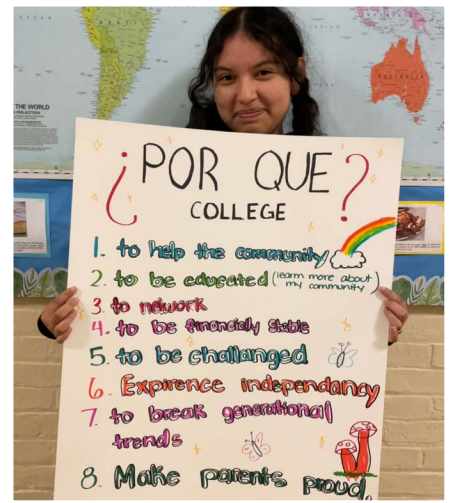


YEAR IN REVIEW



Advancing opportunities for women and their families in support of a more just, equitable, and inclusive Baltimore where all women can flourish.



BALTIMORE WOMEN'S GIVING CIRCLE





From the Co-Chairs

As “retiring” co-chairs we are grateful for the dedication of the Steering Committee and for the members who give to the Circle. Without you the Circle would not be approaching its 25th anniversary!

We are thankful for our relationship with Shanaysha Sauls, Baltimore Community Foundation (BCF) president and CEO, who meets quarterly with our co-chairs. There is a strong partnership between our treasurers and BCF finance staff, and Ashley Mancinelli, vice president of philanthropy (a Circle member), is always available.

The Highlights

The Baltimore Women’s Giving Circle co-hosted the PowerUp Baltimore! 2023 Philanos Conference last November. More than 300 women attended from across the country, including 35 BWGC members. Ideas gleaned from the conference are being discussed by Circle leadership.

The Baltimore Sun chose the BWGC as the beneficiary of the proceeds from its Women to Watch 2023 celebration. We appreciate its support.

We have a new partnership with Canticle Singers of Baltimore, a professional-level women’s chamber choir. Each year they share a portion of ticket sales with a non-profit and approached us about a partnership. Their donation will be added to our grants fund. We are thrilled to welcome them.

To mark our 25th year, the BWGC has received a \$20,000 grant from the Harry and Jeanette Weinberg Foundation to support documentation of the BWGC’s work and impact since inception.

Communications headed up our website makeover, launched this summer.

Education chose “Women Working” as its 2023-24 theme and hosted speakers who addressed workforce development, childcare, and women who are employed but still struggle to cover basic needs. Its book group discussions also reflected this theme.

Grantee Connect focused on Community Centric Fundraising, a topic that grantees requested, for its semiannual forums. See <https://communitycentricfundraising.org/ccf-principles/>.

Grants reviewed 124 applications with aplomb while overseeing two workgroups: Application Simplification (using grantees’ feedback) and Grants Set-Aside.

Nominating and Leadership Development suggested that the Archivist become an Assistant Secretary, keeping the Steering Committee at 24 members while responding to workflow changes.

Membership is implementing several ideas from Philanos and concentrating on improved member engagement and connections.

We continue to use the Annual Member Survey to get feedback from members to ensure that their input is woven into strategic conversations.

Post Grants welcomed the Circle Works subcommittee, which held an event at Healthcare for the Homeless to sort books and make goodie bags. Liaisons continue to partner with grantees, often establishing long-term relationships.

Racial Equity, Diversity, and Inclusion (REDI) interviewed grantmakers to see how the BWGC is viewed in the Baltimore philanthropic landscape; a report will be issued. REDI’s Conversations group hosted webinars focusing on ideas from Philanos, and committee members participated in the Application Simplification effort.

Thank you again for two wonderful years that we will never forget.

Best,

Ann Daniels and Salli Ward

Key Bridge Disaster Response

When the Key Bridge collapsed on March 26, 2024, creating hardship and heartache for Baltimore City and Baltimore County, the Baltimore Women’s Giving Circle responded.

On March 28, Co-Chairs Ann Daniels and Salli Ward, along with other Circle members, participated in a conference call hosted by the Baltimore Community Foundation to discuss ways to respond to those in need. It was clear that structured and aligned giving would be most effective.

At its April 14 meeting, the BWGC Steering Committee approved a proposal to send \$10,000 to the Baltimore Community Foundation’s Maryland Tough Baltimore Strong Key Bridge Fund. The fund provides ongoing support to families, port workers, first responders, small businesses, and communities affected by this tragedy.

The Circle also contacted all past grantees to see if any of them were affected by the Key Bridge collapse. Circle members will continue to receive information about helping those individual organizations.

BWGC Values

LEARNING & INNOVATION

We commit to broadening our understanding of community challenges and innovations in philanthropy to become more informed and thoughtful in our work.

LISTENING & COLLABORATION

We value listening to and collaborating with each other, grantees, and the larger community.

EQUITY, DIVERSITY & INCLUSION

We commit to equity, diversity and inclusion in our grantmaking, programs, activities, policies, membership, and leadership.

CONNECTIONS & RELATIONSHIPS

We value personal connections and long-lasting relationships among, and with, grantees and women in the Circle.

In Memoriam

Virginia M. Weiss

May 14, 2023

Jinny joined the Circle in 2015. She was a chemist, World War II veteran, skier, world traveler, and avid gardener. She traveled until well into her 90s and visited six continents. Family and friends fondly recalled presents of Christmas cookies and hand-knit sweaters.

Gay Williams

February 21, 2024

Gay became a member of the Circle in 2006 and was a member of the Education Committee for four years. She had a lifelong passion for supporting mental health and improving the lives of those who suffered, and was a talented artist. Known for her parties and thoughtful gifts, she was also a great cook.

Post Grants Liaisons Work Closely with Grantees

The 2023-24 grants year saw a lot of activity among Post Grants liaisons and the Circle's 18 grantees. Membership of Post Grants was high – 44 members, with 30 members continuing from 2022-23.

Liaisons new to the process were assigned to more-seasoned liaisons. The orientation in October was well attended and with COVID safety measures eased, in-person, on-site contacts began soon after the grantee assignment process. By the midyear point, all reports were on time and indicated that grantees were on track with goals. Circle Works, now associated with Post Grants, used referrals for projects from liaisons.

The benefit of on-site contacts was evident in relationships formed between grantees and liaisons. The accounts of these relationships were presented at the Circle's end-of-year meeting and celebration in June, including accounts of liaisons volunteering with grantees. Liaisons also shared stories about grantee-to-grantee referrals; these included victims of sexual violence programs receiving referrals from grantees offering legal and housing services, and programs offering food and hunger services referring to outreach services. Past grantees, notably organizations offering education and rehabilitation of incarcerated women, also participated in cross-referrals to current grantee organizations. Liaisons partnered with grantees from fall to July, when the end-of-year reports are submitted, but expressed interest in working with grantees beyond the grants year. Post Grants hopes that the overall vibrance of Baltimore's nonprofit environment as well as the enthusiastic work of liaisons will continue to contribute to these relationships.

Philanos Conference

The Baltimore Women's Giving Circle increased its philanthropic visibility November 5-7, 2023, when it served as one of eight co-hosts of the Philanos national giving circle conference. The BWGC helped plan PowerUp! Baltimore and raised \$20,000 from members to help fund the event. More than 300 women from giving circles across the country shared best practices for advocacy, sponsorships, membership recruitment, member engagement, and grant making at the downtown Baltimore event. Thirty-five Circle members and several grantee partners attended all or part of the conference.

Circle Website Redesigned

The BWGC website has been completely redesigned. Navigation is simpler for members and for those who wish to learn more about the Circle.

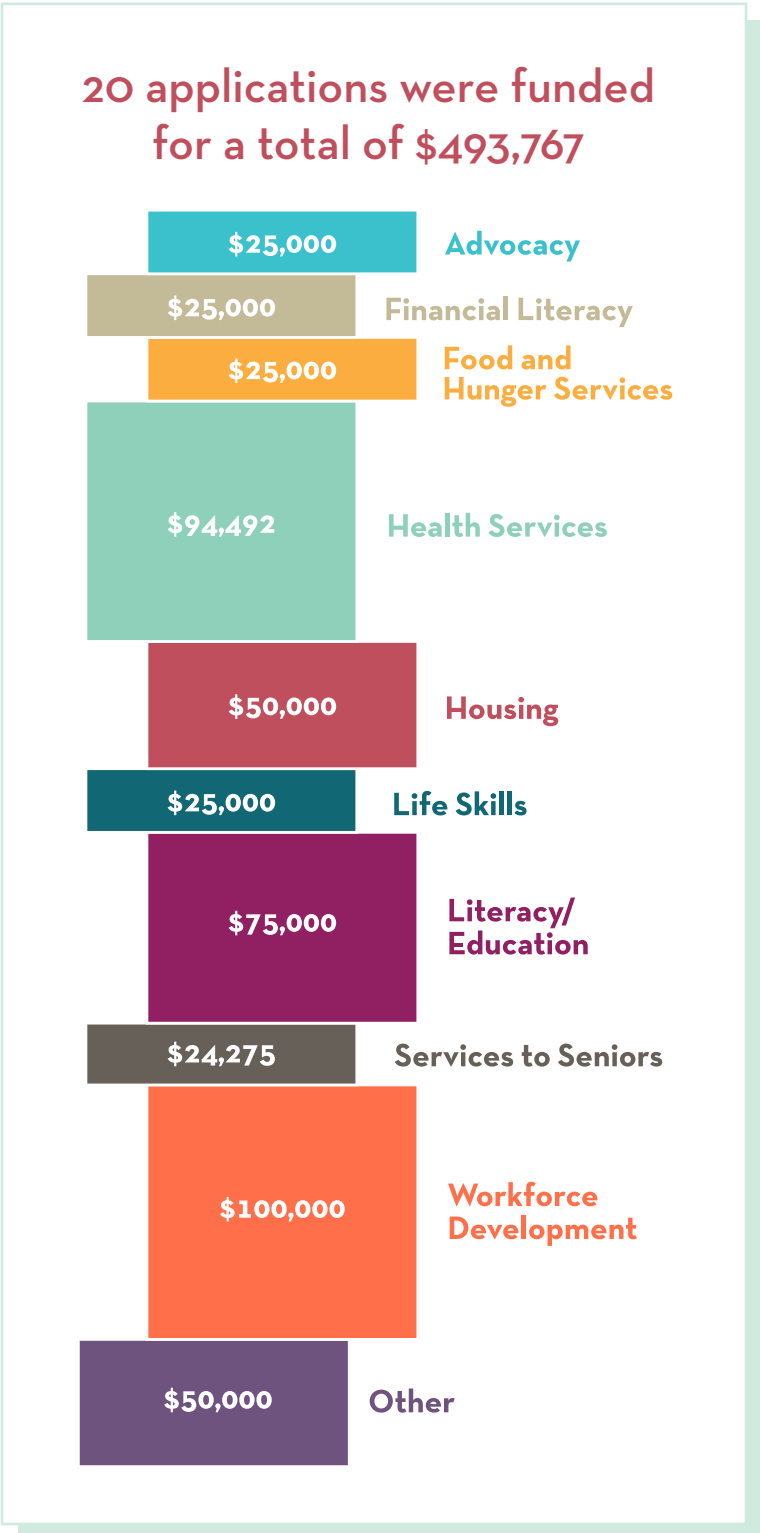
The fresh look includes new features and new photos, but the address is the same:

www.thebwgc.org.

Our Grant-Making Process



Fifteen teams of grant readers reviewed 124 applications in 2024 (vs. 94 in 2023), conducted site visits with 61 organizations, and recommended 47 for funding. There were 49 first-time applicants (vs. 31 in 2023) and six of the 20 organizations funded are first-time BWGC grant recipients. Eight organizations with budgets below \$500,000 were funded, accounting for 39.4% of the funding. Only one organization with a budget above \$5 million was funded, and the rest were small and mid-sized.



Funding over time:

First time funded:	6
Second time funded:	5
Third time funded:	2
Fourth time funded:	3
Fifth time funded:	3
Ninth time funded:	1



2024-25 Grantees

Each year, the BWGC awards grants based on funds available in the grants pool, which includes monies from member dues. This year we awarded \$493,767 to 20 organizations. Nearly 40% of grantees have budgets under \$500,000. The largest category of grantees was workforce development, with \$100,000 in grants going to four organizations.

BALTIMORE DOULA PROJECT supports pregnant women and caregivers in the Baltimore area by providing a variety of services to pregnant, postpartum, and incarcerated individuals. The program also sends infant supplies to the caregivers of infants who are born to incarcerated parents. This unique organization plans to assist up to 60 clients this year at the Maryland Correctional Institution for Women, and BWGC funds will help it meet that goal. (\$19,492)

BIOTECHNICAL INSTITUTE OF MARYLAND (BTI)'s Laboratory Associates Program provides tuition-free training in basic laboratory skills and job placement assistance to unemployed and under-employed Baltimore-area residents. This grant, used for operating expenses, will allow BTI to recruit and train 10 single female custodial parents without college degrees and prepare them for entry-level jobs in the life sciences. Graduates of this program will receive an industry-recognized credential, putting them on a path toward financial independence. (\$25,000)

CAROLINE CENTER educates under- and unemployed women in Baltimore for careers with potential for advancement. It offers tuition-free education to women aged 18-50, including a 15-week training program for nursing assistants and pharmacy techs and a recently completed pilot construction apprenticeship program. Women obtain assistance preparing scholarship applications, writing resumes, and other tasks. Circle funds will underwrite the costs of the pharmacy technician and certified nursing assistant programs. (\$25,000)

DRINK AT THE WELL serves women survivors of sexual exploitation, addiction, abuse, and poverty in the Curtis Bay area. Hons Honey, Drink at the Well's workforce development and employment program, gives women recovering from trauma purpose for their lives and hope for their future. Hons Honey pays sustainable wages to these women, who produce, market, and distribute hive-based products. BWGC funds will help pay the wages and operating expenses of Hons Honey. (\$25,000)

DUNDALK RENAISSANCE CORPORATION'S FINANCIAL COUNSELING PROGRAM helps low-income residents, many of whom are renters or senior citizens, move closer to financial stability and home ownership by assisting

with budgeting, building and sustaining credit, and legal issues. The program often has meant the difference between homelessness and an apartment or a home. Circle funding is especially important this year, as the community has been seriously impacted by the Key Bridge collapse. (\$25,000)

FIGHT BLIGHT BMORE seeks to remediate blight in historically Black communities across Baltimore. The BWGC grant funds operations of the Stop the Oppressive Seizures (SOS) Fund, which provides direct services to individuals and families facing displacement due to tax sale, ground rent, tangled titles, water bills, and/or deferred maintenance issues. Circle funds will help defray the costs of two AmeriCorps client coordinators, a valuable and necessary resource. (\$25,000)

GOUCHER PRISON EDUCATION PARTNERSHIP provides a rigorous college education to individuals incarcerated at the Maryland Correctional Institute for Women. The Circle grant will support 65 students by reducing the time it takes to earn a degree from 9.5 years to four, expanding opportunities, and strengthening support for students returning home. Students receive full scholarships, books, and supplies and are taught by faculty from Goucher and other local colleges. (\$25,000)

GOVANS ECUMENICAL DEVELOPMENT CORPORATION (GEDCO) provides affordable housing, supportive services, and emergency assistance to community residents. Last year, 260 women received funding to prevent eviction, enabling 1,855 children to remain in their homes. With Circle funds, GEDCO CARES will serve additional women and children, preventing eviction and placing 50 women in jobs paying at least \$15 per hour. GEDCO's wraparound services foster personal growth and independence. (\$25,000)

IMMIGRATION OUTREACH SERVICES CENTER (IOSC) serves Baltimore's immigrants as they rebuild their lives. The S4 Program offers services including housing, legal consultations, mentoring, food assistance, computer and financial literacy training, and job referrals. Transitional housing may be provided for up to three years. (\$25,000)

LORI'S HANDS pairs community members with chronic illness with college students from 10 area universities who provide practical assistance to help these community

members live independently. In turn, students learn about the community members' life and health experiences. Students visit weekly, assisting with tasks such as shopping and housework, and providing companionship. BWGC funding will support program expansion by helping to defray the costs of background checks, training, and insurance. (\$24,275)

NIGHT OF PEACE FAMILY SHELTER provides year-round emergency shelter and support services for families with children who are experiencing temporary homelessness. The shelter was forced to close during COVID and lost its funding from Baltimore County. BWGC's grant for general operating funds will help stabilize Night of Peace as it rebounds. Night of Peace is unique in its mission to keep families together and to provide comprehensive services to all family members while maintaining the dignity of families residing in the shelter. (\$25,000)

PIVOT supports incarcerated women with a comprehensive array of services to enable them to reclaim their lives. PIVOT's Women Re-entry and Workforce Development Program begins with a six-week pre-release program to initiate re-entry planning. Upon release, PIVOT offers a nine-week program in which women can hone their life skills and connect with resources and employment opportunities. The BWGC grant will enable PIVOT to provide childcare, transportation, and housing to the women it serves. (\$25,000)

PREPARE helps women incarcerated at the Maryland Correctional Institution for Women prepare for parole hearings by helping them write reentry plans. Upon release, PREPARE offers counseling and post-incarceration services, including assisting with finding housing and job training. PREPARE is the only service of its kind for the women at MCI-W. (\$25,000)

ROB'S BARBERSHOP COMMUNITY FOUNDATION makes hair care accessible to people who are unable to access regular grooming products and services. With cut, styled, and clean hair, women can attend job interviews, housing appointments, and family visits with confidence and dignity. BWGC funds will enable women currently housed at the 145-bed T.I.M.E. Organization Shelter to receive basic grooming services. (\$25,000)

SAINT LUKE'S YOUTH CENTER is a parent-led collaborative of West Baltimore families working together to provide young people with critical resources through after-school, mentorship, and summer programs. "Moms on a Mission", a group of parents, grandparents, and guardians largely responsible for the success of these programs, currently supports 37 families and 94 children in the Franklin Square

and Poppleton neighborhoods. The Circle grant will contribute to the wages, benefits, and professional training and/or certification of the women running these programs. (\$25,000)

SHAREBABY, Baltimore City's only diaper bank, addresses the basic needs of Baltimore's most vulnerable young children through the distribution of diapers, wipes, and other essential items to help keep the babies healthy, which in turn reduces familial stress and time missed from work. The BWGC grant will supply diapers for 2,500 children for an entire month. (\$25,000)

ST. FRANCIS NEIGHBORHOOD CENTER provides holistic intervention programs for youth and families in Reservoir Hill. Services include after-school and summer programming for children K-8, paid internships for high schoolers, food giveaways, programs for seniors, girls groups, and neighborhood clean-ups. The BWGC grant will provide operating funds for use in doubling student enrollment capacity, increasing the number of classes offered, adding workforce development programming, and covering the operating costs of a new classroom building. (\$25,000)

VIOLET PROJECT provides youth in low-income communities with access to sexual and reproductive health services and education through a peer network. It also provides free menstrual and safer sex products as well as no-cost, at-home, sexually transmitted infection tests. Those who test positive can receive free treatment from volunteer Johns Hopkins OB-GYNs. Circle funding will be used to support the volunteer and outreach coordinators. (\$25,000)

UEMPOWER OF MARYLAND's community-led Food Project prepares more than 2,000 meals and distributes 45,000 pounds of fresh food monthly, employing young people from the community. The BWGC grant will be used to support the various activities and expenses associated with addressing food insecurity, while investing in the future of at-risk youth. (\$25,000)

VEHICLES FOR CHANGE empowers families with financial challenges to achieve economic and personal independence through car ownership and technical training. Vehicles for Change has created the only virtual reality training program in the United States geared toward preparing incarcerated women for jobs as automotive technicians. After completing basic car repair training, women are placed in jobs with starting wages from \$15-\$20/hour. Circle funding will allow 30 inmates to take part in this innovative six-week program. (\$25,000)



Post Grants: 2023-24 Grantees Update

The Post Grants liaisons team was large enough this year to pair experienced liaisons with members new to the process, as they connected with grantees through in-person site visits in the fall of 2023. Forging relationships in person led to opportunities to work with grantees on outcome measures, management questions, and resource challenges. Increasingly, liaisons were able to refer grantees to services and programs offered by existing or past grantees, with positive results. As in the previous year, no year-end report extensions were requested by grantees or liaisons, and all 18 grantees completed their stated goals satisfactorily.

ACTION IN MATURITY (AIM) used its general operating funds grant to provide transportation to medical appointments and to food and retail destinations for more than 600 low-income Baltimore City residents, primarily women. This program also provided a social network and environment for participants. AIM says the goals of the program were fully met this year based on members' participation and satisfaction.

¡ADELANTE LATINA! is a three-year, after-school college access program for high-achieving, low-income Latinas attending Baltimore City public high schools. Its general operating funds grant provided 37 girls, most from Southeast Baltimore, with teacher instruction, a hot meal after each session, and transportation between Notre Dame of Maryland University and their high schools. Success was measured by program retention (90%), college acceptance (100%), and college attendance (95%), and the grant goals were fully met.

BALTIMORE OUTREACH SERVICES (BOS) provides shelter to women and their families at a vulnerable point in their lives. BOS offers counseling, case management, access to healthcare, a social worker and psychologist as well as opportunities to develop personal skills and work toward independence. In addition, children receive after-school tutoring in a dedicated learning space. The general operating funds grant helped BOS meet its goal of increasing aid to families experiencing homelessness from 59 in 2022-23 to 112 in 2023-24.

BALTIMORE SYMPHONY ORCHESTRA'S ORCHKIDS brings instrument-based music education to Baltimore City Public Schools. In 2023-24, more than 1,800 students in grades PreK-12 participated in 33 weeks of in-school and after-school programming, plus a three-week summer session. The BWGC general operating funds grant helped fund the program's three most cost-intensive services—teaching salaries, transportation, and the summer program. Program goals were met: maintaining a 98% attendance rate; and providing reliable transportation, including chaperoning the travel of the 40 students attending external summer sessions.

HER RESILIENCY PROGRAM works with vulnerable young women ages 18-25, many of whom have experienced trauma, mental health issues, and co-occurring substance abuse disorders. A general operating funds grant helped its Roadmap to Success program serve 89 young women last year, while an outreach program reached an additional 782 women. In addition to meeting general service and access goals, this relatively new program with limited resources achieved many detailed performance indicators related to the program and the number of young women served.

ITALIAN CULTURAL CENTER OF MARYLAND (NOW KNOWN AS THE BIT CENTER), which teaches, creates jobs, and distributes food in Baltimore neighborhoods, had planned to use its general operating funds grant to help hire a food distribution manager. BWGC authorized an early release of the grant funds to restore the organization's functioning after a warehouse break-in. As a result, The BIT was able to fully meet and expand on its service goals. This is essentially a one-woman operation, and Post Grants liaisons coached her in how to apply for funds, working with another well-known grantee.

MANNA HOUSE, despite the challenges of a major but necessary renovation project, met its goal of using a general operating funds grant to serve additional homeless and impoverished people in Baltimore's Greenmount neighborhood by providing food, day shelter, case management, and life-building programs. As soon as was possible after building inspections, Manna House began serving meals. It fully met its goals of increasing staffing hours, supplies, transportation assistance, technologies, and utilities to serve the increased number of clients expected from the expansion/renovation.

MARIAN HOUSE provides safe housing, addresses basic needs, and nurtures self-esteem and wellness so that women in recovery can gain independence. A general operating funds grant helped increase its ability to provide these services to more women in Baltimore. While overall programs served almost 400 clients, including women and families, Marian House's best-known program, which includes housing and transitional services, met its 2023-

24 goals: 24 women exited the program, 83% of whom successfully completed the program, 79% increased their income, 67% were employed at exit, and 83% had attained permanent housing.

MISSION OF MERCY, which offers free medical and dental care to women in Baltimore, hoped to use its BWGC general operating funds grant to increase the number of visits and medications provided to its uninsured and underinsured clients. Like many grantees, operations are dependent on multiple factors, and Mission of Mercy was challenged by a six-week absence of its chief medical director. Consequently, it reported fewer visits than expected for prescription medications administered during this leadership absence. When factoring into the evaluation lost patient visit time and the leadership challenge, this program met the goals of the grant to provide important medical and dental care services to women.

NO STRUGGLE/NO SUCCESS collaborates with a large number of Baltimore nonprofit organizations to facilitate a woman's re-entry into the community from prison. A general operating funds grant was used to deliver services to 220 individuals with the goal of preventing reincarceration through the creation of a supportive home and providing services needed by each client. While this is a service dependent on referrals to many other nonprofits, from behavioral health to job readiness, healthcare, and wellness, the organization was able to meet its goals.

PER SCHOLAS BALTIMORE provided tuition-free training and pathways to sustainable tech employment to 190 students, exceeding its goal of 160. With its general operating funds grant, it focused on underrepresented communities, particularly women and people of color. Per Scholas's longer-term goals are measured by graduation rates and the number of students securing a job within a year of graduation.

PLANNED PARENTHOOD used its project grant to help create a peer education program. Thirteen high school students from six Baltimore City schools were trained as peer educators. During the 2023-24 school year, they facilitated nine Teen Talks and six Teen Talks On The Road, covering topics that included sexual orientation, self-care, anatomy, menstrual health, STDs, and pregnancy options. Peer educators reached 2,371 peers with one-to-one interactions to make appropriate referrals, and the program came in on budget, meeting its stated goals.

READING PARTNERS used its project grant to meet its established goals of 84% of K-2 students mastering key foundational reading skills and 82% of its K-4 students meeting or exceeding end-of-year literacy growth. Staff and volunteers allowed liaisons to observe students in tutoring sessions and showed pride in the individual

attention that children received during sessions, a key to the program's success.

RESTORING IVY COLLECTIVE, in its first year of operation, grew with the help of a general operating funds grant. Its mission is to create advocacy and intervention services for victims of sex trafficking in the Baltimore area, and the progress in this first year of service more than met the goals of the program. It was able to integrate in-person support groups into the programming in existing shelters, provide crisis intervention support, and build connections with other anti-trafficking organizations.

Armed with a BWGC project grant, **ROBERTA'S HOUSE** was able to make a difference in the lives of 31 women ages 25-45 who experienced perinatal loss or infant death. The organization met its goals of hosting 37 grief support-related events in the Baltimore area, creating and enhancing the quality of care in a supportive and welcoming environment. Grant funds covered program expenses and ensured that the activities ran smoothly and safely, with the result that outreach and participation increased.

ST. MARY'S OUTREACH CENTER (SMOC) provides life-enhancing services to low-income elderly, mostly women, enabling them to live safe, independent lives in their community. With the recent closing of the Hampden Family Center, SMOC focused its general operating funds grant on accommodating additional clients, readjusting its services, and moving administrative offices to allow space to provide for more clients. New and popular social programs were added. While the original goals may have changed due to an increased client base, BWGC assessed SMOC to have been responsive to its community's needs.

TAHIRIH JUSTICE CENTER was able to deliver free legal services to 478 immigrant clients who were victims of gender-based violence, 85% of whom were women and girls. Clients came from 41 countries, with 88% of Latinx origin. Pro-bono attorneys were recruited with the help of a general operating funds grant, while training and educational activities as well as connections with social services connections were provided to clients seeking assistance.

WOMEN'S LAW CENTER OF MARYLAND, JUDICARE PROJECT AND EMPLOYMENT LAW HOTLINE (ELH) was able to fund a portion of the salary of a new legal coordinator with Circle project grant funds. Judicare provides free legal services for Baltimore County women in divorce and/or child custody cases. The hotline serves predominantly low-income women from diverse racial and underserved groups who seek help with workplace challenges. Its call load increased from 468 to 642, enabling the ELH to deliver increased services, far exceeding expectations and goals.

Our Committees

Circle Works

Circle Works, a sub-committee of Post Grants, provides BWGC members with hands-on opportunities to learn more about past and present grantees by connecting with them and/or their clients. Early in 2024, Circle Works brainstormed possibilities and decided to collaborate with Health Care for the Homeless (HCHMD) to establish a library for the children and parents visiting their pediatric clinic.

A very successful event was held in June at the main HCHMD facility in Baltimore City. The 34 BWGC participants attached bookplates, shelved most of the 1,000-plus books donated by Circle members and friends, and stuffed 100 creative “busy bags” for children receiving care. They also learned from HCHMD staff about the scope of the organization’s services in the Baltimore area.

Communications

Communications provides information on Circle news and activities to members, grantees, and the Baltimore area community through quarterly newsletters, the Year in Review, and social media.

Communications works with all committees to obtain articles and photographs for each publication and social media platform.

Newsletters focus on Circle events, committee activities, and grantee profiles. Distribution has been expanded to include all grantees, current and past members, and friends of the Circle. The Year in Review recaps Circle accomplishments and information on current and new grantees.

Communications administers the Circle’s Facebook, Instagram, and LinkedIn accounts. This past year, it has increased the Circle’s presence on these social media platforms, where posts now appear on a rotating schedule and include news about the Circle, its grantees, and trends in philanthropy. The committee has concentrated on broadening the Circle’s visibility, informing followers outside the Circle of its mission and helping the Circle reach potential new members.

Education

The Education Committee engaged and challenged Circle members. Beginning in September and throughout the Circle year, the Committee introduced speakers who addressed the theme of Women Work—getting a woman out of her home and to a job. The Committee chose to focus on these potential issues facing job-seekers: limited education, work history, and/or job skills; finding a fulltime job with benefits, and accessing childcare (too few providers, waiting lists, expenses). Two books were selected to read and discuss that illustrated the real-life challenges that women and their families face. The Committee’s Circle year programs concluded with a presentation by Per Scholas about the benefits of focused training for women in technological skills.

Grantee Connect

Grantee Connect facilitates learning and networking among the Circle’s past and current grantees. This year the Committee collaborated with a task force of grantees to plan and present two forums.

The November 2023 forum topic was “Fundraising at The Speed of Trust: Exploring Community Centric Fundraising and Trust Based Philanthropy.” Speakers were Sarah Hemminger (Thread), J.C. Faulk (Bmore Community Food), and Joshua Michael (Sherman Family Foundation). The May 2024 forum addressed “Community Centric Fundraising: How Do You Do It?” and featured speakers Dani Faulkner (Arts and Learning Maryland) and Dannielle Sturgeon (Baltimore Corps, Inc.).

Both forums included speaker-led presentations, Q&A sessions, grantee breakout sessions, and time for networking and refreshments. Grantees appreciated the time to network among themselves and with Grantee Connect committee members.

On an ongoing basis, the Committee also hosts the Grantee Connect Network Google Group. Through it, the Circle’s grantee partners share ideas, ask questions, and engage with a supportive peer network, and Committee members offer resources of interest to nonprofit organizations.

Membership

The Membership Committee is looking forward to continued success. In the past year, 30 new members joined the Circle. The three-tiered membership has been a success, with 10% of members at the \$2,500 level, 80% at the \$1,200 level and 10% at the \$600 level. These levels provide members greater flexibility, foster inclusivity, and attract a diverse range of women to the BWGC.

The Committee sponsored three prospective member events at a variety of locations - a Cross Keys art gallery, the ElkrIDGE Club, and a member's home. These events, featuring a current grantee as guest speaker, introduce potential members to the Circle and highlight its community impact. Also, BWGC held two events for new members—a social gathering at a member's home and a hike at Lake Roland. These events give new members a chance to meet and engage in an informal setting.

Nominating & Leadership Development

The Nominating and Leadership Development Committee (NLDC) had a busy and productive year, screening and filling openings for the new Circle Co-Chairs, four officer positions, and eight new Steering Committee members. As it evaluated potential nominees for officer and committee co-chair positions, the focus was on members with a passion for the Circle's values along with commitment and talent. The Committee is proud of the nominees who were selected with the entire Circle's support.

The Committee's liaisons worked closely to foster leadership within their subcommittees. NLDC's third annual "Pathways to Leadership" program was offered to members interested in learning more about the leadership process. The Committee encourages members to self-nominate and to speak to any member of NLDC about their interest in a leadership role for next year.

Racial Equity, Diversity, and Inclusion (REDI)

The REDI Committee serves as a resource and support to other BWGC committees. During the 2023-24 year, the Committee accomplished the following:

- Facilitated a Grants Committee workgroup to improve opportunities for smaller nonprofits to compete in the grants process. The workgroup developed a proposed "set-aside" to ensure that 30% of the grants pool is awarded to organizations with budgets under \$500,000.
- Participated in a grants workgroup to streamline the grant application form.
- Hosted a webinar, "Emerging Ideas: Imagining the Future of the BWGC." focused on the Circle's community relationships, membership diversification, and benefits of strategic planning. It is available on the BWGC YouTube Channel.
- Created a subcommittee to gauge the Circle's role in the greater Baltimore philanthropic community. Committee members have met with area funders and are preparing a report due out this fall.



Circle Works



Education



Membership



REDI



Communications



Grantee Connect



Nominating & Leadership
Development

Circle Leadership

2023-24

Co-Chairs

Ann Daniels
Salli Ward

Secretary

Jane Meyer

Archivist

Ida Samet

Treasurer

Pam Pasqualini

Assistant Treasurer

Ellen Hochman

Communications

Joyce Moskovitz
Kelly Chew

Education

Carol Yoder
Ellen Stifler

Grantee Connect

Judy Dobbs
Robin Kemp

Grants

Carmina Hughes
Ellen Cooper

Membership

Lynn Brynes
Meg Weinfeld

Nominating

Susan Hovanec
Susan Perl

Post Grants

Barbara Epke
Mayer Martin

REDI

Katie Lekin
Mary Jo Wiese

2024-25

Co-Chairs

Barbara Epke
Renee Gordon

Secretary

Ida Samet

Assistant Secretary

Dorie Fain

Treasurer

Linda Blonsley

Assistant Treasurer

Christine Schmitz

Communications

Kelly Chew
Sarah Grebow

Education

Ellen Stifler
Sharon Nathanson
Susan Anderson

Grantee Connect

Bobbie Miyasaki
Catherine Morris

Grants

Ellen Cooper
Jaclyn Vorenkamp

Membership

Lisa Field
Pam Pasqualini

Nominating

Susan Perl
Bonnie Stainman

Post Grants

Mayer Martin
Jackie Donowitz

REDI

Mary Jo Wiese
Phyllis Kolman

Front row: Ellen Stifler, Ida Samet, Linda Blonsley, Ann Daniels, Salli Ward, Mary Jo Wiese, Susan Perl

Back row: Carmina Hughes, Joyce Moskovitz, Pam Pasqualini, Ellen Cooper, Susan Hovanec, Lisa Field, Barbara Epke, Mayer Martin, Katie Ryan Lekin, Judy Dobbs, Robin Kemp, Kelly Chew

Missing: Carol Yoder, Lynn Brynes, Jane Meyer

