



FULL CIRCLE NEWS

April / May 2015

Spring Blossoms!

AAWGT is bursting forth with energy this spring. Our March 11 Women & Leadership Event generated 115 registrations and nearly half were guests. A post meeting survey revealed 80% of the guests attended because they were interested in the topic. Others indicated they wanted to support AAWGT, were looking for a leadership group to join, and were impressed with AAWGT's great work in the community. One respondent said, "I joined! And look forward to helping!" She was one of three new members who joined at the event!

Let's keep the energy going as we extend an invitation to our members and our community to attend the Spring Open House to be held the evening of April 8. This AAWGT General Meeting will focus on membership, friendship, and networking. Come hear WHY women join the Giving Circle, WHAT motivates them to be involved in their community, and HOW they are making a difference in the lives of women and families in Anne Arundel County.

Our Grants Committee is halfway through the review process, and will ultimately provide a slate of worthy, highly vetted choices. Let us hear your voice at the voting meeting on May 13 -- your vote does matter. Our grant pool of just over \$105,000 will be put to work in the community, starting this summer.

If you have already renewed your membership, thank you! If you have not yet renewed, think of the reasons AAWGT exists. Renewing in the spring will blossom in summer and beyond! New members are always welcome; they represent new energy for AAWGT!

See you on April 8 at the Spring Open House! We hope you will follow AAWGT through all seasons of 2015.

[Maureen Cavaiola](#), President
[Mary Grace Folwell](#), Vice President

First Quarter Membership News

AAWGT welcomes five new members and thanks 52 members who renewed their membership during the first quarter.

First Quarter 2015 New Members

Susan Borden	Lyn Farrow	Sarah Morse
Lori DeRose	Nancy Haiman	

First Quarter 2015 *Renewing* Members

Carole Alexander	Barbara Haight	Kris Powell
Missy Attridge	Kitty Higgins	Anne Potter
Bronwyn Belling	Jan Hoffberger	Kathy Potter
Helaine Betnun	Patricia Horn	Caroline Purdy
Marie Brockhurst	Eleanor Huggins	Nancy Rase
Reid Buckley	Sally Iadarola	True Rowan
Pamela Bush	Lois Kelberman	Jean Russo
Karen Davis	Jenny Kottler	Barbara Santos
Thelma DeLaGrange	Helen Krone	Phyllis Saroff
Ginger DeLuca	Bev Marcus	Deb Schilling
Pat Edwards	Gloria Martin-Pressman	Julie Schuelke
Diane Evans	Mary Milan	Gwyn Smith
Carole Falk	Susan Nolte	Sandy Sweeney
Barbara Firebaugh	Sheila Onuska	Marilynn Sweetser
Kathy Flynn	Lily Openshaw	Melanie Teems
Elizabeth Gross	Thea Pinskey	Carol Thompson
Valerie Gutterson	Sue Pitchford	Vicki Wallace
		Janet West

Join or Renew

Click [HERE](#) to Join or Renew

What Renewing and New Members Are Saying . . .

“It is so important for all of us to remain engaged with our community and to support those organizations which best serve those in need. AAWGT is a wonderful vehicle for providing financial assistance enabling this to become a reality.”

Beverly Marcus (Member since 2006)

“AAWGT continues to support worthwhile projects and offer excellent programs!”

Susan Nolte (Member since 2007)

“I like contributing to the social well-being of the community. I can’t do the hands on work but like that I can financially support the carefully tended grant process of AAWGT.”

Jean Russo (Member since 2008)

“I attended the “Women & Leadership” meeting last evening – and was hugely impressed with topic, panel, audience members . . . and saw several familiar faces. I look forward to being an active part of your wonderful organization.”

Lori DeRose (Member since March 2015)

Ways to get involved

Education & Program Committee

The Education & Program Committee welcomes any member interested in planning the June 10 AAWGT program, Living on the Ledge, Part II: Living on Public Assistance. A series of evening work sessions will be held before the event in June. Contact education@givingtogether.org for more information.

Marketing & Communications Committee

The Marketing & Communications Committee does not hold meetings! If you've written a term paper or taken a picture of a friend or family member, you qualify to serve on the committee. Photographers and writers are needed to cover AAWGT's events that you register to attend. We are also looking for someone with media relations experience to handle press releases and press inquiries. For more information, contact marketing@givingtogether.org.

Monthly Meetings: What's Coming Up . . . and What's Already Happened

April 8 Meeting: Spring Open House **Spring Open House and Member Panel**

Our Spring Open House is the one general meeting of the year where we turn the focus back on you, our members! We hope you will come Wednesday, April 8, to the Loews Hotel from 6 - 8 PM. Please bring a friend and enjoy a lovely reception to hear first hand stories about being an AAWGT member and our impact on Anne Arundel County. You will hear from both seasoned and new members why they chose to become members of AAWGT. Don't miss this great opportunity to network with fellow members! Join us as we celebrate the past and the future! Click [HERE](#) to Register.

[Membership & Outreach](#)

Heidi Busch, Chair
Paula Abernethy, Assistant Chair

May 13 Meeting: Voting Meeting (*members only*) **Now It's Your Turn**

In early May, the Grants Committee will present the AAWGT membership with a *confidential* ballot of potential grantees and asks you to select those proposals that will have our support in 2015. Our goal is to present a ballot with a variety of options including large and small organizations, new applicants and prior grantees, and a range of needs.

We encourage you to read each proposal summary that you will receive by email on May 7. Give thoughtful consideration to each grant applicant; each will impact the lives of women and families in Anne Arundel County in its own way. Does it address the basic needs of a large number of people? Does it help individuals make difficult transitions to self-sufficiency? Does it assure access to services that would otherwise be out of reach? Does it only serve a few individuals but with life-changing impact? Does it use innovative techniques to multiply the value and reach of its services? Members who are not able to attend this meeting are able to vote electronically. Expect to receive instructions on how to vote electronically with May meeting notice.

Collective philanthropy is what the Giving Circle is all about and your vote matters! So make your choices thoughtfully. And be sure to vote!

Click [HERE](#) to register (open to members only).

[Grants Committee](#)
Sandy Sweeney, Chair
Caroline Purdy, Assistant Chair

April 24 Spring Field Trip: **Food Link Wholesale Charitable Produce Program**

Members are invited on a field trip to observe Food Link's Wholesale Charitable Produce Program in action on Friday, April 24, starting at 8:45 AM at the Farmers' Market, 275 Truman Parkway at Riva Road, Annapolis. As described in the last issue of Full Circle News, Food Link is a current and prior grant recipient whose mission is to alleviate hunger in our community, linking vital resources to families and individuals in need. The distribution of food takes place Friday mornings during the growing season. Cathy Bird, the Executive Director, will explain how the program works, then we will watch the action as the food is sorted and the service companies and individuals arrive to collect and load. For those who are interested, we will enjoy a "Dutch Treat" lunch together after the tour at Jalapeños Restaurant in Forest Plaza near Annapolis Towne Centre.

Parking at the Farmers' Market: Please enter and turn right to go to the overflow lot so that we are not in the way of the Food Link clients.

Click [HERE](#) to register (open to members only).

[Post Grants Evaluation Committee](#)
Judy Templeton, Chair
Madelyn Schaefer, Assistant Chair

February Meeting Review: **Living on the Ledge – Part I** **Economic Insecurity and Our Older Neighbors**

Wednesday, February 11, was a beautiful winter day at Ginger Cove when AAWGT President Maureen Cavaiola welcomed more than 60 members and guests to the first general meeting of 2015. AAWGT member Bronwyn Belling facilitated a panel featuring Jo Reed, Director of Wider Opportunities for Women's (WOW) Elder Economic Security Initiative and Nancy Hoover, Program Manager at the Anne Arundel County Department of Aging and Disabilities (DoAD).

Jo Reed explained that WOW was founded in 1964 to help women enter the workforce and later expanded its focus to economic security across the lifespan. In 2006, WOW, working with the Gerontology Institute at UMass Boston, developed the Elder Economic Security Standard™ Index (Elder Index), a measure of the income and supports older adults need to meet their basic needs. The Elder Economic Security Initiative seeks to improve the economic well-being of older adults by increasing awareness of elder financial needs, building state partner capacity and influence, and creating lasting changes on the local, state and federal levels.

The federal poverty threshold is the standard measure of poverty in the United States, and is the measure used by many federal and state aid programs to determine eligibility for assistance. The calculation for the federal poverty threshold was developed in 1963, and was based upon the estimated cost of a family's basic food budget at that time, multiplied by three. Since 1963, the federal poverty guideline has been increased using the Consumer Price Index. The number is the same for everyone across the nation – there are no geographic adjustments.

The “Elder Index” is an estimate of the income that older adults need to meet their basic needs and age in place – it is a modest amount but still significantly higher than the federal poverty threshold. The Elder Index is specific to household size, location, housing status and health status. To compare the two measures, the poverty guideline for a two-person household is \$15,730 per year, while the Elder Index for a two-person rental household is \$34,920. Although the Elder Index is more than twice as much as the poverty guideline, breaking down the numbers into a monthly budget shows that it is still a very modest income. For example, the monthly expenses for the two-person household receiving \$34,920 annually is \$2,910, including \$811 for rent, \$463 for food, \$386 for transportation, \$820 for healthcare, and \$430 for miscellaneous expenses.

Understanding how low the federal poverty level is compared to actual household expenses explains how individuals and families who receive social security are still in an economically precarious position. An individual or couple living on Social Security will have a monthly household income above the poverty line, but well below the Elder Index. Using the Elder Index as an indicator to suggest that households with incomes below the index are economically insecure, Maryland's Elder Economic Insecurity Rate is 43.5 percent, and the national rate is 45.1 percent. More information about the Elder Index can be found at the website of [Wider Opportunities for Women](#).

The second panelist, Nancy Hoover from DoAD, manages six programs that serve older individuals and households living on the ledge of economic insecurity. In Anne Arundel County there are 83,000 Medicare recipients, and 8,000 Medicaid recipients. Many of the county programs are grant funded by the State and are subject to annual budget changes. For example, adult day care is not currently included in the next Maryland state budget, which might mean closure of much needed programs.

The average client who seeks help from DoAD is looking for care-giving support for a loved one. Ninety to ninety-five percent of elder people want to stay in their own home rather than go to a nursing home, but it can be difficult to have the needed services brought into a home. Thousands of Medicaid dollars are saved when an elder stays in his or her own home and receives supportive services there, rather than moving to a nursing home. The Senior Care program in Anne Arundel County provides \$630 per month to qualified seniors living at home through a case manager. There is a waiting list of 27,000 adults waiting to become part of this program. The most important factor that impacts whether a person can stay in their own home is the availability of case management – one resource person to coordinate all the care needed by that elder individual or couple.

Nancy shared several stories as examples (no names were shared to protect the privacy of the individuals). Two of her stories are summarized, below:

- An 87-year-old client lives in the rural part of the county. He receives SSI and was living in deplorable conditions when first visited. His case manager arranged a heavy cleaning of the house, Maryland energy support, doctors' appointments with transportation, and a

weekly visit from a volunteer who helps fill pill boxes and complete other small projects too difficult for the client.

- A case manager was introduced to an elderly couple that had several sons with development disabilities. The sons had never been registered with the Development Disabilities Administration (DDA) and as a result were receiving no benefits or services. The entire household was living on the limited income of the parents. As trust developed between the couple and their case manager, the case manager was able to work with DDA to get the sons registered with the State and eligible for services and income supports. When one son died, the case worker was able to arrange support for a funeral, as the family had no resources to pay for this expense.

Bronwyn described the website www.BenefitsCheckUp.org as a great resource to identify services available to elder residents and to determine eligibility for those services.

After questions from the audience, Bronwyn asked Jo and Nancy, “If you had a magic wand, what would you do?” Jo said that she would like to have Social Security strengthened and to address the disparity of Social Security payments between men and women. Nancy said she would like to have a fund for respite care for caregivers.

Thank-you to all of the AAWGT volunteers who helped coordinate this event, and to Ginger Cove for hosting us!

[Education & Program Committee](#)

Lois Kelberman, Chair

Pam Polgreen, Assistant Chair

March 11 Meeting Review:

Annual Leadership Event Message:

Take Risks, Be Do-ers, Know Yourself

AAWGT’s 9th Annual Women and Leadership Event, held Wednesday, March 11, at Anne Arundel Community College, brought together three outstanding women leaders to discuss their journeys and their thoughts on leadership. Moderated by AAWGT’s immediate past president, Karen Smith, the panel included: Dr. Dawn Lindsay, President, Anne Arundel Community College; Kathryn O. “Kitty” Higgins, former White House Cabinet Secretary and Deputy Secretary of the U. S. Department of Labor; and Dr. Priscilla Zotti, Senior Professor, Division of Humanities and Social Sciences, U.S. Naval Academy.

Each of the three panelists was introduced and asked to share their own thoughts about evolving as a leader. Dr. Dawn Lindsay said that she always knew she wanted leadership and had been a leader since grade school. Her mother was a leader, with a demanding career and was a strong role model for Dawn. Kitty Higgins said that she does not consider herself so much a leader, but more of a do-er – she always knew *what* she wanted to do and then just figured out *how* to do it. In her experience, do-ers always get to do more. She commented that being the oldest of six children perhaps had a part in developing these qualities early. Dr. Priscilla Zotti began teaching at the Naval Academy when she was one of only three female faculty members; today there are more than three hundred. Priscilla spoke about the importance of collaboration in her leadership style – being a leader for her means understanding the role of teamwork. Dawn agreed, saying that she believes employers are looking for collaboration as well. She said that you learn quickly that you get a better product if you engage others.

Asked if they were “born leaders” and to discuss the role of nature vs. nurture in leadership, panelists agreed on the importance throughout their lives of role models, positive reinforcement and experiences that built confidence. Dawn spoke of the confidence that comes from overcoming obstacles, including failure – Kitty talked about the importance of having a passion for what you do and a willingness to work hard to succeed – and Priscilla discussed the role of high expectations of oneself and that she certainly sees this among emerging women leaders at the Academy.

In discussing **Title IX’s** impact beyond sports, panelists agreed that Title IX has dramatically increased the number of female athletes and thereby offered greater opportunities for young women to experience competition, team dynamics, and rising above failure, all important in leadership development. Kitty also pointed out that athletics is just one way to gain these skills.

Asked if **discrimination** against women still exists, each panelist was grateful that, for her personally, it was never a male-female issue -- but all agreed that they have seen much-needed progress in both access and opportunities for women – and all acknowledged that there is still a long way to go. Kitty shared an experience from several years ago of interviewing female officers from multiple branches of the military who stated that they preferred to blend in among *all* successful officers rather than be singled out as “women firsts” – they felt that singling them out would generate a negative response from male colleagues. Priscilla added that male and female midshipmen see each other as peers – and that she views this as great progress.

Returning to the topic of **mentoring**, Priscilla noted the Naval Academy offers mentoring options for female midshipmen with faculty, civilian leadership and even male faculty – and this has been valuable. Dawn reiterated that confidence is built by taking chances and learning to solve mistakes when they happen – and that mentors have provided valuable support to her when weighing risks and resolving mistakes. Kitty added that, while formal mentoring is clearly valuable, informal mentoring is also important and takes place simply by being a good example in the workplace. She gave the example of contacting a Hill chief of staff and being reminded that this person had worked for Kitty as an intern many years earlier – the woman proceeded to tell Kitty what a great role model she had been of a woman and a leader in the workplace and how that had positively impacted her own growth and development over the years -- a wonderful example of the value of unintentional ‘modeling’.

Dawn added that women put pressure on themselves to do things perfectly every time – and, as a result, women by nature are likely to take fewer risks. Dawn encouraged women in the audience to take risks -- and to mentor younger women to do the same.

The discussion continued with great questions from the audience – and the evening then wrapped up with Karen posing the AAWGT “magic wand” question to the panelists: “You have the opportunity to sit with a young woman who asks, ‘Give me one piece of advice?’ What would you say?”

- Dawn: Take risks.
- Kitty: See something, DO something.
- Priscilla: Know yourself. Know your own strengths.

2015 Grants Review is in Full (Spring) Swing!

Thirty-five organizations submitted grant applications to AAWGT earlier this year, through our new online application process. The requests reflect the wide-ranging needs of women and families in our county and the variety of innovative responses envisioned by the good-hearted organizations in our community through housing supports, youth mentoring, mental health, nutrition and more.

Twenty-six AAWGT members, working in four teams, have reviewed all 35 applications for effectiveness in meeting our mission and adherence to our grant guidelines. The teams met to evaluate whether the proposals were well thought out, focused and could effectively meet their goals. We are now in the midst of an intense process of site visits to gather additional information needed to inform the Grants Committee's final recommendations. During these conversations with applicants we strive to clarify how programs will work and whether the organizations have both capacity and capability to accomplish their goals and achieve the desired impact on the lives of their program participants.

Everyone involved in the review process looks forward to presenting the membership with an excellent selection of projects for consideration in May.

[Grants Committee](#)

Sandy Sweeney, Chair

Caroline Purdy, Assistant Chair

Your Dollars At Work: Partners In Care

This month we present a current and prior grantee, [Partners In Care](#) (PIC) and their Member Care Program. Co-Founded in 1993 by AAWGT President Maureen Cavaiola, Barbara Huston and Sandra Jackson, PIC was the first service exchange program based in Maryland. The organization continues to create community by linking elderly members who are in need of assistance with volunteers in their neighborhoods who donate time and skill. This year Partners In Care is the recipient of a \$15,000 grant from AAWGT to support the salary of the Member Care Coordinator, a licensed MSW social worker.

The Partners In Care Member Services Program, using a time-exchange model, utilizes a large volunteer base to serve a wide variety of needs of elderly residents, allowing them to stay in their own homes while ensuring a safe environment, reducing isolation, and relieving stress on caregivers. Volunteers provide rides to important destinations such as medical appointments, the bank and grocery store. Other volunteers perform handyman repairs. Staff and volunteers also identify additional resources within the community such as legal help, access to food banks, alternative affordable housing and much more.

During the grant year, Partners in Care projects that 400+ repairs will be carried out, 5,000+ rides will be provided and 1,000+ member care/advocacy/intervention tasks will be performed. PIC expects that over 400 women will be helped by the grant year-end.

As with all non-profits, there are funding challenges. PIC lost its United Way funding this year and has been busy finding other sources of funding to make up the gap. In addition to providing needed services, PIC is highly organized, with computer-generated data readily available. It has strong leadership in their Executive Director, Barbara Huston, and a dedicated staff. For more information or to volunteer contact, Linda Dennis at 410-544-4800.

[Post Grants Evaluation Committee](#)

Judy Templeton, Chair
Madelyn Schaefer, Assistant Chair

Leading with Heart and Purpose: In Retirement, Member Helps a Neighbor in Need

“Taking risks,” ” Doing,” and “Knowing Yourself.” These were the messages from the panelists at our recent Women & Leadership event. One of our own AAWGT members was following this message almost in tandem to help a neighbor keep his home, an affordable housing issue that is critical in Annapolis.

AAWGT Past President [Bronwyn Belling](#) spent her professional career at AARP in consumer education about reverse mortgages. When she learned that an Annapolis neighbor was duped by an unscrupulous reverse mortgage loan broker, she went into action. Unknowingly the neighbors, a 72-year-old retired USNA cook, Robert Bennett, and his wife, signed papers with the reverse mortgage that removed him as an owner, leaving Mrs. Bennett as the only borrower. Mrs. Bennett passed away one month after signing the papers and Mr. Bennett had to immediately pay back the loan or lose his home of many decades. The AARP Foundation represented Mr. Bennett in a lawsuit to get his home back, and won that suit – but now he has to pay back property taxes and homeowners insurance premiums paid on his behalf during litigation.

Bronwyn went into action and set up her first ever [GoFundMe.com](#) webpage on behalf of Mr. Bennett. She and the lawyers who helped Mr. Bennett shared the link on their Facebook pages. Not content with this, she made a connection with *The Capital*, and then finally WBAL. Within five days, Mr. Bennett’s problem was solved! Over 200 contributors donated more than \$15,000 and Mr. Bennett now has the funds to help him keep his home.

Bronwyn took a risk and did something to right a wrong. Her result was to showcase a community that cares about its neighbors, and a neighbor who is grateful for the outpouring of support. Who says there can’t be happy endings?

[Maureen Cavaiola](#)

What’s Happening With Our Committees?

Membership & Outreach

In early March, the Membership Committee hosted an open brainstorming session, attended by 12 members, on how to effectively retain members and recruit new members. Membership

Committee Chair Heidi Busch opened the session by explaining the Committee's responsibilities:

- Welcome new members with an email and a call by a committee member to answer questions
- Send an email renewal reminder at each member's anniversary date of joining
- Plan several events, including the April General Meeting and quarterly new member events throughout the year
- Oversee a new member questionnaire in the spring

The group discussed ways to recruit new members. Everyone agreed that each meeting is a recruitment event, since up to one-third of attendees are guests at each meeting. AAWGT has a Facebook and LinkedIn page; it was agreed the best social media impact is achieved when members post information about an AAWGT event. AAWGT could be better known in the community, so the group agreed we should seek more exposure in print and on-line media. Also considered were less traditional outlets, such as neighborhood newsletters and public bulletin boards. The group agreed we should reach out to guests who attended events. Because there are many guests at our meetings, the Membership Committee needs more volunteers who are interested and have time to help with the follow-up.

Ideas on retention were also discussed. It was pointed out we consistently reference and thank renewing members during our events and in the newsletter. Committee participation helps our members engage in the organization at whatever level is desired. Some simply want to write a check and attend a few events; others want to serve on committees; some are interested in leadership at the committee or officer level. The group also encouraged making sure members know of what's available on the website. The member-only section on the website, available when a member logs in, is full of useful information. Each member's User ID is the member's e-mail address and until the member changes her password, the temporary password is "givingtogether". A lost or forgotten password can be reset by clicking "Change Password" in the upper right hand corner our website.

Members are invited to share their thoughts on retention, recruitment or engagement. The Membership Committee is also seeking volunteers to call new members to welcome them to the group. Contact [Membership Committee](#) with your thoughts and if you are interested in getting involved in the Membership Committee.

[Membership & Outreach](#)

Heidi Busch, Chair
Paula Abernethy, Assistant Chair

AAWGT Governance Committee's Big Project: Review AAWGT's Bylaws

The Governance Committee will spend this year and next examining the Bylaws, in an effort to make sure that the governing structure of our organization matches the evolution and maturation of our nine-year-old Giving Circle. The goal is to simplify when possible and to clarify where necessary. The end goal is to have a nimble document that supports AAWGT into its second decade.

As the Committee proceeds with an evaluation schedule, updates will be provided to the Steering Committee monthly and to the membership quarterly in the newsletter. AAWGT wants the members informed on this important process. All interested members are

encouraged to comment on any part of this process by contacting the [Governance Committee](#).

[Governance Committee](#)
Donna Stackhouse, Chair
Martha Schwieters, Assistant Chair

Extra Circle News

AAWGT's 10th Anniversary Celebration: 2016!

Next year AAWGT will celebrate its 10th anniversary! Planning is already underway for a year full of activities in 2016 that will “look back” and celebrate our impact . . . and “look forward” to our growing presence within Anne Arundel County. Stay tuned for more exciting information from the 10th Anniversary Committee: Carole Alexander, Bronwyn Belling, Kathy Brooks, Tara Clifford, Mary Grace Folwell, Jenny Kottler, Gloria Pressman, Sharon Stewart, Susan Swayze, and Karen Smith (Chair).

[10th Anniversary Committee](#)
Karen Smith, Chair

What Our Members Are Reading

The Leadership and Development Committee shared articles among committee members on women and leadership. The subject of these ten articles examine what really matters, confidence, managing work and life, high-achieving women and centered leadership. We thought readers might be interested in these articles.

["Three Audacious Women Before Audacious was In,"](#) The Washington Post, March 6, 2014
Recalls the lives of three women with long, very accomplished careers that would be noteworthy by any era, but that are particularly remarkable because they were launched before woman has the audacity or the opportunity to do such things.

["The Secret to Smart Groups: It's Women,"](#) The Atlantic, January 18, 2015
The lead into this article states, "A fleet of MIT studies finds that women are much better at knowing what their colleagues are really thinking. It's another reason to expect the gender wage gap to eventually flip.

["Decoding Leadership: What Really Matters,"](#) McKinsey & Company, January 2015
This short article summarizes leading traits of effective leaders, among a long list of traits.

["Women, Find Your Voice,"](#) Harvard Business Review, June 2014
Suggestions for being heard above the noise. It compares how women and men differ in communication styles.

["The Confidence Gap,"](#) The Atlantic, May 2014
This article interviews the authors of the *The Confidence Gap*, by Katty Kay and Claire Shipman. The article leads with the following: "Evidence shows that women are less self-assured than men—and that to succeed, confidence matters as much as competence. Here's why, and what to do about it."

["Manage Your Work, Manage your Life,"](#) Harvard Business Review, March 2014

This is an article about work-life balance for high-level executives, or anyone, really, who has a very demanding job. It suggests that some semblance of balance can be found "by making deliberate choices about which opportunities [leaders] pursue and which they'll decline, rather than simply reacting to emergencies, leaders can and do engage meaningfully with work, family, and community.

["Why Women are More Effective Leaders Than Men,"](#) Business Insider, January 24, 2014

Examines women's leadership effectiveness, representation in corporate America, and solutions for increasing their ranks.

["Rethinking What You 'Know' About High-Achieving Women,"](#) Harvard Business Review, January 2014

Researchers report on a survey of female graduates of Harvard Business School to learn what HBS graduates had to say about work and family and how their experiences, attitudes, and decisions might shed light on prevailing controversies.

["The Value of Centered Leadership: McKinsey Global Survey Results,"](#) McKinsey & Company, October 2010

The five key capabilities that make up centered leadership—used together—are important predictors of executives' satisfaction with their leadership performance and their life overall.

["Centered Leadership: How Talented Women Thrive,"](#) McKinsey & Company, September 2008

A new approach to leadership can help women become more self-confident and effective business leaders.

[Leadership Development & Nominating Committee](#)

Carol Cronin, Chair

Lynn McReynolds, Assistant Chair

Member's Only Section of AAWGT's Website

Members are encouraged to log on to the Members' Only section of AAWGT's website at www.givingtogether.org. There you can access a detailed membership directory (for AAWGT purposes only, please) and an updated calendar. You can also identify opportunities to engage and learn other valuable information. Edit your personal profile and upload your photo too!

To log on, enter your email address of record in the upper right corner of our website, along with your password. If you have trouble logging on, reset your password by clicking "Forgot Password" after completing the email field, and the next steps will be emailed to you.

[Web/IT Management](#)

Eve-Marie Lacroix, Webmaster

Bronwyn Belling, Assistant Webmaster

CFAAC's Great Give Sets a High Bar in 2015!

The [Community Foundation of Anne Arundel County](#) is sponsoring its third annual "[Great Give](#)" for a 24-hour period, 6 PM on May 5 through 6 PM on May 6. This year's goal is to raise \$750,000 for more than 150 local non-profit organizations who are participating. Individuals can donate \$15.00 or more on-line to a favorite organization. Tell your friends and colleagues - this is a great way to raise awareness and funding for nonprofit organizations in Anne Arundel County.

The objectives of the Great Give are to:

- Raise awareness of local charities and generate mission-critical funds for local charities from their current donors while showcasing them to new donors.
- Provide charities the chance to earn additional cash prizes through the Great Give competition; and
- Inspire and grow a "Give Local" spirit among the generous citizens, businesses and organizations that call Anne Arundel County home.

Visit www.greatgiveaac.org to find out more!

[Mary Grace Folwell](#), Vice President

Calendar of Upcoming Events

April

- 3 Friday Steering Committee
- 8 Wednesday [Monthly Meeting: Spring Open House](#)
- 15 Wednesday [Lighthouse Lunch-making](#) (limited capacity)
- 15 Wednesday Education & Program Work Session
- 24 Friday [Spring Field Trip: Food Link](#)

May

- 1 Friday Steering Committee
 - 6 Wednesday [Lighthouse Lunch-making](#) (limited capacity)
 - 6 Wednesday Education & Program Work Session
 - 13 Wednesday [Monthly Meeting: Grants Voting Meeting](#) (*members only*)
 - 10 Wednesday [Book Group: How We Learn](#)
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Full Circle News

The Full Circle News is published bi-monthly throughout the year. Suggestions, feedback and questions are welcome and can be sent to marketing@givingtogether.org.

[Marketing & Communications](#)
Jenny Kottler, Chair
Deb Schilling, Assistant Chair