



JUNIOR LEAGUE OF
FORT COLLINS

September General Membership Meeting Minutes

Tuesday, September 1, 2020
6:30 p.m. – 9:00 p.m. Meeting

Alison Weston started the meeting at 6:30 p.m. Meeting was held via Zoom online video conferencing due to COVID 19 and statewide stay-at-home order

Welcome – Alison Weston, President

League Love

- Happy Birthday Ann
- All of the ladies working on the Career Closet
- Shout out to all of the teachers and parents that are trying to get their kids back to school right now
- Shout out to Management Council and all of the chair members
- Morgan G got married
- Betsy is getting married
- Katie's anniversary is this month
- Gina's anniversary is this weekend
- Brianne got a puppy in May
- Morgan V has been diving into DE&I efforts
- Timothea prepped Pas for the upcoming GMM
- Katie is working on getting ready for the new member class starting soon

Attendance and Volunteer Hours were collected via Google Form

PA-Groups & Icebreaker

Breakout Session:

- Introduce yourself
- While in your placement group, pull up the Photos app on your phone and find the most recent photo you took (or it can be within the last 5 if your last one doesn't work for this!).
- Each person will share their photo with the group and briefly tell the story behind the photo.

Member & Gold Status Guidelines Update - Courtney Lussenhop, EVP

Reminder & Changes

- You can find the refreshed one pager on our website when you log into our member portal and click on resources
- These show your ***minimum active member requirements*** & the additional items you can complete to achieve gold status
- Main change is that we broadened the fundraising shift requirements to extend beyond Garden Tour given COVID cancellation this past June

Budget & Actuals - Alison

- Plan: Give an overview of where we are spending and making our money.
- Current:
 - o Recent big expenditures are the website and AJLI dues.
 - o Monthly earnings through Amazon & King Soopers.
 - o Looking ahead at CO Gives Day.

Vision2020Votes

- Let's beat the record for the largest number of women voting!
- AJLI has teamed up with Vision2020Votes to mobilize a record number of women to cast their ballots in 2020.
- JLFC has their own team!
- Complete action items, win points and maybe prizes!
- <https://vision2020votes.motivote.us/invitation/c/vision2020votes-junior-league-of-fort-collins-invite-link>

Strategic & Annual Plan

- Reviewed and discussed:

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| - Strategic Goal 1: The programs and operations of the JLFC are regularly examined through a lens of Diversity, Equity and Inclusion. |
| - Annual Plan Objective 1: Diversity, Equity and Inclusion will be woven into all aspects of of management and supported by board appointed D,E and I committee. |
| - Objective 1: Create a yearly survey to establish baseline diversity, equity and inclusion within our membership by EOFY 2021. |
| - Objective 2: Create a DE&I Committee, led by the PE, with representation from all councils by EOFY 2021. |
| - Objective 3: Show improvement on how members feel about our DE&I policies through the survey by EOFY 2022. |
| - Objective 4: By EOFY 2022, the League will have established the conditions for inclusive environments that welcome diverse individuals, organizations and communities who value our Mission. |

-	Strategic Goal 2: The Junior League of Fort Collins will retain and grow our Active and Sustainer membership.
-	Annual Plan Objective 2: Identify opportunities to diversity training portfolio to cover key areas such as financial acumen, strategic planning, committee management, and advocacy.
-	Objective 1: Develop a recruitment plan by 2022 that results in an increase in membership each year and promotes diverse representation of our community within the membership.
-	Objective 2: By 2022 retaining 75% of provisionals through their first Active year.
-	Objective 3: By 2023, 20% of Sustaining members will regularly engage in the League's leadership development and community impact efforts.
-	Objective 4: By 2023, have a system in place to support members' leadership development and accommodate different levels of commitments through which to achieve their leadership development goals.
-	Objective 5: By 2023 retaining 75% of Active members continuing through to their 4th year.
-	Objective 6: By 2023, have a system in place to support members' different levels of commitments through life stages informing Active members of options such as becoming a Sustainer.
-	Objective 6: By 2023 have 100 Active members.
-	Strategic Goal 3: The Junior League of Fort Collins will be a fiscally sound organization.
-	Annual Plan Objective 3: Identify opportunities to increase revenue and / or decrease expenses.
-	Objective 1: The League will have a diversified fund development plan that raises at least 35% of revenues from sources other than member dues by 2023.
-	Objective 2: Integrate CRM software best practices to appropriately acknowledge and track donations by 2022.
-	Objective 3: Have a policy in place for proposals, execution and evaluating current and future fundraisers to determine effectiveness and worth by 2022.
-	Objective 4: Leadership will be transparent of finances and educate membership on current status.
-	Strategic Goal 4: The JLFC will focus its community programming on economic stability for women and children.
-	Annual Plan Objective 4: Review current programs through the lens of issue based program framework and strengthen alignment to mission.
-	Objective 1: Imagination Series will be sunset or handed off to another organization by 2021.
-	Objective 2: By 2022, at least 50% of the League's total membership will have volunteered at least twice in our community programs per year.
-	Objective 3: Hunger Initiative will evaluate their program to assess need fulfillment and gaps by 2021.
-	Objective 4: Evaluate Career Closet reach and gaps by 2022.

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Why Diversity, Equity & Inclusion Now? - Morgan Vanek, President Elect

- Reviewed the History of Women's Volunteer Organizations
- We must acknowledge that organizations like ours have existed as instruments of oppression for too long.
- Taking Responsibility
 - o Our League isn't "different," and **we are not exempt from taking responsibility** for the ways in which we continue to perpetuate oppression
 - o As women and as leaders, we have the **power** and the **responsibility** to create real, positive change in our community – and it starts with us
 - o **Good Intentions ≠ Inclusivity**
 - o It's time to stop making excuses and start being explicit and intentional.
 - o By creating a culture within our League where members feel empowered and encouraged to speak up, have difficult conversations, and educate ourselves, we will become better allies and more effective civic leaders, and we will make our community a better place
- **Where Have We Been?**
 - o Last year, the Board made Diversity, Equity & Inclusion a strategic priority for our organization
 - o Membership Surveys
 - JLFC local survey
 - AJLI demographics survey
 - o Placement Group Activities
 - o JLFC Book Club
 - o At the end of last year, the Ad Hoc Committee submitted a series of recommendations to the Board
 - o One recommendation was the creation of a permanent DE&I Committee, to be led each year by the President-Elect
- **Where Are We Now?**
 - o Strategic Goal #1: *The programs and operations of the JLFC are regularly examined through a lens of Diversity, Equity, and Inclusion.*
 - Create and implement an annual member survey to establish baseline diversity, equity, and inclusion data by the end of FY21
 - Create a DE&I Committee, led by the President Elect, with representation from all Councils by the end of FY21
 - Show improvement on how members feel about our DE&I policies through the survey by the end of FY22
 - Establish the conditions for an inclusive environment that welcomes diverse individuals, organizations, and communities who value our mission by the end of FY22
- **Where Are We Going?**
 - o In response to the Ad Hoc Committee's recommendation and the Board's strategic direction, we have created a new DE&I Committee

- This committee will identify gaps and propose solutions for making all aspects of our League more diverse, equitable, and inclusive
- **DE&I Committee's Charge**
 - **Purpose:** To plan and drive the League's diversity, equity, and inclusion efforts.
 - **Authority:** The DE&I Committee is directly accountable to the Board, and will work cooperatively with the Management Council to ensure its work is fully integrated into and aligned with the strategic direction of the League.
 - The committee will provide quarterly progress reports to the Board, Management Council, and General Membership
- **DE&I Committee Membership Composition:**
 - 4-8 members
 - Ideally, members will serve a term of 1-3 years
 - The committee must include at least one standing representative from each Council (Community Programs, Fund Development, Communications, and Membership) who will serve as liaisons to their specific Councils
 - Committee members should represent a cross-section of the League membership
- **DE&I Committee Facilitation**
 - Committee members will attend a retreat in mid-October
 - Following the retreat, meetings will be held at least 4x/year, although more frequent meetings may be required (up to 1x/month)
 - Members will participate in both planning/strategy and active leadership within Councils and Committees
 - Time outside meetings will also be required for self-education, research, etc.
- **DE&I Committee Recruitment Process**
 - Application and interview process
 - Selection criteria will include interest in, commitment to, and/or experience with DE&I-related topics
 - Members who are not currently serving in a leadership position are encouraged to apply
 - Members who are interested in leadership growth within our League are strongly encouraged to apply
- **How to Apply**
 - Link to DE&I Committee application is available on the member section of our website
 - Also email your resume to preselect@jlfortcollins.org
 - Review Committee Charter; skills and competencies
 - **Deadline to apply: Friday, 9/11**
 - Interviews will take place between 9/14 and 9/18
 - Members will be contacted between 9/23 and 9/25 regarding placements
- **Member Survey**
 - As a foundational part of this work, we will conduct an in-depth, annual survey of our membership to inform our priorities and measure our progress
 - Member Preferences & Information
 - Demographics

- Organization Inclusivity Assessment
- AJLI Diversity & Inclusion Assessment
- Completely anonymous
- Estimated time to complete: 10-15 minutes
- **Survey closes Wednesday 9/16**
- Contact Info:
 - **Morgan Vanek, President Elect**
 - **preselect@jlfortcollins.org**

Program Update: Career Closet - Nicole Hicks, Career Closet Chair

- We need sorting & steaming help! The closet is full!
 - Please sign up for a workshift on Volunteer Matters
 - If those times don't work for you, email careerclaset@jlfortcollins.org and we will figure out a time for you to come in
- Due to abundance of donations we have paused them until further notice
- Clear the Closet
 - We are finalizing details in hopes to hold our event Saturday, September 26th-look for confirmation in the next League Blast!
- Stylist Training
 - Details to follow in October

Program Update: New Member Committee - Marissa Banninga, Committee Member

- Chair: Katie Foster
 - Marissa Banninga
 - Kendra Pal
 - Margaret Walstrom
- **Fall New Member Class**
 - **Date:** Sept 8th at 6pm
 - **Location:** JL Headquarters
 - We have a smaller group of interested ladies this fall therefore social distancing is possible, and we will be meeting in person
 - Masks to be worn
 - If any member wants to come...the more the merrier
 - We will also have a zoom meeting set up for those who are not comfortable with meeting face to face 😊

Done-In-A Day-Food Bank of Larimer County - Alessandra McCoy, DIAD Committee Member

- September DIAD
 - Fort Collins Food Share on 1301 Blue Spruce Dr.
 - Friday, September 11th from 11:30a.m.-1:30p.m.
 - Sign up on for volunteer shift on JLFC website.
 - Only 15 volunteer slots; must wear mask
 - Please fill out a Group Member Volunteer Application. Group name: Junior League of Fort Collins

The Junior League of Fort Collins is a 501(c)3, nonprofit organization | Federal EIN: 74-2259906
 Mailing Address: P.O. Box 271803, Fort Collins, CO 80527
 (970) 482-0594 | www.jlfortcollins.org

- Can't volunteer? Give monetary donations on their website or food donations at one of their drop-off locations
- Questions: Contact Lane Bryant at volunteer@jlfortcollins.org

Training Committee - Morgan Gleason, Training Chair

- Goals for the year
 - Morgan, Alessandra, Brianne, Kelsey
 - We want to...
 - bring meaningful training that members want to see
 - utilize the knowledge we have within our membership
 - align training with League activities
 - provide meaningful training opportunities at meetings and outside of meetings
- **Please take our Survey!**
 - Goals of the Survey
 - Gauge what League Members are looking for
 - Understand what skills, knowledge, and passions live within League
 - Align training opportunities with interests, existing League knowledge, and League goals
 - Find the best training methods for members
 - Survey Link: <https://forms.gle/3dEop6fpg3HRvZCw6>

AJLI Special Fall Meeting Update - Ethnie Treick, Nominating Chair

- AJLI's Special Fall Meeting
 - AJLI is hosting a Virtual Special Fall Meeting from October 23-25.
 - The Special Fall Meeting is taking the place of the usual Organizational Development Institute (ODI), which is AJLI's leadership development conference.
 - Trainings will be offered based on League size and will likely cover topics such as membership development, building internal capacity, governance, fund development, marketing and community impact.
 - Great opportunity to gain skills you can use in your professional or volunteer career.
- Who can attend?
 - The JLFC sends two members to ODI every Fall. All expenses, including travel, are paid by JLFC.
 - Given that the meeting is virtual this year, we may have the opportunity to send additional members.
 - Any member can apply, but preference will be made to current and future JLFC leaders.
 - Application asks what knowledge you hope to gain and how you'd like to implement it here.
- How do I apply?
 - A call for applications will be announced in a future JLFC League Blast.
 - The League Blast will include a link to the application, which can also be found in the Member Area of our website under Forms.

- The Nominating Committee reviews applications.
- Please contact Ethnie Treick, Nominating Chair, with any questions at nominating@jlfortcollins.org.

Hot Sheet Reminders

- Tues. Sept 8th: New Member Fall 2020 Class begins
*Spread the word!
- Fri. Sept 11th: Apply for D,E & I committee
*Applications in member portal on website
- Fri. Sept 11th: DIAD at the Food Bank of Larimer County
*Sign up on Volunteer Matters
- Sat. Sept 26th: Clear the Closet Event
*Fingers crossed! Event will be confirmed in next blast!

Q&A – Alison

Meeting adjourned at 8:00 p.m.