



ANNE ARUNDEL WOMEN GIVING TOGETHER

FULL CIRCLE NEWS

December 2015 / January 2016

Transitions and Reflections

2015 has been a year of transition and maturation, healthy and robust for a giving circle that will be 10 years old in 2016. Our membership has grown to over 200 women, a solid base of philanthropic generosity. Our three education sessions hit a pinnacle of sophistication both in topic scope and in community involvement/participation. After thoughtful planning and extensive input and labor, we have succeeded in creating an on-line grant process and have just completed our first full year using this system. What an amazing accomplishment! Think sustainability!

Our website, already recognized as one of the best among giving circles, has stepped up a notch with the latest upgrade. Look for more creativity from the “back office” next year with widgets that allow more effective communication with you, our most precious resource!

Our Endowment Fund, which started with an anonymous donation of \$25,000 in 2011, has quadrupled its balance to over \$100,000. This fund contributes 3-5% of its corpus to our annual grant pool. How wonderful to add this continuing gift to our community in perpetuity.

As our 2015 leadership team wraps up their duties and responsibilities, we reflect on many accomplishments. But not for long! Smooth leadership transition is important and already underway.

The 10th Year Anniversary Committee has been actively engaged on our behalf for the entire year. Many other committees are already in planning mode or have begun their work for 2016, especially the Grants and Post Grants Evaluation Committees.

As you make plans for the holidays and think of the goodwill of the season, consider how to continue to grow and sustain our giving circle as it turns 10 years old. If you haven't yet made your annual membership contribution, we hope you will make it *before* the end of the year. Our 2016 Grants Fund is dependent upon your generosity.

Add a gift to our Endowment Fund to ensure your legacy continues into the future. If you aren't yet on a committee, make it part of your New Year's resolution to join something new or continue with something familiar. Networking and friendships are abundant at our meetings, events, and service opportunities. Your continued participation in any and all ways strengthens our mission to improve the lives of families and children in our community.

We are grateful to each member for continuing acts of service and philanthropy that have made our giving circle so impactful over our first 10 years. Your leadership, dedication to mission, and care for the community reflects in the eyes of those we touch. It just doesn't get any better than that!

Make sure to go to our website (givingtogether.org) and sync the 2016 AAWGT event calendar with your plans for the coming year. We look forward to seeing you February 10 at 2016's first general meeting – and hope you will bring someone who might be interested in what we do. Have a wonderful, loving, and celebratory holiday season.

Maureen Cavaola, President
Mary Grace Folwell, Vice President

AAWGT ANNOUNCES 2016 LEADERSHIP TEAM

AAWGT is pleased to announce the 2016 leadership team. The slate of nominees was introduced at the November 11 General Meeting; online voting commenced the next day and closed on December 9. Over 58% of AAWGT's members cast a vote to elect the slate of officers, committee chairs and assistant chairs.

President: Mary Grace Folwell
Vice President: Linda Eggbeer
Treasurer: Kathy Flynn
Assistant Treasurer: Mary Ann Marbury
Secretary: Ginger From

Education & Program

Chair: Cele Brown
Assistant Chair: Pam Polgreen

Governance

Chair: Martha Schwieters
Assistant Chair: Julie Schuelke

Grants

Chair: Caroline Purdy
Assistant Chair: Sue Pitchford

Leadership Development and Nominating

Chair: Lynn McReynolds
Assistant Chair: Dorothy Walsh D'Amato

Marketing & Communications

Chair: Jenny Kottler
Assistant Chair: Deb Schilling

Membership & Outreach

Chair: Sarah Morse
Assistant Chair: Tanya St. John

Post Grants Evaluation

Chair: Judy Templeton
Assistant Chair: Susan Christensen

Joining the elected officers and committee chairs on the 2016 Steering Committee are Immediate Past President Maureen Cavaiola, and several appointed ad hoc committee chairs/team leaders:

10th Anniversary Committee: Karen Smith

Administrative/Info Systems Team: Judy Coughlin and Barbara Haight

Web Development and IT Team: Eve Marie Lacroix and Bronwyn Belling

Events Liaison: Diane Evans

[Leadership, Development & Nominating Committee](#)

Carol Cronin, Chair
Lynn McReynolds, Assistant Chair

AAWGT 2016 Calendar of Meetings

Mark your calendars! The meeting schedule for 2016 is finalized.

February 10 , Wednesday, 11:30 – 1:30 PM	Meeting – Education
March 13 , Sunday, 1:30 – 3:30 PM	Meeting – Women & Leadership Event
April 6 , Wednesday, 6:00 – 8:00 PM	Meeting – Spring Open House
May 11 , Wednesday, 6:00 – 8:00 PM	<i>Members Only Meeting</i> – Grants Voting
June 8 , Wednesday, 6:00 – 8:00 PM	Meeting – Education
September 21 , Wednesday, 6:00 – 8:00 PM	Meeting – Grants Showcase
October 19 , Wednesday, 11:30 – 1:30 PM	Meeting – Education
November 9 , Wednesday, 6:00 – 8:00 PM	<i>Members Only Meeting</i> – Business Meeting & Members' Forum

AAWGT hosts eight meetings a year, six of which are open to the public. Four of the six open meetings focus on education; three provide information on topics related to AAWGT's mission to improve the lives of women and families, and the fourth focuses on

women and leadership. We host an open house to welcome new and prospective members in the spring; and showcase our prior and new grantees in the fall.

Two meetings during the year are restricted to members only. In May we vote on which applicants will receive grants after careful vetting by the Grants Committee. We close the year in November by exploring issues that affect the giving circle and its membership, as well as conducting year-end business.

Did You Notice Our New Logo?

With 2016 just around the corner, we are excited to start celebrating our 10-year anniversary! So, we are beginning *now* by giving you a sneak peek at our anniversary logo that we'll use throughout 2016 as we celebrate 10 years together. We have a full year of celebration planned, beginning the afternoon of Sunday, March 13th. With the goal of "looking back and looking forward," we will launch our celebration with the premiere of an "AAWGT at 10" video featuring members and grantees. Following the short video, a panel of three amazing women philanthropists will take us on their journeys of making a difference in the 21st century as the look and feel of philanthropy continues to evolve. All this plus a champagne reception make this a not-to-miss event in the spring! Mark your calendar and watch for further details after the first of the year.

[10th Anniversary Committee](#)

Karen Smith, Chair

Heart and Soul of AAWGT

Grantmaking is the heart and soul of AAWGT! Participating in the review process provides deep insight of what AAWGT is all about. The Grants Committee is looking for more reviewers to help in the upcoming review cycle February through April. A New Reviewer's Orientation is scheduled for January 5. The newest and most seasoned members are welcome as reviewers; grants experience or knowledge is not needed.

The Grants Committee's charge is to ensure that our grants are awarded to non-profits that will deliver the most impact on those who need it most. With a record number of applications expected, we need to build a robust team of reviewers.

Applications are read and meetings held in late winter and early spring. Applications can be read on-line, allowing members who travel to participate. There is one team consensus meeting to discuss the team's assigned applications, and possibly a site visit as follow-up for additional organization information.

If you are interested in serving as a reviewer in 2016, or have questions, please contact us no later than December 21st. For further information on time commitments and responsibilities, contact [Caroline Purdy](#), Grants Chair.

2015 Founders' Award Recipient: Sandy Sweeney

AAWGT's Founders' Award is intended to further our work and ideals by recognizing and celebrating the efforts of a member who has demonstrated exemplary service to the organization. The award is based upon a member's outstanding participation in the organization, length of service, specific initiatives and achievements and their impact; innovation; and breadth and spirit to inspire and raise the capacity of other members for AAWGT's collective good. Nominations are received from membership.

Sandy Sweeney is the recipient of the 2015 AAWGT Founder's Award.

As a member since 2006, Sandy Sweeney was involved first in the Post Grants and Evaluation Committee and more recently (2014-2015), she served as the Chair of the Grants Committee. Sandy has an uncanny ability to see the "big picture" and then fill in the pieces to create a complete, professional, transparent system. Under Sandy's two years' leadership the Grants Committee has risen to new level of fairness and transparency. Using group facilitation techniques to get consensus and buy in, Sandy has resolved issues and improved the grants process with added fairness and transparency.

In 2015, the new online grant system Foundant was implemented. The development of this system took over a year. All data points used in the grant process had to be translated into the new system to make it seamless for all of the stakeholders -- reviewers, team leaders, and applicants. Training had to be created to make sure the applicants understood the new process and that the reviewers were able to get into the system easily. Sandy worked tirelessly with her partners Judy Coughlin, Barbara Haight and Bronwyn Belling to accomplish this amazing task.

Sandy developed stronger voting criteria by enhancing the language on the ballot to with standardized descriptions on the ballot with emphasis on the proposed benefits of each application. Her leadership also brought in new reviewers. In 2015 over half the reviewers were new to the job.

The new Grants Policy, a document produced by Sandy, records our first 10 years of grantmaking. This clear articulation of practice into policy provides a sustainable future for the grants process. To further the end of transparency, she continues to develop information that will be posted on the website for the membership to better understand the grant review process.

Sandy's quiet, dependable, creative, and thoughtful leadership has elevated our professional standing in the community and made our members more educated and informed grant makers.

[Mary Grace Folwell](#), Vice President

Membership News

Nine new members joined and 11 established members renewed their membership during October and November.

New Members: Rev. Dr. Carletta Allen, Paula Bartlett, Winkie Bierbower, Melissa Curtin, Ann Glenn, Barbara Goyette, Lauren Maddox, Paula McCormick and Bonnie Speedy.

Renewing Members: Kathy Brooks, Cele Brown, Keely Clifford-Sweeney, Judy Coughlin, Julie Crudele, Lynne Davidson, Sue Ellen Jenkins, Molly Knipe, Liz Montaner, Tanya St. John and Susan Veccia.

Join or Renew

Click [HERE](#) to Join or Renew
[Membership & Outreach Committee](#)

[Membership Committee](#)

Heidi Busch, Chair
Paula Abernethy, Assistant Chair

The 2016 AAWGT Grant Cycle Has Begun!

The Call for Applications was sent December 1 from the Community Foundation to their extensive list of nonprofit organizations in the County. The kick-off of our grantmaking season is highlighted on the AAWGT [homepage](#).

We hope to attract proposals that advance the AAWGT mission to improve the lives of women and their families. We focus funding on education, health and welfare, and prevention of/treatment for violence and abuse. AAWGT members established these funding goals at our onset to ensure that the needs of greatest concern in our County are addressed.

A workshop for potential applicants will be held on January 5, 2016 to increase applicants' understanding of our focus and intent, as well as to inform them of activities not considered by AAWGT. The workshop will also highlight what the reviewers look for in the applications: a well thought out proposal with sufficient detail and an

understanding of the needs to be addressed. The review process will assess the capacity of the organization to undertake the program, the potential impact envisioned, and whether achievable outcomes have been described.

Following the February 3 submission deadline, applications will be reviewed for nonprofit eligibility and assigned to review teams. Recognizing numerous and varied relationships AAWGT members have with community organizations, team assignments are made with avoidance of any conflicts of interest. When the applications are submitted, the reviewers are trained, and teams are ready to go.

Then the real work – and fun – will begin.

[Grants Committee](#)

Sandy Sweeney, Chair
Caroline Purdy, Assistant Chair

Bylaw Amendments Approved

At the November 11 General Meeting, two amendments to Article III of AAWGT Bylaws were approved, concluding the Governance Committee's work this past year. One amendment establishes each member's renewal date on the anniversary of her joining date. The other amendment provides for an increase of the individual and corporate minimum contribution by \$25 to provide needed funds for software maintenance. For Associate Members, whose new age limit was lowered to 40, the minimum contribution was raised by \$50. These amendments will take effect on January 1, 2016.

In the upcoming year, Governance will focus on the committee charters, which outgoing Chair Donna Stackhouse was instrumental in developing. The Committee welcomes questions and comments about the committee charters, bylaws and the conflict of interest policy. The Governance Committee also invites interested AAWGT members to join its ranks. To comment or join the committee, send an email to the link below.

[Governance Committee](#)

Donna Stackhouse, Chair
Martha Schwieters, Assistant Chair Governance

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

*October 14 Meeting Recap: **Poverty Amidst Plenty, Fifth Edition***

Nearly 100 members and guests attended AAWGT's seventh event of the year at Hospice of the Chesapeake. President Maureen Cavaiola opened the meeting and

introduced Shauna Chabot, AAWGT founder and Chief Advancement Officer of Hospice of the Chesapeake (*photo-right*). Shauna said the organization serves about 440 patients daily in Anne Arundel County's hospitals, nursing homes and private homes. She described many outreach programs provided by the organization. A new In-Patient Care Center, currently under construction, is under the direction of Caroline Hemphill.

Minutes of the September general meeting were approved. AAWGT currently has 205 active members of which 129 have renewed and 19 are new. The 2016 grants pool balance is currently \$79,904 and will grow as members renew. \$93,943 is currently in the Endowment Fund. AAWGT awarded \$105,000 in grants last year. Governance Committee Chair Donna Stackhouse read two proposed amendments to the ByLaws; the amendments relate to membership renewal dates and a \$25 increase in annual membership fees. These amendments will be voted upon at the November meeting.

Our newest member, Paula McCormick, introduced herself, as did several guests of members. Numerous representatives of various service providers introduced themselves; including STAIR (Start the Adventure in Reading), League of Women Voters, Community Action, Homes for America, Box of Rain, HOPE for All, Pregnancy Clinic, Seeds 4 Success, Chesapeake Children's Museum, Library Foundation, St. Phillips Family Life Center, Annapolis Housing Authority, Seniors Serving Seniors, and Boys and Girls Club of Annapolis and Anne Arundel County.

Lois Kelberman, Chair of AAWGT's Education and Program Committee, introduced Dr. Pam Brown, Executive Director of Anne Arundel County Partnership for Children, Youth & Families. Dr. Brown's presentation provided abundant information covered in the Community Foundation of Anne Arundel County's upcoming 5th edition of *Poverty Amidst Plenty*.

The Community Foundation is planning to release their Fifth Edition of *Poverty Amidst Plenty*, a community needs assessment, in January 2016. The PowerPoint presentation shared at this meeting by Dr. Brown is not available for public release. Below are some of the key points in the research for the report.

Overview: County median salary is \$101,000 and median house price is \$320,000. Life expectancy has risen, demand for mental health services increased, and heroin has become a prevalent problem. Poverty and vulnerability are not consistently spread over the county. An issue underlying poverty is stress caused by immediate electronic communication, violence, poverty and increased work hours at every pay grade.

Population: Anne Arundel County population has increased 11.2% from 2000 to 2013 to 489,000. 6.3% of the population lives below poverty, and this percentage is higher in the African American and Hispanic populations. Highest poverty is concentrated in the far north and south parts of the County. Youth unemployment averages 17.5% and is higher in African American and Hispanic populations. Job growth is positive. 39% of residents

work outside the County. The poor and rich populations are both increasing, and the gap between the rich and the poor is widening. Unemployment is lower in Anne Arundel County than in the rest of Maryland.

Poverty: A minimum wage of \$12.84/hour is needed to achieve a Living Wage. The number one problem in our County has been and continues to be transportation. Limited public transportation is lacking at the start and end of the workday, and different municipal transportation services do not connect. There is a lack of quality, affordable childcare. Criminal background checks are increasingly used by employers, exposing criminal records that are difficult to expunge and are often associated with minor infractions that happened years ago. There is a serious lack of affordable housing, defined by HUD as a mortgage or rent payment that is less than 30% of household income. 9,000 families are on the waiting list for public housing and 10,000 are waiting for Section 8 vouchers. 900 – 1,000 of AA County's public school students are homeless. Nearly 50% of renters are paying more than 30% of their income for housing. Only 2,000 of the County's homeless are being served. A significant number of unaccompanied youth are scattered throughout the County and attending County schools. We need more affordable housing, more multi-family zoning, and private shelters. Cancer and heart disease continue to be a leading causing of death.

Health: Mental health is still a major concern and the biggest growth in mental health issues is now seen in children 0-5 years old. The heroin problem is an outgrowth of the high use of prescription drugs. Youth continue to primarily use alcohol, tobacco and marijuana. Food deserts (places where there are no groceries and no transportation to get there) are common in the northern and southern parts of the County. Morbid obesity is increasing. Heroin emergency room visits are increasing, yet there is hope that these numbers will start diminishing with an increase in prevention programs. Services for mental health and addiction are still woefully short of need. An estimated one-third of chronically homeless individuals have mental health concerns.

Education: 127,000 children under the age 18 live in Anne Arundel County, of which 21% are considered low income and 8% (10,000) are living below the Federal poverty level. Under new measurement standards by the Maryland Department of Education, only 43% of students are school-ready at kindergarten, down from previous measure of 86%. The lower statistic is believed to be more accurate. ESL and low birth weight students have lower readiness. Readiness is very important and is a predictor of future performance. Low birth weight, concentrated in North and South County, impairs long term health and readiness. 15% of high school students missed more than 20 days of school. Graduation rates are increasing, but low-income and African American students are not increasing as much. Mentoring programs are desperately needed, including parenting programs. More after school and enrichment programs are needed because parents are working and not home with children after school. Mental health programs are needed for children who have suffered trauma and poverty. More non-college track job training is needed, with access to transportation.

Seniors: 5,000 grandparents have primary responsibility for their grandchildren. Limited transportation is a real problem for seniors. The County's senior population is growing significantly. Poverty increases with age up to 45%. Problems facing our seniors include transportation, affordable housing, behavioral health services, lack of communication among service agencies and lack of information sharing due to the Health Insurance Portability and Accountability Act (HIPAA) and other government regulations.

Lois Kelberman then introduced Melissa Curtin, Executive Director of the Community Foundation of Anne Arundel County since August. Melissa has been reviewing information available about the needs of the County, and speaking with public officials and donors about philanthropy.

Melissa noted that a paradigm shift in philanthropy has started and is evidenced in the work of AAWGT. CFAAC wants to get more focused with its approach – how, where, when and how much? Melissa said that we must think differently, act differently and work together. There needs to be a common vision for the County, strong leadership, shared commitment, a long-term strategy, stable funding and shared measurements. Relative to other states, Maryland is perceived to have a more sophisticated support structure for those in poverty, with an organized framework and better coordination among providers.

Challenges to conventional wisdom are happening at the global level. There is a continuing shortfall in traditional philanthropic and governmental resources versus demonstrated social needs. In addition, there is a growing realization by both foundation and private investors that their investments can achieve satisfactory financial returns while promoting positive social and environmental goals. There is also a wider acceptance of a role for market-based solutions in addressing social challenges from community development, to environmental stewardship, and to global poverty. Melissa's call to action: 1) ask questions to understand, 2) look around the table, 3) seek long-term and systemic solutions, and 4) pursue collaborative advantage.

In the limited time remaining, Dr. Brown expanded on mental health problems associated with children under five years of age. In her interviews with focus groups, she learned that the prevalence of electronic technology is causing a higher level of stimulation and reduced adequate sleep. It is also causing a reduction in socialization skills, human touch and interaction.

Vice President Mary Grace Folwell recognized the Community Foundation of Anne Arundel County for its work on behalf of the population. AAWGT's November Members' Only meeting will continue to focus on philanthropy.

Note: Attendees were asked to complete a survey of their experience and thoughts about the meeting. A compilation of those responses can be read [here](#).

Submitted by Jenny Kottler

*October 21 Event Recap: **New Members' Wine & Cheese***

An early evening Wine & Cheese Reception, held at Jenny Kottler's home, was the third small group event hosted by the Membership Committee. Conversation among fifteen new members and an equal number of Steering Committee members quickly rose to a crescendo as guests enjoyed cheese and wine. The purpose of these small new member events is to provide an opportunity for new members to meet other new members and realize the variety of experience each member brings to AAWGT. It also provides a chance for committee chairs to talk about the work of their committee, to answer questions and to invite participation. The Membership Committee plans to host a series of similar events in 2016.

Submitted by Jenny Kottler

*November 11 Meeting Recap: **Business Meeting and Members' Forum***

On Wednesday, November 11 at Mount Olive Community Life Center, AAWGT president Maureen Cavaiola welcomed a large gathering of members and immediately attended to the business aspects of the session including a final reading of proposed amendments to our bylaws by Governance Committee chair Donna Stackhouse. Two bylaw amendments were approved by a majority of those in attendance.

Lynn McReynolds, assistant chair of the Leadership Development and Nominating Committee, presented the 2016 Leadership Slate. She asked for additional nominations and there being none, nominations were closed. Members were encouraged to reply to a forthcoming email requesting their vote online as soon as possible and certainly before the December 10 voting deadline.

Tenth Anniversary Committee chair and past president Karen Smith offered a preview of planning for the celebration. She explained that the yearlong celebration hopes to engage all members in a menu of opportunities to celebrate the impact of our group. "Looking Back and Looking Forward" is the overarching theme. The year will feature two bookend events: a spring Women & Leadership panel examining "Philanthropy Now" and the fall Grants Showcase focusing on the impact of AAWGT on the grantees, the community and ourselves. Additional celebratory outreach will include expanded membership opportunities, increased marketing and more service projects.

The Founders' Award Presentation to Sandy Sweeney was announced by vice president Mary Grace Folwell, with acknowledgement of Sandy's outstanding leadership of the Grants Committee, moving the grants process to greater transparency, efficiency, and effectiveness. Sandy was commended for work integrating technology in AAWGT's

grantmaking, benefiting all involved in the process.

AAWGT Mission and Grants were the focus of small group discussions. Each group was asked to consider three questions: 1) what are the ways you personally give back to the community; 2) are there areas for improvement in light of the preliminary findings of the Community Foundation's *Poverty Amidst Plenty* report; and 3) in five years what should our overall grant strategy look like?

As members reported out for their groups, a broad consensus on issues to be addressed in coming years emerged:

- Should AAWGT formalize and strengthen advocacy efforts?
- How do we foster community inclusion?
- Should there be an annual "mega issue"?
- What about fewer, larger grants? Or a combination of large and small?
- Are all areas of the County represented?
- Should we actively encourage partnerships with similar agencies?
- How can we help potential applicants write better grant proposals?
- What about increasing membership and/or fees? Encouraging younger members to join?
- Can we sharpen the focus on mental health, substance abuse, transportation, immigrants, childcare, job skills, and the elderly?

Mary Grace thanked Maureen on behalf of all the members for her warmth, enthusiasm, commitment, and focus on fostering the culture of the organization during her year as president. Maureen described the past year as a great experience and thanked everyone involved in AAWGT this past year.

The General Meeting ended with applause for Maureen and a sense of time well spent planning for the future.

Submitted by Sheila Onuska

Your Dollars At Work

Anne Arundel County Community Action Agency: Green Summer Works
AAWGT 2015 Grantee: \$10,000

Twenty-four Anne Arundel County youth participated in the Anne Arundel County Community Action Agency's 2015 Green Summer Works (GSW), which included nineteen interns, four team leaders, and a program assistant. Program participants were assigned to one of the programs' eleven work sites, where they worked Monday through Thursday. GSW team members completed a wide variety of tasks at their jobs

sites, including landscaping, shoreline restoration, oyster restoration, building a tiny house, staffing at youth day camps, volunteer coordination, and office tasks. Most employer partners are also non-profits who benefit from GSW staffing, due to a lack of funding for summer help needed for their individual programs.

In addition to working at their assigned job sites four days each week over six weeks, GSW team members spent time participating in seven full-day training sessions and activities. Community Action staff consider it of the utmost of importance to find the most engaging training facilitators available to work with the kids. The three areas of focus are workforce preparation, life skills, and financial literacy. The training covers topics such as interviewing skills, resume development, and the importance of timeliness and attendance, but what the youth really seem to appreciate most are the sessions covering life skills and financial literacy.

One of the life skills training topics during this summer was values. Based on information gathered from participants' final essays, this was a session that resonated with many of them. As one third-year participant said, "This was probably my favorite lesson ever because I learned so much about myself and others in the program." A second-year team member also added, "If the things we want in life take hard work and sacrifice, I have to ask myself what do you want in life? I know what the media makes me want to have, but what do I truly want at the deepest level? To answer that I first have to answer, what is important to me? What are my values? And it was in this way that this session helped me the most."

What else did the participants say about Green Summer Works? A second-year member said, "I have never had a job that works so hard to incorporate a positive and educational environment. There are plenty of occasions that I can recall when I forget that I am actually at work because the environment we all share is truly unique to the GSW program." Another second year member observed, "Our training sessions are the real kicker when it comes to realizing we are slowly becoming adults." A first-year participant stated, "If I had to choose between going on a vacation or this program, I would choose this program."

Community Action staff noted that by keeping the size of the group small (less than twenty-five) it gives the participants the opportunity to get to know each other and build a network, which is important since the participants represented eight high schools and four colleges this past summer. It is the program's goal to truly build a team. In addition, by allowing youth to participate for more than one year, they have the opportunity to gauge their growth at their job sites and through their participation during training sessions. GSW Team Leaders are also former interns who have earned the promotion by demonstrating leadership abilities at their work sites.

As one of the Team Leaders noted: "The GSW program has so many strengths. Our biggest strength is our training sessions. No other summer job program has such

amazing training sessions like ours. I have learned so many things that I will use for the rest of my life. The other amazing thing about this program is that we are like a family. You will never find more genuine caring people to work with no matter where you go. Everyone that you work with cares so much about everyone's success, and is always willing to cheer you on. I love my GSW family."

On behalf of the entire Green Summer Works Team, Julie Snyder, the program's director, would like to thank Anne Arundel Women Giving Together for supporting the program during 2015. With AAWGT's grant, GSW was able to serve four more youth than anticipated.

For more information about Green Summer Works, please feel free to contact [Julie Snyder](#), 443.949.3229, or visit the Green Summer Works Facebook page to view the many photos that were taken at the job sites and during training sessions, and the Faces album which showcases each participant.

Submitted by [Julie Snyder](#)

What Our Members Are Reading

Below are a number of links to articles on varying topics impacting those served by AAWGT's grantees.

Housing vouchers: also known as "Section 8" vouchers, are rental subsidies that a family can take to any neighborhood to help pay rent for a modest apartment. A study called "[Moving to Opportunity](#)" tracked families that moved from high poverty neighborhoods to low poverty neighborhoods. This article discusses some of the findings. There are links to more articles in this article.

Why Homeless Youth Need Lockers: is an interesting [article](#) about why homeless youth desperately need a safe place to store their belongings, and how a few groups worked to figure out how best to provide youths this needed resource.

Criminal Justice Reform: The National Committee for Responsive Philanthropy dedicated its entire [Fall 2015 issue](#) to criminal justice reform, and how philanthropy can help.

Economic Hardship: Surprisingly Common: From Emily Badger, of the Washington Post, an [article](#) about the likelihood of being poor in an American's lifetime.

Segregation and Race: This Washington Post [article](#) recounts an interview with Julian Castro, the Secretary of HUD, and David Simon, the creator of The Wire and the recent HBO miniseries, Show Me a Hero, on housing segregation.

Upcoming Events & Deadlines

- January 5, 9:30 - 11:00 am Applicant Grant Workshop
- January 5, 9:30 - 12:30 pm New Reviewer Orientation (and Applicant Grant Workshop)
Members must login to website to register
- January 7, 10:00 - Noon Application Software Tutorial for Applicants
- February 3, 11:59 pm 2016 Grant Application Deadline
- February 9, 10:00 – Noon Application Software Tutorial for Reviewers
Members must login to website to register
- February 10, 11:30 - 1:30 pm Education Meeting (details in next newsletter)

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.

Marketing & Communications

Jenny Kottler, Chair

Deb Schilling, Assistant Chair