



2008-2009
YEAR IN REVIEW REPORT

June 24, 2009



LETTER FROM THE CHAIR...*Marcus Haile*

The past year for JCCI *Forward* has reinforced its long history of engaged people involved in important issues. The greatest asset *Forward* has had in the past, continued to have this year, and will always have in the years to come is the involvement of the most committed and talented people in Jacksonville. The people and the issues were what made this year stand out from the others for JCCI *Forward*.



As Chair of *Forward*, I enjoyed watching *Forward* veterans continue to shine as role models of community engagement. The most exciting part, however, was watching new members grow into truly civic minded individuals. These individuals were already on a path to becoming stewards of this community, but through *Forward* they found opportunities to move along that path faster and with greater expertise. Throughout the year, the new members became fluent in previously unknown topics, honed their skills, and became dedicated to shaping their community into what they would like it to be.

JCCI *Forward* often talks about addressing “issues.” Sometimes, we use the word “issues” so much in working on thorny challenges we currently face, that “issues” starts to take on a negative connotation. We are always “addressing” or “solving” these “pressing” or “critical” “issues.” This year, however, allowed us to recognize how positive “issues” can be particularly after being placed under the examination and study of a JCCI *Forward* Forum.

The “Changing Times” Forum that looked at the issues currently facing nonprofit organizations in a dire economic climate, almost immediately realized the unprecedented opportunities for nonprofits to recreate themselves and take advantage of the current downturn to introduce new and innovative ideas that will create better sustainability for the sector long after our current recession is over.

The “Globalization of Jacksonville” Forum also immediately recognized the enormous asset Jacksonville has in its growing international community. It was evident that this unique aspect of Jacksonville was already being leveraged for the benefit of everyone, and forum members quickly set to work after the forum concluded to help Jacksonville capitalize on this opportunity.

In the years to come, we will all get to see the *Forward* veterans continue to set the example for being civic minded in the truest sense. In addition, we will all watch in awe as the new members continue to grow into citizens of the highest caliber and be proud that JCCI *Forward* was their entry point into what I am sure will be a long history of involvement in community learning and action.

I now get to hand the Chairmanship over to long time friend and colleague Lee Brown. Lee and I have gotten to know and work with each other over the years through *Forward*, which is testament to the connections you can make while being involved. I look forward to continuing to work with all of you as part of JCCI and JCCI *Forward*, and I thank everyone who was involved this year for your commitment and dedication.

2008-09 Executive Committee

Marcus Haile, Chair

Lee Brown, Chair-elect

Michael Connolly, Immediate Past Chair

Clanzenetta “Mickee” Brown, Action Plan Chair ~ Elexia Coleman-Moss, Social Chair

Ajani Dunn, Committee Member ~ Circe LeNoble, Marketing Chair ~ Jennifer Mansfield, Issue Forums Chair ~ Katie Ross, Recruitment Chair ~ Tatyana Ta, Training Chair ~ Rhonda Williams, Committee Member

And, of course, our *Friends of Forward*:

Oliver & Karen Barakat, Lee Brown, Mickee Brown, James Clark, Vincent Collignon, Michael & Cara Connolly, Jill & Peter Dame, Damien Dempsey, Shelly Fine, Chris Flagg, Fionnuala Geoghegan, Marcus Haile, Circe & Shawn LeNoble, Jennifer Mansfield, Carla & Jim Marlier, Lashun Parker, Ed Perez, Michelle Simkulet, Jon Singleton, Lee Townsend, Dick Weber and Chris Wirth

Warmest Regards,

Marcus

About Us

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 with skills and information 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.

Our 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.

Our 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.*

Our Executive and Planning Committees

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

2008-2009 JCCI FORWARD PLANNING COMMITTEES

Forums Committee

Jennifer Mansfield (Chair), Mickee Brown, Susan Burroughs, Mickee Brown, Damien Dempsey, Leah Donelan, Marcus Haile, Circe LeNoble, Jacqui Lowe, William Magevney, Brock Mikosky and Lee Poechmann,

Forums Leadership

Susan Burroughs, Chair, Jacqui Lowe, Co-chair, Lee Poechmann, Chair, Damien Dempsey, Co-chair and Amy Rice, Facilitator

Marketing & Communications Committee

Circe LeNoble (Chair), Eve Apel, Jason Fey, Rudy Jamison, Jacqui Lowe and Ashley Reynolds

Recruitment Committee

Katie Ross (Chair), Lee Brown, Leslie Danilson, Damien Dempsey, Mary Goldsmith and Lee Townsend

Social Committee

Elexia Coleman-Moss (Chair), Carlin Boswell, Leslie Conty, Michelle Conty, Leslie Danilson, Chris Dunn, Alida Lupari, Len Parker, Michael Schwartz, Jennifer Woods and Felicia Wright

Training Committee

Tatyana Ta (Chair), Mickee Brown, AJ Dunn and Gianna Warner

Assisted by: Allison Korman, JCCI Forward Board Liaison and staff, Lashun Parker and Michelle Simkulet

Our Sponsors

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

U.S. Preventive Medicine

Baptist Health
Fidelity Investments
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Nova Southern University

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Visit Jacksonville

YEAR IN REVIEW 2008-09

What follows is a synopsis of the people, activities and events that made our 2008-09 program year 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 2008 started off in high gear – **Marcus Haile** and his **Executive Committee** (**Lee Brown, Mickee Brown, Elexia Coleman-Moss, Michael Connolly, AJ Dunn, Circe LeNoble, Jennifer Mansfield, Katie Ross, Tatyana Ta** and **Rhonda Williams**) hosted an evening orientation for the upcoming year on the 15th. Attendees broke into small group and ultimately created the working committees for the year. They quickly got down to business to determine the content for the next twelve months. On July 22nd, everyone enjoyed an evening of collaboration and international exchange with Mayor Payton and a visiting Latin Delegation, at WJCT. And all month long, Jennifer and the **Forums Committee** rolled up their sleeves to hammer out the year's Forums schedule.

The dog days of summer continued but *Forward's* **August** calendar filled up quickly. Committees met to finalize topics, timing and talents. On the 7th, Katie Ross and others staffed booths and attended Leadership Jax's Collegiate exchange and HobNob '08 at Met Park. The **Forum Committee** continued to refine and release forum topics, determining to have one in the fall and two in the spring. On the 19th, **Marcus Haile** turned our attention to *How to Make Community Decisions Using Consensus* with **Skip Cramer** as they kicked off our training series sponsored by **Stellar**. And on the 28th, **Mike Swartz** played host for our first **Food For Thought** on *Our Local Sports Scene* at the Gas Knob.

September's focus was on fundraising. Support for *Forward* is imperative and sponsors, members and participants make the program all that it is. Excitedly we announced, **U.S. Preventive Medicine** as title sponsor for 2008 – 2011. **Melissa Gross Arnold** and Skip hosted our *How to Chair Effective Meetings* training on the 16th and the Marketing Committee put the finishing touches on the year's marketing plan. On the 24th our **Mystery Guest Lunch Series** featured Jerry Holland, Supervisor of Elections. The conversation focused on careers in public office, our upcoming elections and what we can do to encourage more citizens to participate in the election process. Our great thanks to **Jennifer Gornto** and the *Thursday Night Drinking Club* for hosting a event benefiting our programs at *TacoLu* in Jax Beach on the evening of the 25th.



October kicked-off our first **Forum**. *Changing Times: The New Business of Nonprofits* ran five weeks and provided great discussion and decisions by the committee. It was sponsored by **Nova Southern Eastern University**. You can find the overview and read the results on page 9. On the 8th, **JCCI** hosted Former **Senator Bob Graham** for our Annual Meeting at the Hyatt. **Tonia Hoffman** provided a new addition to our Stellar Training Series, our *How to Make Ethical Decisions* on the 14th. The Action Plan for *3 Years to Takeover* met on the 27th to create the plan to roll out the toolkit and other action items from the previous spring.

In **November**, members found themselves with the opportunity to attend bonus trainings for *How to Make Community Decisions Using Consensus* with **Marcus Haile**. In an effort to move forward the recommendations from the 2006 forum *Hidden Crisis: Youth Suicide in Jacksonville*, members participated in *QPR Gatekeeper: Question, Persuade, Refer* Training with **Susan Byrne Lee** of Mental Health America. **Ron Littlepage** was kind enough to share his opinions as our Mystery Guest on the 13th. On the 20th, **Katie Ross** and the **Recruitment Committee** members hosted a *New Member Orientation*.

January 2009 saw members ringing in the New Year with our Mystery Guest Lunch on 16th, hosted by **Ju'Coby Pittman** who introduced us to *Clara's at the Cathedral*, a training cafe featuring an upscale menu. Having a celebration of their own, the

Social Committee along with Forum Leaders, **Lee Poechmann** and **Damien Dempsey** hosted a packed house on the 22nd at *The Wine Bar* to kick off the *Globalization of Jacksonville* Forum. **Rena Coughlin** and **Susan Towler** set sail on the 29th hosting *Part One* of a three part training series, *All A-Board: How to be a Board Member*, sponsored by **Stellar**.

The **Visit Jacksonville** sponsored forum, *Globalization of Jacksonville: People, Perspectives and Perogies*, breezed through **February** with great presentations and delicious international treats provided by **Jacqui Lowe**. Inquiring minds filled **Fionnuala Geoghegan's** *How to be a Treasurer* training on the 17th and wrapped their heads around the numbers and the job. The **Social Committee** hosted a *Food for Thought on Politics Today* on 24th.

March came in like a lion as Lee and Damien chaired their committee through the conclusions of the Globalization forum and handed them over to **Mickee Brown** for development of the **Action Plan**. The training series continued on the 24th with **Jordan Crane's** *How to Fundraise*.



In **April**, *Part Three* of *How to Be a Board Member* wrapped up with **Michael Korn** and **Kristen Madjanics** as they shared experiences and lessons learned as nonprofit board members. On the 23rd, Katie and the **Recruitment Committee** hosted a *New Member Orientation*.

May's forum, *Women in Executive Leadership: A Crack in the Glass Ceiling?*, sponsored by **Lewis, Longman and Walker, P.A.**, filled the house. **Amy Rice** facilitated the discussion with those interested in recent and current involvement in local executive leadership. Personality rose to the top as **Rudi Jamison**, of *Eback9*, led the group through the *How to Sell Yourself and Your Organization* training. **Jim Bailey** energized the group on all the exciting things happening downtown as our Mystery Guest on May 20th. The topic for the 28th Food for Thought was the *Local Impact of the Stimulus Plan*.

In **June**, we saw Action Team Leader, **Justin McGurrin**, hosted several meetings and a booth at the ArtWalk as part of the Action Plan for the Globalization forum and Alisa Jacobs gave us the tools on *How to Communicate as Leader*. Preparations were being made for the **Annual Meeting**, held at Theatre Jacksonville on the 24th, sponsored by **Fidelity Investments**. The event included the release of the *Year in Review* report. This annual reporting is designed to provide (1) a sense of pride about all that was accomplished by those who participated in our program, (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	Alexis Barbour	William Brinton	Joshua Cockrell	Dennis Dannacher	Martin Edwards
Oluyinka Ajirootutu	Ronald Barton	Clanzenetta Brown	Jeff Cole	Gardner Davis	Katie Ensign
Anthony Allegretti	Lynn Bertram	Lee Brown	Vincent Collignon	Julia Davis	Betsy Fallon
John Anderson	William Bishop	Linda Burnette	Tabitha Collins	Jodi Dixon	James Felton
Eve Apel	Steve Black	Cassandra Bush	Cara Connolly	Leah Donelan	Christopher Fey
Chris Arsenault	Blair Blackard	Chris Carr	Michael Connolly	Sara Dougherty	Jason Fey
Lynette Austin	Michael Blaylock	Frank Carrico	Adrienne Conrad	Heather Duncan	Shelly Fine
Ronald Autrey	Wiatt Bowers	Adrienne Cartagena	Jan Conwell	Mike Dunlavy	Chris Flagg
John Baker	Michael Boylan	Toni Chadwell	Rena Coughlin	Ajani Dunn	Meg Folds
Tabatha Ball	Susan Boylan	Jennifer Chapman	James Crooks	Brenna Durden	Ronald Foster
Lindsey Ballas	Herbert	Lois Chepenik	Nelson Cuba	Heidi Eddins	Brian Fuller
Karen Barakat	Brackenridge	Mike Clark	Jill Dame	Daniel Edelman	Meg Gaffney
Oliver Barakat	Charles Bradley	Jeffrey Clements	Peter Dame	Chrissy Edmonds	Mary Gebhart

Fionnuala Geoghegan	Adam Hollingsworth	Linda Levin	Bobbie O'Connor	Mark Schou	Erin Vance
Mary Goldsmith	Mary Claire Holloway	John Lind	James O'Leary	Caitlin Sellers	Kory Von Leue
Barbara Goodman	Eric Holshouser	Dawn Lockhart	Marsha Oliver	Henry Seng	Lowrie Ward
Kimberly Govan	Lauren Hopkins	Jacquelyn Lowe	Michelle O'Rourke	Philip Shad	Gianna Warner
Andy Graham	Bruce Humphrey	Elizabeth Longenecker	George Owen	Scott Shine	Joel Warner
Broderick Green	Bruce Humphrey	Robert Lufrano	Janet Owen	Michelle Simkulet	Nina Waters
Kirby Green	Carol Humphrey	Jennifer Lumbag	Andrew Parker	Ella Simmons	Courtney Weatherby
Britt Greene	Barbara Hunter	Jennifer Lumbag	Lashun Parker	Jon Singleton	Richard Weber
Hugh Greene	Antwiwa Hyman	John MacDonald	Melanie Patz	Richard Sisisky	Didrii Wells
Steve Greenhut	Megan Irvine Kolar	Frank Mackesy	Pam Paul	Jared Skok	Terry West
Melissa Gross-Arnold	Heather Jarvis	Kristen Majdanics	Amanda Payne	Mary Ellen Smith	Edward White
Heather Gwinn	Traci Jefferson	Thomas Majdanics	Jacob Payne	Taylor Smith	Ashley Williams
Marcus Haile	Sherri Johnson	Jennifer Mansfield	Edward Perez	Ashley Smith-Juarez	Jessica Williams
Alicia Halford	Russ Jollivette	Kimberly Mariani-Hernandez	John Peyton	Cheryl Snyder	Rhonda Williams
Delmar Halford	Thomas Jury	Carla Marlier	David Pimentel	Alberto Souto	Valerie Williams
Steven Halverson	Joanne Kazmierski	James Marlier	Peter Racine	Corrina Steiger	Dottie Wilson
Christopher Hand	Allison Korman	Karen Mathis	Marvin Reese	Martin Stein	Meta Wilson
Abel Harding	Kathryn Kovarik	Heather McEachen	John Reyes	Katrina Stinson	Chris Wirth
Erik Hart	Thomas Kovarik	Andrea McKeon	Dan Richard	Cindy Stover	Andrew Yang
Pamela Hatt	Douglas Kravet	Nacole McNeill	Cheryl Riddick	Alexander Stremitzer	Wassan Yassin
Mike Heise	Gabriela Ladd	Michael Miller	Seka Roberts	Darby Stubberfield	Evan Yegelwel
Nikole Helvey	Thomas Ladd	Jay Millson	Judith Rodriguez	Allen Tarkenton	Chuck Young
Aubree Hershoring	Tony Lamell	Samantha Minton	Katie Ross	Brian Teeple	John Zell
Jon Heymann	Martha Lanahan	Teresa Monson	Chelsea Rose	Joseph Thompson	Rose Zurawski
Michael Hightower	Michael Lanier	Mecca Monson-Gere	Francesca Rutherford	Autumn Tomas	Aprille Zuza
Carol Hladki	William Larson	Lisa Moore	Michael Rutherford	Susan Towler	
Connie Hodges	Circe LeNoble	Michael Munz	Tom Ryan	William Townsend	
Patricia Hogan	Shawn LeNoble	Jennifer Murphy	Geoffrey Sample	Zeb Treece	
	Gregory Letnaunchyn		Patricia Sams	Nicole Trueblood	

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



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 as an onsite Orientation (July), TacoLu (September), Downtown Get Down (October), Wine Bar (January), and Theatre Jacksonville (June).

Food For Thought gatherings give participants the opportunity to network and discuss topics of the day. Topics included *Local Sports Scene*, *Politics Today* and *Impact of the Stimulus Package on Jacksonville*.

Mystery Guest Lunches provide participants the opportunity to engage with local leaders in an intimate lunch setting, hosted by *Forward* Chair, **Marcus Haile**. This year's mystery guests included **Jerry Holland**, **Ju'Coby Pittman**, **Ron Littlepage** and **Jim Bailey**.

Thanks to Fidelity Investments for their support!

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 19

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 16

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

How to Make Ethical Decisions October 14

Objective: To learn techniques and tools to exercise our ethical muscles

QPR Gatekeeper Training: Question, Persuade and Refer November 18

As part of the Action Plan for the 2006 Hidden Crisis Youth Suicide Forum, attendees learned to identify the warning signs of suicide and ways to ensure survival.

How to be a Board Member-Part One January 27

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 Treasurer: Reading the Numbers February 17

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 Two January 28 thru April 27

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 24

Objective: To learn to set goals, create a plan and achieve fundraising success.

How to be a Board Member-Part Three April 28

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.

How to Sell Yourself & Your Organization May 19

Objective: To learn the skills to communicate to others your goals and the goals of the organizations you represent.

How to Communicate as a Leader June 9

Objective: To focus on the communication styles of effective leaders and how to leverage your personal style for improved interactions.

Thanks to Stellar for supporting this series!

ACTION PLANS UPDATE



2009 The Globalization of Jacksonville: People, Perspective and Perogies

The Action Team created *Passport Jacksonville*, to promote local international residents and their culture.

2008 Changing Times: The NEW Business of Nonprofits

Presented finding to Jacksonville Regional Chamber of Commerce *Governmental Affairs* subcommittee.

Seeking chamber creation of subcommittee for not-for-profit businesses.

2008 Women in Political Leadership

Prompted an annual conversation about the status of leadership among Jacksonville women and second forum focused on *Women in Executive Leadership*.

2008 3 years to Takeover: Preparing for Transition of Leadership

Completion of toolkit

ISSUE FORUMS

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 three topics during 2008-09, a 5-week mini forum, an 8-week full forum and a one-night event. **Thank you to ALL the resource speakers, presenters, and supporters for donating their time and resources throughout the year.**

~ ~ ~

Changing Times: The *NEW* business of Nonprofits

Over 5 weeks in October, this forum examined the bottom-line threats and changing expectations transforming how Jacksonville's nonprofit organizations meet community challenges.

Key findings:

- There is a need for local not-for-profits to come together as a sector, branding themselves and sharing their stories and ideas.
- The not-for-profit sector needs to continue developing its voice. A voice that will tout their quality, needs and community capacity. They need to use that voice to share their message with government, businesses big and small and individual citizens.
- The sector has a need for continued and creative resource engagement and volunteer utilization. They should leverage what they have.

Action plan:

The committee used the Issue Forum meeting summaries and supplemental material as a basis for answering the question "What can we do?" and determine the following plan:

- Reach out to the Nonprofit Center of Northeast Florida about expanding their Nimble Nonprofit Series to include additional trainings such as grant writing, resource management, volunteer management, and social entrepreneurship, as well as expanding the roundtable discussion groups that share best practices, CEO Confidential and Heartbeat Away.
- Reach out to the Jacksonville Regional Chamber of Commerce to create a Not-for-Profit committee on par with the other sector committees, to raise the profile of business related issues of nonprofit companies.
- Formally suggest to JCCI to revisit their "The Role of Local Nonprofits" through their full year study process.

Community Leaders and Resource Experts

Sherry Magill, Jesse Ball duPont Fund
Mary Kay O'Rourke, President & CEO of HabiJax
Ju'Coby Pittman, Clara White Mission

Lisa Ussery, Fanny Landwirth Foundation Inc
Daniel Davis, Trinity Rescue Mission/City Council
Dave Pierson, Community Foundation

Committee Members: Susan Burroughs (Chair), Jacquelyn Lowe (co-chair), Janet Allen, Lee Brown, Clanzenetta Brown, Bob Bryan, Betty Carley, James Cash, Leah Donelan, Sara Dougherty, Cynthia Farmer, Christopher Fey, Jason Fey, Marcus Haile, Julia Henry-Wilson, Lauren Hopkins, Suzy Jackson, Traci Jefferson, William Larson, Jennifer Lee, Circe LeNoble, William Magevney, Jennifer Mansfield, Tamara Merfeld, Elexia Moss, Phyllis Murray, Robert Nozza, George Palmer, Sandra Parker, Kathryn Redington, Marvin Reese, Sally Robson, Katherine Ross, Katherine Sandusky, Butch Sims, Christa Sylla, Dorcas Tanner, Deborah Thompson, Victoria Watkins, Didrii Wells, and Evin Willman *Staff: Michelle Simkulet*

Thank You to Nova Southern University for supporting this Forum!

The Globalization of Jacksonville: People, Perspectives and *Perogies*

For the months of January, February and March 2009, this forum examined what the *Forward* generation thinks is needed now for Jacksonville to take the world stage. Local citizens from around the globe will share their stories, experiences and lives.

KEY FINDINGS

- There is a lack of awareness as to the rich fabric of multicultural residents who live, work and play in Duval County, even though currently there are children from over 130 different countries of origin in our public school system.
- New citizens do not have a predetermined negative impression of Jacksonville and can be the community's strong cheerleaders and ambassadors but they need to be invited to participate.
- Although knit neighborhoods, such as Chinatown or Little Italy, don't exist in our community there are pockets of cultures growing in different neighborhoods as citizens build their own support systems and develop cultural-based amenities.
- There is no guide for newcomers for *How to Live and Succeed in Jacksonville* and the information that is available is English-language only.
- There is no central meeting place or cultural center to share and showcase our local international citizens and their culture, art or contributions.

Action plan:

The committee used the Issue Forum meeting summaries and supplemental material as a basis for answering the question "What can we do?" and determine the following plan:

- Take advantage of opportunities, such as DVI's monthly *ArtWalk*, and showcase our community's multicultural citizens beyond the annual *World of Nations Celebrations*. Outreach to business, cultural support groups, speakers, and performers to participate in local events all year long.
- Individually explore and encourage others to learn about different countries and their offerings without ever leaving the city.
- Identify locations, events, businesses and develop a guide highlighting the city's global locations and opportunities.

Community Speakers

Master Chief Aguila (Philippines)	Marisa Gonzalez, Englewood High School	Christine Rothberg, Lutheran Social Services
Karim Belhaj (France)		
Sonny Bhika (Zambia)	Khalid Ibrahim (Afghanistan)	Michelle Simkulet (Canada)
Michelle Conty, (Spain/Philippines)	Tess Mork (China)	Tatyana Ta, (Vietnam)
Stephen H. Davis, Immigration Attorney	Chris O'Connor (Ireland)	Vanya Vukota (Bosnia)
AJ Dunn (Jamaica)	Racheal Obal (Sudan)	Dr. Wassan Yassin (Iraq)
John Fitzgerald, Catholic Charities	Ray Odalkowski, Jacksonville University	
	John Reyes, Visit Jacksonville	

Committee Members:

Lee Poemann (chair), Damien Dempsey (co-chair), Eve Apel, Clanzenetta Brown, Lee Brown, William David, Leah Donelan, Sondie Frus, Cynthia Gibbs, Tyler Grunewald, Marcus Haile, Aubree Hershorin, Piko Horne, Circe LeNoble, Jacquelyn Lowe, Neil McGuinness, Elexia Moss, Marvin Reese, Herman Robinson, Christine Rothberg, Caitlin Sellers, Rebecca Tripi, and Wassan Yassin *Staff: Michelle Simkulet*

Thanks to Visit Jacksonville for supporting this Forum!

Women in Executive Leadership: A Crack in the Glass Ceiling?

This forum offered the community an opportunity to discuss the recent and current involvement of women in local executive leadership in our community, to explore the different ways that women are advancing and to determine what the future holds.

IN HER OWN WORDS...by Amy Rice, Facilitator

On May 7th, I had the opportunity to facilitate a lively forum on *Women in Executive Leadership*. As a group, we sought to explore the local landscape for professional women, across the nonprofit and for-profit sectors, and identify ways in which women can advocate for their development and advancement. Although many in the room did not see a clear path to the executive level, nor a sufficient set of female role models at that level, there was no lacking desire to be successful and to forge forward on our chosen career paths. In light of this, we focused ourselves on the things we *can* do, and the things successful professionals *must* do, to champion and proactively position ourselves for fruitful and well-paced career progression.

Of the 30 or so people in the room, nearly everyone made vocal contributions. The comments ranged from observations based on particular experiences, to posing questions to the room, providing input to the topic at hand, empathizing with others, and generously sharing guidance and advice. Some of our key findings included:

- Mentoring:
 - The need to actively seek out mentors, and to identify multiple mentors who can serve multiple needs. For instance, one mentor may have functional expertise of interest; another may be particularly politically savvy, such that he/she can help to navigate the organization; yet another may have leadership qualities to emulate. And sometimes, a great mentor is someone who can be a sounding board for issues one faces, and help reflect back ways in which to manage a particular situation.
- Networking:
 - Relationships matter, regardless of whether one resides in a complex organization or small business, in a corporate staff role or a personal sales role. Invest in relationship development for its own sake, and don't be afraid to leverage those relationships when needed.
- Self-advocacy:
 - Champion your own successes: to a boss, to a recruiter or interviewer, to a client or potential client. Take ownership for results you achieve. Don't be shy in bringing visibility to your results and achievements.
 - Throw your name in the hat for a stretch job! Be confident about your qualifications for such a job, even if you haven't mastered every attribute you'll use in that job.
 - Manage your compensation. Be proactive about negotiating job offers, asking for a raise (regularly), and getting what you're worth without feeling that doing so is greedy or inappropriate. Know the going market rate for your skill set and assertively, yet tactfully, ensure that you reap what you're worth.

We also covered self-selection and the importance of making deliberate choices that work for the individual, as well as the degree to which we believe barriers to women – real or perceived – are influenced or altered by generational perspectives. The balance of issue exploration with tangible steps for individual development made for a robust forum with some optimistic takeaways. What began as a not-overly-positive session, due to the hard facts about decline of women in executive leadership positions, as well as the contextual observations of the group on limited opportunity and role models, quickly turned into a collaborative and engaged dialogue about the action we can take, and the behaviors for which we're individually accountable, to propel our own success. Even after the session, many participants stuck around to introduce themselves, network, and seek counsel from one another on specific situations.

Personally, this was not only my first forum experience as a facilitator, but my first forum experience overall. I was energized and encouraged by the diversity and dynamism in the room, and thrilled to have had the opportunity to engage on a topic of both personal interest and critical importance to the professional environment.

Attendees: Amy Rice (Chair) Lynette Austin, Irmatine Bealyer, Casey Bonar, Clanzenetta Brown, Susan Burroughs, Elizabeth Cline, Daphne Colbert, Teresa Davlantes, Ashley Folladori, Melba Furlow Herrington, Heather Gwinn, Marcus Haile, Megan Irvine Kolar, Helen Jackson, Suzy Jackson, Laura Lane, Jacquelyn Lowe, Jennifer Mansfield, Heather McEachen, Kathy McIlvaine, Elexia Moss, Laura-Meade Myrick, Roslyn Phillips, Linda Scasz, Caitlin Sellers, Barbara Shepherd, Nichelle Stone, Erin Vance, Juliette Vaughn, Courtney Weatherby, Rhonda Williams, Regina Williams, Valerie Williams, Jessica Williams and Tina Wirth *Staff Michelle Simkulet*

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



Our 2008-09 Supporters



Check out JCCI's next big thing...



JCCI Forward
A program of JCCI

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