



FULL CIRCLE NEWS  
August/September 2016

## Impact

Fall is the season when we reflect on impact. The September Grants Showcase is a wonderful opportunity to learn how grantees used AAWGT grant funds to seek to improve the lives of women and families in Anne Arundel County. You will not leave the room without being profoundly moved by the courage and dedication of our grantees and the people they serve.

As part of AAWGT's tenth anniversary celebration, the September meeting will include an overview of the impact of the work of AAWGT on the community, grantees, and members. Impact is notoriously challenging to truly measure, but AAWGT can justly be proud of the funds awarded, and individuals and families touched by the work of grantees over the past ten years.

As we look forward to the next ten years, can we do anything differently to increase the positive impact our dollars have in the community? Over the next several months we will explore the idea of honing the impact of AAWGT grant dollars.

We hope that part of AAWGT's impact is empowering members and the community with information about the needs in the community and the work of local nonprofits. To that end, AAWGT has coordinated several service projects with our grantees this fall. We also intend to seek members' time and talents for other short, time-limited projects that help with AAWGT's education, community connections, and membership engagement. Each of us can give time, treasure, or talent to advance the goal of improving the lives of women and families.

[Mary Grace Folwell](#), President (member since 2011)  
[Linda Eggbeer](#), Vice President/President-Elect (member since 2013)

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## Membership Survey Results

Our annual membership surveys continue to serve as useful ways to stay attuned to the opinions and wishes of AAWGT members. Thanks to the 106 members who took the time and opportunity this year to provide feedback on how the giving circle functions, the effect(s) that membership has on individual philanthropy, and interest in trying new strategies to increase our impact. You can see the responses to the survey [here](#).

Not surprisingly, 88% of respondents said their most important reason for belonging is to provide grants, while 78% said to pool their dollars, and 78% said to learn about social issues. The most meaningful activities they participated in were educational meetings (89%) and the annual grants showcase (67%).

Eight-nine percent (89%) reported that belonging to AAWGT has greatly affected their understanding of issues affecting women and families in Anne Arundel County. Further, 78% reported that AAWGT has greatly enhanced their knowledge about Anne Arundel non-profits.

A large majority of respondents (89%) said that just the right amount of effort is being expended to reach out and engage members and 89% weighed in that their level of involvement was just right.

In answer to a question about possible new directions for AAWGT over the next three years, 88% are in favor of placing more resources in parts of Anne Arundel with fewer services; 75% support the organization becoming more diverse with respect to race, background, and age; and 63% would like to see AAWGT working more closely with the county in meeting the needs of women and families.

We're happy to report that a number of members expressed their interest in becoming more involved in specific tasks noted on the survey and we will definitely follow up with everyone!

[Linda Eggbeer](#) (member since 2013)

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## Steering Committee Retreat

The [AAWGT Steering Committee](#) is our “board” – comprised of officers and each of the Committee Chairs and Assistant Chairs. It meets the first Friday of the month, ten months a year, to coordinate the activities of the Giving Circle. The last Saturday in June the Steering Committee meets for the better part of a day to explore issues and ideas that we hope will help us steer the organization towards a better version of itself.

This year we discussed increasing diversity, sustaining our leadership, engaging members, and impact.

AAWGT would like to have greater racial and ethnic diversity, greater age diversity, and greater geographic diversity in our membership, our grantees, the audience who attends our meetings, and our speakers. AAWGT has had its greatest success in the past year in achieving greater diversity in age, race, and ethnicity in its general meeting attendance. Ideas to generate greater diversity included partnering with diverse organizations, seeking volunteer opportunities that could improve connections with diverse populations exploring corporate memberships, and exploring models for young and/or diverse philanthropist “internships”. We also agreed that selecting meeting locations thoughtfully can encourage diversity in our attendance: meeting locations outside of Annapolis, meeting locations at traditionally African American churches have encouraged parishioners to attend our meetings, and meetings at the Community College have resulted in students, instructors and administrators attending the meeting.

AAWGT receives operational support from the Community Foundation, but the overwhelming source of labor for our operation comes from members – coordinating the grant application and review process, grants oversight, grants software support, education meetings, membership recruitment and retention, website, newsletter, meeting logistics, and the governance processes to support all of this activity. Leadership for these various roles passes relatively quickly from one person to another over several years (with a few notable (website support!!) exceptions) – so mentoring, and developing the knowledge and interest of new members and new committee members to take on these roles, is a constant challenge. We

agree that intentional mentoring, and incorporating a role for an immediate past chair for certain committees will help.

We suspect that we have many members who would be interested in working on more time-limited, discrete projects. We discussed increasing the number of opportunities for service projects with current and past grantees, and discrete projects that could help AAWGT, including its connections with the community, the depth and breadth of education outreach, and other tasks that ultimately serve the AAWGT mission.

We closed the retreat with a discussion of impact. Measuring impact is an enormous challenge for every grant-making organization. We read two brief articles about measuring impact. [The first article](#) clarifies the differences between inputs, activities, outputs, outcome, and impact. Given the limited amount of funding and time of each of AAWGT's grants, perhaps the best we can get to measure is outputs. A second article, titled "[Let's Be Realistic about Measuring Impact](#)" discusses how difficult it is for even very large organizations on the front lines of social change to decide what to measure – outputs, outcomes, or impact. The article concludes that measuring impact matters, but organizations need to be realistic about constraints of time, money, and research expertise.

The grant application and review process consists of a continuum between risks and rewards of sufficient documentation and due diligence versus the cost of time and expertise investment by the nonprofit grantee and by AAWGT. If AAWGT changed the structure of its grants slightly, could this increase the impact of the grant and/or lessen the burden on both the grantee and AAWGT?

The Steering Committee retreats always raise more questions than solutions, but the time together helps the group identify initiatives to help AAWGT strengthen its pursuit of improving the lives of women and families in Anne Arundel County through improving its grants process, supporting our education work, and strengthening membership and connections with the community.

[Mary Grace Folwell](#) (member since 2011)

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

**September 21 Preview: Fall Open House and Annual Grants Showcase**

Please join us for an inspirational evening as we celebrate the accomplishments of our 2015-2016 Grantees, meet the Grantees for 2016-2017, and hear how our dollars are put to work. This year we awarded **\$100,548!**

**Fall Open House and Annual Grants Showcase**

Wednesday, September 21, 6:00 pm – 8:00 pm  
Saints Constantine and Helen Greek Orthodox Church  
2747 Riva Road, Annapolis

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**June 16 Recap: Community Plan for Collective Impact 2017 – 2020  
Improving the Lives of Children, Youth and Families**

The June 8th meeting at Anne Arundel Community College featured Dr. Pam Brown's presentation on Anne Arundel County's Community Plan for Collective Impact (CPCI). Over 100 people were registered, 50% of whom were guests.

In the fall of 2015, Dr. Brown, Executive Director of the Anne Arundel Partnership for Children, Youth and Families, presented the "2016 Poverty Amidst Plenty" report. Unlike Dr. Brown's fall presentation, this presentation included a sense of optimism based on the collection of extensive data on needs and services and the development of strategies to address needs. Very much like Dr. Brown's earlier presentation, she opened with rapid-fire sharing of information.

The Community Plan for Collective Impact is lead by:

- Governor Hogan's vision for the State,
- County Executive Steve Schuh's vision for Anne Arundel County, and
- Anne Arundel Partnership for Children, Youth and Families (AAPCYF), one of 24 local management boards across Maryland. It is completely self-funded, receiving no financial support from the

County. "Poverty Amidst Plenty" is one of several reports sponsored by AAPCYF.

The Governor's Office for Children mirrors what AAPCYF does locally.

The directive for the Community Plan is to identify the needs of children and families in the county, determine the resources and gaps to meet these needs, and build on existing momentum to craft solutions. Since January 2016, Due East Partners' Lauren Maddox and Bess Langbein have assisted in developing the plan. Due East Partners first interviewed 369 people in order to identify and plot all the resources across the County in the areas of mental health, substance abuse, homelessness, etc. The focus of the Plan is population-based: hungry children, disconnected youth, impact of incarceration, and homeless youth 16 - 24 years old. Using this data, they then were able to identify gaps in services.

No single area of the community is a "shining star." Glen Burnie East and West and Brooklyn were assessed to have needs in every category. Annapolis is the only area of the County where all services are offered. There is need in Annapolis but resources exist to provide services.

Fortunately, resources to serve hungry children are most numerous, so that population group will receive lower focus in the CPCI than the other three. Food, shelter and transportation are consistent needs across all four population groups.

### **Interesting statistics**

- There are 8,175 "Disconnected Youth" in Anne Arundel County, with the greatest number in North County. There is a 17% unemployment rate in this population, significantly above the County's overall 5% unemployment rate. Dr. Brown introduced Vernon, a young man she met in the summer of 2015 through her Youth Employment Partnership program. Vernon told the audience that he has learned how to dream, re-enrolled in AACC where he earned a 3.5 GPA and has decided that he'd like to be a surgeon. Dr. Brown hired Vernon as an intern to assist with many of the interviews with children. He has since been hired to work full-time to assist with kids. Vernon credited Dr. Brown's mentoring as the most important reason for his success
- Homeless Youth number 1,000 in the County and the number is rising. Of the 1,139 Maryland citizens incarcerated in State facilities,

50% have children. In Anne Arundel County alone, 440 children are impacted by 770 incarcerated parents.

- Across the state, food deserts and food stamp usage are highest in Baltimore City. In Anne Arundel County, 3,000 children are fed breakfast and 4 million lunches are served in public schools each year.

## **Gap Analysis Strategies**

Not surprisingly, resource gaps matched the geography of poverty. The initial priority of CPCI will be North County, where efforts to meet basic needs, improve data collection and strengthen the existing system of care will require the most attention. An important strategy involves strengthening Community of Hope in Brooklyn Park that provides services to disconnected youth, homeless youth and children whose parents are incarcerated. CPCI will create a common data platform, focus on basic needs and hand-offs between service providers, add “super-connectors,” use a trauma lens (a common denominator) and create a community scorecard and platform to share results. The goal is to improve in areas such as stabilizing housing, employment/job training, health, and other areas.

Dr. Brown commented that her strategies and observations matched County Executive Steve Schuh’s. She said, “Mr. Schuh and I agree that we need to lift everyone up and we need to improve the pocket of poverty in North County. All decisions are informed by data.” The ultimate goal is to have fewer children and families living in poverty by 2020. Yearly goals include the following:

**2017:** Develop new programming, assemble data on priority populations, build up Community of Hope including plans for a Teen Drop-In Center, explore needs in South County, and identify additional funding.

**2018:** Launch a teen drop-in center at Community of Hope, expand the data platform, begin South County programming and secure additional funding.

**2019:** All programming to be focused on priority populations, data is shared, investment leads to impact and poverty is reduced.

A number of partners have been identified including private companies, not-for-profits, human service organizations, educational institutions and the County Executive. Dr. Brown invites individuals and organizations who are interested to get involved and work together. The Guiding Coalition was created with representatives of each constituent group on both the user and provider sides. There will be many opportunities for people to get involved in implementing the Community Plan. Additional funding is anticipated from large foundations that recognize the power of coordinated outreach like this.

For more than 30 minutes, Dr. Brown answered a number of probing questions from the audience, including one about the privacy of information. She said that “Efforts to Outcomes” allows for state-level agencies and organizations to share information that is HIPPA-compliant. Dr. Brown offered that a big “win” would be community resource centers on a transportation line that serves the entire county, especially where there are great pockets of need.

Linda Eggbeer closed with accolades to Dr. Brown for her work for Anne Arundel County. Linda extended an invitation to Dr. Brown to speak again next year with an update on the first year results of the plan.

[Jenny Kottler](#), Member since 2011

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## Service Opportunities with our Grantees

As part of celebrating our 10<sup>th</sup> year, AAWGT’s 10th Anniversary Committee reached out to past and current grantees seeking ideas for how our members might roll up their sleeves and help. The committee was delighted to receive several requests! These projects are described below, and provide a variety of opportunities to help and get to know more about our grantees . . . and one another. Look for more information and signup sheets at the September 21 Grants Showcase, in the next newsletter, and on AAWGT’s [website](#).

- [Arundel Lodge](#) is seeking volunteers to socialize with its clients in two different situations — one where eight or so AAWGT members can have coffee and conversation with a similar number of women from Arundel Lodge who are about to re-enter society. This would take

place in a location such as Panera Bread and last about an hour. Another opportunity is for one AAWGT member to speak to a class of women about her daily experience of living and working.

- [Arundel Lodge](#) is looking for volunteers to paint a 15' x 20' room at Arundel Lodge — square walls!
- [Rebuilding Together](#) is looking for individuals to join their volunteer team in October for "Rebuilding Together Day." Volunteers' work will be matched to their skills, ultimately contributing to the rebuilding of a home.
- [HOPE For All](#) is asking AAWGT members to provide new (not reused) items — a list of needs will be provided.

[Marilyn Lyons](#) (member since 2007)  
Member, 10<sup>th</sup> Anniversary Committee

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## Membership News

Two new members have joined since the last newsletter: Cassandra Moore and Anne Head. Twenty members renewed in the prior two months.

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Click [HERE](#) to Join or Renew

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## **Preview: Membership Committee Hosted Events**

Anne Arundel Women "Getting" Together is a small, informal gathering for both new and seasoned members to see friends and make new connections. We encourage questions and great conversation! Someone from the Membership Committee will always be there to welcome everyone. Mark your calendar to Get Together:

### [Anne Arundel Women "Getting" Together](#)

Wednesday, September 29 from 5:30 – 7:00 pm

Severn Inn, 1993 Baltimore Annapolis Boulevard, Annapolis

## Membership & Outreach Committee

Sarah Morse, Chair (Member since 2015)

Tanya St. John, Assistant Chair (Member since 2014)

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### **Your Dollars at Work:**

#### **Anne Arundel County Food Bank's Back Pack Buddies**

[Anne Arundel County Food Bank's Back Pack Buddies](#) (BPB) program works with the Anne Arundel Public School System and local churches to provide a back pack each weekend to the most impoverished and at-risk students and their families when school is not open to offer free lunch. The back packs contain four meals of healthy food and hygiene items.

The Back Pack Buddies program occupies a small portion of the former Crownsville Mental Hospital building where the Anne Arundel Food and Resource Bank is located. With the money from AAWGT's grant, the BPB Director Susan Thomas buys fresh produce and some non-perishable items from U.S. Food, a government subsidized warehouse in Maryland. The other 50% of items in the back pack come from the Food Bank. AAWGT's grant greatly increased the amount of produce that is distributed and has enabled the Back Pack Buddies program to reach 51% more students this year. It is now serving about 1,400 students. Schools, teachers and students are thrilled with the quality and quantity of items received.

#### **Examples of how the program has reached students:**

Over half of Tyler Heights School's students, when asked what their favorite item received was, said "fresh fruit." They love getting the variety each week.

- From Annapolis Elementary School, one parent shared that their children's favorite part of the program is eating the apples and grapes - the only time fresh fruit is available at home.
- An Annapolis Middle School student reported that his house had no power for two weeks. The parents shared the non-perishable items that were easy to store and prepare and took the perishable items to a relative's home to stay fresh.

- The BPB director says she receives students' letters all school year asking to be in the program because they do not have food to eat at home. She also noted that parents who had never come inside the school will now come to help pack the meals during holiday weeks. Not only does this help with school involvement, it means parents are participating in providing healthy meals to their children.

**The way the program works:** On Monday volunteers call and place orders for the number of back packs to be filled that week. Food is ordered by the BPB Director on Tuesday. After the food is delivered, inmates from local correctional institutions sort and pack food for distribution and then volunteers pick it up on either Thursday or Friday. The food items are taken to a place where they are packed into the back packs and then delivered to the schools. Each child in the family gets his/her own back pack and extra food is included for siblings who are not yet in school. Extra food is also included for holiday weekends to cover the days that children are not in school. Director Susan Thomas cited a new Anne Arundel County report that states 40% of the people who are food insecure in our county are children (up from 30% last year).

**Accountability:** The director receives regular reports on observable changes in the children from the schools the program serves. Thanks to the support received from AAWGT, programs like Back Pack Buddies ensure healthy food stability regardless of home circumstances.

[Eleanor Huggins](#) (member since 2006)

[Ginger DeLuca](#) (member since 2011)

Post Grant Evaluation Liaisons

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### Your Dollars at Work:

#### The Light House of Annapolis Family Assistance Program

AAWGT's \$15,000 grant supports The [Light House of Annapolis' Family Assistance Program](#), which provides wrap-around services for homeless families. Services include emergency and transitional housing, food, clothing, toiletries, case management, employment resources, financial literacy training, mental health services, and connections to community resources.

This program supports couples like Stephanie and Matt, who became homeless when the house they were renting was foreclosed on. Stephanie, who spent her teenage years in foster care and was a victim of domestic violence, was pregnant with their son and was unable to work due to medical complications. Without the resources to find a new home, Stephanie and Matt resorted to living in the woods. They remained there throughout most of her pregnancy. She feared that because they were homeless, she would lose their child to the foster care system as well. Fortunately, during her eighth month, a local church found them temporary housing until space opened up at The Light House. Through the support of the Family Assistance Program, Stephanie and Matt were able to get back on their feet. Now, just before their son's second birthday, they are moving into their own home. Stephanie would like others to know that homelessness can happen to anyone. "But don't let it define you," she says. "With the right support, you can climb out and reshape your future."

The mission of The Light House is to rebuild lives with compassion by providing shelter and services to prevent homelessness and empower people as they transition toward self-sufficiency. This transformative work would not be possible without committed supporters like Anne Arundel Women Giving Together. From the bottom of our hearts, thank you for helping us support people like Stephanie and Matt on their journey to self-sufficiency."

[Lauren Tullis, Assistant Director of Development](#)  
The Light House

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### **Your Dollars at Work:**

**[Anne Arundel County Public Library Foundation:](#)**  
**[The Family Literacy Center](#)**

The [Anne Arundel County Public Library Foundation](#) (AACPLF) received a \$15,000 grant to create a Family Literacy Center at the Severn Community Library. This center will provide a lasting impact on some of our county's youngest, emerging readers.

The Severn Community Library, one of AACPL's 15 branches, has more than 6,700 active borrowers and serves the largest percentage of families with young children in our county. Almost 20% of AACPL's customers are

included in this group, many of which are military families. With a high number of visits per capita, the Severn branch is an important destination for many in the community to access computers, materials and services. It serves a growing, diverse, military community with many lower-income, working-class families. Due to academic transitions, disruptions, and new family stressors, many military children are faced with an adverse impact on literacy and therefore achievement.

Parents and families are key to the development of children's literacy. Starting at birth, the role of family can help to determine a child's path in this area. The Family Literacy Center was designed to help parents help their children. It supports the five early literacy practices of reading, playing, singing, writing and talking, which are used in early literacy programs to help each child get ready to read. No matter the literacy level of the parents and families, their interest, involvement, concern and caring make a difference in the literacy skills of their children.

The Family Literacy Center provides color, shapes, textures, light and space to create an appealing environment for children, attractive and well-organized materials and displays, easy access to materials and learning activities, and is flexible and interactive. The Severn branch welcomes this additional resource and the community is already benefiting from the language-rich interactions between young children and parents/caregivers with the intention of building school-readiness skills.

Note: The Anne Arundel County Public Library Foundation raises private support from individuals, businesses, organizations and foundations to enhance all 15 branches of the Anne Arundel County Public Library (AACPL).

[Susan Veccia](#) (member since 2014)

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## **September Marks the Beginning of the 2017 Grants Cycle**

As a child, I always thought the beginning of a new year came with the first day of school. Well - the beginning of a new year for the Grants Committee also starts in September! While the 2017 applications are not due until February 1, the Grants Committee will meet once a month in September,

October and November to evaluate potential changes to our reviewing process and our grant-making policies and guidelines.

The source of potential changes come from the past year's reviewers that meet immediately following the May Voting meeting. At that meeting we asked "what worked, what didn't, in our review process?" Many great ideas were offered, particularly in finding ways to reduce the total time to review applications for team leaders. So we listened ... and over the summer we found a way to create an Executive Summary for each application. We have begun looking at the pros and cons of changing some grant guidelines that have gained approval by the membership through our annual survey. We also looked at possible options for creating unique categories for our grants. And finally, we are always upgrading our Grants software to incorporate changes to the application as well as ensure the ease of use for our reviewers.

If you would like to join the Grants Committee for the first time or have been a reviewer in the past and want to continue on the Committee, the first meeting will be held at Caroline Purdy's house on September 14 at 8:30. Later in the fall, we will start recruiting grant reviewers and team leaders – experienced and new! There is no better way to really understand the core of AAWGT than participating in the grant review process and learning all about the programs our Grantees create for women and families in Anne Arundel County.

[Caroline Purdy](#) (member since 2010)

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### **Founders' Award Nominations Accepted through October 14, 2016**

Please help AAWGT recognize an extraordinary member of AAWGT. Using [Founders' Award Guidelines](#) and [Nomination Form](#), submit your nominations for that special AAWGT member that you would like to recognize.

The purpose of the Founders' Award is to further the work and the ideals of AAWGT by recognizing and celebrating the efforts of a member who has demonstrated exemplary service to the organization. The award was established in 2007 in keeping with the community-minded spirit and generosity shown in 2006 by AAWGT's original 15 founders: Colleen

Baldwin, Patricia Barland, Joy Beer, Kathleen Brooks, Shauna Chabot, Anna Greenberg, Barbara Hoffstein, Betsy Kimrey, Becki Kurdle, Debbie Daugherty, Lynda Salamon, Sharon Stewart, Susan Swayze, Helene Tenner and Abbie von Schlegel.

The award is based on a member's outstanding participation in the organization, her length of service, specific initiatives and achievements she may have initiated, efforts to raise awareness about and broaden the image of AAWGT, her efforts at innovation for the organization, and her ability to inspire and raise the capacity of other members for AAWGT's collective good.

Nominations are due to the Community Foundation of Anne Arundel County by no later than Friday, October 14, 2016.

[Linda Eggbeer](#) (member since 2013)

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### What Our Members are Reading

In August, the book group has the choice of reading one of two books on living on low-wage jobs in America: *Nickeled and Dimed: On Not Getting by in America*, by Barbara Ehrenreich, and *\$2.00 A Day: Living on Almost Nothing in America*, by Kathryn J. Edin and H. Luke Shaefer.

[\*Nickeled and Dimed: On Not Getting by in America\*](#), by Barbara Ehrenreich, originally published in 2001, is journalist and writer Barbara Ehrenreich's story of attempting to live on job wages available to unskilled laborers.

[\*\\$2.00 A Day: Living on Almost Nothing in America\*](#), by Kathryn J. Edin and H. Luke Shaefer, is based upon research that revealed that the number of American families living on \$2.00 per person, per day, has skyrocketed to one and a half million American households, including about three million children. The book shares anecdotes on how these families live, how they become so desperately poor, and how they survive. "Through the book's many compelling profiles, moving and startling answers emerge: a low-wage labor market that increasingly fails to deliver a living wage, and a growing but hidden landscape of survival strategies among America's extreme poor. Not just a powerful exposé, *\$2.00 a Day* delivers new

evidence and proposes new ideas about our national debate on income inequality.” (From the publisher’s summary.)

This New York Times article, [Philanthropic Group Asks Rich Women for Work as Well as Money](#), provides some fascinating examples of how large non-profits and philanthropic organizations seek both a large monetary and skill contribution from donors. Similarly, AAWGT is exploring ways to engage members in ways that tap into individual skills and interests outside of the usual needs of our committees.

[Mary Grace Folwell](#) (member since 2011)

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### Upcoming Events

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|-------------------------------|--|
| Sept 9 / Friday / 8:00 AM     | Steering Committee Meeting<br><i>(Steering Committee Members Only)</i> |
| Sept 21 / Wednesday / 6:00 PM | <a href="#">Grants Showcase</a>  |
| Sept 29 / Thursday / 5:30 PM  | <a href="#">Anne Arundel Women Getting Together</a>                    |
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### Full Circle News Feedback

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](mailto:marketing@givingtogether.org).

#### [Marketing & Communications](#)

Jenny Kottler, Chair (member since 2011)  
Deb Schilling, Assistant Chair (member since 2013)