



# The Lighthouse

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



## **JULY MONTHLY MEETING EVENT INSTALLATION OF NEW OFFICERS**

Again we had the honor to have NMA Executive Director Steve Bailey as our guest speaker for our July monthly meeting event. Steve gave accolades to our National Director Kathy Spatz, who will be chairing her second National Board meeting held in Dayton, Ohio, Saturday, July 21, 2018. He makes mention that anyone can move up the ranks, which is an extraordinary statement for our installation of new officer's dinner.



Steve's topic of discussion for the meeting was based on an article written by Lynn Schneider, CM. Her article is titled "Leadership: My Perspective," which focuses on four categories she believes are vital for a good leader.

### **1. Leaders Communicate**

Communication is the cornerstone of being a great leader. Being able to communicate effectively can help people understand their roles, explain your expectations to them so there is no confusion and be able to keep priorities in line. A leader should walk around and get to know their employees, create positive influences and create partnerships. This can help maintain employee retention.

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## July/ August 2018

Visit the Columbus  
Public Service Chapter  
website:  
[www.nma-cpsc.org](http://www.nma-cpsc.org)

Visit us on Facebook at  
[www.Facebook.com/  
NMACPSC](http://www.Facebook.com/NMACPSC)

Read the latest issue of  
Breaktime at  
[www.nma1.org/nma-  
breaktime](http://www.nma1.org/nma-breaktime)

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# NMA Family Scrapbook



We extend our condolences to Teresa Langer and family on the passing of her Mother in July.

*Let us know about your new additions, or those needing our thoughts and prayers*

## 2. Mentor and Guide

If you are not a mentor already, you should become one. A mentor can help someone understand the big picture, give them a better global perspective and help them see their own potential. Leaders guide by speaking with candor. They should be open, honest and transparent.

## 3. Leaders Reward

There is a need for differentiation of rewarding someone based on their performance. It is ok to reward an exceptional employee. A leader should do so without favoritism and without ignoring others for their work. A leader should participate in the role of recognition as a reward which will help retain the best people.

## 4. Leaders are Passionate

Passionate leaders can be contagious. People want to be engaged and feel valued. Leaders have the ability to motivate others to want to take the journey with them.

Steve ends his speech with the idea that we should bring the best to the table everyday. As we gather under the NMA umbrella for our meeting he said it is a good time to realize why we are there. What made us want to join NMA? We should keep focused on the right things. Steve boldly states, *“There are right and wrong ways, but we’ll do it right!”*



*Pictured above: Sima Gellman, Yvette Aniagolu, Cindy Fruth, Renée Hudson, Lesley Carter, Terry Neal, Teresa Langer, Carnell Felton, Bee Tolber, Mike Pettiford, LaVerne Smoot, John Fiore, Kathy Spatz and Darryl Gibson.*

# Announcements

## September Member Meeting Event

**DATE:** Tuesday, September 25, 2018

**TIME:** 11:15 a.m.—12:45 p.m.

**LOCATION:** Jerry Hammond Building, 1111 E Broad Street  
Continental Room

**MENU:** Olive Garden  
Italian Buffet, Soup,  
Salad, Breadsticks,  
Drinks and Dessert



**AGENDA:**

- 11:15 Registration
- 11:35 Pledge of Allegiance and Invocation
- 11:45 Lunch is Served
- 12:00 Icebreaker—*President Bee Tolber*
- 12:30 Committee Reports, Incentives
- 12:45 Meeting Adjourned

Make reservations by Friday, September 21st, to Lesley Carter at [lacarter@columbus.gov](mailto:lacarter@columbus.gov) or 614-645-0071

**(Please RSVP with any food allergies or dietary restrictions)**

**Please let us know if you are bringing a guest**

Guest Fee: \$12

Don't forget to bring your pop can tabs for Ronald McDonald House

## NMA Calendar

### August

8 Board/Transition Meeting

**Break**

### September

1-3 Greek Festival

3 Labor Day

7-9 Oktoberfest

12-16 National Conference/  
San, Antonio, TX

25 September Member Event







All are welcome to attend:  
**City of Columbus  
Toasters**

**Meetings:**

**1st, 2nd & 3rd Thursday of every  
month at**  
Columbus Public Health  
240 Parson Ave.  
Room 119-C  
6:00 to 7:30 PM

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



*Teresa Langer gives her last speech as she steps down to pass the role of President on to Bee Tolber. We thank you for your excellent leadership!*



*Cake to congratulate NMA Officers and wish Steve Bailey a Happy Birthday!*





***New President Bee Tolber won the raffle!***



***Chapter Manager of the Year—Darryl Gibson***



***Chapter Member of the Year—Renée Hudson***

## NEW OFFICERS



*Treasurer—Michael Pettiford, President –Bee Tolber and 1st Vice President—Lesley Carter*

## AWARD RECIPIENTS



*Bee Tolber*



*Kathy Spatz National Director*



*LaVerne Smoot  
Community Service Committee*





**Carnell Felton**  
**Professional Development Committee**



**Lesley Carter**  
**Programs Committee**



**Cindy Fruth**  
**Board of Directors**



**Terry Neal**  
**Board of Directors**



**Yvette Aniagolu**  
**Board of Directors**



**Renée Hudson**  
**Public Relations Committee**



## ***VOLUNTEERING!!***



The YWCA Family Center was looking for volunteers to assist with dinner service on Sunday, August 5<sup>th</sup> from 5 pm until 8 pm. This is an awesome opportunity for NMA-CPSC to volunteer as a group. Pictured above are NMA members Marcellus Stewart and Lesley Carter. Thank you for volunteering!

***Open positions in our chapter—We need you!!***



Our Chapter needs someone on the Programs Committee and the Professional Development Committee. Please considering stepping into one of these roles where you will be able to help our chapter as well and enhance your skills.



Greetings!

Preparations are underway for the 2018 Hoover Litter Cleanup, which will be held on Saturday, September 29th from 9am to 12pm. Attached is a flyer with all of the details and a map to guide you to Hoover Reservoir. This is a great volunteer opportunity for families and youth organizations to join us in protecting our natural resource and keeping our natural areas at Hoover Reservoir clean and beautiful!

## 2018 Annual Hoover Reservoir Litter Cleanup



**Join Columbus Watershed Management  
Saturday, September 29<sup>th</sup>, 2018  
9 a.m. to 12 p.m. at Hoover Reservoir**

**There will be drinks and snacks. Gloves and bags will be provided.  
All volunteers should meet at the west side of Hoover Dam, lower lot.**

**For more information please call the Columbus Division of Water,  
Watershed Management Section at 614-645-1721.**

***NMA Members—let's get a team together! Please contact Bee Tolber***



## 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.



# Helping Hands

**Yvette Aniagolu**—Volunteered at Department of Neighborhoods Black Family Festival in June 2018 and the Department of Rec & Parks Latino Festival in August.

**Bruce Black** – is President of the Berwick Civic Association.

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

**Renée Hudson**—volunteers through Big Brothers Big Sisters mentor program.

**Debbie Ioia** – Secretary of the Executive Board at Central Ohio Chapter of Huntington’s Disease Society of America (HDSA), and also volunteers as a 4<sup>th</sup> grade Sunday school teacher at her church.

**Beth Fairman Kinney** – Treasurer 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.

**Victoria Landrum** – volunteers with Stories Behind Their Eyes – Human Trafficking Awareness.

**Terry Neal** – volunteers as a Board Member for the Eastgate Garden Civic Association and is an Alumni Member of the Citizen Police Academy.

**Kathy Spatz** – volunteers as a Trustee for the Inniswood Gardens Society and is a Westerville Parks and Recreation Advisory Board member.

**Terrell Spencer** – currently holds the office of President of the Livingston Heights Place Civic Association.

**Bee Tolber** – volunteers at the North Central Area Commissioner, Big Brothers Big Sisters mentor, Columbus City School Board, Tray Lee Center volunteer, also at St. Stephen’s Community House CCS Mentorship Program.

**Jeff Ushry** – tutors at Eastmoor Academy where he also volunteers for the Touchdown Club and is a member of the EABPTA.

**Scott Ward** – Executive Board Member for the American Legion and the Association of the United States Army.

**MEMBERS—Contact us to see your name here!**

## The NMA Leadership Model



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

## NMA OFFICERS AND BOARD MEMBERS JULY 2018—JUNE 2019

<b>Officers</b>	<b>Name /Term</b>	<b>Office Phone</b>	<b>Department</b>	<b>Email</b>
President	Bee Tolber	614-645-7496	DPU/DoSD	<a href="mailto:bvtolber@columbus.gov">bvtolber@columbus.gov</a>
1st Vice President	Lesley Carter	614-645-3153	DoSD/Compost	<a href="mailto:lacarter@columbus.gov">lacarter@columbus.gov</a>
2nd Vice President	Beth Fairman Kinney	614-645-5220	Neighborhoods	<a href="mailto:bfkinney@columbus.gov">bfkinney@columbus.gov</a>
Secretary	Lezley Neal	614-645-0422	Public Service/Support	<a href="mailto:lrneal@columbus.gov">lrneal@columbus.gov</a>
Treasurer	Michael Pettiford	614-645-0484	DPU/Director's Office	<a href="mailto:mepettiford@columbus.gov">mepettiford@columbus.gov</a>
Past President	Teresa Langer	614-645-4128	Public Safety/Fire	<a href="mailto:tlanger@columbus.gov">tlanger@columbus.gov</a>
National Director 2018 National Chairman of the Board	Kathy Spatz	614-645-0487	Recreation & Parks	<a href="mailto:kaspatz@columbus.gov">kaspatz@columbus.gov</a>
Lifetime Director 2004 National Chairman	Bill Mahaffey, CM	614-795-1582	Retired	<a href="mailto:Billm4715@sbcglobal.net">Billm4715@sbcglobal.net</a>
<b>Board of Directors</b>				
At Large	Terrell Spencer 2019	614-645-6133	Finance/Fleet	<a href="mailto:tespencer@columbus.gov">tespencer@columbus.gov</a>
Development	Yvette Aniagolu 2018	614-645-3692	Development/Fiscal	<a href="mailto:ykaniagolu@columbus.gov">ykaniagolu@columbus.gov</a>
Public Safety	Terry Neal 2019	221-3132x75474	Public Safety/Fire	<a href="mailto:tneal@columbus.gov">tneal@columbus.gov</a>
Public Service	Catrina Whitlock 2019	614-645-0529	Public Service/ Refuse	<a href="mailto:cdwhitlock@columbus.gov">cdwhitlock@columbus.gov</a>
Public Utilities	Cindy Fruth 2019	614-645-7304	DPU/Fiscal	<a href="mailto:cmfruth@columbus.gov">cmfruth@columbus.gov</a>
Technology	Margaret McDougald 2018	614-645-1608	DoT/Fiscal	<a href="mailto:mabrowder@columbus.gov">mabrowder@columbus.gov</a>
SWACO	Albert Iosue 2018	614-871-5100	SWACO	<a href="mailto:Albert.Iosue@swaco.org">Albert.Iosue@swaco.org</a>
<b>Committees</b>				
Chapter Awards	Geneva Christensen	614-645-5384	Public Safety/Fire	<a href="mailto:gchristensen@columbus.gov">gchristensen@columbus.gov</a>
Community Service	LaVerne Smoot	614-645-0550	DoT/Technology	<a href="mailto:lasmoott@columbus.gov">lasmoott@columbus.gov</a>
Membership	Rhonda Brown	614221-3132x5663	Public Safety/Fire	<a href="mailto:rbrown@columbus.gov">rbrown@columbus.gov</a>
Professional Develop.	VACANT			
Programs	VACANT			
Public Relations	Renée Hudson	614-645-4423	Public Safety/Police	<a href="mailto:rhudson@columbuspolice.org">rhudson@columbuspolice.org</a>
<b>Executive Advisory Committee</b>				
<b>Name</b>	<b>Title</b>		<b>Agency</b>	<b>Email</b>
Derek Anderson	Assistant Director		Public Utilities	<a href="mailto:dhanderson@columbus.gov">dhanderson@columbus.gov</a>
Nichole Brandon	Director		Human Resources	<a href="mailto:nmbrandon@columbus.gov">nmbrandon@columbus.gov</a>
Dr. Ned Pettus, Jr.	Director		Public Safety	<a href="mailto:npettusjr@columbus.gov">npettusjr@columbus.gov</a>
Dr. Richard Westerfield	Administrator		DPU/Water	<a href="mailto:rcwesterfield@columbus.gov">rcwesterfield@columbus.gov</a>
Teresa Langer	Past President		Public Safety/Fire	<a href="mailto:tlanger@columbus.gov">tlanger@columbus.gov</a>



*The Lighthouse is published monthly by the Columbus Service Chapter of NMA, thanks to Editor Renée Hudson with assistance from Teresa Langer, Bee Tolber, Terry Neal and Lesley Carter.*