

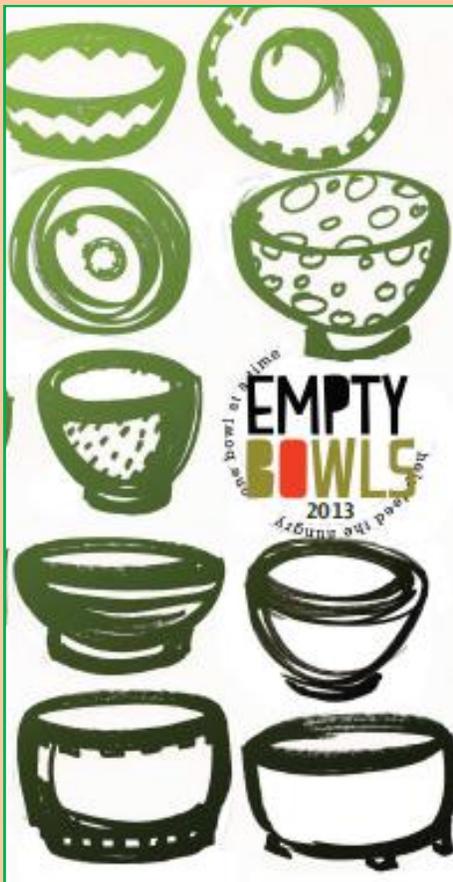


The Lighthouse



NMA...The Leadership Development Organization
Columbus Public Service Chapter
The first Public Sector Chapter - est.1981

Columbus Recreation & Parks to Present Empty Bowls 2013



2013 will mark the sixteenth year that Columbus Recreation and Parks has coordinated the Empty Bowls project in Central Ohio; raising over \$165,000 for the Mid-Ohio Foodbank.

Bowls are made by art class participants, volunteers and other members of the community. The public is invited to purchase a bowl for \$10 and sit down to a meal of soup, bread and water.

Join us at one of the events listed on Page 8 to help fight hunger one bowl at a time.

For more information or to donate bowls for an event, contact Wendy Frantz at (614) 645-7427 or wmfrantz@columbus.gov.



October 2013

Check out NMA's group on LinkedIn at NMA1.org

The latest issue of *Breaktime* can be found at: <http://www.nma1.org/Communications/Breaktime/2013-10/2013-10.pdf>

Visit the new Columbus Public Service chapter website: <http://www.nma-cpsc.org>

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NMA Family Scrapbook

Get well wishes to Vonna Hayes



We welcome Geneva Christensen from Fire as our new Chapter Awards Chair!

Congratulations to member Missy Brewer, who welcomed granddaughter Kennedy Marie Brewer into the family on October 22! The proud parents are Missy's son KC and his wife Kortney.



Make Your Job More Meaningful

by Bill Barnett for the HBR Blog Network (Harvard Business Review)

Work is a financial necessity for almost everyone, along with the sacrifices work sometimes demands. It can be drudgery. But work also can be fun and exciting. The competition can be energizing. Work can be an important and positive part of our lives.

I learned a lot about this from Amy Wrzesniewski and her work with job crafting (PDF). She describes three attitudes about work — what she calls jobs, careers, and callings. These three attitudes can indicate how satisfied individuals are in the workplace. Identifying your own outlook toward work can help you define what you need — or want — in your professional life.

People with a “jobs” mindset are working for the money and contain their time at work. All of the people I’ve known with this attitude tend to be dissatisfied, finding little meaning in what they do. They also are generally looking for something new.

Careerists work for advancement, pay, and prestige. I’ve seen careerists with widely different levels of happiness and satisfaction. If they think they’re “winning,” they’re happy. But others are concerned they’re not advancing at the pace they want, or they’re not in the role they deserve. While not entirely dissatisfied, they often wonder

whether they’re being treated fairly or if there’s something better.

But people with callings are different. They see their work as a positive end in itself. They feel good about what they’re doing. They give more to their work. They get more from it. And here’s a secret about people with callings: Not only are they happy and fulfilled, they’re often very successful, sometimes bringing financial rewards.

Individuals with callings differ because of what they prioritize in their work. Their goals are distinctive in three ways:



1. They emphasize service. People with callings put a higher priority on helping others. Some are guided by the kind of lofty purpose

that’s associated with leaders in religion, public service, or charity work. Others operate their businesses to serve their markets in ways that make customers better off.

Brian (names have been changed) is a good example. After finishing his MBA, he got a well-paid position with a socially conscious mutual fund. He liked the fund’s purpose, but he felt little connection between what he did and his desire to improve the planet. Then he had an idea — to provide a new category of food product that would improve diets. Even though his second baby was about to ar-

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Announcements

November Breakfast Event

DATE: Wednesday, November 20, 2013

TIME: 7:15 a.m. to 9:00 a.m.

LOCATION: Jewish Community Center
1275 College Ave.
Columbus, Ohio 43209

PROGRAM: Speaker: Alicia Loftis
Franklin County Children Services
and the Holiday Wish Program
Bring a new, unwrapped toy to donate, and receive a raffle ticket for a special drawing!

MENU: **Chef Tony's Breakfast**
Sausage, Scrambled Eggs, Tony's
Diner Potatoes, Muffins, Fresh Fruit,
Coffee, Water and Orange Juice



EVENT AGENDA:

- 7:15 Registration & Social Time
- 7:30 Invocation and Pledge of Allegiance
- 7:35 Committee Reports
- 7:45 Breakfast
- 8:10 Speaker: Alicia Loftis
- 8:40 President Terry Neal, "Where's Terry" Contest
- 8:45 Special Drawing, 50/50 Raffle & Bonus Bucks Drawing
- 8:50 Meeting Adjourned

Please make your reservation by Friday, November 15th to:
Judy Johnson, jajohnson@columbus.gov

Don't forget your canned goods for the Mid-Ohio Food Bank and your Pop Tabs for Ronald McDonald House

The guest fee is \$9.00, payable at the event
Checks payable to: CPSC NMA



The new NMA Columbus Public Service Chapter website is now Live! Find it at:

www.nma-cpsc.org

WANTED: NMA BOOSTERS

The Columbus Public Service Chapter is looking for members to represent NMA to their department.

For more information, contact National Director Kathy Spatz at 645-0487 or KASpatz@Columbus.gov



Event Notes

October Winners

50/50 Raffle: \$86 was collected, and the winner of \$43 was **Geneva Christensen** from Fire, who graciously donated \$20 back to the Speech Contest

Bonus Bucks: The name drawn was **James Bell** from Street Cleaning, but he was not present, so next month's amount grows to \$40

Special Mid Ohio Food Bank Food Donation Raffle: The winner of an OSU Apron was **Judy Johnson** from Refuse

October Breast Cancer Awareness Month Raffle: A Breast Cancer Pink Ribbon Scarf went to **Gregg Dukes** from Technology, a Pink Ribbon scarf went to **Rhonda Brown** from Fire, and a Pink Ribbon Fanny Pack went to **Geneva Christensen** from Fire.

The food donation and Breast Cancer Awareness raffle gifts were donated by Immediate Past President **Teresa Langer**.



Recent examples of Kid Packs decorated by kids for kids.

Mid-Ohio Food Bank discussed at October Lunch Event

The October event took place in the Continental Room in the Jerry Hammond Center at 1111 E. Broad Street, and included a delicious lunch catered by Boston Market.

Bruce Black and Beth Fairman-Kinney from the City's Neighborhood Pride program brought three guests to the luncheon—Tyra Bell, the City's new Mobil City Hall Outreach Worker and Gram School Interns Tinna Palmer and Kwa McCathy.

Guest Speaker, Stephenie Robertson, Director of Corporate Relations at the Mid-Ohio Food Bank, discussed the serious problem of hunger in our communities.

Stephenie began her non-profit career ten years ago after spending three years in the for-profit sector. Shortly after moving to Columbus in August of 2009, Stephenie joined the American Red Cross of Greater Columbus where she stayed for two and one-half years before accepting this amazing role at the Foodbank. She has been with the organization for nearly two years.

Stephenie began her presentation by saying that people normally have three fears: Dying, public speaking and asking for money. Because of their fear of asking for money, one in six people in Ohio go hungry every day. The challenge is to take the first step, and Mid-Ohio Food Bank works to de-stigmatize the it.

Continued on Page 5



The October event was well attended



Event Notes

Continued from Page 4

In our society, the only people entitled to food are prisoners. Anyone could be hungry, hunger effects all walks of life. Thousands of children go to bed hungry.



Chapter President Terry Neal present speaker Stephenie Roberson with an NMA tote bag

Forty percent of the people seeking assistance from the food bank are working, and only five percent are homeless.

The Mid-Ohio Food Bank and its 550 partner agencies provide 107,000 meals a day in Central Ohio. 100% of every dollar raised goes to feed the Central Ohio families. 50% of the food distributed now is fresh produce. The goal is to reach 75%.

Every dollar donated is turned into \$11.00 worth of food items.

The back pack program, sends seven to nine pounds of food home with 1,000 kids every other weekend

Mid-Ohio Food Bank also offers classes on cooking and nutrition, and send each participant home with a crockpot (donated by Krogers), and kitchen utensils.

NMA members are encouraged to visit the store or become a volunteer. Visit their website for more information at www.midohiofoodbank.org/act/volunteer.

During committee reports, new members Marcellus Stewart, Rhonda Brown and Amber Beckman received their NMA pins and membership cards from Membership Chair Carnell Felton. Second Vice President Scott Ward presented Yvette Aniagolu with a special certificate for completing all four classes of the Faciliskills series.

Meeting highlights submitted by Terry Neal, Teresa Langer and Sima Gellman, photos by Terry Neal and Sima Gellman



New members Marcellus Stewart, Rhonda Brown and Amber Beckman with Membership Chair Carnell Felton (second from right)



Yvette Aniagolu with Second Vice President Scott Ward



The Food Bank's community garden



Food Bank volunteers repack a large donation of plums into smaller portions for distribution.



Professional Development

All are welcome to attend:

City of Columbus Toastmasters



Meetings:

1st Thursdays

Citywide Training Center
750 Piedmont Rd.
Training Room C
12:00 to 1:00 PM

2nd Thursdays

77 North Front Street,
Lower Level
Columbus Stat Room
12:00 to 1:00 PM

3rd Thursdays

Columbus Public Health
240 Parson Ave.
Room 119-C
6:00 to 7:00 PM

**For more information,
Call 645-6032 or 216 8988**



Flout, Flaunt

Flout means to mock or make fun of, flaunt means to show off. Some people like to flout the idea of joining a country club; others like to flaunt the fact that they've joined.

Announcing FACILISKILLS™

Fostering a Culture of Participation

Getting people to work together isn't always easy...

FaciliSkills™ is all about collaborative relationships which open doors and make life simpler in the community, and within the organization. In short, one needs to "facilitate" all aspects of life in order to accomplish goals.

FaciliSkills™ workshops provide the tools for having greater impact and broader influence, for leveraging time and making better decisions, and for fostering personal growth and ultimately growing your business.

FaciliSkills™ Workshops are designed for...

- Managers who lead groups or project teams
- Anyone thrust into a leader's role without direction
- Emerging leaders seeking new skills to benefit their organization and advance their careers
- Teams that have stalled mid-project.

**All classes will be held From 8:00 am to 12:00 pm
at 1881 E 25th Ave, Training Facility Room A**

Fees: Members No Charge, Non Members \$95

Faciliskills Class Schedule

**#2 The Art & Science of Self-Mastery — November 12, 2013
Register by November 6.**

#3 Transformational Leadership — TBD

**#4 Logistics and Process Dynamics—January 8, 2014
Register by January 2**

For more information contact Tami Peters, Division of Public Service 645-2688 or visit <http://www.nma-cpsc.org/Assets/FaciliskillsFlyer.pdf>

The NMA Leadership Model



Derived from a similar model in Results Based Leadership by Ulrich, Zenger, & Smallwood.



Make Your Job More Meaningful

Continued from Page 2

rive, he took the risk to make this happen. He left the fund to found his own company, knowing he'd be living on his savings. Brian came to life. A decade later, with his products on many retail shelves, Brian remains excited about what he's doing, how he spends his days, and how it benefits people. It's a calling.

2. They emphasize craftsmanship. People with callings prioritize what I call craftsmanship. They want to make things happen and to be excellent in their fields, not just because of potential growth in their company but because they believe those things are intrinsically worthwhile.

Take manufacturing CEO Steve. Steve tightly focuses his personal value proposition on what he does best — leading manufacturing companies that need significant improvement in operations. Steve spots the complexity in operational processes before most others do. In a senior position, he's had to learn how to become more than just a thinker; he's learned how to mobilize and how to teach. That's the only kind of position he'll consider — both to continue his high performance and to deepen his expertise. Steve's a craftsman.

3. They de-emphasize money. In making career decisions, people with callings push money to the background, instead choosing to focus on what a new role has to offer beyond its monetary rewards. No one I've known with a

calling has had income as one of their top career objectives.

Nathan's emphasis on service and accomplishment replaced his need for a significant paycheck. His childhood interest in education grew stronger in college when he saw the challenges facing children in urban schools. He became a teacher in a low income school and was excited to see the impact he was having on his students and their families. He declined promotions in the school system that would have increased his pay but taken him away from these students. He only moved to headquarters when the new role offered broad influence in teaching across multiple schools. Two years later, the school district promoted him to principal at the young age of 29.

Most people want the job satisfaction that comes with having a calling. If you see your work as merely a job or career, ask yourself if your outlook or priorities need to change. One route may be to redefine your tasks (PDF) or the way you think about your work to put greater emphasis on service and on craftsmanship. If you can reconfigure your work like this, you may find a calling or at least greater meaning and happiness. If you can't, then it may be time to think about finding another position.

What else should you emphasize — or de-emphasize — to make your work more satisfying?

Bill Barnett led the Strategy Practice at McKinsey & Company and has taught career strategy to graduate students at Yale and Rice. He now applies business strategy concepts to careers. He is also a contributor to the HBR Guide to Getting the Right Job.

You can retire from a job, but don't ever retire from making extremely meaningful contributions in life.

- Stephen Covey



Community Service

Empty Bowl Schedule

Main Event Locations

Saturday, November 9

11am -2pm

First Unitarian Universalist Church

93 W. Weisheimer Rd., 43214

Hillcrest Baptist Church

2480 W. Broad St., 43204

Parkview Methodist Church

344 S. Algonquin Ave., 43204

St. Luke Lutheran Church

4456 Morse Rd., 43230,

Noon -2pm

Global Gallery

3535 N. High St., 43214

Additional Event Locations

Sunday, November 3

Noon - 2pm

Eastminster Presbyterian Church

3100 E. Broad St., 43209

Tuesday, November 5

11am - 1pm

Altercare of Canal Winchester

6725 Thrush Dr.

Canal Winchester, 43110

Wednesday, November 6

11:30am - 1:30pm

Martin Janis 50+ Center

600 E. 11th Ave., 43211

Thursday, November 7

11am - 1pm

Kuhn Honors & Scholars House

220 W. 12th Ave., 43210

Friday, November 8

11:30am - 1pm

Gillie 50+ Center

2100 Morse Rd., 43229

11:30am - 2pm

Whetstone Community Center

3923 N. High St., 43214

11am - 1pm

Marion Franklin Comm. Center

2801 Lockbourne Rd., 43207

Sunday, November 10

11:30am - 12:30pm

North Unitarian Universalist

Congregation

1574 Franklin St.

Lewis Center, 43035

Friday, December 6, 5pm

Grand Illumination

Bicentennial Park

233 Civic Centre Dr., 43215

Veterans Affairs

By Scott Ward

I have been a member of the City of Columbus Veteran Committee for approximately ten years. The committee is



From left, Scott Ward and Air Force Veterans Greg Beaverson and Marty Wollenslegel in the City of Columbus Veterans Parade November 10, 2011. See the entire slideshow at www.dispatch.com.

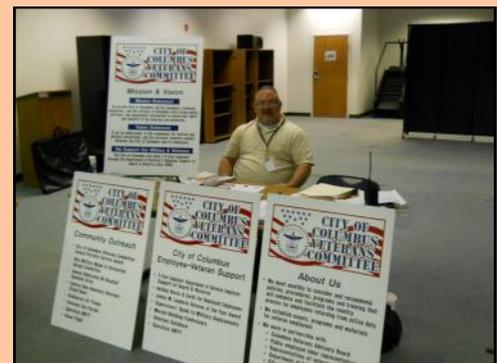
comprised of two city employees from each department, one primary and one alternate. I am one of twelve that are constants that attend each month.

Our main priority is to help our military veteran City employees, and make sure their rights and benefits are being protected. We also sponsor a

program for military and veteran's families called Operation Unity, which assists with the local Flag Day ceremonies, Veterans Day, the annual Stand Down program, and provides assistance with referrals to the Honor Flights and the Chillicothe VA.

The committee also presents the James M. Lendavic Veteran of the Year Award, and hosts an annual Chili Dog Sale, with some of the proceeds providing our deployed city employees with shoe boxes, and their family members with gift cards during the holidays seasons.

The City of Columbus employs more than 800 veterans and is currently serving members of the National Guard and Reserve. The committees recognize them for their service to their nation as well as to the military community that protects it.



Army veteran Mike Maloney manning the display at a City Benefits Fair.



Community Service

It is literally true that you can succeed best and quickest by helping others to succeed.

- Napoleon Hill



NMA's Helping Hands

NMA believes in Community Service, and our members volunteer many hours of their time to help make a difference:

Yvette Aniagolu volunteered at the St. Anthony Catholic Church for Golden Jubilee Celebration in October.

Bruce Black volunteers for the East Haven Block watch and the Berwick Civic Association.

Mark Calvert volunteered at Delaware County Habitat for Humanity for 3 days in Sept ember and October, and will be volunteer at Dublin Baptist Church for the Fall Festival on October 31.

Julia Carter volunteers for Project Mentor at Eastmoor High School for 1 hour each week during the school year.

Stacy Cooperwood is president of the Glenwood Recreation Center CRC Board.

Jeffrey Emhuff volunteers at the Franklinton Tutoring Program at Avondale Elementary School.

LaVerne Freeman helps out with childcare at her church two Sundays each month, and was a volunteer for Autism Speaks in October.

Cindy Fruth continues to volunteer as the Treasurer of the Columbus Employees Association and is also the Treasurer of her church.



Beth Fairman Kinney is president of the United Crestview Area Neighbors Civic Association.

Teresa Langer continues to sell candy bars to support the NMA speech contest.

Lisa Landoll volunteers at the information desk at Riverside Methodist Hospital.

Terry Neal volunteers on the Board of Directors for the Eastgate Garden.

Tami Peters continues to volunteer her time for the Hamilton Meadows Civic Association and the Ginkaku-Ji Karate Dojo.

Jan Reese Volunteers a Golden Endings Golden Retriever Rescue.

Kathy Spatz helped out with graphics, registration and photography (and editing) for the Columbus Ice Hockey Club "Run for the Puck".

Terrell Spencer currently holds the office of President for The Livingston Heights Place Civic Association.

Bee Tolber continues to volunteer as a mentor in the Alpha Minority Youth Engineering program, and helped out at the Traylee Center.

Jeff Ushry is a Youth football Coach with the Columbus Ice and volunteers for the Eastmoor Academy Touchdown Club



NMA-Lighthouse Puzzles

NMA Calendar 2013

October



31 Halloween

November



- 1 All Saints' Day
- 3 Daylight Savings Time Ends
- 11 Veterans' Day
- 12 Faciliskills #2
- 14 Chapter Board Meeting
- 20 Chapter Breakfast Event
- 28 Thanksgiving Day
- 29 First Day of Hanukah

December



- 7 Pearl Harbor Day
- 12 Chapter Board Meeting
- 12 Chapter Holiday Event
- 21 Winter Solstice
- 25 Christmas
- 26 Kwanzaa Begins

2014

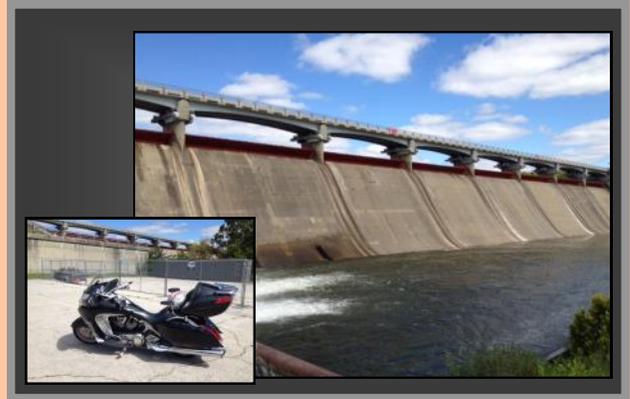
January



- 1 New Year's Day
- 2 FaciliSkills #4
- 9 Chapter Board Meeting
- 14 Chapter Breakfast Event

September Puzzle Solution

Terry was at Hoover Dam. Lisa Landoll was the September winner. Correct answers were



also received from Yvette Aniagolu, Rhonda Brown, John Fiore, Michael LaRowe, Melanie Mallett, Kathy Spatz, Terrell Spencer and Hugh Williams.



October Puzzle

Where's Terry?



To enter the contest, find Terry's location (name the city and the business) and send it to: sima@columbus.rr.com. The contest winner will be selected by random drawing from all correct entries at the next NMA meeting event. Entries for this puzzle must be received by 5 PM November 18, 2013 to be considered.



What is NMA?

NMA The Leadership Development Organization is a professional association headquartered in Dayton, Ohio. The Association is a national not-for profit organization serving about 20,000 members worldwide.

NMA Code of Ethics

I will recognize that all individuals inherently desire to practice their occupations to the best of their ability.

I will assume that all individuals want to do their best.

I will maintain a broad and balanced outlook and will recognize value in the ideas and opinions of others.

I will be guided in all my activities by truth, accuracy, fair dealing and good taste.

I will keep informed on the latest developments in techniques, equipment, and processes.

I will recommend or initiate methods to increase productivity and efficiency.

I will support efforts to strengthen the management profession through training and education.

I will help my associates reach personal and professional fulfillment.

I will earn and carefully guard my reputation for good moral character and good citizenship.

I will promote the principles of our American Enterprise System to others, by highlighting its accomplishments and displaying confidence in its future.

I will recognize that leadership is a call to service.

NMA Statement of Principles

NMA is dedicated to managerial excellence, personal and professional growth, and leadership development. The following principles identify NMA's core beliefs and provide the basis for the Association's Mission Statement.

We believe in the highest standards of personal and organizational integrity and respect for the individual.

We believe in lifelong learning, continuous improvement, and the development of a workforce capable of sustaining a competitive posture in the global economy.

We believe management is a creative, dynamic, and essential process enabling people to achieve personal and organizational objectives.

We believe that managerial responsibility is shared among all individuals at all levels of the organization and that leadership is critical to management success.

We believe that individuals and organizations have a community and civic responsibility.

NMA Mission Statement

NMA creates leadership development products and opportunities that maximize the potential of our members, sponsoring organizations, and communities.



NMA OFFICERS AND BOARD MEMBERS – JULY 2013-JUNE 2014

Officers/Term End	Name	Phone	Email
President	Terry Neal	221-3132x75480	tneal@columbus.gov
1st Vice President	Stacey Cooperwood	645-6219	SMCooperwood@columbus.gov
2nd Vice President	Scott Ward	645-1834	RSWard@columbus.gov
Secretary	Amy Ackerson	645-8119	aackerson@columbus.gov
Treasurer	Elaine Brunney	645-5705	embrunney@columbus.gov
Immediate Past President	Teresa Langer	645-4128	tlanger@columbus.gov
National Director	Kathy Spatz	645-0487	kaspatz@columbus.gov
National Director (Retired)	Bill Mahaffey	795-1582	Billm4715@sbcglobal.net
Board of Directors			
At Large/2015	Barb Crawford	645-8248	bcrawford1@columbus.gov
Development/2014	Beth Fairman Kinney	645-7116	bfkinney@columbus.gov
Finance-Fleet/2014	Terrell Spencer	645-6133	tlspencer@columbus.gov
Public Safety	Vacant		
Public Service/2015	Ray Gantzer	645-0413	RJGantzer@columbus.gov
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SWACO/2014	Albert Iosue	871-5100	albert.iosue@swaco.org
Technology/2014	LaVerne Freeman	645-0550	lafreeman@columbus.gov
Committees			
Chapter Awards	Geneva Christensen	645-5384	gchristensen@columbus.gov
Community Service	Bee Tolber	645-7496	vvtolber@columbus.gov
Membership	Carnell Felton	645-3138x1202	cbfelton@columbus.gov
Programs (Co-Chair)	Judy Johnson	645-0526	JAJohnson@columbus.gov
Professional Development	Tami Peters	645-2688	tlpeters@columbus.gov
Public Relations	Sima Gellman	563-1389	sima@columbus.rr.com
Executive Advisory Committee			
	Title	Agency	
Derek Anderson	Deputy Director	Public Utilities	DHAnderson@columbus.gov
Gary R. Cavin	Director	Technology	GRCavin@columbus.gov
W. Skip Parks	Administrator	PS/Refuse	WJParks@columbus.gov
Dr. Richard Westerfield	Administrator	Public Utilities	RCWesterfield@columbus.gov
Teresa Langer	Past President	Safety/Fire	TLanger@columbus.gov



The Lighthouse is published monthly by the Columbus Service Chapter of NMA, Sima Gellman, Editor; LaVerne Freeman, Teresa Langer, Terry Neal and Kathy Spatz, Committee Members. Amy Ackerson, LaVerne Freeman, Judy Johnson, Teresa Langer, Terry Neal, Tami Peters and Scott Ward contributed to this month's issue. Submit articles to: sima@columbus.rr.com or NMA-Lighthouse@columbus.gov.

