a liaison. JLC continued their commitment to supporting FNC's advocacy efforts around child abuse awareness and prevention and aims to continue these initiatives into Year 3.



Community Outreach

The Community and Outreach Committee (CandO) planned direct service opportunities with 14 community partners totaling more than 650 volunteer hours. In addition to providing volunteers for key community partners, CandO partnered with Program Acceleration to plan 5+ events for our signature partner, Family Nurturing Center. The 8 hard working women on the CandO committee scheduled events at various times during the week and on weekends to offer our members a variety of days and times to make an impact in the community.



WOMEN BUILDING COMMUNITIES

Community Impact Award: Rebecca Bryson

For embracing the Chair role of Community Impact and raising her hand for the opportunity this August. For wrapping her arms around the new committee description and leading the charge on the Community Needs Assessment.

Rising Star Award: Jessica Burnett

Jessica transferred into the JLC only a year ago, and has jumped right in as the transfers chair. Through her work this year, she was recommended for the addition of the Transfers Vice Chair role and also created a Transfers timeline and curriculum guide in order to create continuity and structure within the Transfer experience from year to year. Beyond this work, Jessica has also been an amazing welcoming presence for all of our new Transfers, getting to know them each personally and going out of her way to make sure they feel welcome at events and in our city.

Excellence In Training Award: Mary Taliaferro

Mary has gone above & beyond in her role as Chair of Satisfaction. Mary is both curious and highly analytical, and she used these skills to invest significant time to better understand Digital Cheetah. After hours upon hours of watching training videos and learning the software, Mary has become an expert in the placement tool technologies. Beyond just investing the time to teach herself, she has also prepared extensive training materials so that future Satisfaction committee can better understand how to leverage these tools at our disposal. JLC is lucky to have Mary, we are so grateful that she lent her talents to grow our league's knowledge to better serve our members.

Shanon Marks Outstanding New Member Award: Rachel Romer

Rachel has been such an engaged New Member! Every time her advisor opens an event on the JLC calendar, her name is listed as an attendee. She is also consistently encouraging her New Member group to attend events with her. She has such a happy, helpful demeanor and was a joy to get to know. In her professional life, she works with underserved children and was able to help her New Member group more fully understand JLC trainings related to our community partner, the Family Nurturing Center. She really embodies the qualities of a Junior League woman!

Transformational Team Award: Member Curriculum

At the start of the year, the Member Curriculum team gracefully took the surprising news that they would become a merged committee, formerly GMM Planning and Curriculum Design. In this new role, they not only facilitated efficient and impactful GMMs, but took on the daunting task of assisting in the revamp of the New Member curriculum to a half-year. This was obviously a surprise to Chair, Katie Mendrala, and Vice Chair, Sara Kemerer, who were initially believing they would only be facilitating the GMMs. Though a small committee of only five members, they did an amazing job of supporting the President's vision for the year as well as assisting the New Members in development and evaluation of the trial curriculum. Their hard work really demonstrated their ability to successfully collaborate with others and help deliver meaningful content for the League's biggest meetings!

WOMEN BUILDING COMMUNITIES

Jeanne Boyce Morrison President's Award: [Katey Baron & Yashna Patel](#)

Katey Baron served as the '22-'23 Vice Chair of Donor Relations but has truly gone above and beyond her leadership role to drive change within the League. When the Chair of Donor Relations stepped away after having a baby, Katey not only stepped in to lead the committee but was also slated as our '23-'25 VP of Fund Development. Under her leadership we exceeded our Annual Fund goal, making it the most successful Annual Fund in League history. In addition to her Donor Relation duties, Katey also jumped in to support the Fashion Show committee by securing silent auction donations.

Yashna Patel went above and beyond as an Engagement Committee member always coming to meetings with notes full of ideas to share. She was always willing to jump in and plan or host events to keep our calendar filled with fun. Many of the unique events held this year were thanks to Yashna's creativity and knowledge of things to do here in Cincinnati. Yashna eagerly joined *Perspectives* as the Vice Chair in October, filling a much needed vacancy. In this role, she brought tons of suggestions on how to improve the readership and make the magazine more relevant to our evolving membership! She has helped write many of the articles in the issues and is always jumping in anywhere she can help! Since then, Yashna did double duty, continuing her awesome work as a member of the Engagement Committee and also helping lead the *Perspectives* Committee at the same time.

Cookie Nowland Sustainer Award: [Judy Dalambakis](#)

As a past President and Board Member of the JLC, a recipient of the JL's President's Award, past Co-Chair of the JLC's Centennial Gala, and a Board member of the JLC Endowment, Judy has devoted hours of dedicated service and leadership to our League. Her community work is every bit as legendary as her Junior League career with organizations as varied as the Alzheimer's Association, iconic Cincinnati institutions like the Art Museum, Ballet and Zoo, and The Christ Hospital Foundation, benefiting from her involvement. Named a 2006 Cincinnati Enquirer Woman of the Year, recipient of the University of Cincinnati Distinguished Alumni Service Award and a Girl Scout Woman of Distinction, Judy's prowess as an organizational guru, fundraising champion and communicator extraordinaire have earned her respect throughout the non-profit community.

FUNDING THE FUTURE

The **2022 Tour of Kitchens fall fundraiser** was a huge hit, continuing the very well received theme of Holiday Home Edition. This year's event took place in early December to showcase homes in the Loveland neighborhood decorated for the holiday season. The League and community came out in full force to raise **\$25,000**.

The **2023 Fashion Show spring fundraiser** took place at the National Underground Railroad Freedom Center under the continued theme of *Silhouette*, a fashion-forward theme showcasing top trends across Cincinnati. This sold-out event featured a diverse group of models, vendors and boutiques and raised over **\$50,000**.



Junior League of Cincinnati
Fashion Show



ORGANIZATIONS, BUSINESSES & GENEROUS GROUPS GIVING SUPPORTING OUR FUNDRAISERS

& Sundries

80 Acres Farms

A Very Vine Creation

All the Ingredients

Alligator Purse

Annabelle Arthur

Anti-Creative

Baklava by Angela

Bookery

Bourbon Cousins Gifts

Brideface

Buffie Rixey

Candles by Jot

Capsule

Castle House

Cavalier Distributing

CG Marketing & Communications

Chicken Salad Chick

Classic Prep Monograms

Diva Dzigns Products

Elizabeth DeWitt Upscale Resale

Heineken

Holzappel + Lied

Honey on Miami

House of Colour Loveland

Hutch Baby

Idlewild

Jackie O's

Kathryn Hayden Photography

Kendra Scott

Knickers on Hyde Park

Lara Sioux Studio

Leeli + Lou

LHH Recruitment Solutions

Luxe Sunless

Madison Wealth Management

MAJ Consulting

Manley Burke

Maximilian

Meas Active

Mile 42 Coffee

Mixicles

National Blood Clot Alliance

Nazly Mamedova Law

Nusa Boutique

Originalities

Portulaca Boutique

Potion

Primetime Party Rental

Roto-Rooter Plumbing & Water

Cleanup

Savvy Accounting Software Solutions

Sloane

Sohza Sisters

Sue Braner

Tano

That's So Sweet

The Birch in Terrace Park

The Co-Op

The Megan Stacey Group

Ti Marie Candle Co

Trailside Provisions

Trend Boutique

Trilogy Fitness Systems

Vineyard Vines

Yashni

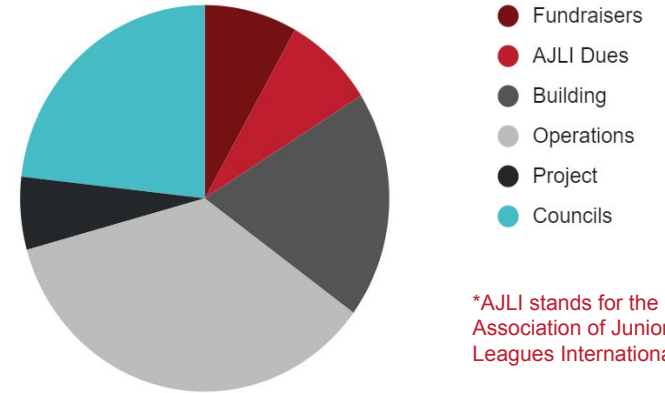
INCOME STATEMENT 2022-2023

Income Statement	
Revenue	\$359,540
Expenses	-\$376,906
Net Operating Surplus (Deficit)	-\$17,365

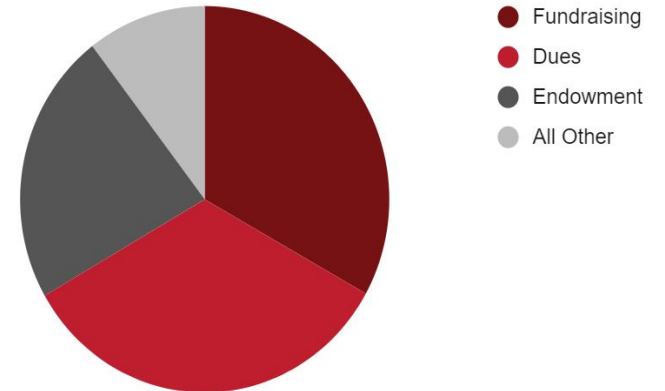
Other Income / Expenses	
Fund Accounting Transfers	\$1,555
Depreciation Expenses	-\$30,778
Transfer to the Endowment	-\$46,770
Total Other Income/Expenses	-\$75,993

Surplus (Deficit)	-\$93,358
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Where does our money go?



How do we fund our Mission?



Revenue	
Dues	\$108,772
Fund Development Council	
<i>Fall Fundraiser</i>	\$24,875
<i>Spring Fundraiser</i>	\$50,992
<i>Other</i>	\$31,369
Total Fund Development Council	\$107,236
Membership Council	\$11,827
Sustainer Council	\$23,827
Endowment Distribution	\$74,115
Other Income	\$33,764
Total Revenue	\$359,540

Expenses	
AJLI Dues	\$29,913
Fund Development Council	
<i>Fall Fundraiser</i>	\$6,259
<i>Spring Fundraiser</i>	\$23,409
<i>Other</i>	\$1,015
Total Fund Development Council	\$30,683
Membership Council	\$13,588
Sustainer Council	\$18,979
Communications Council	\$18,613
Community Impact Council	\$25,704
Training & Development Council	\$7,813
Executive	\$25,721
Building Expenses	\$71,653
Employee Expenses	\$111,832
Operations Expenses	\$22,408
Total Expenditures	\$376,906

THANK YOU TO THE GENEROUS DONORS TO OUR 2022-2023 ANNUAL FUND

Please note that this list includes donors from JLC's 2022-2023 year, which runs from June 1, 2022 through May 31, 2023.

Virginia Adams
Susan Anness
Kelly Barber
Ann Barton
Lanaya Bellomo
Jane Bennett
Mary Berry
Nikki Blazejewski
Julie Bodnar
Cheryl Brackman
Sandy Brady
Mary Anne Brennan
Mary Anne Brennan
(In memory of Meg Rudd)
Katharine Brenner
Megan Busam
Alison Bushman
Angela Carl
Janet Carter
Sheila Cole
Brynne Coletti
Meredith Comin
Kroger Community Rewards
Carol Conlan
PricewaterhouseCoopers LLP
Amelia Crutcher
MacKenzie Curt
Judy Dalambakis
Lynnette Dawe
Saralou Durham
Elizabeth Dye
Sandy Elliott
Samantha Evans

Lucy Fellows
Elizabeth Flerlage
Kate Fortlage
Brittany Gardner
Lauren Goebel
Kathryn Harsh
Emily Haun
Carrie Hayden
Alison Hensel
Judy Herd
Carmen Hickerson
Laura Jane Hinkel
Susan Holzapfel
Theresa Hooker
Antonella Hudson
Cathy Huenefeld
Karol Hunt
Judy Imhoff
Jane Johnson
Sarah Johnson
Jayne Johnston
Melissa Juneau
Barbara Kellar
Alice Kelly
Sue Kesterson
David Kindle
Sarah Krott
Lynn Larson
M. Drue Lehmann
Shannon Lenz
Jeannie Long
Lisa Long
Jessica Luegering
Tanya Mack

Julie Mahlin
Margaret Mathile
Carolyn McCoy
Maryanne McGowan
(In Memory of Margaret McGowan Rudd)
Ken and Mandy Oaks Fund
(In Memory of Margaret McGowan Rudd)
Molly McManus
Claudia McMillin
Megan McMullen
Leslie McNeill
Marty Mileham
Ellen Miller
Sally Monroe
Susan Mosher
Joyce Mueller
Mary Lou Mueller
Virginia Myer
Sue Newman
Emma Nies
Linda Nitzschke
Kailen Nowik
Jacklyn Olinger
Teri Parker
Yashna Patel
Aimee Paxton
Samantha Pease
Francie Pepper
Susan Pfau
Rebecca Poast
Shelley Poffenberger
Victoria Pohl-Lauck
Ali Puckett
Samara Ramudit

Emily Reinhold
Buffie (Carol) Rixey
René Robers
Terry Robinson
Nancy Rybolt
Debi Sampsel
Keke Sansalone
Marnina Schreibman
Druanne "Digi" Schueler
Kendra Scott
Judy Sheakley
Janet Simpkinson
Sandra Smith
Patricia Stahl
Martha Steier
Christine Stubbins
Stephanie Sudbrack-Busam
Sally Thomson
Courtney Toler
Pravin Tyagi
Priscilla Ungers
Julie Vidic
Lauren Vogelpohl
Juliana "J.J." Wales
Saundra Walker
Mary Lynn Webb Sunderman
Rosemary Welsh
Katherine Wilkinson
Anne Wilson
Wendy Wilson
Lauren Woeltz
Beth Wood