



# The Lighthouse



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

## Volunteers Bring New City Playground to Life

Story and photos by Kathy Spatz

The south gateway of Columbus has been undergoing a great transformation. Keep Columbus Beautiful and Vassar Village partnered this summer to brighten storefronts and add artistic touches to Parsons Avenue. The painted concrete planters with bright flowers draping over their sides added to the charm of the community. On Thursday, September 20th, 2012, two more investments to the south side were unveiled. At Barack



The Crane Family presents Mayor Michael B. Coleman with a \$1 Million Dollar donation towards the Southside Gateway Project

Recreation Center in Lincoln Park, the Crane Group invested time and money with the community and Department of Recreation and Parks staff to build a playground. Over 100 volunteers spent the day installing 5, 500 pounds of play equipment in 44 post holes in a 60' x 40' area, 180 cubic yards of wood safety surfacing and two pallets of concrete.



Above and right: Members of the Crane group and Recreation & Parks staff assemble the new Crane Playground in Lincoln Park

During the day long 65th birthday celebration, the festivities included a DJ spinning musical favorites and taking requests,

balloons, and birthday cake. Just before the volunteers broke for the elaborate barbeque lunch, Mayor, Michael B. Coleman and community leaders met at Lincoln Park as the Crane Group presented their generous donation of \$1 million towards further redevelopment in the south side community.

Building a playground in one day is amazing; especially for the

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## September 2012

Check out NMA's group on LinkedIn at [NMA1.org](http://NMA1.org)  
The latest issue of *Breaktime* can be found at: <http://nma1.org/Communications/Breaktime/2012-08/2012-08.pdf>

Visit The Columbus Public Service chapter website:  
<http://nma1.us/chapters/220/>

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## NMA Family Scrapbook

Condolences to  
Cindy Fruth  
on the passing  
of her sister,  
Nancy Mayer



Welcome  
New Members  
**Melanie Mallett  
and Karla Short**

# Leadership Advice: Just Be Yourself

By Jane Sure

THE HUFFINGTON POST  
September 11, 2012

Learning to value our "real" self and cultivate our strengths is easier said than done, especially in a world that constantly sends us messages that our natural self is inadequate. Yes, I know that marketers of hair products, clothing and diet programs are not thinking about their impact on leadership in the workplace, but that doesn't mean that their advertising haven't challenged the ways we value our personal traits, including those we bring into the workplace.



Peter Vaill, author of "Managing as a Performing Art," reminds us that "treating leadership as a list of functions or skills doesn't match up with real life." He writes: "In daily life no one experiences her job as a list of functions or competencies. Leadership is a matter of a whole person in a whole environment interacting in concrete ways with other whole persons."

If we buy into the notion that we are supposed to be like someone else, different from how we are, we are headed for trouble. We are not the same, nor should we be. Each of us has grown up with a distinct genetic

inheritance, family patterns and school communities that have left indelible marks on us and within us.

We human beings can be so unfair in how we compare ourselves to others and so deceived by the negative stories that our minds spin out. Women leaders, like all women, are particularly vulnerable to ingesting the mainstream cultural messages suggesting we are "never good enough," "smart

enough" or "attractive enough." Women in the workplace are challenged by tendencies to take things personally, to worry that others won't like us, and to believe that we should look and act differently from the way we are. We think we should have done something differently and fear that others won't like us. We tend to listen to our inner critic's arguments and then get confused as to what is fallacy and what merits concern.

In his book, "Seven Secrets of the Savvy School Leader," Robert Evans cautions against leaders "searching for the Answer, the Method, the Book, the Sermon -- the key that will enable them to inspire their people and transform their organizations." Evans suggests that "what really makes leaders 'savvy' is knowing what they

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## Leadership Advice

Continued from Page 2

have -- that is, knowing themselves. "

Successful leaders " know that the key is not to chase some ideal -- a composite list of virtues from the management book shelf -- but to be the very best of who they are."

Being the very best at who we are requires that we challenge ourselves to stay resilient. Resiliency requires resisting self-criticism and instead focusing on strengths. It gets strengthened when we accept the inevitable -- that we all make mistakes and

that learning and skill building require falling down and picking ourselves back up. Resilient leadership incorporates reasonable standards for measuring progress, along with active acts of appreciation for making efforts to grow. Perhaps, most importantly, resilience and success flourishes when we recognize and value the assets we bring to a team -- our personal best gifts and talents.

For more on this topic see <http://ResilientLeadership.org/> blog

Follow Jane Shure on Twitter: [www.twitter.com/http://twitter](http://www.twitter.com/http://twitter).

## Playground

Continued from Page 1

volunteer army that assembles the components. In reality, it takes a core of people with the vision to understand what it takes to reach the goal. Through the project planning of the Crane Playground, staff members from the Mayor's office; Keep Columbus Beautiful; Neighborhood Pride; Neighborhood Liaisons; Public Utilities; Department of Recreation and Parks; Channel 3 CCTV; Refuse Division; Mobility Operations; Fleet Management and SWACO had the opportunity to collaborate towards making the difference in Lincoln Park.



## A great time was had by all who attended the NMA Family Fun Night at Wayne Webb's Columbus Bowl on August 30th!



# Announcements

## The NMA Leadership Model



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

## Candle Sale

The NMA Candle sale is underway with beautiful selections from **Gold Canyon**. There are 15 fragrances and three sizes to choose from:

26 oz. (up to 200 Hrs.) \$22.00  
 16 oz. (up to 140 Hrs.) \$18.50  
 8 oz. (up to 65 Hrs.) \$14.50

Fragrance descriptions are available, along with a scratch and sniff brochure. The regular Fall/Winter catalog is also available.

If you are interested in participating in the fundraiser, contact Cindy Fruth for a sales packet at 645-7304 or email at CMFruth@columbus.gov. To look at the items on the website, go to <http://tjm.mygc.com> and then contact Cindy for ordering.

Order forms and payments will be due by Friday, November 9, 2012.

**Proceeds go towards our 2012-2013 Speech Contest.**

**Order by November 12, and receive your order by Christmas.**

## NMA OCTOBER LUNCH EVENT

**DATE:** Thursday, October 18, 2012  
**TIME:** 11:15 am to 1:00 pm  
**LOCATION:** City BBQ  
 5979 East Main St  
 Reynoldsburg, OH 43213



### BUFFET MENU:

Pulled Chicken, Pulled Pork, Potato Salad, Green Beans w/ Bacon, Sweet Vinegar Cole Slaw, Salad, Cornbread, Triple Chocolate Cake, Sweet or Regular Tea, Lemonade, Water

\*\*\*\*\*

### EVENT AGENDA:

- 11:15 Registration & Social Time
- 11:45 Invocation and Pledge of Allegiance, Lunch
- 12:15 Speaker: *Brett Barber, Box 15*
- 12:35 President: Teresa Langer, Committee Reports
- 12:45 50/50 Raffle & Bonus Bucks Drawing
- 12:50 Meeting Adjourned

**Please make your reservations by Thursday, October 11th to: Lesley Carter, Department of Public Safety-Licence Section at [LACarter@columbus.gov](mailto:LACarter@columbus.gov) or 645-8313**

Preferred method is to accept the meeting invitation through Outlook

**Don't forget your canned goods for the Mid-Ohio Food Bank**

If you are bringing a guest, the guest fee is \$11, please bring to the event; checks made payable to: **CPSCNMA**



## Community Service

### Community Service Opportunity

Neighborhood Pride is looking for chaperones to help with the Neighborhood Pride Talent Search. The Talent program works with middle school students from 4 middle schools who are gifted in the performing arts. On Saturday mornings during October, November and December we have Saturday morning rehearsals from 10am – noon at Short Stop Youth Center in the Short North. During the rehearsals, students work with their mentors and practice their performances in preparation for the Talent Show in December. Due to the size of the center and the many rooms we occupy, we need some assistance in chaperoning these young stars. If interested, please call Beth Fairman Kinney, 645-7116.



### NMA's Helping Hands

Volunteers for July-August: Community Service; Kathy Spatz, Ron Stewart, Donna Garland, Beth Fairman Kinney, Bruce Black. Membership; Terrell Spencer, Leo Ross, Kathy Spatz, Teresa Langer. Public Relations; Terry Neal, Beth Fairman Kinney, Kathy Spatz, Bee Tolber, Bill Mahaffey, Teresa Langer.



## 2011 Speech Contest Set for November 29

The Columbus Public Service Chapter of NMA is seeking high school students who are interested in developing their public-speaking skills. The **NMA Leadership Speech Contest** is open to students in grades 9-12, and is a unique opportunity to research, write, and present a 4-6 minute address to an NMA audience.

The speech topic is Leadership – what it is, what are its attributes, who personifies the definition of a “leader”, or whatever else develops from students’ understanding of the subject. Winners advance through regional competitions, and four finalists have their expenses paid to the NMA Annual Conference to compete for a \$4,000 top prize.

By researching, writing, and delivering a speech on Leadership, the young men and women acquire a greater understanding of the role that Leadership plays. The contest also provides an incentive for the development of communication skills that will be so vital when entering the workforce or pursuing advanced education.

**Deadline for Entry Forms: November 16, 2012**  
**Contest Date: November 29, 2012**

**For more information or to register a student, contact:**

Bee Tolber, City of Columbus, SMOC  
 1250 Fairwood Avenue  
 Columbus, OH 43206  
 Email: [bvtolber@columbus.gov](mailto:bvtolber@columbus.gov)  
 Phone: (614) 645-7496 or



Teresa Langer, City of Columbus, Fire  
 3639 Parsons Avenue  
 Columbus, Ohio 43207  
 Email: [tlanger@columbus.gov](mailto:tlanger@columbus.gov)  
 Phone: (614) 645-4128



## Meeting Notes

The September breakfast event was held at the Transportation 25th Avenue facility, with a delicious breakfast buffet. **Susan Stasiak** was on hand to give a preview of her upcoming seminar, ***Accelerate Your Professional Development: Understand Your Unique Learning Style***, which she will present at the Parsons Avenue Water Plant on October 24. (See P. 9)

September winners were:

<b>Tami Peters</b>	<b>50/50</b>
<b>Susan Stasiak</b>	<b>Domestic Violence Awareness Mug</b>
<b>LaKeyche' Farrar</b>	<b>Domestic Violence Awareness Necklace</b>
<b>LaKeyche 'Farrar</b>	<b>Bonus Bucks</b>



Susan Stasiak discusses our different learning styles at the September Breakfast Event.



Tami and her buddy

## Leader Profile: Tami L. Peters

Tami Peters has been an employee with the City of Columbus for 13

years, and currently works for the Department of Public Service, Division of Mobility Options. In her current position she is the School Zone Coordinator who is in charge of making sure all schools on city roadways have the proper signage, pavement markings, and safe crossing routes.

Previously, she was in charge of coordinating the speed awareness trailers that read and display a vehicle's speed. In her 13 years with the City of Columbus she has had the opportunity to be involved with QWL; being a facilitator, holding the chair, vice-chair, and secretary positions; AFSCME, as a steward and being a board member for 12 years; and is now an alternate representative for CMAGE in Public Service. She was encouraged to join NMA three years ago and has had the desire to be more involved and do her fair share, so she ran for and won the office of Second-Vice-President for NMA's Columbus Chapter. She feels that NMA is a wonderful

opportunity for us all and is excited to grow and learn even more.

Personal:

- Significant other Ron
- Son Camron, age 13 and God-Daughter Nikki, age 20
- Family time consists of much laughter. Humor is the key to their success.
- Attending Columbus State Community College (with hopes of transferring to Franklin or Capital University)
- Volunteer for:
  - Hamilton Meadows Civic Association (and she doesn't even live there...lol)
  - Ginkaku-Ji Shotokan Karate Dojo
  - JDRF (Junior Diabetes Research Foundation)
  - American Pie Party – Fighting Cancer through laughter
  - Many other events that need helpers
- Avid Pittsburgh Steelers fan and yes, Michigan University fan
- When she grows up she wants to work in Criminal Psychology



# Lighthouse Spotlight

## Debbie Ioia



In 1980 Debbie left the State Treasurer's Office for the Account Clerk I position with the Division of Water. Since then she has moved up in classification and is currently responsible for preparing and overseeing the \$238 million dollar operating budget of the Division of Sewerage and Drainage section of the Department of Public Utilities. She is responsible for writing legislation, approving documents, and audits all of the petty cash expenditures for the entire department. Debbie

enjoys working with her City peers in the various sections of the department, and likes to learn all that she can in order to be an expert in her field and a resource for those around her. Debbie has many accomplishments, including an award of recognition during Women's Week in Government. The Division of Police received a national award for the Best Dressed Uniform, which she submitted. Debbie coordinates the Division of Water's Adopt a Family Holiday Craft Bazaar and has led our NMA chapter in many roles including President and Treasurer.

In Debbie's free time, she enjoys spending time with family, dancing, dinners at the Florentine and making rosaries. Debbie is a former Sunday school teacher and currently helps out Ohio Thrift on Broad Street on the weekends. Debbie and her husband shared quite a love story and were engaged after only knowing each other for three weeks. They had been married for 24 years when he passed away five years ago. Debbie has two children, Tom Jr. (27), Melissa (24) and 4 grandchildren, Kayden (7), Kaileb (6), Kailey (4) and Maddie (3).

Debbie says the best thing about Columbus is its home town feel. People are friendly and willing to help each other. Debbie, one of the last graduates from Bliss College under the four-year program (because her maiden name begins with Z) has helped shape it to be a better place to live. Thank you Debbie!

By Beth Fairman Kinney



## Debbie Ioia

**Management Analyst II**  
**Department of Public Utilities**

**Years of City Service:** 31.5

**Years of NMA membership:** 30

**What do you enjoy about being a NMA member?** The ability to meet and network with people from other City agencies, training sessions and the monthly meetings; watching and helping others to learn, grow and become better managers and leaders, both personally and professionally.

**How do you show your swagger:** I'm just me!

**What motivates you each morning:** Knowing that each day is a gift from God and that I need to make the best and most of it.



## Professional Development



More and more managers are

incorporating into their personal leadership styles an ingredient that at first glance seems to be the opposite of being a leader. Empowerment, the process of giving employees at all levels the authority to make decisions, be responsible for their outcomes, improve quality, and cut costs, is becoming increasingly popular in organizations today as workers demand greater flexibility to do their jobs and manage themselves.

- Empowerment can contribute to effective leadership for the following reasons:
- Empowerment increases a manager's ability to get things done because the manager has the support of subordinates who may have special knowledge of work tasks.
- Empowerment increases workers' involvement, motivation, and commitment, which help to ensure that they are working toward organizational goals.

Empowerment gives managers more time to concentrate on their pressing concerns because they spend less time on day-to-day supervisory activities.

You can learn more about empowerment and other management topics from the CM® certification. For information on how to get started, contact Melody Branner at the Institute of Certified Professional Managers at 540-568-3247 or [icpmcm@jmu.edu](mailto:icpmcm@jmu.edu).



**nma**  
**LiveOnline**

### IS BACK!!

#### Back by Popular Demand!!!!

We are excited to announce that NMA will be offering a "new and improved" LiveOnline webinar series once a month over the next three months...on the THIRD THURSDAY of September, October, and November 2012...at noon EDT and noon PDT. This popular LIVE 60-minute webinar program will be led by Cheryl Gitlin, a professional facilitator and NMA member.

To learn more...the cost, how to sign up for the first session on Thursday, September 20<sup>th</sup>, and to meet Cheryl... please click here:

[NMA LiveOnline Information!](#)

NMA...THE Leadership Development Organization  
2210 Arbor Boulevard  
Dayton, OH 45439  
[nma1.org](http://nma1.org)

### You Don't Say!

#### Affect vs. Effect:

Affect is usually a verb meaning to influence. Effect is usually a noun meaning result. Ex: The drug did not affect the disease, and it had several adverse side effects. Effect can also be a verb meaning to bring about. Ex: Only the president can effect such a dramatic change.

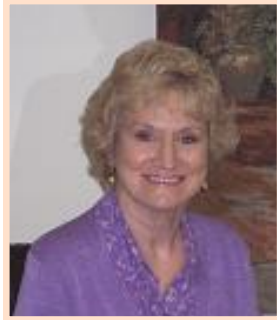




## Professional Development

### Training Announcement

# Accelerate Your Professional Development: Understand Your Unique Learning Style



With Susan Stasiak

*Learn what Interests, talents and modalities are uniquely yours, then apply to the work that you do ... or will do.*

**DATE:** Wednesday, October 24

**TIME:** 8:00 AM to noon

**LOCATION:** Parsons Avenue Water Plant  
5600 Parsons Avenue  
Lockbourne, OH

To register, contact Bill Mahaffey at or 645-3765 or [WTMhaffey@Columbus.gov](mailto:WTMhaffey@Columbus.gov)

**Members: No Charge      Nom-members \$95**

**Susan Stasiak** is president and owner of **Stasiak & Associates**, a training and performance improvement source. She has over 20 years experience in the helping individuals improve the quality of their interpersonal and intrapersonal development at work to add value to the organizations that employ them.

Susan's approach is practical, engaging and inspirational. She incorporates sound learning principles with how-to strategy and skills to impact business results. Some clients include Alcoa Truck Wheels, Lencrafters, Nationwide Insurance, Kroger, Kenworth Trucks, Bertelson Music Group-BMG, SYSCO Foods, Indiana, Illinois, Ohio, Kentucky and Florida Health Care Associations as well as the International Association of Administrative Professionals and Federally Employed Women's National Training Programs which include numerous administrative associate attendees.

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

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



# NMA-Lighthouse Puzzles

## NMA Calendar 2012

### October



- 3 Columbus Small Business Conference
- 6-9 National NMA Conference
- 8 Columbus Day
- 16 Boss' Day
- 18 NMA Lunch Event  
*Brett Barber, Box 15*
- 24 United Nations Day
- 30 NMA Board Meeting
- 31 Halloween

### November



- 1 All Saints' Day
- 4 Daylight Time Ends
- 6 Election Day
- 11 Veterans Day
- 13 NMA Breakfast Event
- 15 Al Hijra (*Islamic New Year*)
- 22 Thanksgiving Day

### December



- 5 NMA Holiday Luncheon
- 7 Pearl Harbor Day
- 8 First Night of Hanukkah
- 22 Winter Begins
- 25 Christmas Day
- 26 Kwanzaa Begins
- 31 New Year's Eve

## August Puzzle Solution

A	K	T	S	W	U	C	E	R
W	U	R	C	E	T	K	A	S
E	S	C	A	K	R	U	T	W
S	W	A	K	T	C	R	U	E
T	E	U	R	S	A	W	K	C
R	C	K	E	U	W	T	S	A
U	A	W	T	R	S	E	C	K
C	T	E	W	A	K	S	R	U
K	R	S	U	C	E	A	W	T

John Chilton submitted the only correct response.



## September Puzzle

This cryptogram uses symbols instead of letters, and contains a quote by **Winston Churchill**

†ℳ    ○⊗&ℳ    ⊗    ●✕❖✕■ℳ  
 ∩⊠    ◆⊗⊗◆    ◆ℳ    ℳℳ◆,    ∩◆◆  
 ◆ℳ    ○⊗&ℳ    ⊗    ●✕♠ℳ    ∩⊠  
 ◆⊗⊗◆    ◆ℳ    ℳ✕❖ℳ.

To enter the contest, solve the puzzle and email the solution to: [NMA-Lighthouse@columbus.gov](mailto:NMA-Lighthouse@columbus.gov). The contest winner will be selected by random drawing from all correct entries at the next NMA meeting. Entries must be received by 5 PM October 12 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.



## Chapter Leader Directory

### NMA OFFICERS AND BOARD MEMBERS – JULY 2012-JUNE 2013

<u>Officers/Term End</u>	<u>Name</u>	<u>Office Phone</u>	<u>Email</u>
President	Teresa Langer	645-4128	<a href="mailto:tlanger@columbus.gov">tlanger@columbus.gov</a>
1st Vice President	Terry Neal	221-3132x5480	<a href="mailto:tneal@columbus.gov">tneal@columbus.gov</a>
2nd Vice President	Tami Peters	645-2688	<a href="mailto:tlpeters@columbus.gov">tlpeters@columbus.gov</a>
Secretary	Amy Ackerson	645-8119	<a href="mailto:aackerson@columbus.gov">aackerson@columbus.gov</a>
Treasurer	Elaine Brunney	645-5705	<a href="mailto:embrunney@columbus.gov">embrunney@columbus.gov</a>
Immediate Past President	Bee Tolber	645-7496	<a href="mailto:vvtolber@columbus.gov">vvtolber@columbus.gov</a>
National Director	Bill Mahaffey	645-3765	<a href="mailto:wtmahaffey@columbus.gov">wtmahaffey@columbus.gov</a>
National Director	Kathy Spatz	645-0487	<a href="mailto:kaspatz@columbus.gov">kaspatz@columbus.gov</a>
<b><u>Board of Directors</u></b>			
At Large/2014	Barb Crawford	645-8248	<a href="mailto:bcrawford1@columbus.gov">bcrawford1@columbus.gov</a>
Development/2014	Beth Fairman Kinney	645-7116	<a href="mailto:bfkinney@columbus.gov">bfkinney@columbus.gov</a>
Finance-Fleet/2014	Terrell Spencer	645-6133	<a href="mailto:tjspencer@columbus.gov">tjspencer@columbus.gov</a>
Public Safety	Vacant		
Public Service/2014	Randy McMillin	645-3187	<a href="mailto:rdmcmillin@columbus.gov">rdmcmillin@columbus.gov</a>
Public Utilities/2013	Cindy Fruth	645-7304	<a href="mailto:cmfruth@columbus.gov">cmfruth@columbus.gov</a>
SWACO/2014	Albert Iosue	871-5100	<a href="mailto:albert.iosue@swaco.org">albert.iosue@swaco.org</a>
Technology/2013	Greg Dukes	645-6124	<a href="mailto:gadukes@columbus.gov">gadukes@columbus.gov</a>
<b><u>Committees</u></b>			
Chapter Awards	Leo Ross	645-7258	<a href="mailto:leross@columbus.gov">leross@columbus.gov</a>
Community Service	Bee Tolber	645-7496	<a href="mailto:vvtolber@columbus.gov">vvtolber@columbus.gov</a>
Membership	Donna M. Garland	645-2217	<a href="mailto:dmgarland@columbus.gov">dmgarland@columbus.gov</a>
Programs	Lesley Carter	645-8313	<a href="mailto:lacarter@columbus.gov">lacarter@columbus.gov</a>
Professional Development	Kathy Spatz <b>TEMP</b>	645-0487	<a href="mailto:kaspatz@columbus.gov">kaspatz@columbus.gov</a>
Public Relations	Sima Gellman	645-6161	<a href="mailto:sngellman@columbus.gov">sngellman@columbus.gov</a>



The Lighthouse is published monthly by the Columbus Service Chapter of NMA, Sima Gellman, Editor; JP Blackwood, Beth Fairman Kinney, Teresa Langer, Terry Neal, Kathy Spatz, Committee Members. Lesley Carter, Cindy Fruth, Beth Fairman Kinney, Teresa Langer, Terry Neal, Tami Peters, Kathy Spatz and Bee Tolber contributed to this month's issue. Submit articles to: [sngellman@columbus.gov](mailto:sngellman@columbus.gov) or [NMA-Lighthouse@columbus.gov](mailto:NMA-Lighthouse@columbus.gov).

