



2007-2008  
*YEAR IN REVIEW REPORT*

June 19, 2008



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### **About JCCI *Forward***

Established in July of 2000, JCCI *Forward* is an initiative of Jacksonville Community Council Inc. (JCCI) that seeks to engage men and women ages 25-45 in civic involvement and to prepare them for their future roles as community leaders. This program is an ideal way to interact with existing leaders, to experience leadership development, and to build a network of friends and associates who all share the common goal of improving our community.

### **Vision**

To empower emerging leaders and community-minded individuals to affect positive change in Northeast Florida through a platform of results-oriented issue forums and leadership development programs.

### **Activities & Events**

JCCI *Forward* provides the information, tools, and resources needed to develop strong community leadership skills and to help affect positive change in our community. Like JCCI, JCCI *Forward* hosts its own community forums and workshops, all with the three-fold aim of studying the issues which are central to our community's growth, providing an opportunity to meet, interact and work with our community's existing leadership structure, and focusing on the skills critical to assuming a leadership role in our community's future. *Bottom line: Involve. Engage. Connect.*

### **Executive Committee**

This dedicated committee of leaders is comprised of the chairs' of the working committees. They convene, plan and facilitate the execution of all the programs that JCCI *Forward* offers.

**Michael Connolly, Chair**  
**Marcus Haile, Chair-elect**  
**Jordan Crane, Immediate Past Chair**  
**Allison Korman, JCCI *Forward* Board Liaison**

**John Allmand, Action Plan Chair ~ Mickee Brown, Issue Forum Chair ~**  
**Heather Corey, Recruitment Chair ~ Ajani Dunn, Training Chair**  
**~ Lauren W. Hopkins, Workshops Chair ~ Rudy Jamison, Social Chair ~**  
**Heather McEachen, Marketing Chair**

*Staff: Lashun Parker & Michelle Simkulet*

### **Sponsors**

Our most humble thanks to the corporations and individuals that support our work and visions.  
Our deepest gratitude to...

**AT&T**  
**Coffman, Coleman, Andrews & Grogan**  
**Fidelity Investments**  
**Florida Coastal School of Law**  
**Lewis, Longman & Walker**  
**Meeks, Ross, Paulk & Associates**

**OE&S**  
**Pappas, Metcalf, Jenks & Miller**  
**Petra Management**  
**Regions Bank**  
**SRG Homes**  
**Stellar**

### **And, of course, the *Friends of Forward*:**

*Oliver Barakat, Mickee Brown, Jim Clark, Heather Corey, Jordan Crane, Jill Dame, Kurt Dunkle, Kay Ehas, Ju'Coby Pittman, Lashun Parker, Jay Plotkin, Franklin Reinstein and Michelle Simkulet.*

## YEAR IN REVIEW 2007-08

What follows is a synopsis of the people, activities and events that made the 2007-08 programs successful. While it's impossible to identify everyone involved in making a work-plan come alive, you'll soon see why we need this report. Now, let's look back...

**July 2007** was a busy month of newness - the only thing not new to the program was its chair, **Michael Connolly**! New staff **Lashun Parker** and **Michelle Simkulet** dug in with Michael and his new team to set the stage. They formally introduced the **Executive Committee (John Allmand, Mickee Brown, Heather Corey, AJ Dunn, Lauren Hopkins, Heather McEachen, and Rudy Jamison)** at an evening filled with golf, poker and cake. But it wasn't all fun and games; Mickee and the **Topic Selection Committee** quickly got down to business to determine the program content for the next twelve months.

The dog days of summer continued but *Forward's* **August** calendar filled up quickly. Committees met to finalize topics, timing and talents. On the 6<sup>th</sup>, **Rick Morales** was our **Mystery Guest** for lunch, sponsored by **AT&T**. Conversation ranged from his leadership roles on several area nonprofit boards, to property tax reform, funding nonprofits in times of uncertainty, how to build your own luxury home, and what to expect in a post-Fidel Cuba. The **Forum Committee** continued to refine and release forum topics, having two in the fall and two in the spring. On the 23<sup>rd</sup>, **Marcus Haile** turned our attention to *How to Facilitate Using Consensus* with **Skip Cramer** as they kicked off our training series sponsored by **Stellar**.

**September** saw the launch of *Forward's* new subscription communication service, the **E-blast**. Delivered fresh to inboxes each Monday morning, it provides information on upcoming events and activities that you can use! Over 1400 subscribers went to the webpage and registered immediately. They didn't miss the announcement of *How to Run an Effective Meeting*, a training provided by former Executive Committee member, **Martin Harrell**. **Rudy Jamison** and the **Social Committee** partnered with Downtown Vision Inc. and other Young Professional Alliance (YPA) organizations in the first ever *Downtown Get Down*, where 1000+ attendees toured downtown entertainment venues. At the end of the month, **Art Graham** was our Mystery Guest for lunch and gave his perspective from his City Council seat on Jacksonville, Russell Crowe, rugby, JAXPORT as an economic engine, his political plans, Sunshine laws, and the next Mayor of Jacksonville.



The first fall **Forum**, *Elections January 2008: Will YOU Show Up?* ran four weeks in **October** and provided great discussion and decisions by the committee. It was sponsored by the **Florida Coastal School of Law**. You can find the overview and read the results on page 9. On the 9<sup>th</sup>, **Zoe's** hosted our **Food For Thought** on *Eating for a Lifetime*. The **Workshop Committee** unveiled *Urban Safari: Springfield*, a half-day spent snooping through some of the fabulous examples of architecture in this historic district, new and revitalized, commercial and residential, and uncovering the past, present and future plans of the neighborhood.

In **November**, members found themselves tackling a fear worse than death with our 7-week *How to Speak in Public* training and connected with new friends, with the help of **Heather Corey** and the **Recruitment Committee**, at our *New Member Orientation*. They used their brainstorming skills during our one night **Forum**, *Through the Looking Glass: A Vision for Jacksonville*, sponsored by **Coffman, Coleman, Andrews & Grogan**. In good news and bad news, **Heather McEachen** accepted a promotion, but unfortunately it meant she needed to resign as **Marketing Vice Chair**. We miss you Heather!

**Tonyaa J. Weathersbee** was our **Mystery Guest** for lunch in **December**. She is a multiple award-winning opinion columnist for *The Florida Times-Union* and a national columnist for BlackAmericaWeb.com, one of



the nation's top websites for news and commentary geared towards African-Americans. The conversation dealt with civil rights, women's and children's issues, as well as issues of social justice, poverty and the distribution of wealth. Before taking time off for the holidays, **Mickee Brown, John Allmand** and the **Forum Committee** finalized work on the 2008 forums.

**January 2008** saw participants ringing in the New Year with **Fionnuala Geoghegan's** *How to be a Treasurer* training. Not to be outdone, the **Social Committee** partnered with Forum leaders **Rhonda Williams** and **Lee Poechmann** and had more than double the usual number of attendees at the *Tastings Kickoff Social*, sponsored by **Pappas, Metcalf, Jenks & Miller**.

As the *3 Years to Takeover Forum*, sponsored by **Fidelity Investments**, breezed through **February** with great presentations, over 20 participants set sail in on the first of a three-part training on *How to be a Board Member*. All the YPA groups got together for the second **Downtown Get Down** on the 22<sup>nd</sup>, increasing the number of participants by 20 percent!

**March** came in like a lion Forum-wise. Rhonda and Lee chaired their committee through the conclusions of the *3 Years to Takeover* and handed them over to **John Allmand** for development of their **Action Plan**. See the results on page 12. **Rudy Jamison** took time out with the **Social Committee** for some **Food For Thought** at the *Publix Aprons* complex, sponsored by **AT&T**. The training series, sponsored by **Stellar**, continued with **Jane Jordan's** *How to Fundraise*.



**Regions Bank** generously partnered with *Forward* in **April** to bring our members the second workshop: *The Power of Networking with Juanita Ecker*. Juanita came down from New York to provide a half-day session at the Schultz Center with over 100 participants! **Lauren** and the **Workshop Committee** partnered with **Mark's** on Bay Street to host a follow-up social the next day for participants to practice their skills.

**May's** forum, *Women in Leadership: Political Balance?*, sponsored by **Lewis, Longman and Walker, P.A.**, filled the house. **Elexia Coleman-Moss** facilitated the room-wide discussion with those interested in why the gender balance is off in the current City Council and what should be done about it. See the results on page 10. Part 3 of *How to Be a Board Member* wrapped up mid-month with a panel discussion with **Carol Hladki, Cleve Warren, and Jack Morgan**. The **Food for Thought** event, *Code of the Streets*, was held at JCCI with **Laura Lane** as facilitator and kicked off by Michael Hallett & Henry Thomas from UNF.

**June** begins with final details being determined for the **Annual Meeting**, hosted and sponsored by **OE&S**, and the release of the *Year in Review Report*. This new annual reporting style hopes to provide (1) pride to those who participated in our program about all that they accomplished, (2) hope to all those who are looking to get involved and (3) information about the *work* and the *citizens* that make Jacksonville a better place to live, work and play.

We could never do what we do without the support of our **MEMBERS**. Allow us to introduce you to...

- |                    |                 |                  |                  |                |
|--------------------|-----------------|------------------|------------------|----------------|
| James Adams        | William Andrews | Karen Barnes     | Edward Birk      | E. Zimmerman   |
| Oluoyinka Ajrotutu | Ronald Autrey   | Kristanna Barnes | Mack Bisette     | Boulos         |
| Anthony Allegretti | Megan Baker     | Ronald Barton    | Blair Blackard   | Vanessa Boyer  |
| Scott Allen        | Steve Ballard   | Joey Batchelor   | Thomas Blakely   | Michael Boylan |
| John Allmand       | Lindsey Ballas  | Charleen Bearup  | Michael Blaylock | Susan Boylan   |
| Janice Ancrum      | Karen Barakat   | Kathleen Bell    | Yadira Botero    | Herbert        |
| John Anderson      | Oliver Barakat  | Lynn Bertram     |                  | Brackenridge   |

**MEMBERS\* continued**

Alycia Bradley	Meg Folds	Russ Jollivette	Jason Olivieri	Leslie Smith
Charles Bradley	Muffy Forsythe	Thomas Jury	Michelle O'Rourke	Lori Smith
Shelia Brady	Ronald Foster	Joanne Kazmierski	James Overton	Sharon Smith
Mickee Brown	Gabrielle Franks	Catherine Kelly	Adair Owen	Troy Smith
James Brown	Joe Furry	Becky Klaas	Janet Owen	Alicia Somers
Lee Brown	Meg Gaffney	Tom Klinkenberg	George Palmer	Michael Spigel
David Burklebach	Mary Gebhart	Douglas Klippel	Lynn Pappas	Jesse Stakes
Linda Burnette	Michael Giel	Allison Korman	Kimberly Parker	Corrina Steiger
Susan Burroughs	Dawn Gilman	Kenneth Krismanth	Lashun Parker	Martin Stein
James Busch	James Gilman	William Kwapil	Melanie Patz	Scott Stevens
Giselle Carson	Laura Giuffrida	Martha Lanahan	Pam Paul Dopf	Paul Stromberg
Lacree Carswell	Barbara Goodman	Mary Langowski	Krista Paulsen	Darby Stubberfield
Leslie Carter	Peter Goplerud	Michael Lanier	Kelly Peck	Tatyana Ta
Tuesday Cetin	Jennifer Gornto	William Larson	Nancy Pedrick	Tarek Tabet
Toni Chadwell	Andy Graham	Jodie Leach	John Peyton	Brian Teeple
Jennifer Chapman	Melinda Granlund	Circe LeNoble	Carrie Plocher	Brooks Terry
James Charles	Hugh Greene	Shawn LeNoble	Jay Plotkin	Joseph Thompson
Katie Chimelewski	Melissa Gross.Arnold	Linda Levin	Lee Poechmann	Susan Towler
Jeffrey Clements	Heather Gwinn	Terry Lorince	Brenda Pollak	Nicole Trueblood
Lee Ann Clements	Marcus Haile	Melanie Love	Jack Potter	Jarrod Turner
Jeff Cole	Michael Hallett	Jacquelyn Lowe	Theresa Price	Erin VanWey
Tabitha Collins	Steven Halverson	Susan Loyd	Cassius Priestly	Deborah Verges
Cara Connolly	David Hamilton	Robert Lufrano	Brenda Priestly	Buffy Walsh
Michael Connolly	Amy Harrell	Alida Lupari	Jackson	Julie Walther
Adrienne Conrad	Martin Harrell	Frank Mackesy	Peter Racine	Lowrie Ward
Jarik Conrad	Susan Harrell	Jennifer MacPhee	Marvin Reese	Michael Ward
Peter Corbin	Trey Harrell	Jennifer Mansfield	Florinda Reimer	Joel Warner
Heather Corey	Nikole Helvey	Carla Marlier	Brett Relick	Nina Waters
Keli Coughlin	Joye Hemingway	James Marlier	Karen Rerucha	Richard Weber
Jane Craven	Hampton	Tonya McCleary	Dan Richard	Edward White
Paul Crawford	Ruth Hepler	Casey McConnell	Gregory Richards	Robert White
Frank Crocetti	Aubree Hershorin	Bill McGibony	Judith Rodriguez	Jeffrey Whitson
James Crooks	Jon Heymann	Jack Meeks	Teresa Rogers	Rachel Wical
Gardner Davis	Maggie Hightower	Jill Mero	Gene Ross	Trigg Wilkes
John Delaney	Chris Hionides	Julie Merten	Katherine Ross	Tabitha Wilkey
Debbie Delgado	Carol Hladki	David Meyer	Joseph Rudi	Diana Wilkin
Louise DeSpain	William Hoff	Brock Mikosky	Tom Ryan	Pam Wilson
Juan Diaz	Jennifer Holbrook	Michael Miller	Geoffrey Sample	Dottie Wilson
Leah Donelan	Mary Claire	Jay Millson	Patricia Sams	Meta Wilson
Jarret Dreicer	Holloway	Samantha Minton	Dave Scheele	Pam Wilson
Heather Duncan	Reynold Hoover	Teresa Monson	Eric Schultz	Anne Wind
Kurt Dunkle	James Hopkins	April Moore	Caitlin Sellers	Tina Wirth
Brenna Durden	Lauren Hopkins	Kevin Morrow	Henry Seng	DeSales Wisniewski
Stephen Durden	Piko Horne	Elexia Coleman.Moss	David Shacter	James Workman
Chrissy Edmonds	Bruce Humphrey	Richard Mott	Terrel Shaw	Andrew Yang
Kay Ehas	Carol Humphrey	Michael Munz	Madison Shelly	Evan Yegelwel
Stephen Elkins	Coralee Hunt	Jennifer Murphy	Scott Shine	Chuck Young
Kirk Elmore	Franklin Hunt	Joseph Nairon	Elisabeth Shorstein	John Zell
Pamela Elms	Barbara Hunter	Anne Nasrallah	Michael Shumer	Rose Zurawski
Sherry English	Ken Hurley	Anthony Nasrallah	AndreaSiracusa	Aprille Zuza
Jana Ertrachter	Kathy Ingram	Nan Nelson	Richard Sisisky	
Anne-Marie Esser	Georgia Jefferson	Joe Newell	Jared Skok	
Carolyn Ettliger	John Jenkins	Angela Nixon	Lynne Slaughter	
William Fackler	Tony Jenkins	Peter O'Brien	Tonya Smart	
Betsy Fallon	Lacey Johnson	Bobbie O'Connor	Lori Smith	
Christopher Fey	Sherri Johnson	Jim O'Leary	A. Russell Smith	
Jason Fey	Vincent Johnson	Marsha Oliver	Jessica Smith	

\*member list includes all  
paid members between  
7/1/07 – 6/1/08

## **WORKSHOPS**

*Workshops are half-day seminars devoted to keeping JCCI Forward members involved, engaged, and connected to our community. These workshops provide a foundation for leadership skills by offering members the opportunity to learn and better understand the community in which we live through expert presenters in their fields.*



### **Urban Safari: Destination *Springfield!***

Thursday, October 18<sup>th</sup>, 12:30 - 5:00 pm

On Thursday, October 18th, JCCI *Forward* hosted its *Urban Safari: Destination Springfield*. The Workshop gave participants a firsthand look at Jacksonville's leading Historic District and featured a guided bus tour by **Dan Blanchard**. The tour of organizations included SPAR-Springfield Preservation and Restoration, Bethel Baptist Institutional Church, Meeks Ross Paulk & Associates, and the Karpeles Manuscript Museum. The group also toured the homes of the Meeks, the Bissettes and the Millers. **Councilman Johnny Gaffney** moderated a panel discussion on the *Visions for Springfield* that featured **Louise DeSpain**, President of SPAR-Springfield Preservation and Restoration; **Joel McEachin**, City of Jacksonville; **Jennifer Holbrook**, a resident of Springfield and a representative from Petra Management. The workshop concluded at 9th & Main with storytelling about Springfield's rich history by **Christine Farley**.

***Thanks to Petra Management, Meeks, Ross Paulk & Associates, & SRG Homes for their support!***

### **The Power of Networking**

Wednesday, April 23<sup>rd</sup>, 8:00 - 12:00 pm

**Juanita Ecker**, recognized internationally as an expert in the fields of professional image and business etiquette, conducted a half day workshop **The Power of Networking: Relationship Building Skills**.

Over 100 joined Juanita at Schultz Center for Teaching and Learning Center for an interactive session on how relationships open doors every day. They learned about conversation starters, helpful do's and don'ts, and how not to be a wallflower at social events.

Articles written by Juanita have been published both locally and nationally, and she is often featured on radio and television interviews. She is also the author of the book, *Image Management: Image & Etiquette Tips for the Business Professional*. For more information check her out at: [www.professionalimagemanagement.com](http://www.professionalimagemanagement.com)

***Thanks to Regions Bank for their partnership on this Workshop!***

## **TRAININGS**

*Leadership Trainings offer JCCI Forward members the opportunity to learn and improve their community leadership skills, the "How To" part of the program. Tomorrow's leaders need to be armed with the skills and tools expected.*

### ***How to Make Community Decisions: Consensus and Facilitation Skills August 21***

Objective: To learn techniques and tools to become a better facilitator and consensus-builder.

### ***How to be a Chair: Effective Meeting and Leadership Styles September 18***

Objective: To learn techniques and tools to lead and run effective, useful and timely meetings.

### ***How to Speak in Public: Facing a Fear Worse than Death November 6<sup>th</sup> thru December 18<sup>th</sup>***

Objective: To learn techniques and tools to become a public speaker. Training provided by *Arlington Toastmasters*. The internationally recognized Speechcrafters series teaches public speaking, speechwriting, effective listening and timing.

### ***How to be a Treasurer: Reading the Numbers January 15***

Objective: To educate participants on how to read and explain financial statements, including a glossary of terms for nonprofit and corporate organizations.

### ***How to be a Board Member-Part One February 19***

This first session offered basic information on nonprofit organizations and their boards. Topics included the evolution of nonprofits, types of boards and roles, responsibilities and risks of serving on a nonprofit board. Rena Coughlin and Leah Donelan from The Nonprofit Center of Northeast Florida presented.

### ***How to be a Board Member-Part Two February 20 thru May 12***

Participants shadowed an experienced nonprofit Board member based on their nonprofit area preference. They attended one or more nonprofit board meetings and learn more about the duties and responsibilities of board service.

### ***How to Fundraise March 25***

Objective: To provide the education and training on how to raise money for nonprofit organizations. Fundraising and campaign development skills training.

### ***How to be a Board Member-Part Three May 13***

A panel of nonprofit board experts shared tips and techniques for board service from their own experiences. The second half of the evening offered a facilitated peer discussion about the lessons learned from the board meetings and trainings.

***Thanks to Stellar for supporting this series!***

## **SOCIAL EVENTS**

A variety of social events held throughout the year offered additional opportunities to participants, including:

**Networking Socials** allow members to connect with each other, strengthen relationships, and learn more about JCCI *Forward*. They were held at Inside Golf (July), Tastings (January), Mark's (April), OE&S (June) and three Downtown Get Downs (September/February/June).

**Food For Thought** gatherings give participants the opportunity to network and discuss topics of the day. Topics included *Eating Right*, *Young Nonprofit Professionals Network*, *Cooking for Life* and the *Code of the Street*.

**Mystery Guest Lunches** provide participants the opportunity to engage with local leaders in an intimate lunch setting, hosted by JCCI's Executive Director, Skip Cramer. This year's mystery guests included **Rick Morales**, President of WJCT Board of Trustees and Morales Construction, City Councilman **Art Graham** and **Tonyaa Weathersbee** columnist with *The Florida Times-Union*.

***Thank you to AT&T for supporting this effort!***



*Issue Forums offer participants a venue to interact with respected community leaders and resource experts on issues of concern to Northeast Florida citizens. Participants explore issues critical to the community's growth, seek understanding of related problems, and come to consensus on proposed action plans implemented for positive change. Forward covered four topics during the 2007-08 program, a 4-week mini forum, an 8-week full forum and two one-night events. **Thank you to ALL the resource speakers, presenters, and supporters for donating their time and resources throughout the year.***

***Election January 2008: Will YOU show up?***

Over 4 weeks in October, this forum examined the stakes of the January 2008 election, explores recent voter turnout and asked what is needed to get you to the polls.

**Key findings and needs:**

- The more competitive the race, the higher the turnout and dialogue surrounding the candidates and issues to be determined by the election. The January election will generate higher interest and turnout with the inclusion of the property tax amendment on the ballot.
- A lack of trust in the system, the candidate and the information provided about the issues result in lower turnout. Tying issues personally to voters can improve interest but improving technology related to voting may not increase the number of votes cast.
- Duval County citizens face a shortage of trusted sources to get and provide education about the voting process and candidate statements. Candidates provide uniform marketing materials that target the "frequent voter." A lack of funds prevents more widespread information and new or non-voters from receiving candidate information.
- Each citizen has a personal responsibility to prepare for each election. No entity is charged with addressing the lack of voter commitment or voter apathy.
- The school system no longer provides formal civic training or civic education, thus creating a need to educate new and non-voters on the processes of voting.
- All those who are part of the system need to work together to improve trust in the system through greater transparency.

**Action plan:**

It was the consensus of the Forum committee members to proceed with the following plans for action:

- A letter of request will be drafted to JCCI to suggest the addition of a question on the next *Quality of Life* survey related to Duval County citizens' trust in the local voting process, and to suggest revisiting the 1988 *Local Election Process* study.
- A letter of request will be sent to the Supervisor of Elections Office suggesting that candidate profiles and sample ballots be created for all elections-- at least electronically available on the Supervisor of Elections website.
- A presentation, by committee members, to the League of Women Voters will be made in an effort to partner with existing organizations to improve attendance at local candidate forums and to educate local citizens.
- A presentation, by committee members, to the Supervisor of Elections office will be made in an effort to partner with existing organizations to get their new video on the voting process out to citizens to improve attendance and educate local citizens.

**Community Resources:**

Matt Corrigan, Professor of Political Science,  
University of North Florida

Cleveland Ferguson III, Assistant Professor of Law,  
Florida Coastal School of Law

Jerry Holland, Supervisor of Elections, City of  
Jacksonville

Adam Hollingsworth, Chief of Strategic Initiatives,  
Office of the Mayor

Paul McCormick, Principal, McCormick Agency Inc.

Ginny Myrick, Senior Policy Advisor, Holland & Knight

**Committee Members:** Fionnuala Geoghegan (chair), Marcus Haile (co-chair), John Allmand, Mickee Brown, Susan Burroughs, Joan Carver, Shannon Clarke, Irvin Cohen, Garrett Dennis, Leah Donelan, Leslie Goller, Fatima Hussein, Debra Jahns-Nelsen, Jennifer Mansfield, Heather McEachen, Jim Minion, Samantha Minton, Cheryl Murphy, Lashun Parker, Lee Poechmann, Marvin Reese, Patt Sher, Scott Shine, Jessica Smith, Kelly Smith, Jim Varian, Ben Warner, Dick Weber and Ken Wilson *Staff: Michelle Simkulet*

***Thank You to the Florida Coastal School of Law for supporting this Forum!***

## ***Through the Looking Glass: A Vision for Jacksonville***

*The one-night forum was held on November 8, 2007*

This interactive forum provided an opportunity to discuss what matters most for the future of Jacksonville. Participants explored Jacksonville's progress and identified areas of concern.

**Results:** Quality education; safe and secure city; healthy environment; responsible and responsive government; and inclusive health and social services emerged as critical components of the desired future for Jacksonville from the group. Nearly a decade has passed since the last review and the vision of an ideal Jacksonville remains the same. Many in the group expressed that they did not have the power to make the changes they suggested. However, with unitary elections and term limits, the power of the individual voter can change the destiny of Jacksonville.

**Attendees:** Ben Warner, *Facilitator*, Joe Adams, Lynette Austin, Mickee Brown, Susan Burroughs, Adrienne Cartagena, Kevin Cotton, Jim Crooks, Wayne Ezelle, Christopher Ford, Michael Giel, Amy Hays Holliman, Jennifer Holbrook, Deborah Jackson, Christy Jackson, Adrienne Lathrop, Circe LeNoble, Jennifer MacPhee, Clare Marshall, Gil Mayers, Roslyn Phillips, Marcus Haile, Jessie Lynn Kerr, Marvin Reese and Laura Reid.

*Thank You to the Coffman, Coleman, Andrews & Grogan for supporting this Forum!*

## **Women in Leadership: Political Balance?**

*The one-night forum was held on May 1, 2008*

This forum offered the community an opportunity to begin a discussion about the recent and current involvement of women in local political leadership, explore the different ways that women are engaged and encouraged to participate in the political process.

**In 2007...**      14 women ran for City Council (30%)  
                          32 men ran for City Council (70%)  
                          3 women won a seat on City Council (16%)  
                          16 men won a seat on City Council (84%) [includes Jay Jabour]

*Why is there a lack of gender balance on the current City Council?*

- Many hope this is a temporary situation but noted there is a lack of understanding as to how women get involved in running for political office. Do they choose to run or does someone else choose them?
- There are no local training or education opportunities to learn what it takes to run for public office.
- Some had attended a training - *Early Money Is Like Yeast* which is a new way for women to engage in political fundraising ([www.emilylist.org](http://www.emilylist.org)).
- The "good old boys" network needs to be replaced by a "good old girls" network, though recent election results prove that the backing of such a network is not a guarantee of winning the election.
- The process for getting elected is not likely to change; women who want to get engaged need to learn and work the system in place. Resources, money and connections will always be necessary.
- Recruitment starts now. Everyone knows someone who would be a strong candidate for our community but we need to step-up, make the "ask," and follow through with support and resources for that candidate.
- Fear is a factor for many women who may consider running for political office. The public scrutiny, regardless of one's confidence and connections can turn good candidates off. Often women are held to unachievable standards and categorized as either a "Barracuda" or a "Princess".

## **ACTION PLANS UPDATE**



### Election January 2008

After a presentation to the League of Women Voters, *Forward* action plan members teamed up with *Katie Ross (LWVJ)* to host a "Getting out the 18-45-year-old Vote" event on April 11. Partnerships continue with the *Jacksonville Jaycees* "Get out the Vote" event set for the fall of 2008.

### Bridging Out Jacksonville

An action plan group formed after the spring 2007 forum on gay, lesbian, bisexual and transgender (GLBT) issues. James Connor was asked to make a presentation of the findings to the Jacksonville Human Rights Commission. For more information on current activities check out the website:

[www.bridgingoutjax.org/](http://www.bridgingoutjax.org/)

### Youth Suicide

Jennifer Mansfield, on behalf of the Forum committee, accepted a *Community Leadership Award* from *Mental Health America* for the forum's efforts to bring awareness to youth suicide issues locally.

### Public Spaces Jacksonville

Stemming from the *Downtown... Greentown?* forum in 2005, action team members continue to meet with stakeholders on the Hogan Park project. Next steps include scouting for project funding.

### *Are we on the right track?*

- There is a lack of diversity in Jacksonville's public voice. Decisions are made every day without the benefit of varied views.
- The dialogue begins tonight about how the status quo is not acceptable.
- The pathways to power for women in our community need to be clearly defined and made accessible.
- Term limits have impacted leadership by increasing the opportunities for leadership. Not having to always run against an incumbent can be more attractive to potential candidates.
- We need to begin introducing young girls and women to the political process early. This includes running for office in high school and college as well as working on political campaigns, which provide valuable insights and confidence.

### *What is needed?*

- We must educate ourselves on the candidates and they need to educate themselves on the community. It's time to identify qualified candidates and be prepared to work for and with them.
- Potential candidates must prepare for hard work, intense expectations, and bad press.
- Candidates need support on many levels: emotional, mental, spiritual, financial, etc.
- Potential candidates need to be educated on the difference between support and obligation.
- Hire professionals to manage your campaign. Professionally prepared campaign materials, strategic management of the candidate's time, careful tailoring of the message for differing constituencies are essential to success.
- Current and past female leaders have insights and experiences to share with potential candidates. They can mentor emerging leaders regarding the realities of running for and serving in public office. They can share information regarding the impacts - both positive and negative - to the candidate, their family and their careers.
- A mentor can share the history of the existing issues in the community and introduce other women to professional and civic organizations such as the Jacksonville Regional Chamber of Commerce, League of Women Voters, Leadership Jacksonville and JCCI.
- In order to win, women need not reinvent the process to win elections. All candidates must build a strong team for personal and campaign support. The personal team will take care of the needs of the candidates and her family. The political team will provide strong advisors in the areas of strategy, scheduling, public perception, technology, and finances. The strongest teams will be diverse and include both men and women.
- Women are harshly judged and criticized on issues of appearance and perceptions every day, especially by other women. Women need to support, not cut down, other women.

Elexia asked the attendees to share what they learned from this meeting and the "aha!" moments they heard:

- It is time to bind together, find strong candidates, and work toward political balance in our community for all our sakes.
- Educate yourself, engage in your community, and be part of the solution.
- Embrace those women willing to study, stand up and jump into the fray.
- It's time to "woman-up".
- Running for public office is not a hobby, it is a business.

**Attendees:** Elexia Coleman-Moss, *Facilitator*, Yinka Ajirotutu, Lee Brown, Mickee Brown, Susan Burroughs, Stacie Bucher, Ronline Cannady, Robin Cartwright, Cara Connolly, Sara Conrad, Leslie Conty, Michelle Conty, Heather Corey, Skip Cramer, DeeAnne Crookham, Terri Davlantes, Adrian Delaney, Tiffany Duhart, Brenna Durden, Diane Gilbert, Jennifer Gornto, Melissa Gross-Arnold, Karen Green, Carol Hladki, Ruth Ann Hepler, Alberta Hipps, Amy Hays Holliman, Meghan Hotchkiss, Ashleigh Howard, Helen Jackson, Mia Jones, Teri Ketchum, Joann Manning, Jennifer Mansfield, Karen Mathis, Carla Marlier, Casey McConnell, Kathleen McKenzie, Kimberly Miller, Audrey Moran, Angie Nixon, Jean Pyle, Marvin Reese, Katie Ross, Alicia Somers, Tonya Smart, Linda Storey, Alisha Sullivan, Michelle Tappouni, Deborah Thompson, Bobbi Warford, Kathi Webber, Kelly White, Rhonda Williams and Gwen Yates.

***Thank You to Lewis, Longman & Walker P.A. for supporting this Forum!***

### 3 YEARS TO TAKEOVER: Preparing for the Transition of Leadership

This forum examined the pending transition of leadership from the *Baby Boomer* generation, who begin turning 65 in 2010, to the upcoming leadership in our community in the areas of business, government and non-profit organizations. It explored succession planning options, identified what's available and determined what's still needed.

## RESULTS

### CONCLUSIONS

#### **Local organizations, including for profit, nonprofit and government institutions need:**

- greater awareness as to the urgency and value of succession planning preparations;
- improved educational opportunities (trainings and workshops) on succession planning;
- diversity in the groups addressing succession planning. Avoid being tied to tradition. It is not only for upper leadership;
- processes for intergenerational exchange of knowledge beyond the basic organizational information;
- long term, short term and immediate goals for succession planning; and
- commitment to implementation of succession strategies including strong leadership and urgent priorities.

#### **Upcoming leadership need:**

- continuing education to prepare them for succession; and
- a creative approach to work with outgoing Baby Boomer mentors in order to prepare for incoming leadership.

**Incoming generations need to lead on this issue.**

### ACTION PLAN

- To seek a proclamation from the Mayor of the City of Jacksonville to raise awareness of the value and urgency of succession planning for our community.
- To create a toolkit (information manual) on the basics of strategic planning and its importance for our community's future. It will include the ideas heard of how individuals can best prepare themselves for leadership opportunities.
- To develop a plan to launch the results of the succession planning toolkit.
- To use the media and other organizations to create awareness for the toolkit and the importance of beginning to plan now.
- To create buy-in for the succession planning toolkit from the President of the Jacksonville Regional Chamber of Commerce and resource speakers.
- To partner with existing organizations such as the Jacksonville Regional Chamber of Commerce, Young Professionals Alliance, local funders of nonprofit organizations and others to share the lessons learned and toolkit results.

*Thanks to Fidelity Investments for supporting this Forum!*

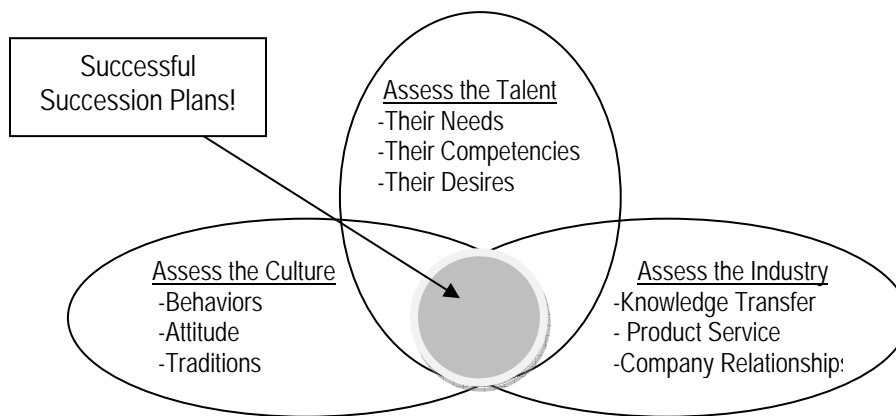
## KEY FINDINGS

### **Organizations:**

- There is a need for more urgency in business, government and nonprofit organizations to begin succession planning because it takes time to plan (anywhere from 5-15 years). The age wave of the Baby Boomers begins in two years and will last for the next eighteen.
- The variety of succession planning needs differ between small and large organizations. Corporations must allow themselves the resources and time to prepare their strategies. Small companies may lack resources to immediately address the issue easily.
- The three main areas of succession planning are to assess each organization's: talent [competencies, needs and desires of employees] knowledge transfer [industry, relationships and products], culture [organizationally, leadership style, and the organizations attitudes, behaviors, and traditions].
- The intergenerational workplace tension will need to be addressed. Gen X and Gen Y have multiple job changes versus Baby Boomers who stay with a company until retirement.
- There is a need to redefine the terms *dues*, *retirement*, *work*, *recruiting* and *retention*. What system will replace seniority for leadership advancement?
- Jacksonville had a negative population growth rate of 5% in the 24 to 34 age range.
- Technology has changed the way work is accomplished; you don't necessarily need to be in the office.

### **Individuals:**

- Individuals wanting to lead will need to prepare themselves for the transition.
- They need to show ambition and drive to take the lead.
- The path of employee from industry to retirement is being redefined as many corporate folks are retiring to the non-profit sector and transferring their skill sets.



### **Community Resources:**

Rena Coughlin, Nonprofit Center of NE Florida  
Rick Mullaney, City of Jacksonville  
Jennifer MacPhee, Jacksonville Regional Chamber of Commerce  
Ron Hetrick, Aerotek, Inc.  
Kathy Kanter, Kelly Services, Inc.  
Preston Haskell, Haskell

Melanie Patz, United Way of Northeast Florida  
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