



Connecting Women
Improving Lives

THE CIRCLE

A FUND OF THE BALTIMORE COMMUNITY FOUNDATION | FALL · 2016

FOCUS ON JANICE WILLIAMS

Janice joined the Circle in 2011 as she was transitioning from her full time job as VP of Development at St. Vincent de Paul to independent nonprofit consulting work.



"I was first exposed to the work of the Circle through my position at St. Vincent's and I was thoroughly impressed with how professionally the organization was run."

After joining the BWGC, Janice put her wealth of experience in nonprofit senior management to work as the Co-Chair of the Communications Committee for 3 years and then assumed responsibility for the Circle's website. She went on to spearhead the new Website Implementation Team. Now, along with her Co-Chair, Cathy Neuman, she is busy working to develop the Circle's new website with a planned launch in the first quarter of 2017.

Janice continues to work as a consultant for nonprofit development and fundraising through her company Z&L Development Consulting, LLC.

Janice has enjoyed her time in the Circle and says that she has met some incredible women. "It has been a true pleasure to work with everyone." ■



Vivian Manekin, Sue Talbott, Stefanie DeLuca, Penny Cordish, Jodi Dunn

THE IMPORTANCE OF AN "IDENTITY PROJECT" COMING OF AGE IN THE OTHER AMERICA

Our speaker for the September Full Circle meeting was Stefanie DeLuca, Ph.D. Associate Professor of Sociology at Johns Hopkins University and co-author of the book "Coming of Age in the Other America", and she drew a full house.

The research for the book grew out of the effort by the Department of Housing and Urban Development (HUD) to see if the pernicious effects of public housing in high-rise developments could be counteracted by relocating children and their families.

The HUD's 1990 "Moving To Opportunity Project" was a 10 year study that randomly assigned families living in high poverty areas into groups to test whether families did better when they were relocated. The experiment used vouchers to move some families into residential areas with less poverty while other families remained in public housing.

The surprising result of a 2002 interim

impact study was that families who had moved were not doing significantly better than those who had not, especially when it came to employment. In fact, boys did worse in the area of risky behaviors, though the mental health of women and girls had improved, to a large extent due to recovery from addiction.

However, in a 2010 follow-up, it was found that a majority of children and adolescents in this test population were actually stable, though the lives of their parents had not recognizably improved. The 20% of children that were still struggling were mostly suffering from mental health issues.

The single most significant predictor of whether children stayed on track towards success was whether they were inspired by something outside of their every-day existence that gave meaning to their lives. This could be a personal interest,

CHAIR TALK



Vivian Manekin and Jodi Dunn

As we step into our role as co-chairs of the Circle, we are evaluating how we can best lead the organization to help make things better for women and their families in our city and county. We are hoping that we can begin by emphasizing connections—to each other, to our mission, and to our community.

Our leadership retreat, held on September 12, brought together the co-chairs of each committee and our officers so they could get to know each other better by discussing shared values. We enjoyed a morning of conversation about collaboration, commitment, learning and philanthropy—and why we enjoy the work that binds us together.

Our Full Circle meeting was inspired by Stefanie DeLuca's research and presentation. It was a hopeful examination of Baltimore's youth and the possibility that "Identity Projects" could sustain and motivate young people through challenging times. We were also excited to meet and engage with some of our most recent grantees that joined us at the meeting. They shared their passion and dedication for the work they are doing and we are supporting.

A big project for this year is the design and implementation of our new website. Janice Williams and Cathy Neuman are heading up a group of dedicated members who are working hard to make this happen during the first quarter of next year. When done, the new site will connect all of us with better access to information about the activities of the Circle, the work of our grantees, and the needs of our community.

We are privileged to see the enthusiasm of each of the committees as they plan and execute our mission. There are many "moving parts". It is our hope to make connections that bring us together and have another meaningful and successful year. ■

A NEW EASY WAY TO USE THE BWGC WEBSITE IS COMING

As we kick-off a new year for the BWGC, we are also kicking off the design and development of our new website. Since last October, the Ad Hoc committee on BWGC Website Development was busy exploring the strengths and weaknesses of our current website as well as documenting new features that we would like to have available on the site. As part of the process, we surveyed the membership, worked with BCF, agreed to a set of features and functions, requested proposals from eight pre-qualified firms, and hosted oral presentations before selecting our new partner, Mission Media. We expect the new site to launch in the first quarter of 2017.

We heard loud and clear that the new site must be easy to use for our diverse constituents (with varying degrees of comfort and facility with technology) as well as for our lay staff that is responsible for the ongoing updating of the site. A few more of the required features include the ability of the site to:

- Display on all types of devices (desktops, tablets and phones)
- Allow members to sign up for committees, complete membership form, and enable visitors to our website to fill in forms electronically that will be sent to us

In addition, the following features will be added

- Password protected area for committee information and archives
- Event notification and registration with calendar functions that displays events and links to personal calendars
- Website search feature. Ability to find a subject by entering its name in an area on the website
- Ability for us to control content (text, photos, documents, audio/video code and new pages)
- Compatibility with all major browsers

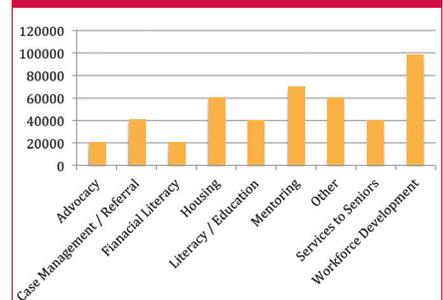
Beyond these new and improved features and functions, it is critical that our website conveys that we are an organization that cares about its mission, grantees and members. Among the attributes Mission Media brings to the Circle is a defined process that has worked well for other non-profit volunteer organizations. Mission Media has worked with us to help ensure that our new site responds to our members, prospective members, grantees, potential grantees, and anyone else interested in seeking information about philanthropy and Baltimore women in philanthropy. ■

GRANTS UPDATE

The new grant season has begun! Over 375 organizations received email notification announcing the opportunity to apply for a grant beginning October 1 and inviting them to attend our grant applicant information session on October 5. Awards will be made in June of 2017.

If you have not signed up yet to be a grant reader, it's not too late, and we would welcome your participation! If you have not read grants before, please join us for our New Grant Reader Education Meeting on November 2 to learn all about what grant reading entails. For more details about this year's program, visit the Apply for a Grant section of our website

BWGC 2016 GRANT ALLOCATIONS



at www.thebwgc.org/grants.

If you have further questions or wish to sign up for the Grants Committee, please email us at grants@thebwgc.org. ■

FINANCE UPDATE

On May 11, 2016, at the Full Circle meeting, we sought - and received - membership approval of the first increase in dues in 14 years. Effective July 1, 2016, dues were increased to \$1,150, of which \$1,000 will be allocated to the grants fund and \$150 to programs and administrative fees.

Since 2002, our membership has grown from 53 to 453 members. Our success has increased the demand on our resources and the additional program revenue will allow us to continue to support our growing membership, our expanded programs and our minimal administrative requirements. We do not foresee the need for additional dues increases for the next three to five years.

This summer with our Co-Chairs Vivian Manekin and Jodi Dunn and the Steering Committee in place, we began our annual budget process for this fiscal year. We will finalize it at our October Steering Committee meeting. Thank you very much for being a member committed to our grantees and for being an integral part of our Circle of amazing women.

If you questions, please contact us at treasurer@thebwgc.org. ■

IDENTITY PROJECT, *continued from pg 1*

involvement in some field of art, sports or other group activities, internships, or mentoring.

The authors call such an interest an "Identity Project" and youngsters who were involved in one did significantly better in school, and graduated from High School, enrolled in post-secondary education or pursued a four-year college degree at consistently higher rates than youngsters who had no such focus.

These findings highlight the importance of involving children early on in something that sparks their interest and inspires them, be it in the arts, sports, a job training program, volunteering or internships and, as well, demonstrates the importance of an enlightened housing policy and access to early childhood education. It also confirms the value of individualized help for transitioning into and staying in an institution of higher learning.

Members appreciated hearing about something hopeful and were still talking with DeLuca long after the meeting closed. The Education Committee put together an excellent resource guide to accompany the speaker that can be found on the website in "About BWGC" under "News." ■

MAKING A DIFFERENCE

CASA OF BALTIMORE: PART OF THE SOLUTION

Concerned about making drastic decisions with insufficient information, a Seattle juvenile court judge conceived the idea of appointing trained citizen volunteers to investigate and speak up in the courtroom for the interests of abused and neglected children. That was 1977. Since then, these Court Appointed Special Advocates (CASA), have become part of the nation-wide solution to overwhelmed systems.

In 2000, Baltimore City had 8,500 children in foster care, and while the number dropped to 2,000 children in care in 2016, that is still a large number. On average, these children spend nearly two years in foster care, and, on average, each will change homes three times.

Studies have shown, however, that a child with a volunteer advocate is more likely to find a safe, permanent home, half as likely to re-enter the foster care system, and more likely to succeed in school. Since volunteers stay with each case until it is closed, for many children, their CASA volunteer is the only constant adult presence in their lives.

In 2015, CASA of Baltimore accepted 46 new cases and appointed them all to volunteers. They served a total 198 children (105 girls) and closed 56 cases (30 girls) with those children moving to permanent homes.

During that period, the court accepted 1,357 CASA recommendations, requiring volunteers to attend 417 court hearings (and prepare a report for each hearing). Fortunately, aggressive recruitment brought 100 new volunteers for training, for a total of 213 CASA volunteers.

CASA has developed a new strategic plan, Vision 2020, which includes support for foster children as they age out of care at age 21. Two groups were identified as requiring intensive services: former foster youth whose children now are in foster care and foster youth who are pregnant or parenting.

"The challenge of generational foster care was brought to light with a specific case of a former foster youth, now 23, whose three children are now in foster care," according to Nancy Blackwell, the organization's executive director. "This young mother grew up in foster care and had over 200 placements. Her history helped CASA see that its advocacy for children also must include advocacy for young mothers... With our focus on girls, we have been able to highlight issues of human trafficking, pregnancy prevention, and the effects of trauma."

Blackwell credits a speaker, Dr. Taj Carson, at a Giving Circle "Grantee Connect" meeting for helping her to focus on the importance of data collection when embarking on new projects. Her assistance helped CASA discover the size of a group of youths whose needs weren't being met.

As a volunteer-driven organization with limited funding, CASA engages local colleges and universities for support this year, assigning 11 student interns to significant projects that support overall operations and special projects.

CASA received BWGC grants in 2010, 2012, and 2014, and most recently in 2016 as "a proven organization that has expanded [its] vision to move from child advocacy to family advocacy and post foster care support." ■



**BALTIMORE
WOMEN'S
GIVING
CIRCLE**

c/o The Baltimore Community Foundation
2 East Read Street
9th floor
Baltimore, Maryland 21202
www.thebwgc.org

FALL 2016

Through collective giving and collaboration, The Baltimore Women's Giving Circle seeks to **empower women and their families in the greater Baltimore area to achieve self-sufficiency.** The Giving Circle encourages members to participate in philanthropy through grant-making, education, advocacy and community-based activities.



IN HER OWN WORDS

What are Your Plans and Goals for the Year?



JULIE ROTHMAN

Communications

I'm pleased to be rejoining the Communications Committee and look forward to assisting with the launch of our new website in 2017. The website, along with other social media outlets, like Facebook, will better facilitate the flow of information internally and externally as our organization continues to grow and impact the Baltimore community.



PENNY CORDISH

Education

I want to continue to plan successful Full Circle meetings while making the adjustments necessitated by the growth of our membership. Currently, Education has three sub-committees Circle Advocacy, Circle Reads and Circle Forum. I see my job as supporting their excellent co-chairs while helping to coordinate this rather complex structure.



SYLVIA MCGILL

Grants

It is satisfying to be a part of giving grants in the careful thoughtful way BWGC does. I hope to focus on making the new 2-year grant process a remarkable success this year.



SUZANNE DAGURT

Membership

As co-chair of the BWGC's membership committee I hope to meet, greet and introduce new prospective members to the Circle and give them the opportunity to learn from Circle members about the organization and what it does to help for women and children throughout the Baltimore community.

THE 20 ORGANIZATIONS LISTED HERE RECEIVED \$448,000 IN GRANTS IN 2016



ONE-YEAR GRANTEES:

ACTION IN MATURITY INC.

\$ 20,000

Provide transportation, organize social events and distribute food to clients living in low-income senior buildings

www.actioninmaturity.org

ALTERNATIVE DIRECTIONS INC.

Turn Around program (TAP)

\$ 20,000

Help 20 non-violent female offenders negotiate reentry into society with intensive one-year case management program tailored to their emotional and physical needs

www.alternativedirectionsinc.org/index.php/programs/tap-compact/

AMERICAN RED CROSS

\$20,000

Provide partial scholarships, enabling 20 qualified, low-income west Baltimore residents to enroll in the Nurse Assistant Training program

www.redcross.org/gcr

ASSOCIATED CATHOLIC CHARITIES INC.

My Sister's Place

\$20,000

Support homeless women and children with meals, job-readiness and employment services, housing and health / mental health services

www.catholiccharities-md.org

COURT APPOINTED SPECIAL ADVOCATES (CASA) OF BALTIMORE INC.

\$20,000

Increase the family engagement for former foster youth whose children are now in foster care and foster youth who are pregnant or parenting

www.casabalt.org

EPISCOPAL COMMUNITY SERVICES OF MARYLAND

The Ark Preschool

\$20,000

Double capacity of homeless 3- and 4-year-olds provided with school readiness, language instruction, and supportive services from 20 to 40.

www.ecsm.org/ark

FOUNDATION FOR BALTIMORE LEADERSHIP SCHOOL FOR YOUNG WOMEN

\$20,000

Deliver a college preparatory education to predominantly African-American girls in grades 6 to 12 at all-girl public charter school in Baltimore City

www.blsyw.org

GEDCO

\$ 8,000

Provide assistance to women with children with short-term emergency rent, comprehensive career counseling and job-readiness and employment counseling

www.gedco.org

INTERNATIONAL RESCUE COMMITTEE

\$20,000

Provide 40 newly arrived refugee women in Baltimore City with the skills and knowledge to become economically self-sufficient

www.rescue.org/us-program/us-baltimore-md

LOVING ARMS INC.

\$20,000

Provide emergency shelter, transitional and supportive housing and other support services to runaway and homeless individuals aged 12 to 21 years

www.lovingarmsinc.com/maryland-division/

MARIAN HOUSE

\$20,000

Partially cover salary of psychiatrist handling medication management and a licensed clinical social worker

www.marianhouse.org

GRANTS
2016

www.thebwgc.org



MARYLAND CAPITAL ENTERPRISES INC.

Women's Business Center
\$20,000

Provide one-on-one business consulting, education, access to business capital, and networking opportunities to low-income, female entrepreneurs
www.marylandcapital.org/womens-center/index.htm

MARYLAND CENTER FOR VETERANS EDUCATION AND TRAINING INC.

\$20,000

Provide 30 homeless female veterans housing and supportive services ranging from substance abuse treatment to job placement
www.mcvet.org

MARYLAND COMMUNITY HEALTH INITIATIVES

Kids Safe Zone

\$20,000

Provide developmentally appropriate services and recreation six days a week to children and adolescents, aged 5 to 17, at a West Baltimore Kids Safe Zone
www.penn-north.com/kids-safe-zone

PUBLIC JUSTICE CENTER INC.

\$20,000

Help women and their families stay in their homes by providing legal advice, educating them about their rights and advocating for them in court
www.publicjustice.org/our-work/human-right-to-housing

ST. MARYS OUTREACH CENTER

\$20,000

Help low-income seniors gain access to benefits including Medicaid, energy bill payment assistance, water bill reduction, food stamps and housing subsidies
www.smocbaltimore.org

THREAD INC.

\$20,000

Deliver highly personalized support to an additional 48 students dealing with academic and behavioral challenges through high school and six years beyond
www.thread.org

YOUTH EMPOWERED SOCIETY

\$20,000

Provide employment opportunities and educational services to 50 young women living in temporary housing
www.yesdropincenter.org

TWO-YEAR GRANTEES:

CAROLINE CENTER

\$50,000

Expand certified nursing assistant and pharmacy technician career training programs to an additional site in West Baltimore
www.caroline-center.org

SISTERS CIRCLE

\$50,000

Expand the after-school program and pilot a summer leadership program doubling the number of girls served from 125 to 250
www.sistercircle.org

GRANTS
2016