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THE OFFICIAL DIGITAL PUBLICATION OF THE JUNIOR LEAGUE

Work
Car meeting
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Work
lunches



Volunteering Doctor's appointment Grocery Ilist

LAUNCHING OUR NEW INITIATIVE

EVERY WOMAN. ALL THINGS.

Every day, women carry the invisible weight of the world. Through *Every Woman. All Things.*, we're coming together to change that.





Q2 MESSAGE FROM THE A message from our international President, Alice Glenn.

ANNUAL CONFERENCE Discover the magic of Disney® and The Junior League at our 103rd Annual Conference!

HISTORY FEATURE
Reflect on The Association's history of conferences as we approach our quasquicentennial anniversary.

ASSOCIATION FEATURE Catch up on all the exciting things AJLI has in store for The Association.

AWARDS FEATURE Join us in celebrating our 2025 Annual Conference award winners!

40 OVER 40 WINNERS Get to know some of the exceptional women over 40 who make up The Junior League.

20 COVER STORY Find out how AJLI is helping women manage mental overload with our newest initiative.

DEIB FEATURE Pick up tips and tricks on navigating difficult conversations.

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The Junior League has a long history of publications dating back to as early as January 1911. The first Junior League publication was the Junior League Bulletin, in which our founding League of The City of New York defined the organization "as an organization of the young society women of New York whose objects are, first to promote, among its Members, an interest in all kinds of charitable and social effort. Second to bring the Members in touch with already organized philanthropies so that they may find the sphere of usefulness best fitted to their individual capacity." As our organization changed, so did our publications, and over the course of the magazine's 83-year history, we see a variety of titles, from the Junior League Magazine to the Junior League Review, which is where its run ended in 1994.

We are pleased to revive these efforts to further unite our growing international organization, celebrate our Leagues and their Members, and provide insights and resources to advance Members' civic leadership skills.

EDITORIAL STAFF

Jacquelyn Bauman, Co-Editor-in-Chief Nicole Bergman, Co-Editor-in-Chief Inés Sucre, Managing Editor Melody LaRose, Content Editor Elizabeth Whited, Graphic Designer Ashley Bowles, Contributing Writer Katelyn Lewis, Contributing Writer Krystin Morgan, Contributing Writer Paige Ouellette, Contributing Writer Jackie Schiffer, Contributing Writer Almetria Turner, Contributing Writer











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Dear Wembers,

Since announcing Every Woman. All Things, at the 2025 Annual Conference, the feedback from League Leaders has been overwhelmingly positive and deeply moving. This initiative has clearly struck a chord, and it's easy to see why. Its core message of "ending the overload" resonates with women at every stage of life. Now, as we are nearing its official launch, I could not be more excited to see how the Movement will inspire and empower all Members.

Every Woman. All Things. is about shining a light on what so often goes unrecognized: the unpaid labor, the mental load, the emotional demands, and the societal pressures that weigh on women each day. Too often, women are asked to divide themselves into roles—professional, mother, daughter, partner, leader, caregiver. But life doesn't happen in neat silos. We live in the overlap, in the imperfect beauty of *all things*.

This message resonates with Junior League Members because you know the dedication and energy required to hold multiple roles. You are the ones stepping up and filling the gaps in your communities, even if it means putting your own needs second. Many of you are raising children, supporting aging parents, managing households, working full-time jobs, and still making space to give back. Every Woman. All Things. was created to both honor this reality and challenge it.

A critical part of our Movement will be helping women recognize their value and leverage their leadership skills and experiences to influence systems. We are equipping Members to shape public policy and workplace practices to accommodate the complex lives of women. Junior League Members are uniquely positioned to lead this charge. You have the insight, networks, and voice to push for lasting change.

In the pages ahead, you will meet other Junior League Members who are boldly living as all things. As you read their stories, I hope you recognize pieces of your own journey and are inspired by what's possible when women come together with purpose. The League Life is a powerful reminder that being a Junior League Member connects you to something greater than any one person can accomplish. The impact of our Mission can be found wherever our Members live, lead, and serve.

Thank you for being here at the beginning of something powerful. I look forward to the world we are building together, where women are not only supported and valued but empowered to live fully and without compromise.

The Association of Junior Leagues International President, 2024-2026

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Image courtesy of Deon M. Cooper, on behalf of Greek Yearkbook

came to order. With over 650 attendees from 226 Leagues across The Association, this year's event marked one of The Association's largest conferences in over a decade!

The event kicked off with pomp and circumstance at the opening session, as a representative from each League in attendance processed into the room, holding their League's flag high.

"The tradition of role call with each League's flags is so special," shared one respondent from our post-event survey. "It reminds us that we're part of a large organization watching the room fill with flags and seeing them line the room throughout the weekend was so impactful."

Once all attendees were seated, AJLI President, Alice Glenn, presented her report on the state of The Association.

"This year, we have been deeply devoted to strengthening and protecting The Association," she began from the podium. "In my first year as President, I made it a priority to visit local Junior Leagues whenever possible. Each of these visits gave me a deeper understanding of the diverse challenges, goals, and successes that shape our Member Leagues. Just as importantly, they highlighted the common values and shared commitment that connect us across Leagues.

Listening to their stories reinforced a fundamental truth: our greatest strength lies in our unity and in our collective ability to adapt to the evolving needs of both our Members and the communities we serve."

Alice Glenn continued by informing Annual Conference attendees that, as of May, The Junior League as a whole is made up of 108,007 Members across 297 Leagues in six countries. Although – like many other nonprofits - Junior Leagues have experienced a decline in membership over the past five years, New Members/ Provisionals and Actives now make up 26 percent of our current membership, which is an increase from the past two years.

The AJLI Board has established three new committees to help execute the Board's workplan based on the six strategic priorities created in 2023:

The Strategic Expansion Committee, chaired by Melissa Allen, aims to support the advancement of the global Junior League footprint through both new and existing Leagues.

The Sustainer Committee, chaired by Judy Jorgensen, will evaluate new strategies to increase and enrich Sustainer engagement. The Membership Model Task Force, under the leadership of Dr. Paulette Evans, will research innovative membership pathways to support a more inclusive and accessible League experience.



Image courtesy of Deon M. Cooper, on behalf of Greek Yearkbook

LEAGUE OF

'We intend to do this work in collaboration with you, your voice is informing what has the opportunity to be a transformational time for The

"As our new and existing committees began their work for the year, a unifying question emerged," Glenn explained. "The question was, 'what role does The Association play in the success of its Leagues?"

The Board's collective response to this question resulted in five strategic considerations:

- 1. Governance Reform: Consider structural changes that could streamline processes, reduce administrative burden, and improve efficiency.
- 2. Flexible Membership Models: Explore tiered or alternative membership options to increase affordability and accessibility.
- 3. Financial Sustainability: Diversify revenue streams and develop new funding sources to lessen reliance on membership dues.
- 4. Volunteer Engagement: Reduce workload by providing clearer, more manageable volunteer opportunities and
- 5. Relevance & Positioning: Leverage PR opportunities and advocacy efforts (e.g., Every Woman. All Things.) to strengthen public perception and attract new Members.

"With these recommendations, the board is equipped to make informed, forward-thinking decisions that put the Leagues' interests first," Glenn shared. "We intend to do this work in collaboration with you, our Members, to ensure your voice is informing what has the opportunity to be a transformational time for The Junior League."

The audience was invigorated as they dispersed for lunch and attendees had the opportunity to meet with their Affinity Groups. When the group reconvened in the afternoon, they shared in lively discussion over Advisory Resolutions in our Governance Dialogue. Read the **Annual Business Meeting** minutes to find out more about the advisory resolutions passed at this year's meeting.

Once the Governance Dialogue concluded, attendees moved into a mainstage presentation led by AJLI CEO Melanie Schild on updates from The Association. To find out more about these, flip to page 10.

The best surprise was still to come - at the conclusion of this session, Alice Glenn and Melanie Schild were joined onstage by none other than Mickey Mouse himself. While the roar of applause and jubilation when Mickey emerged was deafening, it was nothing compared to the cacophony of cheers that erupted when it was announced there would be complimentary tickets to the Disney theme parks for all attendees that evening!

The following day, with all the Disney magic still pulsing through the air, voting delegates gathered for the Annual Business Meeting to have their voices heard on important matters to the organization at-large, while non-voting delegates took advantage of valuable workshops led by AJLI staff and Association thought Leaders.



AJLI was proud to welcome prominent guest speakers Lauren Solomon (Stanley 1913) and Charita Carter (Disney) to inspire Annual Conference attendees.





ANNUAL CONFERENCE ANNUAL CONFERENCE





Images courtesy of Deon M. Cooper, on behalf of Greek Yearkbook







Newly revitalized this year was our workshop track of Sustainer programming, led by past At-Large Board Member Judy Jorgenson. With nearly 10 percent of our attendees registering specifically for this track, it was a well-received venture that will surely reappear at future events.

Before the group dispersed for lunch, attendees gathered for one last morning mainstage session on AJLI's newest mental wellness initiative, Every Woman. All Things. To find out more about this initiative, turn to our cover story on page 20.

Thursday afternoon, Lauren Solomon, National Sales Director with Stanley 1913 and the mastermind behind the Stanley cup craze, presented from the mainstage and shared inspirational messages and stories about creating an impact. As a final surprise for the weekend, at the end of her presentation, Solomon announced that all attendees would be treated to a special edition Junior League branded Stanley Cup.

"I LOVED the mainstage speakers!" expressed one of our survey respondents. "I love when a conference gives me access to speakers I would not have otherwise heard. This was a perfect example!"

That evening, in a room adorned with *Beauty and the* Beast-themed décor, attendees dressed to the nines and convened for our celebratory Dinner with Mary Awards Dinner. (Information on AJLI Award winners begins on page 12.) Merriment and camaraderie filled the room as attendees forged new connections and honored their fellow League Members.

"Annual Conference is a time to feel extremely proud of the work that Junior League does individually and association-wide," shared one attendee in our post-event survey. "The new staff leadership seems invigorated for the future, and I was excited to learn that there is a Board group looking at the question of Sustainers. I paid my own way to attend, and I'm glad I was able to be there." **AJLI**



Images courtesy of Deon M. Cooper, on behalf of Greek Yearkbook





OF MEETING TOGETHER

BY PAIGE OUELLETTE. TULANE UNIVERSITY. AJLI INTERN

The first Junior League Conference ■ was held on April 18, 1912. In the words of the Conference Chair, Harriet Alexander (Mrs. Winthrop W. Aldrich), President of the Junior League of The City of New York, "It is our great privilege today to meet together as a body to discuss various methods and ideals. We have come together to compare different methods so that we may go back again inspired by the additional knowledge that we are all working for. The different Leagues are here represented -- Baltimore, Philadelphia, Chicago, Brooklyn, Boston, and New York."

The newest League was the Junior League of Baltimore, which had been founded on April 1, 1912, just 17 days before the Conference began!

The Conference was a two-day event held at the Harriman residence on East 69th Street. Mary Harriman Rumsey tells Leagues at this meeting, "Our League, as I see it, was organized as a means of expressing the feeling of social responsibility for the conditions which surrounded us."



Harriet Alexander, President of the Junior League of The City of New York, 1911-12

Over the two days, the women discussed the initiatives and successes that made up their respective Leagues. From specialized committees to speaker events, each League brought new ideas to encourage participation of their Members. They discussed concerns about growing their Leagues and took inspiration from other groups for improvement. By the end of the conference, the Leagues recognized the potential of the Conference and voted to establish it as "a permanent biennial affair."

Early Conferences

The purpose of the first Conferences was to establish rules, procedures, and standards. In addition, the Conferences were designed to provide national guidelines for the new Leagues, while also maintaining individual League autonomy.



Mary Harriman, founder of The Junior League, early 1900s

The second Conference more than doubled in size, hosting 13 Leagues in Chicago in 1914.

In 1916, a larger group of Leagues meet to discuss "one organization." Committees were appointed to draft a national constitution and to debate copyrighting the name "Junior League of America." The Junior League was growing rapidly in popularity across the country, and a formal process for admitting groups as Junior Leagues was finalized at the 1918 conference hosted in Cleveland.

By 1919, Conferences had become an annual event and a fundamental opportunity for League development.

Creating One Organization

In May of 1921, Leagues resolved to form the Association of Junior Leagues of America.

The 1921 Conference hosted in Montreal sparked discussion about establishing The Junior League as an official national organization. The overwhelming support for this idea led to a special meeting held in New York that May. The delegates and representatives agreed to form an association dedicated to publishing the Bulletin and to providing administrative services to Leagues.

It was here that Junior Leagues elected Dorothy Whitney Straight, from the Junior League of The City of New York, as the first president of the Association of Junior Leagues of America. The second article

of their new constitution stated: "The object of the Association shall be to unite in one body all the Junior Leagues and to promote their individual purposes, i.e., to foster interest among their members in the social, economic, educational and civic conditions of their own communities, and to make efficient their volunteer service." (Constitution and Bylaws, 1921, AJLI Digital Collections).

Conferences Throughout the Years

As the number of Leagues grew, the Annual Conference became a highly anticipated experience for Members. Delegates would venture to a new city and stay as houseguests of Members of the Hosting League. To travel to the Denver Conference in 1924, the Burlington railroad scheduled a special Junior League Train from Chicago to Denver, giving delegates more opportunities to connect with Leagues from all over the country and foster a strong sense of community.

Every conference addressed current world issues, such as how to navigate productive volunteerism during wartime. As the organization grew, Leagues formed smaller regional meeting groups to share experiences and ideas with one another. Even so, the annual Conference remained a fundamental symbol of the organization. By the 1970s, more than 200 Leagues were represented at annual Conferences.

Conferences Now

Since the 1950s, the Annual Conference has expanded its scope beyond a space for discussion of official business and League improvements. Nonprofit management workshops, professional speakers, and opportunities to address broader social issues increased interest from Members of all Leagues, and attendance expanded beyond delegates and representatives. First Lady Eleanor Roosevelt, Justice Sandra Day O'Connor, and Maya Angelou are noted for inspiring Members as guest speakers at past Conferences.

Now, the Annual Conference serves as the League's foremost event for leadership development, networking, and collaboration. **AJLI**









Updates from ANNUAL CONFERENCE

What's Ahead for AJLI

BY IACOUELYN BAUMAN, AILI DIRECTOR OF CONFERENCES & MEETINGS

The last five years have been a transformational time ■ for The Junior League as The Association has found its footing navigating a post-COVID world. The Junior League had to get creative and look for ways to adapt and change in order to move forward - both on an individual League level and at AJLI. It is for this reason that there was no better place to celebrate these successes than Disney – the magnum opus of renowned innovator Walt Disney, who once said, "You can design and create, and build the most wonderful place in the world. But it takes people to make the dream a reality."

During the AJLI Updates and Service Dialogue mainstage session at Annual Conference, AJLI CEO Melanie Schild took to the stage to share the ways in which The Association has been working on behalf of the Leagues to make their dreams a reality.

"Across The Association, Leagues are dreaming again," Schild praised. "You're not just asking, 'can we?'. You're saying, 'We will.' There is courage. There is purpose. And there is hope. You asked big questions. 'How do we stay relevant?', 'How do we evolve and grow without losing who we are?', 'How do we move forward, together?' And we listened. We've centered our work around your voices, your challenges, and your vision for what's next. You're dreaming again. Big dreams. The kind that Walt Disney was talking about when he said, 'All our dreams can come true, if we have the courage to pursue them.' And you've shown us courage in every way."

The three factors that have acted as the compass to direct and drive AJLI's work over the past year are:

- 1. The Junior League Mission of "Advancing women's leadership for meaningful community impact through collaboration, volunteering, and training."
- 2. Developing growth in membership, funding, and impact.
- 3. The six priorities established by the AJLI Board of Directors in 2023.

"Relevance is the foundation of renewed growth," Schild explained. "Before any organization or initiative can move forward, it must first matter—to the people it seeks to serve, to its community, and to the moment we're in."

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AJLI CEO, Melanie Schild. Image courtesy of Deon M. Cooper, on behalf of Greek Yearkbook

"Relevance begins with staying true to our Mission," she continued. "Through volunteer action, collaboration, and training, we don't just talk about change. We lead it. When we ground everything we do in that purpose, we stay relevant, we stay visible, and we keep growing."

As training is one of the core tenets of The Junior League Mission and a primary way The Association can build and maintain relevance in the 21st century, AJLI has increased its focus on providing hosted trainings and training resources to Leagues. In the past year, AJLI hosted 38 virtual trainings and roundtables for 1,841 League Leaders. In the next year, there will be further focus on human-centered training and assisting Leagues with building their own leadership summits.

In addition to this, AJLI is developing more training for Members at all levels, including The Boardroom Blueprint program for New Members and Lead 1901 for second-year Members.

To advance women's leadership and generate a pipeline for membership growth, The Association is also creating leadership training for women involved with girl-focused nonprofits.



AJLI Board Members. Image courtesy of Deon M. Cooper, on behalf of Greek Yearkbook



AJLI Incoming & Outgoing Board Members. Image courtesy of Deon M. Cooper, on behalf of Greek Yearkbook

is just one way AJLI is working with other organizations to expand The Association's reach and relevance. AJLI, acting as a convener for other serviceoriented organizations, has launched the Jump in and Join campaign, an initiative that brings civic organizations together to bolster volunteerism on a larger scale. It emphasizes the power of service – not only in strengthening communities but also in fostering connection and purpose.

Aside from training and interorganizational partnerships, another way that AJLI has helped to advance the relevance of our organization is through Association-wide initiatives like International Find the Good Day. Last year, 211 Leagues participated in Find the Good Day (a 20 percent increase from 2023), which was a contributing factor in The Association's digital growth over the past 365 days. In 2024-2025, AJLI gained 7,111 new followers across all networks and saw an increase of over 3 million in both impressions and profile reach across networks.

Continuing on this momentum of Association-wide initiatives, AJLI launched the Every Woman. All Things. initiative internally.

Training for girl-focused nonprofits This program envisions a world where every woman finds balance and fulfillment, free from the stress and mental overload of 'doing it all.' It imagines a future where role expectations are manageable, responsibilities are shared, mental well-being is prioritized, and women are empowered with the support and resources they need to thrive. By fostering community and creating lasting cultural change, AJLI aims for this initiative to revolutionize the lives of women, families, and communities.

> Of course, membership growth is most welcome when our Leagues are best equipped to handle it, so a major focus for AJLI over the past year is finding ways to better serve our existing League Members.

> To address this, AJLI has curated select shared services, such as partnering with 100 Degrees Consulting to offer Leagues and providing bookkeeping services, operational services, 990 support & CFO Fractional services.

AJLI is also working to adapt Member Essentials to utilize the most innovative technology that will make day-to-day League operations easier for Members.

Member Essentials will now be offering a Fair Market Value and Tax Deductible Value to be defined for Paid Events and Simple Store and will allow a tax receipt to be sent directly to the customer. Additionally, Member Essentials users will now have the ability to send SMS text messages to Members, groups, and event registrants.

For better reporting and to gain better insight into your League's Member engagement, Microsoft Power BI, a business analytics platform, will also be incorporated into Member Essentials.

With AI at the forefront of much discussion about the future these days, Victoria Doehla of the Junior League of Reno has created a custom-built AI assistant and is working on rolling out this kit for Junior Leagues. The kit is designed to lighten the load on League Leaders and connect Members to resources, allowing Members to focus their efforts on the Mission.

"The work ahead is still bold, but now, it's built financial services at a discounted rate, on momentum," Schild noted. "We'll continue deepening our impact, innovating our training, expanding collaboration, and inviting more women to step into leadership. We'll invest in the tools and platforms that support our Leagues, and create new spaces for purpose, passion, and partnership to thrive. Because together—there is no limit to the magic we can make!"

AJLI





Nind the Good Day Awards The Junior League of Alexandria, LA (Division 2)



On September 18, 2024, the Junior League of Alexandria celebrated AJLI's International Find the Good Day by providing 24 hours of community service, collectively giving 133 hours over the course of one day. By doing so, they solidified community partnerships, empowered students and teachers to share kindness, and helped business and organizations complete projects. In celebration of their impact, they received proclamations from the City of Alexandria, the City of Pineville, and from the state of Louisiana.

The Junior League of Las Vegas, NV (Division 3)



The Junior League of Las Vegas honored Find the Good Day in different ways, including having one of its Members compose an original song to commemorate the day and the work of The Junior League The League also distributed \$60,000 in grants to 18 different nonprofits in its community, while also volunteering at three different organizations throughout the day. To celebrate their achievements, the Junior League of Las Vegas lit the High Roller Ferris Wheel in bright vellow to spread the light that Find the Good Day brings to the community.

Marketing & Communications The Junior League of Greensboro, NC (Division 2)



During the 2024-2025 League year, the Junior League of Greensboro undertook a comprehensive overhaul of its Marketing and Communications program. Following AJLI's new brand guidelines, they developed content to highlight each of their League's specific initiatives, rebranded their annual giving campaign as Love the League Day, and launched a new donor recognition program called The 1928 Society. Utilizing efforts across multiple avenues, the rebrand helped them achieve their most successful annual giving campaign in recent years, bringing in \$46,000, which was \$13,000 over their original goal. They also experienced record social media engagement numbers, which translated into increased event attendance, expanded awareness and more support for the organization's initiatives.

The Junior League of the Palm Beaches, FL (Division 3)



In 2024-2025, the Junior League League and community alike.

(Division 4)

Extraordinary Women.



of The Palm Beaches launched initiatives to connect with Members and the community and increase brand awareness. This multi-pronged approach included social media as well as monthly newsletters from the President to increase transparency and knowledge of the League's work in the community. The League increased brand awareness in the community by joining local chambers as ambassadors, attending events in support of other nonprofits and women's organizations, and serving as panelists on multiple occasions. One such panel put together by JLPB included high-level executives from local companies, including the Florida Premier League and ESPN, which brought in a larger audience, increasing the ability to connect with potential Members and community partners. As a result of these efforts, the League's metrics show increased engagement from Members of the

The Junior League of Washington, DC

This year, the Junior League of Washington (JLW) launched its inaugural podcast, JLW: League of

The overall goal of the podcast is to expand ILW's communications strategy to stay up to date with the changing communications landscape, provide additional avenues of learning and growth for Members, and to share our Mission and goals with external audiences. The aim is to grow community partnerships, promote the JLW brand, and to reach new partners and donors. For the first season, JLW chose to highlight community partnerships to give its Members greater insight into the work and impact the League has across the community. The podcast allows Members to learn more about how the League's financial and volunteer efforts impact the community, and serves as a useful communication tool for both League Members and the community at large.



Fund Development Awards The Junior League of San Jose, CA (Division 2)



In 2024-2025, the Junior League of San Jose shifted its fund development strategy from relying on a primary fundraising event to adopting a more diversified fundraising strategy. This innovative approach includes smallerscale events and campaigns, such as retail give-back nights and Member-sponsored 'Party with a Purpose' gatherings like the League's annual Galentine's event. By aligning fundraising efforts with membership capacity, the League successfully raised over \$90,000 last year, exceeding its goal and alleviating the pressure and stress on Members, improving the Member experience, and increasing engagement. This strategy emphasized training all Members in diverse fundraising methods, including corporate partnerships, donor outreach, and phone solicitations. These new skills allowed the League to raise \$30,000 via its Phone-a-Thon, while building connections across Member categories.

As AJLI's 103rd Annual Conference drew to a close, attendees dressed to the nines and gathered for the Dinner

with Mary Awards. We celebrated one another and the good work being done by Leagues across The Association. Please join us again in congratulating our winners for the 2024-2025 League Year!

> The Junior League of Las Vegas, NV (Division 3)



The Junior League of Las Vegas' annual Paint the Town Red Gala goes beyond traditional fundraising, serving as a strategic platform for advancing women's leadership through intentional multifaceted community engagements. Their approach combines financial strategy with leadership cultivation.

JLLV deliberately creates opportunities for volunteerism, provides platforms for emerging Leaders to connect with accomplished role models, and systematically breaks down barriers for professional growth. Beyond making a significant profit, Paint the Town Red is a hands-on leadership incubator, equipping Members with critical professional skills. This year, the Paint the Town Red Gala brought in a profit of \$265,000.

The Junior League of The Woodlands, TX (Division 4)



In 2024, the Junior League of The Woodlands created a new event-based fundraiser in conjunction with its annual IMPACT Conference. The exclusive private donor event featuring Sarah Ferguson, Duchess of York introduced new, high impact donors to the ILTW Mission and led to long-term philanthropic partnerships.

The event raised over \$150,000, but its success resulted in more than just funds for JLTW's community programs. The event allowed JLTW to build relationships with a fresh audience and new donors and converted connections into transformational giving. Dollars raised were not only used to support JLTW's weekend food assistance program, but also fully funded a free continuing education event for local educators, allowing them to earn professional development credits at no cost as well as providing them with the opportunity to engage with the Duchess of York in a more intimate setting.



The event was a game changer for how JLTW connects philanthropy to community impact.

Leadership Development Award The Junior League of Austin, TX (Division 4)



The Junior League of Austin launched a comprehensive leadership development initiative designed to equip its Members with the skills, confidence and resources they need to thrive as Leaders. The initiative includes year-round training and education events that address critical topics in nonprofit governance, fundraising strategies, and DEIB principles. By providing robust leadership development opportunities, the initiative fosters collaboration by partnering with community stakeholders to bring in valuable external expertise and to reinforce the League's commitment to building strategic partnerships throughout the Austin community. The Leadership Development Initiative also promotes volunteer action through year-round education, preparing Members to lead impactful service initiatives, and advocate for change. Finally, the initiative builds capacity and helps with succession planning by offering leadership development training to all Members at every level of Membership.

Diversity, Equity, Inclusion, and Belonging Award The Junior League of Galveston County, TX (Division 2)

The Junior League of Galveston County's Juneteenth Initiative honors the rich cultural heritage of Galveston, the birthplace of Juneteenth, and reaffirms the League's commitment to fostering inclusivity, education, and meaningful engagement.



Juneteenth marks the day in 1865 when Union troops arrived in Galveston to enforce the emancipation of enslaved people, more than two years after the Emancipation Proclamation was signed. The Junior League of Galveston County planned and executed multiple events in conjunction with the Juneteenth recognition, including donating Juneteenth-themed books to local schools, sister Leagues, and local communities; hosting story hours, museum tours, and historical discussions; planning and executing a Juneteenth Celebration at the Galveston Arts Center, which was also attended by other Leagues in the area; and hosting an outreach event to foster community engagement and awareness.

JLGC fostered strong partnerships with local organizations, including the NAACP, Galveston Historical Foundation, the Galveston Arts Center, and sister Leagues, amplifying the initiative's impact.

Community Impact Awards The Junior League of Nairobi, Kenya (Division 1)



For the past three years, the Junior League of Nairobi (JLN) has partnered with Toto Care Box to empower young and disadvantaged women with essential resources that enhance newborn survival rates, improve maternal health outcomes, and promote safe pregnancy experiences.

Through the distribution of life-saving baby care kits and maternal health education, this initiative has significantly increased prenatal care attendance, facilitated safer deliveries, and improved maternal knowledge of newborn care. The baby starter supply kit is paired with comprehensive maternal health education that covers pre- and post-natal care, newborn health, and safe delivery practices, equipping vulnerable mothers with the tools and knowledge necessary for safe motherhood and reducing maternal and newborn mortality rates. To date, JLN has supported over 1,100 mothers and babies. Of those, 76 percent have attended at least 4 prenatal visits, meeting World Health Organizationrecommended maternal health targets, 100 percent have delivered in a healthcare facility, and 22 percent have been teenage mothers – providing critical care to a highly vulnerable demographic.

The Junior League of Columbus, GA (Division 2)



The Junior League of Columbus (JLC), GA, plans, organizes, and executes multiple year-round community events addressing needs it has identified in its community. JLC's Georgia's Diaper Bank initiative addresses the critical need of access to affordable diapers. Another program, Fantasy Flight, provides children facing adversity with an unforgettable experience around the holidays, including a simulated "flight" to the North Pole and a special visit from Santa. Project Prom offers free prom dresses and accessories, ensuring that every student - regardless of financial circumstances - can attend prom with pride and confidence. The impact of the League's multi-pronged approach goes far beyond the events themselves.

Each event develops Members' leadership skills through hands-on project management, collaboration, and community engagement.

The Junior League of Northern Virginia (Division 3)



The Junior League of Northern Virginia (JLNV) recognized the need to reexamine its community focus to create a stronger impact and foster deeper connections among Members. After much research and input, JLNV selected as its new focus area Women Helping Women. The project provides access to essential services and professional development opportunities for women and families. By prioritizing access to essential services through its Period Pantry Campaign and providing professional development opportunities for women and families, the League was able to directly address the empowerment and advancement of women. Expanding its focus to Women Helping Women also enabled JLNV to launch the inaugural AJLI Junior League Teens program in September 2024. The program, designed for high school students, fosters leadership development, volunteerism, and community impact among young women. The JLNV Teens program has not only provided young women with critical skills and experiences but also strengthened connections among JLNV Members, Sustainers, Past Presidents, and the broader community.

The Junior League of Nashville, TN (Division 4)

The Junior League of Nashville's (JLN) Nonprofit Symposium was launched last year in response to the lack of leadership training aimed at nonprofit professionals.



The Nonprofit Symposium became an extension of the League's annual Women's Leadership Summit, allowing JLN to provide top notch speakers and content to nonprofit peers. This event served as a collaborative effort with JLN's partner agencies to strategize service implementation for the upcoming League year. The event consisted of nonprofitspecific content in the areas of PR and Marketing strategies, networking, how to lead a 'learning organization,' and a panel of nonprofit CEOs. The Nonprofit Symposium served as a catalyst for learning, connection, and collaboration, all at no cost to the attendees or their organizations.

Membership Awards The Junior League of Columbus, GA (Division 2)



The Junior League of Columbus, GA (JLC) revitalized its recruitment and onboarding process to create a more engaging and impactful experience for New Members. They introduced the two-cohort model, which led to 29 new Members for 2024-25, a large increase over its last few New Member classes. Their redesigned onboarding process now includes the Member Essentials Intake Manager, a structured curriculum, and a mentor program that connects New Members with Actives and Sustainers. By streamlining onboarding to 90 days, JLC increased early engagement, resulting in more enthusiastic Members.

Additionally, the League launched AJLI's New Member recruitment social media campaign to expand its outreach and attract Mission-driven prospective Members. JLC has seen an increase in participation, retention, and leadership growth while also ensuring Members' success, fostering a lifelong commitment to voluntarism, and strengthening the League's legacy of leadership and service.

The Junior League of Northern Virginia (Division 3)



The Junior League of Northern Virginia's (JLNV) Membership Council underwent transformative restructuring, strategically targeting engagement points throughout its Junior League Member experience. As a result, the Membership Council has fostered meaningful relationships, enhanced Member satisfaction, and driven growth and retention. With a dynamic structure encompassing key areas across all stages of membership, the Council focuses on every stage of a Member's journey. This resulted in increased satisfaction, growth, retention, and funding for the organization. The intentional, step-by-step approach to connection the League has taken ensures that Members are not only integrated into the League but also feel valued and part of a larger community. The effectiveness of this structure is evident as it has led to increased participation in General Membership Meetings, 99-percent retention rate of New Members, and improved overall Active Member retention.

THE IUNIOR LEAGUE 15



The retention rate for Active Members over 2 years is 94-percent, and the Sustainer retention rate is 98-percent.

The Junior League of The Woodlands, TX (Division 4)



Over the past several years, the Junior League of The Woodlands (JLTW) has transformed all aspects of its Membership model to ensure every woman feels a sense of belonging. Some of the most substantive changes include eliminating sponsorship requirements, introducing a second cohort, and rightsizing New Member obligations. In addition, JLTW now invites prospective Members to participate in community programs, fund development events, and affinity groups, allowing them to build relationships and experience the Mission firsthand before ever officially joining. The League also provides multiple recruitment pathways, virtual and in-person information sessions, as well as one-on-one meetings with Board Members. By shortening the New Member experience to six months, Members can now become Active twice as fast as in previous years. Finally, JLTW utilized its 35th anniversary to launch the 35th Anniversary ReMember Campaign, inviting any past Members who had resigned or been dropped to reconnect with JLTW.

Growth Awards The Junior League of Champlain Valley, VT (Division 1)

The Junior League of Champlain Valley not only increased its number of Active Members for the 2024-2025 League year but also recruited 19 New Members after not holding recruitment events in over a year.



The Junior League of Auburn-Opelika, AL (Division 2)



In addition to increasing both its Active and Sustainer membership last year, the Junior League of Auburn-Opelika also recruited 28 New Members after only recruiting two in the 2023-2024 League year.

The Junior League of Durham and Orange Counties, NC (Division 3)



The Junior League of Durham and Orange Counties saw an increase in membership across all three Member categories, resulting in 28 percent overall growth.

The Junior League of The Woodlands, TX (Division 4)

Junior League of The Woodlands total Membership grew by 19 percent, increasing its membership from 601 total Members to 716 total Members.



Sustainer Award The Junior League of Austin, TX (Division 4)



The Junior League of Austin's (JLA) Sustainer Engagement Committee (SEC) takes a holistic approach to programs designed to promote Sustainer leadership development, foster Member engagement, and strengthening connections. Actives serve on the Sustainer Engagement Committee, working alongside Sustainers to plan events and run programs for Sustaining Members. The SEC organizes nonprofit board training made available to all JLA Members. The SEC Nonprofit Board Matching Program works directly with local nonprofits throughout the Austin area. Members who attend the event connect directly with representatives from the nonprofit organizations that are actively recruiting for Board Members. They facilitate monthly social initiatives, volunteer opportunities, and gathering groups, allowing Sustainers to foster meaningful connections. Sustainers are also invited to volunteer in shifts alongside Provisionals and Actives for ILA's signature impact programs and serve as advisors to JLA committees, bringing their perspective throughout the organization.



Excellence Award The Junior League of Austin, TX (Division 4)

The Junior League of Austin is committed to offering year-round development and educational opportunities for Members. The League's Leadership Development Initiative has transformed the League's ability to equip its Members with the skills, confidence, and resources to excel as Leaders in both their professional and personal lives.

Its Leadership Bootcamp is an intensive program focused on strategic thinking, effective communication, conflict resolution, and team management. Members also gain experiential training through the various programs and fundraisers they execute. Through multiple large-scale fundraisers to introducing Annual Giving Circles and the 1934 Society for planned giving, the League offers hands on training to its Members while securing the Leagues financial sustainability, raising over \$115,00 in Grants, over \$220,00 in corporate contributions, over \$203,000 in individual contributions, and over \$1.2 million (net) through its signature events.

The League also runs various signature community impact programs, which led them to receive the Association of Fundraising Professional's Foundation/ Organization of the Year. The League reinvested in its recruiting efforts to increase diversity, resulting in a 28 percent increase in the leadership class in the last year. In addition, Sustainers are fully integrated into the League's membership experience, providing essential mentorship and partnership.























Dr. Maria Del Rio Hoover

Laura Monn Ginsburg

Jennifer Leal

Jessica Rogers

Nene Spivy



Nicole C. Dixon

Evelyn Johnson

Karen M. Lerner

Dolly Sagwe

Tewabech Genet Stewart



Pleschette Fontenet

Barbara Kakiris

Kristi Saucerman

Danielle P. Turnipseed

Janis Rhea Worley







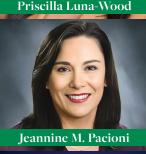








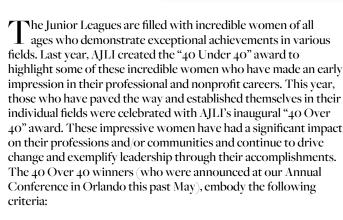












Empowerment

Image courtesy of Deon M. Cooper,

Through their work and community involvement, these women empower themselves and others and uplift and inspire individuals to reach their full potential.

Leadership

These women demonstrate outstanding leadership in their professions or areas of service and are committed to driving positive change.

Community Impact

These award winners are actively creating a positive impact on their communities through their contributions to local organizations volunteer work, or initiatives to address community needs.

Winners:

Michelle Deese Bain, Junior League of Anniston-Callhoun, Alabama Jeanne Berdik, Junior League of Pittsburgh, Pennsylvania Tamara Bohanon, Junior League of Fort Worth, Texas Tanya Brown, Junior League of Lafayette, Louisiana Leia Cooper-Rigg, Junior League of Lansing, Michigan Pam Cornforth, Junior League of Wilmington, Delaware Dr. Maria Del Rio Hoover, Junior League of Evansville, Indiana Nicole Dixon, Junior League of Florence, South Carolina Pleschette Fontnet, Junior League of Portland, Oregon Clover Frederick, Junior League of Lincoln, Nebraska Kellie Gaither, Junior League of Annapolis, Maryland

Laura Monn Ginsburg, Junior League of Minneapolis, Minnesota Evelyn Johnson, Junior League of Hartford, Connecticut Barbara Kakiris, Junior League of Cleveland, Ohio Lesa Kastler, Junior League of Greenville, South Carolina Kathryn Kruse, Junior League of Sioux City, Iowa Jennifer Leal, Junior League of San Francisco, California Karen Lerner, Junior League of Bergen County, New Jersey Theodora Haves Long, Junior League of Miami, Florida Priscilla Luna, Junior League of Charlottesville, Virginia Viola Alexander Lyles, Junior League of Charlotte, North

Leaders Paving the Way: 40 OVER 40 WINNERS

Pamela Lynch, Junior League of Boston, MA Dr. Tya Mathis-Coleman, Junior League of Las Vegas, NV Tiffani Moore, Junior League of Washington, DC Jeannine Pacioni, Junior League of Monterey County, California Joy Powell, Junior League of Pensacola, Florida Jessica Rogers, Junior League of Sarasota, Florida Dolly Sagwe, Junior League of Nairobi, Kenya Kristi Saucerman, Junior League of Boise, Idaho Paula Settoon, League of Tulsa, Oklahoma Brandi Shelton, Junior League of Atlanta, Georgia Nene Spivy, Junior League of Northern Virginia Tewabech Stewart, Junior League of Tampa, Florida Danielle Tunipseed, Junior League of Prince George's County, Maryland

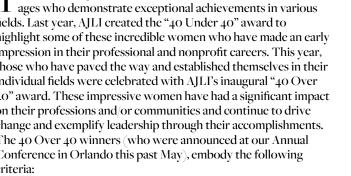
Janel Wellborn, Junior League of Oakland-East Bay, California Jennifer Whittington, Junior League of Fort Lauderdale, Florida Terri Broussard Williams, Junior League of Austin, Texas Phoebe Wood, Junior League of Louisville, Kentucky Janis Worley, Junior League of Akron, Ohio Alex Zucco, Junior League of Sacramento, California

We once again celebrate these women and commend them on their exceptional work and impact.

To read more about these winners and why they received this designation, click here.

At the 2026 AJLI Annual Conference, The Association will be honoring the next class of "40 Under 40" award recipients. Click here to learn more or to nominate.







THE IUNIOR LEAGUE 19

0 OVER 40

MANAGING Mental Overload

WITH EVERY WOMAN. ALL THINGS.

BY JACQUELYN BAUMAN. AJLI DIRECTOR OF CONFERENCES & MEETINGS AND ASHLEY BOWLES. AJLI VP OF COMMUNITY IMPACT & INITIATIVES

them – oftentimes disproportionately more than their male counterparts – leads to higher rates of burnout, stress, and mental health challenges. These struggles result in personal repercussions, including loss of sleep, anxiety, depression, exhaustion, and a decreased sense of self-worth. Work Car meeting maintenance Volunteering
Doctor's
appointment
Grocery
Flist Work lunches

Ineed to go to the dry cleaners to pick up my dress for the work function on Friday. I'll pass by the grocery store on the way so I should pick up ingredients for the kids' lunches while I'm there. Need to remember that the youngest decided he doesn't like strawberries anymore, so I'll have to find another fruit for him, and the doctor recommended a low sodium diet for my husband, so I'll need to navigate around that. Before I can go to the work function on Friday, I'll have to make sure the oil is changed in the car, so it doesn't break down on the way. I also have to finish the report before then, so I'll have to work late this week. Can't do it on Wednesday because the oldest has soccer practice. My sister just had that operation so I should call her while I'm driving. Also, I have to... Can't forget... Need

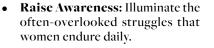
For so many women, the daily task lists, reminders, emotional labor and mental load that comes with work, caregiving, and household management can feel endless. Trying to juggle the needs of everyone around

Although many of the negative effects of this all-too-common experience are personal, their impact is not limited to the individual. When the overwhelm and overload hits, the repercussions can disrupt families, workplaces, and communities.

The weight of the pressure to do it all crushes not just us, but those around us, those we love, and those who love us.

To address this well-documented and far-reaching phenomenon, AJLI is launching the Every Woman. All Things. initiative. This program envisions a world where women are free from the burden of perfection, mental overload, role strain, and the socially perceived responsibilities of invisible and emotional labor, allowing more space for joy, freedom, and the ability to cultivate an internally driven sense of self. By sharing responsibilities, prioritizing mental well-being, fostering community, and providing support and resources, this initiative seeks to revolutionize the lives of women, equipping them with the tools to thrive.

The mission of Every Woman. All Things. is threefold:



- Foster Community: Create a supportive network where women can share experiences and resources.
- Advocate for Change: Champion policies and practices that alleviate the burdens placed on women.

Every Woman. All Things. provides Leagues across The Association with the opportunity to lead cultural and systemic change collectively, as a natural extension of the work we already do – empowering women to lead, fostering community impact, and advocating for policies that support work-life balance, caregiving, and mental well-being.

The Every Woman. All Things. program will focus on four main areas of impact - awareness, education, advocacy, and research within five action areas women and aging, shared responsibility and mental overload, caregiving, workplace and economic impact, and volunteering as personal agency.

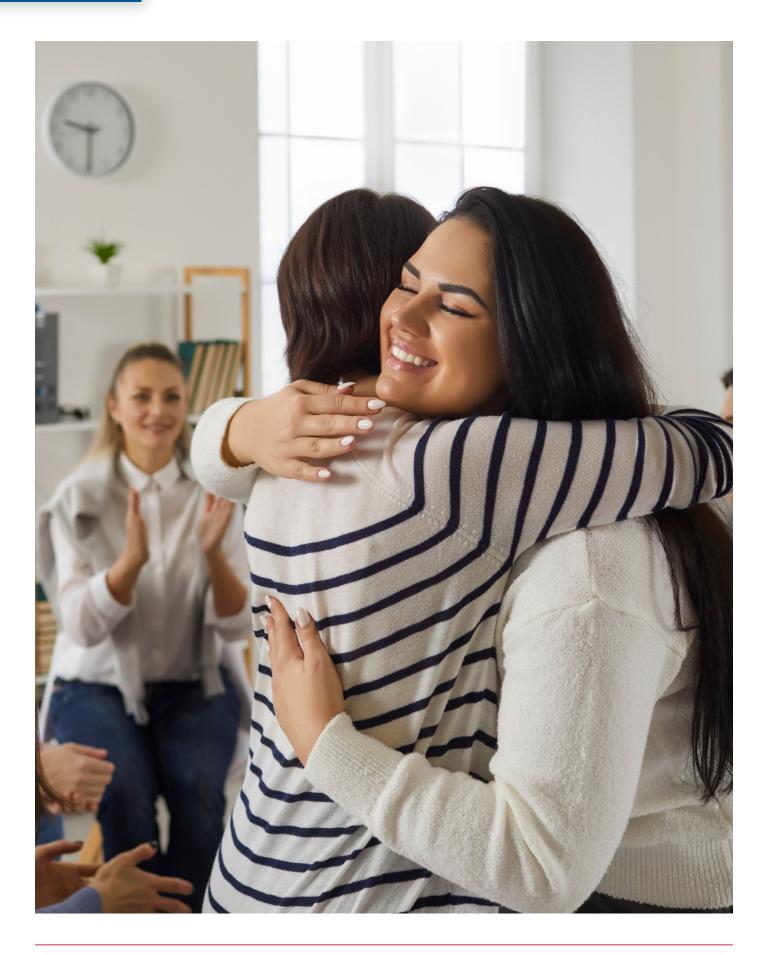
Women and Aging

There are many ways that aging uniquely affects women. Even as we age, women are more likely to be left with caregiving responsibilities and due to many factors within society, are at a higher risk of economic insecurity. Couple that with the fact that women in the US live on average five years longer than men, as we age, women are at an increased risk of social isolation, chronic stress, and poverty.

COVER STORY

Our organization naturally addresses some of these factors by its very nature. As one of the few women-led, intergenerational volunteer networks in the world, The Junior League creates organic community and support structures, and our infrastructure allows for sustained engagement across all stages of a woman's life. With this new initiative, Junior Leagues can more readily focus on further cultivating supports that enable women to age in place, building livable communities, and providing resources that mitigate the risk of financial insecurity for aging women. Our work in this action area will include advocacy to advance policies on women and aging, as well as partnering with AARP to ensure greater access to its tools and systems.





Shared Responsibility and Mental Overload

As we have already established, women carry the bulk of the invisible, unpaid, and emotional labor of their homes, workplaces, and communities, the type of labor that can contribute to a wide array of negative effects on women and those around them. Many Junior League women are professionals, caregivers, community leaders, and volunteers, and even more of them are carrying this weight. Some may even think they're alone in this struggle.

Through Every Woman. All Things., Junior Leagues can create structured interventions that model and advocate for shared responsibility – both inside and outside the home – by utilizing their already existing frameworks for training, dialogues, and leadership programs.

Additionally, as an international organization, our collective voice offers a powerful, wide-reaching platform through which Leagues can work to reduce stigma and spark cultural change. By owning and elevating this discussion around mental overload, educating Members and other women's groups, we empower women to speak up and have difficult conversations about their struggles.

AJLI will also be partnering with Mental Health America and the National Alliance on Mental Illness to offer webinars and expert training on dealing with the emotional impacts of mental overload. Through awareness campaigns on social media and beyond, as well as partnerships, and training on navigating these difficult discussions, we can help mitigate the shame and feelings of inadequacy that result from role strain and impact mental health.

Caregiving

In our society (and many others), women are more likely to be the primary caregivers for children, aging parents, spouses, and even extended family. Although this labor is the cornerstone of our society, it is often undervalued, unsupported, unrecognized, and unaccounted for in policy and workplace structures.

Many Junior League women currently find themselves in the 'caregiver sandwich' - raising children while also tending to aging parents or family members. As a broad, community-based network, Junior Leagues can pilot community-level caregiving support and advocate for scalable solutions. Because our Members lead careers in many different professional and civic fields, together, we have the power to influence both policy and workplace practices that better support caregivers.

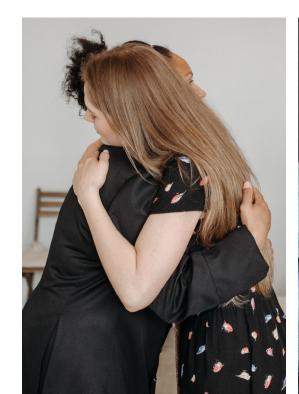
Whether your community needs better policies on paid leave, childcare subsidies, tax credits, or otherwise, Junior League women are up to the task to help build the framework that improves support and creates greater flexibility and freedom for caregivers.

Workplace and Economic Impact

The systemic inequality in the workplace is well-documented - from pay gaps to unpaid leave to lack of advancement, these disparities adversely impact women's earning capacity and undermine our economic security. In conjunction with caregiving demands and mental load, they create a full-spectrum strain on women's professional lives.

Because The Junior League trains women for leadership in all settings - nonprofit, corporate, academic, and civic - Junior League women can use their skills and positions to influence workplace policy and amplify the economic value of women's contributions, both paid and unpaid. With this combination of national reach and local activation, real change is possible at all levels. **AJLI**

> Did you know that Friday, October 10, 2025 is World Mental Health Day?









CRYING IN



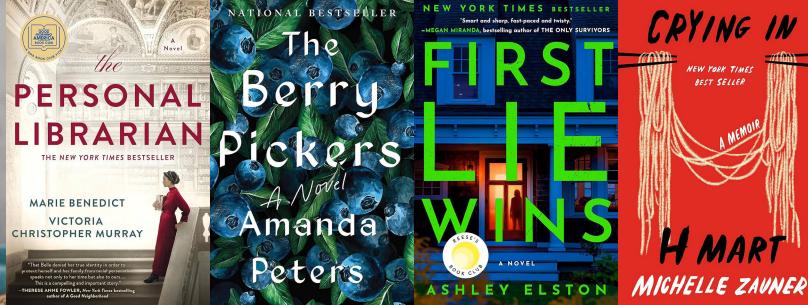
66 Tor most people, what is so painful $oldsymbol{\Gamma}$ about reading is that you read something and you don't have anybody to share it with," prominent American writer and theorist Gloria Jean Watkins (better known by her pen name, bell hooks) once said. "In part, what the book club opens up is that people can read a book and then have someone else to talk about it with.

Then they see that a book can lead to the pleasure of conversation, that the solitary act of reading can actually be a part of the path to communion and community."

Earlier this year, AJLI launched its Junior League Book Club - an opportunity for Members to gather virtually and share in discussions about that quarter's selected book.

a survey to those who expressed initial Berry Pickers by Amanda Peters, First Lie Wins by Ashley Elston, and Crying in H Mart by Michelle Zauner.

Book choices for this year were sourced from Member submissions via interest. After reviewing the surveys, the final book selections were *The* Personal Librarian by Marie Benedict and Victoria Christopher Murray, The



She is raised by an affluent family in Maine, who change her name and erase her identity. The story explores family, trauma, love, the impact of addiction, and more.

For Members interested in hosting their own book club with either League Members or their local communities, AJLI provides a detailed resource guide that includes instructions on how to start a book club, book suggestions, and discussion questions for the 2025 selections.

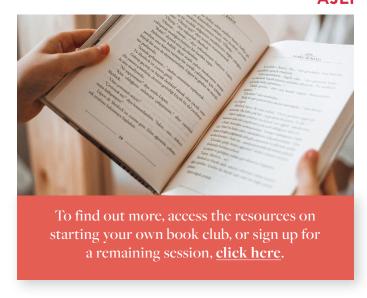
At the time of this writing, there is one more Junior League Book Club session remaining for 2025. Those who choose to be a part of the December session will enjoy Crying in H Mart, a stunning memoir about notable musician Michelle Zauner's experience as an Asian American growing up in Eugene, Oregon, and her relationship with her mother as she navigates terminal cancer.

AJLI's VP of Training and Membership Experience, Joslyn McGriff Bensley, and AJLI's Training & Membership Engagement Manager, Kat Goodman, who organize the Junior League Book Club took several factors into consideration when finalizing the selections for 2025. Books that were mentioned in multiple submissions rose to the top of the list, and those with a lens of diversity, equity, inclusion, and belonging found their way to the final four choices. This was an important factor for McGriff Bensley and Goodman, as the Junior League Book Club not only offered a unique space for Members across the League to form new connections, they also provided a forum that allowed participants to expand their worldviews and improve their communication skills.

Kicking off in January, the first iteration of the Junior League Book Club was a massive success, welcoming nearly 200 participants across four different sessions for a lively discussion about The Personal Librarian. This book is a historical novel that explores the life of Belle de Costa Greene, the personal librarian to J.P. Morgan. She was forced to hide her identity as a person of color in order to skirt the racial injustices common in the early twentieth century and forge success in her field.

"I've been impressed since we announced The Junior League Book Club last fall with how excited Members are for this new opportunity to engage," says Kat Goodman. "We had over 3,000 women interested in joining the Book Club! Members are excited to participate, whether it's reading the books with their League Book Club, participating in a virtual discussion, or reading the book independently. I'm so happy that our Members have Book Club as a way to share ideas across The Association."

The spring session welcomed even more participants in a conversation about The Berry Pickers. Another example of historical fiction, this book follows a young Mi'kmaq girl who is kidnapped from her Indigenous family.



TIPS FOR NAVIGATING DIFFICULT CONVERSATIONS

BY KRYSTIN MORGAN. JUNIOR LEAGUE OF SEATTLE. WA KRYSTINTATE@GMAIL.COM

"AS INTUITIVE AS WE

OR ACTIONS AS WELL

AS WE UNDERSTAND

OURSELVES.'

ven among those who are most like Lus, we are all different. Even if we come from similar backgrounds, share experiences, share traits, inside each one of us is our own individual and intricate tapestry - shaped by our heredity, our upbringing, and our own personal history.

Because we are all so varied, despite our best intentions, we may find ourselves occasionally in conflict with one another. Opposing or incompatible needs, values, opinions, or interpretations of a situation can cause our personal ecosystems to clash with someone else's.

It is a natural response for us to shy away from conflict, as the MAY BE, WE WILL NEVER experience often causes UNDERSTAND ANOTHER discomfort - something PERSON'S MOTIVATIONS some are hardwired to avoid. We don't want to cause pain or affect the way that others

see us, so we bite our tongues and sidestep difficult conversations out of apprehension or social niceties.

As our world becomes more complex and diverse, we may find ourselves avoiding the possibility of having difficult conversations. Although these conversations may be challenging, it is more important than ever that we hold them. Avoiding them can further deepen a divide. The only way to find common ground or to reach a place where – although we may disagree – we understand one another, is to be open, vulnerable, and honest.

There are certain steps to be taken before engaging in a difficult conversation that can help facilitate a positive outcome.

The first is to reframe the concept of the difficult conversation itself. The Latin roots of the word 'conversation' mean 'to turn together.' Before beginning a difficult conversation, remember that the purpose is not to prove you are right or to assign blame on the other person. The ultimate outcome of is to turn in a new direction together – to reach a place of understanding on all sides so that compassion and empathy can guide you on a new path alongside one another.

Once you achieve this more open mindset,

self-reflection can help you take the next steps to a successful difficult conversation. Elaine Montilla, founder of 5xMinority and TEDx speaker on Diversity, Equity, Inclusion, and Belonging (DEIB)

suggests the following questions to help guide your internal investigation:

- What is my purpose in bringing up this issue?
- What do I hope to accomplish?
- What would be an ideal outcome?
- What assumptions am I making?
- Are there any common concerns?
- How have I contributed to the problem?

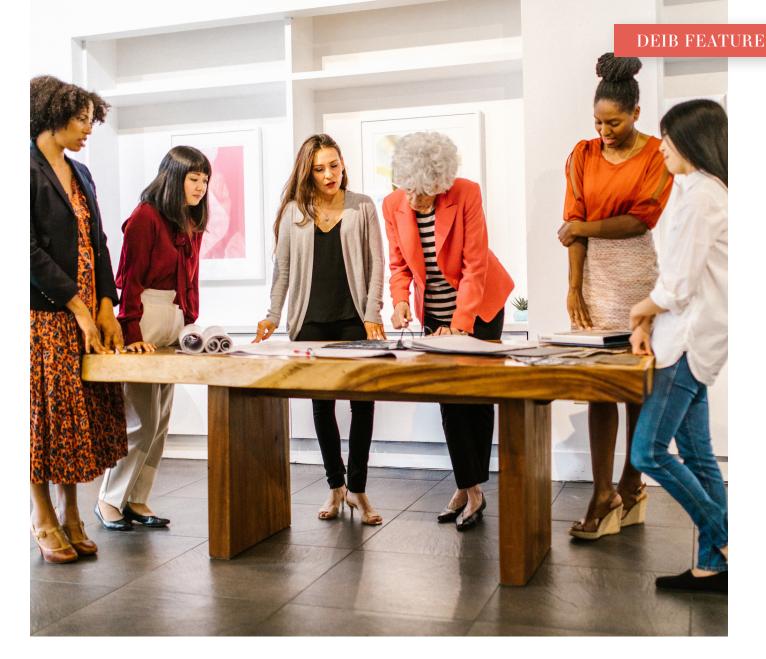


Having laid this foundation, you can expect to have a more productive and constructive difficult conversation. Consider your setting before stepping into the conversation. Although conflicts should be dealt with fester, selecting a time and place when both parties aren't agitated or overstimulated and where the conversation can be held safely (whether that be in private or in a different location) can help provide an opportunity for a more

Be mindful of language that you use when speaking with the other person(s). Assigning blame or making accusations can cause defensiveness that is counterproductive to the ultimate goal of the conversation.

Tips for navigating a difficult

• Use T statements. As intuitive as we may be, we will never understand another person's motivations or actions as well as we understand ourselves.



If we accuse the other party of certain intentions based on our own interpretation of a situation, we prevent ourselves from being open to understanding their rationale and risk framing them as our opposition, causing them to shut down or become aggressive.

• Focus on concrete actions of the other party and the responding impact those choices had on you. While situations exist where one party intends to cause harm or do a disservice to the other individual, more often than not these conflicts arise from incongruous needs or desires. Assuming positive intent until proven otherwise can help both parties remain open to finding consensus.

- Repeat concepts back to ensure you're understanding. Putting your conversation partner's points in your own words and asking them to confirm you're comprehending them correctly will help deepen your understanding and assures the other person that they are being heard.
- Take breaks if necessary. Even with the best tools and the solid mindset, things can still trigger our need to defend ourselves or cause us to get off topic during a difficult conversation. Try to be mindful of these responses and come to an agreement with your conversation partner to pause the discussion until you can both reapproach the topic with a calmer demeanor.
- Know when to walk away. Unfortunately, not every difficult conversation will end in understanding. These tools can help to reach a common ground if the opportunity is there, but there will still be times when the individuals' needs are irreconcilable or when a conversation partner does not have the same desire to reach an understanding. Recognize when a difficult conversation is unproductive and find alternative solutions, such as escalating the issue to a higher authority.





Tuman beings are shaped by their Experiences. We use the road map of our pasts to navigate how we move through the world, make choices, and react to situations. This can be a valuable thing. We touch a hot stove as a child and learn from the pain to avoid making contact with hot surfaces in the future. We hit a mailbox backing out of the driveway and learn to double-check our mirrors before going in reverse. We trip on our shoelaces and learn to double-knot them before going out.

We use the information at our disposal to avoid hurt, anxiety, and discomfort.

While this inherent self-preservation skill is obviously useful in maintaining physical safety, when we naturally apply this tactic to certain circumstances surrounding our emotional safety, we are at risk of doing ourselves a disservice.

Many of us will remember a time in our lives when we faced failure or rejection and use that data to make choices that protect us from these outcomes in the future.

We may hold back from reaching out to people for fear of their reaction or avoid a situation that could result in a less than favorable result as a way to shield ourselves from future emotional harm.

Sometimes, when we opt for security, we inadvertently limit ourselves from the full spectrum of our human experience. By boxing ourselves into safety, we inhibit opportunities to grow. Safe in our cocoon, we miss the beauty of the world passing by

This isn't a revolutionary thought, and it's probably something most of us already consider when we choose to avoid opening up to people or taking a risk that has an equal chance of either success or failure. We know there's potential excitement, growth, and prosperity on the other side of our decision, but if the chance of walking through that doorway could find us in a state of pain or discomfort, we decide it's not worth the risk. We know the only way to embrace authenticity - one of the most important ingredients of the 'secret sauce' of a happy and fulfilled life – is by being vulnerable, but we've made peace with our current situation and would rather not take the leap.

In a world that puts so much pressure on women to be perfect, embracing vulnerability and letting our guard down can be a difficult task. We fear that, if others reject or judge us when we allow ourselves to be vulnerable, it confirms our deepest fear that we are not worthy unless we are perfect.

So how do we confront that fear, push past it, and give ourselves the chance to embrace authenticity?

> "MANY OF US WILL **REMEMBER A TIME** IN OUR LIVES WHEN WE FACED FAILURE OR REJECTION AND USE THAT DATA TO MAKE CHOICES THAT PROTECT US FROM THESE OUTCOMES IN THE FUTURE.

The first thing to do is remind yourself that vulnerability is a skill that can be practiced. Preparing yourself to open up to others starts with giving yourself permission to be you. No one alive is perfect - we are all flawed, complex, multifaceted individuals. That includes you and anyone you might internally compare yourself to. It is necessary to practice self-compassion.

Another important exercise in authenticity is to deepen your sense of self. Take time to learn about yourself. What drives you? What are your values? What excites you? What are your needs? What drains you? Finding the answers to these questions will help you when you feel uncertain or insecure. They can fortify the foundation of your identity, so when you decide to be vulnerable and that does not have a favorable outcome, the negative effects don't cause as much pain.

You may also find it beneficial to adopt a nonjudgmental and curious approach towards vour emotions. That critical internal voice that kicks in when we experience negative emotion does not serve us when seeking to embrace vulnerability. We weaponize that selfimposed shame by assuming others will think the same thing about us if we share these parts of ourselves.

This is why authenticity is important, not just for our own benefit, but the benefit of those around us as well. By embracing our truest selves and releasing the fear of shame or rejection, we are also able to grow our capacity for empathy. When we presume others will judge us, we are not allowing them to show their truest selves either. We limit not just our own opportunities for connection, but theirs as well.







Michigan SP/

PROTECTS VOTING RIGHTS THROUGH LEGISLATION

BY JACQUELYN BAUMAN. AJLI DIRECTOR OF CONFERENCES & MEETINGS

For over 30 years, the State Public Γ Affairs Committee of the Michigan Junior Leagues (MSC) has been helping pass important legislation in their state. In the 1990s they had their first win by playing a major role in getting legislation passed that required schools to post notices before applying pesticides on school grounds.

Since then, they have been integral in enacting legislation that protects victims of human trafficking, improves the quality of foster care, eliminates the statute of limitations for sexual assault of a minor, repeals the tampon tax, and more.

One of their major successes over their tenure has been the Address Confidentiality Program Act of 2020. The Address Confidentiality Program (ACP) was created to provide protections for victims of domestic violence, sexual assault, stalking, human trafficking, or those who fear that disclosure of their physical address, including in order to register to vote, would increase the risk of harm. ACP is administered by the Michigan Department of the Attorney General and operates to shield a program participant's actual physical address by providing an official designated address and free mail forwarding services. For its work on this legislation, the State Public Affairs Committee of the Michigan Junior Leagues won the AJLI Public Policy & Advocacy Award in 2025.

The passage of the ACP was six years in the making – being brought up in three separate legislative sessions before its final enactment in 2020. Despite many setbacks and roadblocks, MSC forged onward and finally - even in the face of a global pandemic - were able to help secure voting rights for this vulnerable population in their state.

2024 saw the first presidential election in which the ACP was used to give citizens of Michigan, who would have faced the choice to reveal their address in order to vote, the ability to vote free of fear.

MSC is comprised of the President, President-Elect, and Immediate Past President from eight Junior Leagues in Michigan – Ann Arbor, Birmingham, Detroit, Flint, Grand Rapids, Great Lakes Bay Region, Kalamazoo and Lansing. While each of the Junior Leagues work toward promoting voluntarism and improving their own communities, together the Leagues are committed to assuring that children have the opportunities and services essential for their optimal physical, intellectual, and emotional well-being. The individual Junior Leagues may advocate for public policies to promote this goal, so long as such actions are in accordance with external policy statements approved by the Michigan State Council of Junior Leagues.



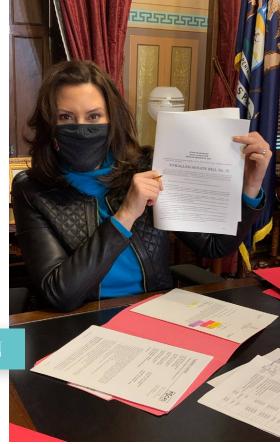


Image courtesy of the State Public Affairs Committee of the Michigan Junior Leagues



Image courtesy of the State Public Affairs Committee of the Michigan Junior Leagues

LEAGUE ANNIVERSARIES

Join us in celebrating Leagues with Milestone Anniversaries this year!

115 YEARS (1910)

Brooklyn, NY Portland, OR

105 YEARS (1920)

Cincinnati, OH Davton, OH Eastern Fairfield, CT Syracuse, NY

100 YEARS (1925)

Columbia, SC Grand Rapids, MI Norfolk-Virginia Beach, VA Santa Barbara, CA Spokane, WA Wichita, KS Worcester, MA

75 YEARS (1950)

Springfield, IL Westchester On The Sound, NY

50 YEARS (1975)

Alexandria, LA Gainesville, FL Huntsville, AL

25 YEARS (2000)

Martin County, FL

5 YEARS (2020)

Golden Isles, GA



The Junior League of Grand Rapids, MI. Image courtesy of Deon M. Cooper, on behalf of Greek Yearkbook



The Junior League of Columbia, SC. Image courtesy of Deon M. Cooper,



The Junior League of Wichita, KS. Image courtesy of Deon M. Cooper,

LEAGUE Of LEAGUE V.C. LEAGUE SPOTLIGHTS LEAGUE SPOTLIGHTS

LEAGUE Spotlights

READ ABOUT THE ACCOMPLISHMENTS OF JUNIOR LEAGUES FROM ACROSS THE ASSOCIATION!

SUBMITTED BY LACKIE SCHIEFER JUNIOR LEAGUE OF GREATER PRINCETON NI JACOUELINE SCHIEFER@GMAIL COM AND KATELYN LEWIS. JUNIOR LEAGUE OF RICHMOND, VA. KATELYNCNEWMAN@GMAIL.COM

Image courtesy of the Junior League of Greater Princeton, NJ

unior League of Greater Princeton, NJ In February 1921, the Garden State welcomed its second Junior League. Established as the Junior League of Trenton, the Junior League of Greater Princeton (JLGP), NJ, boasted 30 Members. Its purpose was "to give to its Members the opportunity to obtain a knowledge of the social, literary, and industrial conditions of their city; of the fields of social and civic work which were open to them; and by classes, discussions and social gatherings to equip them to become factors for good in their community and to make efficient their volunteer services."

The League held its first fundraiser later that year, raising \$1,600 to furnish the dining room of the New Jersey Children's Home Society. In 1924, the League enacted its first project – a baby shelter where small children could be housed and cared for temporarily when mothers were too ill to care for them at home. The League's baby shelter cared for 450 children before closing in 1934.

The League opened its thrift store in 1947. In the 24 years it was in operation, it generated \$12,000 per year for community projects.

orriott



Right before the turn of the millennium, JLGP raised \$150,000 for community projects through its annual Showhouse event. With a new era on its doorstep, JLGP launched the Millennium Project, which established a computer and resource center and mentoring program for at-risk teen mothers. In 2005, the League established ROCKETS (Raising Our Children's Knowledge by Educating Through Science). This initiative is a themebased science program that educates preschool age children through a curriculum including reading, art, math, and science. JLGP has enacted a number of successful programs and projects through ROCKETS and has shared the program with the Junior League of Phoenix.

In 2020, JLGP announced food security as its new community impact focus and has spent the last five years executing programs that address these needs in the community. In April, the League hosted its inaugural Great Sandwich Shuffle in support of the Trenton Area Soup Kitchen (TASK) and the West Windsor Volunteer Fire Department. The event drew over 100 volunteer registrations, sponsorships from ShopRite, Target, Whole Foods, and Trader Joe's, and over 4,800 oz of peanut butter and jelly donations from the community. Together, JLGP and community volunteers assembled 3,818 sandwiches for TASK.

Junior League of Richmond, VA

The Junior League of Richmond, VA (JLR) was established in 1926 with 59 young women committed to finding workable solutions to the problems facing their community. At the time, the major focus of the League was initiating programs for children, which led them to establish the Memorial Child Guidance Clinic Therapeutic Workshop to provide art, music, and carpentry classes for children with behavioral problems. Although many of these types of programs exist today, the Memorial Child Guidance Clinic Therapeutic Workshop was one of the first of its kind.

In 1939, League volunteers assumed oversight of the Immunology Clinic at the Medical College of Virginia (MCV) and established MCV's Well-Baby Clinic to address the high rate of infant deaths in their state. Ten years later, they continued to address the needs of children in their community by founding MCV's Speech Clinic and School to offer instruction to speech- and hearing-impaired children.

In the 1970s, JLR took on many endeavors to serve its community, including establishing the Learning Disabilities Council, Project LEAP – a three-year pilot project to address the needs of children with learning disabilities- the Family Crisis Shelter, the Discovery Room of the Science Museum of Virginia, and the Greater Richmond Child Advocacy Office.

The Junior League of Richmond's impressive record carried on through the 90s, 2000s, and continues to this day. One of JLR's most successful programs, the Book & Author Event, reached its 80th year in 2025.



Image courtesy of the Junior League of Greater Princeton, N

Held annually in May, JLR's Book & Author Event is the longest running event of its kind in the nation. It welcomes the best and brightest of the literary world to discuss their creative processes, inspirations, and latest-best sellers.

The Book & Author Event has an impressive historical roster. Past authors who've participated include Robert Frost, Mary Higgins Clark, Emily Henry, and many more. Because of this, year after year this event draws sellout crowds, making this program one of the Junior League of Richmond's most successful endeavors. Annually, this event raises over \$30,000 to support the Junior League of Richmond and its community programming. **AJLI**



Image courtesy of the Junior League of Richmond, VA



Would voulike to be featured in a Member Spotlight? Click here to fill out our form to be considered for a future issue.

It's no secret that The Association of Junior Leagues International is full of incredible, accomplished women! Below are some highlights of the impeccable women of The Junior League and what makes them stand out!



Image courtesy of Dorothy Ables

Image courtesy of Deon M. Cooper, on behalf of Greek Yearkbook

In celebration of the United Way's 90th year, Dorothy brought 2,500 community members together to raise awareness about the importance of reading at the *Readers Do* Something About It Reading Rally and book

Dorothy's community engagement is definedby collaboration and bridge-building. Recognizing that lasting change requires collective effort, she connects organizations, donors, and stakeholders, amplifying the impact of each. Her collaborative approach reflects a sophisticated understanding of community development and a commitment to maximizing philanthropic impact. Dorothy understands that true innovation lies not only in new ideas but in connecting

For these and many other accomplishments, Dorothy Ables received AJLI's Mary Harriman Community Leadership Award in



Image courtesy of Deon M. Cooper, on behalf of Greek Yearkbook



Dorothy Ables, Junior League of Houston: 2025 Mary Harriman **Community Leadership Award** Recipient

Dorothy Ables is a volunteer and a catalyst for change. Her career, defined by bold innovation and visionary leadership, reveals a remarkable ability to anticipate community needs and develop solutions that resonate far beyond the present. From securing the Junior League of Houston's (JLH) financial future to revolutionizing fundraising and championing early contributions demonstrate a deep commitment to building a stronger, more resilient community.

Dorothy's innovative spirit shone brightly in the establishment of the Junior League of Houston's Community Endowment.

Preempting the vulnerabilities of traditional fundraising models, she recognized the need for a sustainable funding source, ensuring the continuity of vital community programs regardless of external pressures. This initiative reflects a leader capable of anticipating challenges and proactively addressing them. The Community Endowment's subsequent growth, even amidst crises, underscores Dorothy's strategic vision and innovative thinking.

Dorothy Ables has made an outstanding impact through her work with the United Way of Greater Houston. As Chair of the childhood education, Dorothy's 2012-13 Community Campaign, Dorothy was only the second woman in United Way's 100-year lifespan to chair its annual community campaign, setting the most people and resources for shared goals. ambitious goal in the organization's history. As a result of her resolve, hard work and tireless spirit, the Campaign surpassed that goal, with contributions topping \$81.5 million.

Kasey Trombley, Junior League of Columbus, GA: 2025 Rising Star Award Recipient

Kasey Trombley demonstrates leadership in both her League and the community in a manner that aligns closely with The Junior League Mission.

Before joining the nonprofit sector, Kasey had a 30-year career in law enforcement, serving in leadership roles within the Muscogee County Sheriff's Department. serving and uplifting others.

Officer (CCO) of The Food Mill, Kasey has Columbus, Kasey actively mentors led initiatives to combat food insecurity, Provisional Members, guiding them community partnerships to provide food access to vulnerable populations.

She has also played an integral role in supporting Jordan Vocational High mentorship, career guidance, and hands-on learning experiences to help students succeed. Her leadership in the Junior League of Columbus Diaper Bank Initiative has provided essential resources to families in need, ensuring that infants and toddlers have access to necessities. She has creatively combined fundraising and advocacy, launching an innovative initiative that since the COVID-19 pandemic.

In her current role as Chief Community Within the Junior League of environment.

She has served in multiple leadership roles, including Diaper Bank Chair, Transfer & Hospitality School's CTI program, providing Chair, and SPAC Chair-Elect, demonstrating a commitment to strengthening the League's internal operations and external outreach. Kasey has taken a strategic approach to food security, expanding partnerships with food banks, shelters, and schools to improve food distribution efficiency. Her work in reimagining fundraising and event planning has contributed to the success of the League's initiatives, ensuring sustainability and growth.

Kasev is also a vocal advocate for DEIB within the Her law enforcement career focused on leveraged her love of baking to raise League, facilitating conversations and educational public safety, justice, and rehabilitation, funds for diaper purchases, which led opportunities that encourage awareness, inclusion, demonstrating a lifelong dedication to to one of the largest diaper collections and representation. Through her ability to engage diverse community stakeholders, she has strengthened the League's partnerships with local organizations, ensuring that its impact reaches all populations.

mobilizing volunteers and securing through their first year and fostering For her leadership both within and beyond the a welcoming and empowering League, Kasev Tromblev received AJLI's Rising Star Award in 2025.





Image courtesy of Roni Swindell



Image courtesy of Roni Swindell

A PATENT ON STYLE

The League's Impact on Inventor Roni Swindell

BY JACQUELYN BAUMAN. AJLI DIRECTOR OF CONFERENCES & MEETINGS

Crowing up, Roni Swindell, a Sustainer in the Junior League of Amarillo, TX, loved playing with classic paper dolls. Inspired by her passion for clothes and with a problem-solving mindset, in 2024 she launched her company, Dress To Go.

"I'm always in a hurry, and I hate packing for a trip," Swindell shared. With many women constantly juggling a variety of responsibilities, she wanted to be able to provide simple, quick solutions to one of life's age-old questions: what am I going to wear?

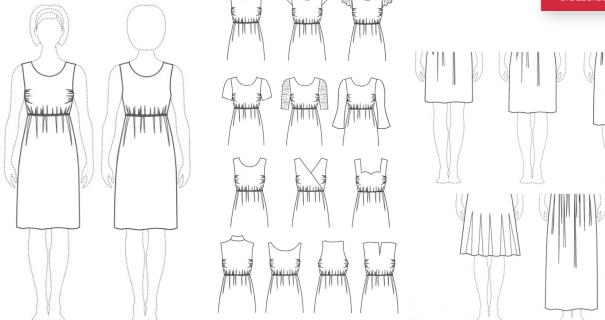
Over the past year and a half, Swindell has worked tirelessly to create a collection of clothing that allows easy packing and chic dressing in a hurry. The key component of the design allows the customer to build their own unique dress, from the bodice to sleeve style to skirt length, colors, and prints, and features unique design features such as built-in bras and hidden side pockets.

Although the initial design seemed straightforward on paper, once Swindell began breaking down all the pieces that needed to work cohesively, it got increasingly complicated.

To solve all of the challenges that Swindell sought to tackle, she realized she had to create modular designs that could be customized based on each client's individual needs. This required her to think outside of the box. Working with a designer, she developed seven patented designs to accomplish her goals – the skills for which she credits The Junior League with cultivating.

"Getting a patent is not for the faint of heart," she joked. "There are a lot of steps, back and forth, and examinations that can be discouraging. I've been with the League for 25 years and they instilled a sense of empowerment in me that I needed to get this done. I learned how to lead and how to collaborate through my time with The Junior League and without them I don't think I would have been able to receive seven patents."

In addition to crediting The Junior League with her ability to achieve this goal, she also notes that the women she has met have played a major role in her desire to develop Dress To Go.



Images courtesy of dresstogo.shop

"Tve been with the League for 25 years and they instilled a sense of empowerment in me that I needed to get this done. I learned how to lead and how to collaborate through my time with The Junior League and without them I don't think I would have been able to receive seven patents."

"The women I met in The Junior League are amazing," she shared. "They're juggling a thousand different things in their lives. They're accomplished at work, they're impactful volunteers, they're wives, mothers, friends, caretakers, etc. They wear a lot of different hats so their wardrobe is already pretty overwhelming. The purpose of Dress To Go was to take something off their plates."

Swindell's designs focus on modular pieces that are versatile and easy to throw on. They feature no buttons or zippers so they can quickly be thrown on in between responsibilities while still giving appearing polished. They are wrinkle-resistant so they can be packed into a bag on the go and allow the wearer to look put together. Clients who order a piece can choose whether they want to include a built in bra, and all of the products feature hidden pockets to provide additional storage space for the woman is carrying a lot.

Utilizing her seven patents, clients who purchase from Dress To Go are able to completely customize the piece to their specifications which provides over 4,000 combinations to choose from.

Clients can select their fabric design, the dress length, neckline, sleeve type, and additional features like built in bra.

Because each item is made specifically for the purchaser, buying from Dress To Go prevents thousands of garments from being stockpiled in warehouses waiting for a landfill if they do not sell.

"I wanted the line to be environmentally conscious," Swindell explained. "We have so much waste and it ends up affecting populations who have nothing to do with their creation."

In addition to minimizing production waste, Swindell's products are also created with fabric made from recycled plastic bottles, further mitigating the environmental impact created by the fashion industry.

For more information, visit <u>dresstogo.shop</u>.











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The League Spotlights give AJLI Membership insight into a particular League's history and current works. Share your League's story here.

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These articles allow Leagues to highlight particular projects or initiatives of which they're proud. Let us know about your League's work here.

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Member Stories offer a platform to share the ways in which being a part of the League has made an impact on your life. Share your story of connection or impact with us here.

RECIPE SUBMISSION

Share a recipe from one of your League's cookbooks here.

WRITER SUBMISSION

Want to write an article for a future issue of *The League Life*? Let us know here.

Have a story that doesn't fit into one of these categories or want more information on contributing? Write to leaguelife@ajli.org.



notebooks, Find the Good Day items, baby onesies, and so much more!

JUNIOR LEAGUE COOKBOOK FEATURED RECIPE

ALBÓNDIGAS (MEATBALLS) Junior League of Albuquerque

Meatballs:

- 1-1/2 pounds ground beef 6 tablespoons corn meal or 1 cup bread
- 2 eggs, beaten
- 2 cloves garlic, crushed
- 2 teaspoons ground coriander seed
- 2 teaspoons salt
- 1 teaspoon pepper
- 1/2 onion, chopped fine

Combine meatball ingredients and mix well. Shape into balls of desired size.

Soup

- 4 tablespoons fat
- 2 tablespoons flour
- 4 cups hot water
- 2 tablespoons fresh coriander (cilantro)
- Salt to taste
- 4 potatoes, cubed

Melt fat and brown flour in it. Add water and seasonings. When it starts boiling, drop the meatballs and potatoes into it and cook until meat is cooked and potatoes are tender, about 30 minutes.

Yields 8 servings

Click here to view this recipe as a PDF.

Do you have a Junior League cookbook recipe that you love? <u>Submit your</u> favorites by clicking here.



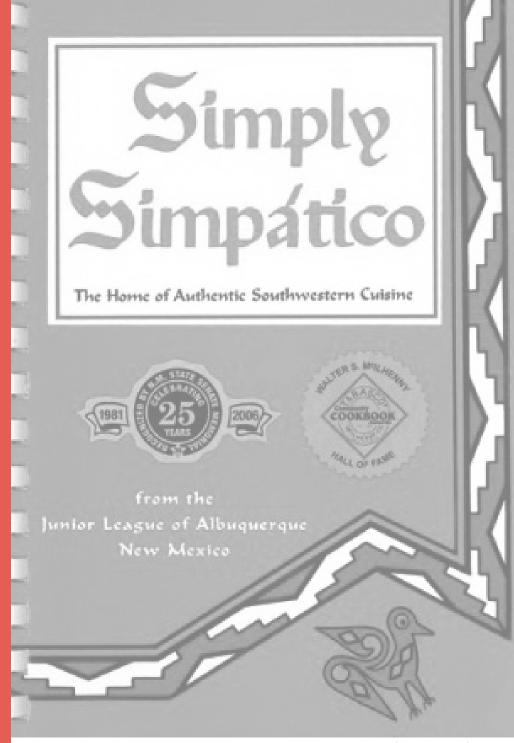


Image courtesy of A Junior League Kitchen

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