

**2019-2020  
ANNUAL REPORT**

**UNSTOPPABLE**



JUNIOR LEAGUE OF  
**LANCASTER**



LIBBY CALDWELL  
2019-2020 President

THANK YOU to all of our Active and Sustaining members, community partners, donors, supporters, and friends. This year was certainly unique in ways that we could have never imagined, and the way that the JLL came together to support each other and our community was remarkable. However, we cannot let the events of the last quarter of the League year color the work of the entire year. As an organization, we accomplished a lot this year, both pre-pandemic and during the pandemic.

Last June, the Board of Directors started the new League year excited to build on the groundwork laid during the 2018-2019 League year -- continuing to break down silos, ensuring clear and transparent communication, making authentic, lasting impact in our community, and making sure we are having some fun along the way. The Board identified three areas of focus from our strategic plan: member engagement, financial review and planning, and laying the groundwork to adopt the governance-management organizational model developed by the Association of Junior Leagues International (AJLI). We tackled these strategic priorities from a variety of angles, and while COVID-19 certainly did cause us to pause, reconsider, and put on hold some initiatives that were in the works, it in no way stopped us from making progress in these areas.

Highlights of the year included:

- The establishment of a Diversity & Inclusion task force, who provided thought-provoking and educational activities and conversations at GMMs and via the Members Only Facebook page and who also began a comprehensive review of League policies and procedures through the lens of Diversity & Inclusion
- Fund Development secured and continued to build relationships with seven amazing Cornerstone Sponsors, without whom much of our programming this year would not have been possible. A huge thank you to: Lancaster Country Day School, Listrak, M&T Bank, Resonance Audiology, Albright & Thiry Orthodontics, and Linden Hall.
- We rolled out a committee chair training program to help League leaders better understand the nuts & bolts of chairing a JLL committee.
- We onboarded an amazing group of new members who bring a diverse range of experiences and talents to the League, and who I know are going to do great things in their League careers!
- We continued to develop the aquaponics program, and partnered with the Lancaster Science Factory to support them as they expand their facilities and offerings.
- We sent 26 children from the Bench Mark Program to Camp Shand last July, including providing them with all of the 'gear' necessary to spend a week in a cabin in the woods.

## FROM THE PRESIDENT

- We entered the first year of our commitment to the Lancaster County Children's Alliance and were recognized for funding the staff break room. We got a seat at the table as part of the LCCA's steering committee. More recently, we were able to provide snacks and masks to the staff at LCCA who have continued to work in support of local children through the pandemic, when child abuse rates were on the rise.
- League representatives attended the grand opening and ribbon cutting for CAP's STEM classroom that we supported at Millersville University.
- Our members had the opportunity to better understand poverty in context through an informative and interactive training event with former CEO of Lancaster's Community Action Program, Dan Jurman.
- We combined our Celebrity Bartender Fundraiser with our second annual Mardi Bras event to support local women in need.
- We held a virtual Run4Luck in March and were still able to meet our fundraising goal! As stay-at-home restrictions are lifted, we look forward to hosting a drive-through race bag and t-shirt pick-up event.
- We rolled out the Placement Matching Tool through Digital Cheetah, helping to streamline the Placement process and allowing us to collect useful data that will aid us in strategic planning and decision making for the future of the JLL.
- Our Sustainer members provided meals for 400 medical personnel at Lancaster General Hospital working on the frontlines of the COVID-19 pandemic.

# BETTER TOGETHER

THE JUNIOR LEAGUE

Behind every single one of these items were our League members, who worked tirelessly to ensure that all of this, and much much more, was possible. The JLL has been hard at work in the Lancaster community for 96 years, and I know that there is ample work to sustain us for at least another 96 years, but the ball is rolling. As an organization, we will need to continue to adapt and be flexible with the ever changing world in which we live. Things look much differently now than they did even six months ago, and we have learned and changed so much in those six months. Life is going to continue to change; I can't even begin to imagine or predict what the next six months will hold. But I do know this: the women of the JLL are smart, creative, compassionate, generous, and adaptable, we will continue to quickly adjust and implement new programs and processes as needed to respond to the needs and events of our local and global communities. A theme I have returned to time and time again this year is togetherness – we are all in this together, whatever the challenge may be, and together, we can do anything.

BETTER TOGETHER

## OUR MISSION

The Junior League of Lancaster is an organization of women committed to promoting voluntarism, developing the potential of women and improving the community through the effective action and leadership of trained volunteers. Its purpose is exclusively educational and charitable.

## OUR HISTORY

Founded in 1923, the Junior League of Lancaster, PA, Inc. reaches out to women of all races, religions and natural origins who demonstrate an interest in and commitment to voluntarism. Through our projects and programs, we initiate and participate in community-based collaborative partnerships that work to broaden the educational, cultural, recreational and health opportunities to positively impact the lives of women and children in the Lancaster community.

Junior League members regularly scan the needs of our community, conduct issue-based research and assess our own internal capacity to identify the niche where we can be most impactful in our local ecosystem.

We empower members through leadership training and a hands-on approach to learning new skills as well as working together to build a better community. Please visit the League's website at [www.jllancaster.org](http://www.jllancaster.org) for more information about the League's projects, programs and fundraisers



*President James Buchanan's Wheatland - acquired by the JLL in 1936 to be preserved for public education and enjoyment as the National Historic Landmark it is today. JLL Headquarters is located in the Carriage House on Wheatland grounds, all of which is maintained by [LancasterHistory.org](http://LancasterHistory.org).*

# LEADERSHIP EMPOWERED

An extraordinary breed of woman capable of leading her community and of getting others to follow in tackling society's thorniest issues and orchestrating monumental, meaningful change while enhancing the social, cultural and political fabric of our civil society; The Junior League.



*(L-R) Libby Caldwell, Meg Lefever Titter, Alexandra Stairs, Arielle Weidner, Christi Zahm, Sarah Lesser, Natasha Williams-Solomon, Katie Walmer, Susan Bowser, Cathy Ketterman, Anna Kennedy*

LIBBY CALDWELL  
PRESIDENT

STACIE REIDENBAUGH  
PRESIDENT-ELECT

CHRISTI ZAHM  
TREASURER

KATIE WALMER  
RECORDING SECRETARY

NATASHA WILLIAMS-SOLOMON  
PARLIAMENTARIAN

CATHY KETTERMAN  
SUSTAINER CHAIR

ALEXANDRA STAIRS  
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ARIELLE WEIDNER  
COMMUNITY IMPACT VP

SARAH LESSER  
FUND DEVELOPMENT VP

ANNA KENNEDY  
PLACEMENT VP

MEG LEFEVER TITTER  
MEMBERSHIP DEVELOPMENT VP

SUSAN BOWSER  
COMMUNICATIONS VP

## CORNERSTONE SPONSORS

Annually, the JLL partners with organizations who wish to align themselves with the League's mission and tangible community impact. Each year, our Fund Development Committee invites organizations to partner with the JLL as Cornerstone Sponsors and experience unique benefits such as speaking at and/or hosting a GMM, sending out e-blasts to all League members and complimentary memberships for their employees. Our sponsors are brought to us by our Active and Sustaining members - we couldn't run the League without their belief in our mission.

Thank you Cornerstone Sponsors for your generous support in our record-breaking year for fundraising!

2019-20 Cornerstone Sponsors:

\$5,000: Lancaster Country Day School , M&T Bank  
\$2,500: Albright & Thiry Orthodontics, Hartz Physical Therapy, Listrak, Resonance Audiology, Linden Hall



*Celebrity Bartending/Mardi Bras Night at Max's Eatery*

## FUND EVENTS

The JLL had another successful year with our Fund events, raising over \$1,000 through a variety of events including a workout night at I Am Limitless, two dining out nights at Iron Hill, and participating in a Celebrity Bartending/Mardi Bras night at Max's Eatery! Proceeds from these events were distributed to our IBCI committees that are focusing on Girls in STEM and Resilient Youth.



# 15TH ANNUAL RUN4LUCK



1ST  
Year To Go  
Virtual

**\$20,315**

Raised



121  
Virtual  
Runners

685

Registered



◀ *Virtual runners  
hit a trail*



◀ *Race bag  
pick-up*

*A special thank you to our Run4Luck sponsors for their continued support as we changed Run4Luck to a virtual race this year due to COVID-19!*

**RUN4LUCK**



- ▶ This year the Girls + STEM Committee celebrated the opening of STEM Preschool Classroom at Millersville University.

- ▶ The Girls + STEM Committee continued their partnership with the Rockford Plantation by supporting, with both funding and volunteer power, the House That Hand Built series in the Fall. This series exposes students of School District of Lancaster to a variety of topics including engineering, architecture, and brick making. We anticipated a Spring date as well, however, school closures were a barrier. The series is anticipated to continue bi-annually as school routines return to normal.



- ▶ The Girls + STEM Committee hosted a Science of Beer Dinner with Junior League Sustainer and first female brewer in the US, Carol Stoudt. She shared her experience as a woman rising to excellence in a male dominated field. We also learned about the chemistry of the brewing process and a few nuances of the creation of our favorite brews.

The proceeds from this dinner directly supported the Girls + STEM initiatives in the community.



- ▶ We continued our support of Girls Code Club at the Lancaster Science Factory by providing scholarships to young coders in need!

This project has continued to grow over the years and the JLL is proud to have been there since the beginning.



- ▶ The Girls + STEM Committee continued to expand our Aquaponics program by providing tanks for both Manheim Township School District and School District of Lancaster at the middle school levels. All of the equipment provided was obtained through grant funding (\$4500 Total) written by JLL members. Our tanks also continue to be in use at Lancaster Science Factory and Stone Independent School.

We also provided support of the Lancaster Science Factory's expansion with a donation and look forward to participating in the planting of the Rain Garden that will be featured in their outdoor space!

The Communications Committee was excited to get the Junior League of Lancaster on Instagram this year! If you don't already, give us a follow @JuniorLeagueLancaster!

We also tried to reach membership and the community in a variety of new ways. Internally- we started monthly "Live with Libby" Facebook lives as a fun and engaging way to keep membership updated. We also live-streamed two of our in-person General Membership Meetings on the web for members who were unable to attend in-person. Additionally, we continued to work to streamline our internal processes to ensure a smooth communications process from start to finish.



Externally- we continued to update our website and made an effort to share more of our league efforts on our external social media pages. We hope you've had a chance to check out all of the fun and impactful things we did this year! (Another plug- follow us on Facebook @JuniorLeagueofLancasterPA)! We were also happy to work with the Lancaster County Children's Alliance, in partnership with the Community Impact committee, to produce and edit a video sharing their work/mission.

Of course, this year ended differently than we planned. Our committee was challenged to promptly get out communications when Run4Luck pivoted and turned into a Virtual Race due to Covid 19. We hope you saw all of the awesome runners partaking virtually on our social media pages!

As our league year came to a close, we tried to spread some extra kindness with our May Kindness campaign on social media.



We ♥ our New Members

## 5 REASONS TO JOIN THE JUNIOR LEAGUE OF LANCASTER!



### TO ESTABLISH YOURSELF PROFESSIONALLY

Our members are doctors, therapists, artists, lawyers, sales women, teachers, mothers, and so much more. Network with these powerful women to help establish yourself as a leader in your field.



### TO REFLECT INNER VALUES

Junior League women provide hundreds of thousands of volunteer hours to address issues in their local communities. From improving literacy and building cultural and recreational facilities to developing educational programs for women, children and families.



### TO BECOME A MORE EFFECTIVE LEADER

As a past project of the Junior League of Lancaster, we sponsor of least one member per year with 1/2 tuition costs to attend the Leadership Lancaster Core Class Program. Many of our members' employers match.



### INVALUABLE TRAINING

Our online learning initiative consists of self-paced courses, web workshops, webinars and on-demand recordings. With this new learning initiative, members will be able to access the tools and information they need to support their development as community and civic leaders at the time, place and pace that works for their schedule.



### New Members Make Connections

In 2019/2020 the Junior League of Lancaster welcomed 10 New Members to our ranks. These women selected to join us for either the Fall Class or the Spring Class and worked together to complete their New Member Project, crafted blankets for a local women's shelter, completed New Member Orientation, attended General Membership Meetings, and served on active committees. Our New Members also had the opportunity to interview several women of the Junior League of Lancaster and identify the committee that best suits their goals.

MEMBERSHIP DEVELOPMENT

The Placement Committee started our League year by focusing on the important role of our Advisors in helping our Active Members to feel more connected with each other and our work. Advisors are key to Active Member success in the League, providing important communication, improving member retention, and increasing member satisfaction.

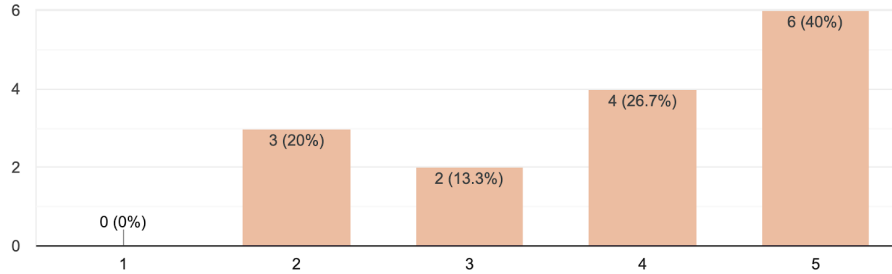
We built upon previous years' work on creating a more comprehensive placement process by surveying our Member Compact pilot group for their feedback on adopting the new Membership model. With the data, we presented the new Member Compact to the Board of Directors in December, and it was adopted by our members at our January General Membership Meeting. This important change paved the way for our adoption of the new Placement Matching Tool, which we rolled out this spring.

With the Placement Matching Tool and Member Compact, we are now empowering all League members to first consider the hours they can give each year, agree to the League commitments (Member Compact), then indicate the skills they want to learn and develop, while also considering which skills they want to share with others. This information is then calculated to propose appropriate placements for each member.

We successfully utilized the Placement Matching Tool reports this spring to match each active member with her desired placement. Our Advisors were equipped with the reports and interviews to successfully advocate for our members. Our future goals are focused on: 1) creating a visual pathway for all members to chart their own path in our League, and 2) re-establishing the role of Advisors as Mentors. We are analyzing Exit Interviews for feedback, and hope to propose additional improvements to improve member retention, and increase member satisfaction.

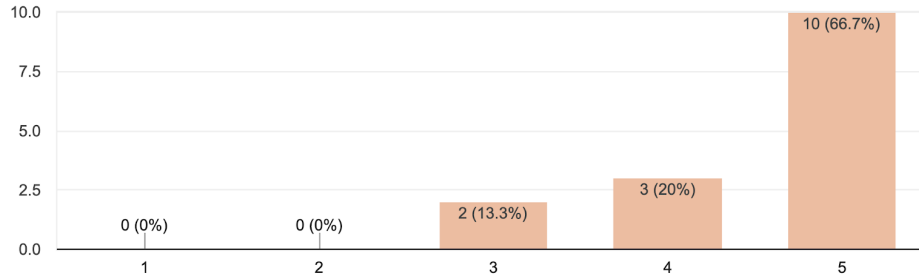
► I prefer the member compact over the points system.

15 responses



► The member compact allows more flexibility than points.

15 responses



*Member Compact Survey Feedback from our pilot group*



Before the COVID-19 pandemic required the suspension of in-person service activities in early March 2020, Junior League members gave nearly 100 hours of service to our community in partnership with the following organizations and events:

- Milagro House's Evening of Miracles Gala
- The House That Hand Built in conjunction with Rockford Plantation and the School District of Lancaster
- The Lancaster Science Factory's Spooktacular Taste of Science
- Coordinating and assisting with a move for Off The Streets
- Blanket making for Church World Services



*JLL Members sell raffle tickets at the Lancaster Science Factory's Spooktacular Taste of Science in October 2019*



*New members and their mentors from the Membership Development Committee making fleece blankets to donate to Church World Services*





*League member Beth Valentin delivers handmade masks for the staff at Lancaster County Children's Alliance so that they could stay safe as they worked through the COVID-19 pandemic.*

In addition to these one-time events, the JLL dedicated time and resources to supporting the Lancaster County Children's Alliance (LCCA) this year. In addition to the commitment of a financial contribution that funded the staff break room in LCCA's new downtown building, the Community Impact Committee and JLL members supported LCCA as they quickly adapted so that they could continue to provide services to Lancaster County's youth while following appropriate precautions amidst COVID-19. Specifically, League Members donated 65 handmade masks for LCCA's staff and also stocked the staff break room with snacks

The Junior League of Lancaster is proud to award this year's community grants to The Edible Classroom and Brightside Opportunities Center to help them in their work supporting STEM education and resilient youth.

In addition, the winner of this year's Deborah P. Altman Outstanding Youth Volunteer Award was Emily Ashley, a senior from Donegal High School. The JLL is pleased to honor Ms. Ashley for her commitment to service and volunteerism, particularly focused on supporting refugee and immigrant children in the School District of Lancaster and heavy involvement in the Walk to End Hunger, benefiting Haitian Farmers.

## 2019-2020 Expenses Disbursement

Community Impact <sup>1</sup> :	\$19,233	28%
Training:	\$2,290	3%
Membership Expenses <sup>2</sup> :	\$18,344	26%
Other Admin <sup>3</sup> :	\$8,387	12%
Headquarters Expense <sup>4</sup> :	\$12,193	18%
Fundraising Event Expenses (R4L):	\$9,129	13%
<b>Total</b>	<b>\$69,575</b>	<b>100%</b>

<sup>1</sup> Includes community grants, Deb Altman Award, Girls in Stem.

<sup>2</sup> Includes national dues, travel and communications.

<sup>3</sup> Includes accounting fees, licensing fees, permits, insurance, service charges.

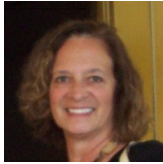
<sup>4</sup> Includes rent, wifi, utilities.

<sup>5</sup> Includes Run4Luck.

<sup>6</sup> Raised during Extra Give, this money was put toward the Community Impact budget, per member vote.

## 2019- 2020 Income Received

Fundraising <sup>5</sup> :	\$28,842	38%
Cornerstone:	\$20,000	26%
Contributions <sup>6</sup> :	\$7,855	10%
Member Dues:	\$16,880	22%
Miscellaneous:	\$1,181	2%
Fund Development nights:	\$847	1%
<b>Total</b>	<b>\$75,604</b>	<b>100%</b>



JUNIOR LEAGUE OF  
**LANCASTER**

CATHY KETTERMAN

2019-2020 Sustainer Chair

## COMMUNITY LEGACY INVOLVEMENT PARTNERSHIP LEADERSHIP SERVICE

These are words that come to mind when we consider volunteering especially with the Junior League of Lancaster. This year has provided many opportunities for Sustainers to work as Liaisons with the Active membership as we all continue to fulfill the Mission of the League.

The League year started out with a strong commitment to create sustainable projects and events for Lancaster. Sustainer Liaisons were excited to participate as advisors to the Active Committees, among them, projects with Girls & STEM, Resilient Youth Task Force, Run4Luck, Fund Development, Finance, Grants, Authors Luncheon, Membership, and Training. On January 30, Sustainers joined the Community Impact Committee for the ribbon cutting of the Lancaster County Children's Alliance (LCCA). Small group tours were provided throughout the new facility, and those touring included community commissioners, top leaders in Children and Youth, the DA's office, YWCA Sexual Assault Prevention and Counseling Center, as well as, major donors to this project. Community Impact was the main focus for the League during the Extraordinary Give. Sincere thanks to all who have supported League through donations, as well as, our Cornerstone sponsorships.

During the uncertainty of COVID19 that necessitated the suspension of life as we know it, the League never wavered in their commitment to their community. As social distancing mandated limiting events in person, the Actives and Sustainer Liaisons quickly became skilled at utilizing virtual platforms for meetings and events, such as, Run4Luck, Book Club, and the Annual June dinner. Thanks to Sustainers, Margot Hoerner and Kim Wilson, a group of friends having dinner together, asked what they could do to help support first responders. They were able to collect enough to provide lunches for 400 doctors and nurses at LGH. Margot added, "I have always been proud to be a part of the Junior League? Today just added another reason to the list!!"

Sustainers enjoyed sharing their friendships at the fall Sustainer Luncheon and Happy Hour. Thanks to our gracious Sustainer hostesses, December Get Togethers were successful where Actives and Sustainers gathered for socialization and conversation to openly share ideas and concerns. Sadly, we had to postpone other social events planned for the spring, but look forward to rescheduling each one especially the Architectural Tour of Lancaster with Gregg Scott. Our Communications chair published two newsletters, fall and spring, and provided real time news on Facebook. We welcomed ten very talented women as new Sustainers to our membership.

It was a year filled with camaraderie, accomplishments, challenges, and learning experiences. Regardless of the uncertainty that life will bring to us this coming year, we know that the Junior League of Lancaster will continue to serve the community by staying involved as trained volunteers and leaders in voluntarism.

*"Volunteering is the ultimate exercise in democracy. You vote in elections once a year, but when you volunteer, you vote every day about the kind of community you want to live in." – Author Unknown*

## MEET THE NEW BOARD FOR 2021-2022 AND NEXT YEAR'S RECORDING SECRETARY.

### 2021-2022 NOMINATIONS

President - Anna Kennedy

Treasurer - Megan Weiss

Nominating Chair - Debi Chen-Sloan

Community Impact VP - Candace Reynolds

Fund Development VP - Julie Slabinski

Placement Chair - Hannah Funk

Membership Development VP - Natasha Williams-Solomon

Communications VP - Katie Walmer

Recording Secretary (2020-2021) - Karen Chesters



### PLACEMENT ADVISORS

Carissa Garpstas

Megan Lefever-Titter

Sarah Lesser

Carrie McCullough

Elizabeth Reidenbach

## CORNERSTONE SPONSORS

The JLL continues to partner with organizations who wish to align themselves with the League's Mission and tangible community impact. Each year, our Fund Development Committee invites organizations to partner with the JLL as Cornerstone Sponsors. We sincerely thank our Cornerstone Sponsors for their generous support, as well as all other financial sponsors listed within our website's "Events" tab at [www.jllancaster.org](http://www.jllancaster.org).



LANCASTER COUNTRY  
DAY SCHOOL



LINDEN HALL  LISTRAK.  
FOUNDED IN 1746

M&T Bank



## COMMUNITY PARTNERS

We also gratefully acknowledge the following organizations who assisted the JLL with furthering its Mission in our shared community this year.

**ENDOWMENT & EXTRAORDINARY GIVE CONTRIBUTORS**

Thank you to the following individuals who supported the Junior League of Lancaster during the 2019-2020 League year through contributions directly to the endowment fund or gifts through the Lancaster County Community Foundation's Extraordinary Give.

Ashley Adams	Pamela Carvell	Laura Fry
Robert & Mary Anne Aichele	Jan Marie Chavez	Ann Fulton
Mary Ann Albertini	Deborah Chen-Sloan	Judy Fulton
Liz Albright	Karen Chesters	Amanda Funk
Jean Bednarski	Andrea Chiccarine	Hannah Funk
Samantha Besnoff	Erica Croce	Jody Funk
Anne Besterman	Julianne Cusick	Christina Gallagher
Samantha Biastre	Maria Cusick	Katy Ganse
Fiona Boltz	Nicole Danz	Sarah Ganse
Susan Bowser	Anne Louise Debord	Sara Gotwalt
Nancy Bradley	Barbara Derian	Carol Graham
Madalyn Buckwalter	Erin Derstler	Mary Grill
Ann Bryson	Melissa Esterly	Kathryn Harris
Cody & Elizabeth Caldwell	Noelle Fassnacht	Amy Hartz
Ann Carter	Margaret & Alex Folk	Karen Heinle



Suzanne M. High Family Fund  
Lisa Hofmann  
Lena Hohenadel  
Zoe Horan  
Stephanie Howard  
Linnea Iles  
Hilary Interrante  
Lois Jordan  
Sarah Jordan  
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Louise Ulrich  
Beth Valentin  
Katie Walmer  
Patricia Walmer  
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Ann & George Weaver  
Michelle Weaver  
Arielle Weidner  
Weiss Family  
Phyllis K. Wells  
Christine Westbrook  
Brittany Winnick  
Chad Zahm

# CONTRIBUTORS

**UNSTOPPABLE**  **E**