



Year *in* Review

Celebrating Our 20th Year
of Philanthropy in Baltimore

2020-21

POWER OF
PHILANTHROPY

EQUALITY

LEARNING

CONNECTIONS

COLLABORATION



Year In Review

What a year! A global pandemic, racial unrest and reckoning, and extreme economic and educational difficulties. This is the year that will be burned into your memory. And yet, here we are in another phase. We can once again hug our family and friends. There is hope that we are getting back to normal, however that will be defined.



The good news is that at the Baltimore Women's Giving Circle everyone pitched in and made the year a successful one. We changed much of how we operate; we maintained membership; and we granted to 23 worthy organizations, all of which have shown resiliency in responding to the changed conditions.

The committees all learned to work and to stay connected via technology. In fact, some committees reported higher attendance at meetings on Zoom than in person, perhaps because the members could stay in their pajamas!

Here are just a few of the adaptations made by the committees. The Membership Committee's Circle Works could not plan hands-on projects, so it turned to soliciting donations requested by the grantees. The Education Committee's Circle Study opened its informative Zooms to the entire Circle membership, as did Grantee Connect for its May Forum. The Communications Committee produced a Year in Review Zoom as well as a Year Ahead Zoom. Four committees produced Zooms celebrating our 20th year of grant making. The Education Committee instituted monthly newsletters to its members to keep them connected. The REDI Committee joined with the Education Committee in planning a Full Circle meeting. And of course, the Grants and Post Grants Committees had to entirely re-invent their methods of working. This list just scratches the surface of the ingenious ways members devised for doing our work, all the while continuing with the daily nitty-gritty of keeping the Circle on track.

To say that we are grateful to everyone for making all of this work smoothly is understatement. We are so amazed when we look at the work our members and grantees do for others, and we thank you for allowing us to be part of the effort.

With appreciation,

Martha and Susan

\$6,899,660

in grants awarded since the Circle's inception in 2001.



With Special Thanks

For a \$10,000 donation to our Circle Grants Fund in honor of Jane Glick's milestone birthday on June 7th by her husband Michael.

Better than a gemstone, this generous gift will provide the financial and moral support to continue our mission.



REDI Committee

In the aftermath of George Floyd's murder, Circle Co-Chairs formed a Summer Study Workgroup to explore what the Circle might do to advance racial equity.

Based on that group's recommendation, the Racial Equity, Diversity, and Inclusion Committee (REDI) began meeting last September to determine how to bring a racial equity lens to the Circle's work. The REDI committee and members of the steering committee worked through the spring with a consultant to focus on language.

The group is now proposing updates to our mission, vision, and values statements, and a new diversity, equity, and inclusion statement. Circle members will have an opportunity to review and discuss these statements over the summer.

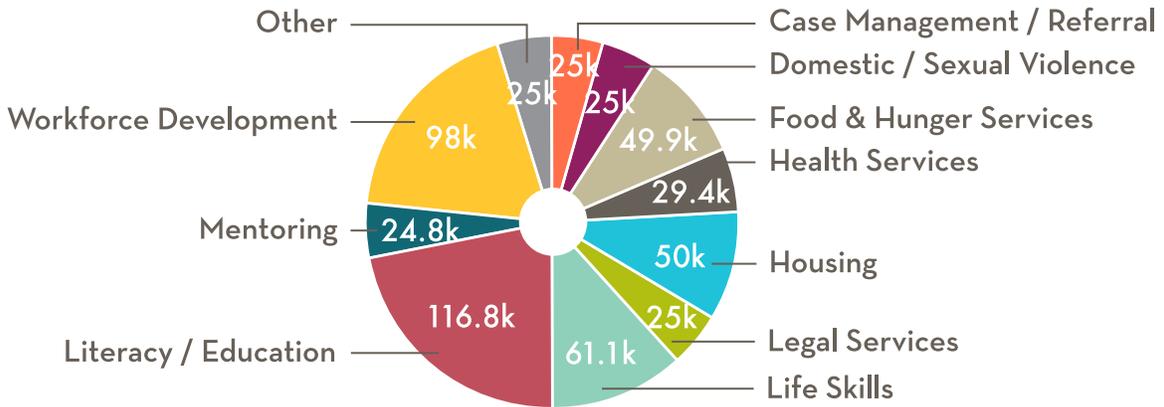
Our Grant-Making Process for 2021-22

For a total of \$530,003

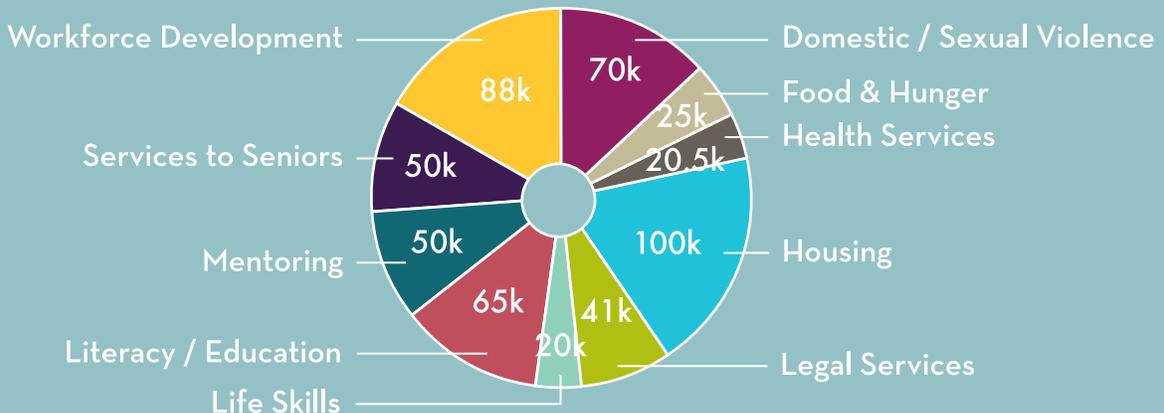


This year, the number of site visits to prospective grantees was up over 20%. The Grants Committee attributes the increase to COVID, in that all visits were done virtually.

2021-22 Grants by Category



2020-21 Grants by Category





2021-22 Grantees

The Grants Committee is pleased to announce that these 23 non-profit organizations in the Baltimore area, all working on behalf of under-served women and their families, will receive grants totaling \$530,003, effective July 1, 2021. Thank you to all Circle members; you made these grants possible through your dues and donations.

Baltimore Symphony Orchestra, OrchKids, is one of the leading music-for-social-change programs in the country. The year-round, in- and out-of-school program provides instrumental lessons, online ensembles, and creative composition workshops, as well as academic, social, and emotional supports. BWGC funds will support program growth. (\$25,000)

BioTechnical Institute of Maryland, Laboratory Associates Program, provides tuition-free training in basic laboratory skills to under- and unemployed Baltimore residents, readying them for entry-level positions in Maryland's rapidly expanding biotech industry. Circle funds will support operating expenses. (\$25,000)

Building Our Nation's Daughters provides two-generation mentoring to black single mothers and their daughters in grades 5-12 in Baltimore City, increasing positive relationships, economic mobility, and educational achievement for their households. Circle funds will support operating expenses. (\$24,808)

Caroline Center educates under- and unemployed women in Baltimore for careers as certified nursing assistants and pharmacy technicians. Circle funds will support general operations and the formulation and implementation of a new strategic plan for the organization. (\$25,000)

Baltimore Leadership School for Young Women, Summer Mathematics Academy, will engage high school students and incoming sixth-graders with a math curriculum in a supportive environment, thus setting the stage for future success in math. BWGC funds will cover teacher salaries. (\$21,803)

Enoch Pratt Free Library, Books for Me Library Outreach Initiative, serves parents/ caregivers of children from birth to five years old by encouraging them to read to their families. Participants receive several books each month for their own libraries. Circle funds will provide web-enabled tablets for families new to the program. (\$25,000)

Girl Scouts of Central Maryland (GSCM), Girls in Fearless Transition, will provide 30 middle/ high school girls detained at the Thomas J.S. Waxter Center with thought-provoking personal development sessions led by GSCM staff and volunteer mentors. BWGC funds will cover operating and staff costs. (\$11,100)

Govans Ecumenical Development Corporation (GEDCO), Women and Children's Eviction Prevention Fund, will help prevent families threatened with eviction from becoming homeless, and GEDCO will refer them to CARES Career Connection for help finding adequate employment. BWGC funds will provide direct financial assistance to clients and support operating expenses. (\$25,000)

International Rescue Committee, Immigrant Women in the Workforce Initiative, will provide legal counsel to 25 low-income women, to help them obtain fee waivers and work permits and protect them from labor exploitation. BWGC funds will support operating expenses. (\$25,000)

Julie Community Center, Child Care Training Program, provides more than 150 hours of training needed for Maryland certification as an assistant in the federal Head Start Program, putting graduates on the path toward licensure for family child care. Circle funds will cover staff salaries. (\$23,000)

GRANTS

2021-22

Marian House, Transitional Supportive Housing Program, provides homeless women with safe, comfortable housing and intensive on-site support services to address the underlying causes of their homelessness. Circle funds will support operating expenses. (\$25,000)

MedStar Harbor Hospital, Mobile Health Center, will provide health care for low-income women in South Baltimore. BWGC funds will support staffing and outreach for the van, as well as maternal support group supplies. (25,000)

MK Foundation, Alkimiah Community Meal Commitment, will address hunger and food insecurity by providing well-balanced meals to vulnerable Baltimoreans, while providing sustainable employment for its kitchen team. BWGC funds will be used for salaries/benefits, professional development, and supplies and ingredients for meals. (\$25,000)

Reading Partners volunteers provide one-on-one virtual and in-person literacy tutoring for elementary students in Baltimore City. Circle funds will support volunteer retention and recruitment. (\$20,000)

Shepherd's Clinic, Women's Health Program, will provide gynecological, including cancer prevention, services for uninsured women. BWGC funds will help establish an Osteoarthritis Care Program and support staff for the GYN clinic. (\$4,400)

Soccer Without Borders, High School Girls Team, supports refugee, asylee, and immigrant girls, to help them overcome obstacles to growth, inclusion, and personal success. It provides coach-mentors who help them develop social and emotional skills. BWGC funds will support operating expenses. (\$25,000)

Southern Maryland Agricultural Development Commission, Maryland Market Money, removes economic barriers for food insecure Marylanders by providing a dollar-for-dollar match for purchases made using federal nutrition benefits at Maryland farmers' markets. Circle funds will go directly to participating women in the Baltimore area, increasing access to fresh, nutritious food. (\$25,000)

St. Francis Neighborhood Center, Power Project After-School Program, now provides more than 75 students with academic support, cultural enrichment, life skills instruction, and dinner. Parent engagement is highly encouraged. Circle funds will be used to increase the number served to 125. (\$25,000)

Tahirih Justice Center supports immigrant survivors of gender-based violence, following a holistic model that combines free legal and social services with policy advocacy and research-based training and education. Circle funds will support operating expenses. (\$25,000)

Unity Properties develops affordable housing in West Baltimore. Circle funds will support staff members who will link residents to community resources and guide them in working with outside agencies to solve problems. (\$25,000).

Urban Alliance Foundation, Baltimore High School Internship Program, is a year-round immersive experience that equips young participants with the skills, social capital, and career exposure for self-sufficiency. Circle funds will cover paid internships, mentoring, and training. (\$25,000)

Vehicles for Change, Car Awards Program, empowers financially challenged families to achieve economic and personal independence through car ownership and technical training, ending their dependence on unreliable public transportation. BWGC funds will provide cars for 10 families. (\$25,000)

Women's Housing Coalition, All Access Technology Training Initiative, will bring high-speed internet to WHC's residential buildings, create a loaner-ownership program of electronic devices for residents, and provide instruction in using these devices and the Internet. BWGC funds will cover high-speed internet service for 12 months and a technology instructor. (\$25,000)



Post Grants Committee Update on our 2020-21 Grantees

In a year like no other, BWGC grant recipients were able to pivot quickly and provide necessary services in new ways.

Action in Maturity (AIM), Transportation and Social Services to Senior Women to Maintain Self Sufficiency, worked closely with another 2020-21 Circle grantee, St. Mary's Outreach Center to enhance access to vaccinations and food security for seniors isolated in their homes.

Adelante Latina! used its BWGC grant to hire a new resource coordinator, who helped participants' families access needed community resources while participants transitioned to college as well as worked to keep graduates connected. All of this year's graduates were accepted to college.

Black Women Build (BWB) rebuilt and transferred one formerly vacant house in West Baltimore while also completing three others. Its third cohort of participants is rebuilding additional houses nearby.

Byte Back, Inclusive Tech Training to Careers, implemented a loaner laptop program and advocated for low-cost internet service, so that students could continue their curriculum in programming, and gaining skills needed for improved employment.

Court Appointed Special Advocates of Baltimore County (CASA) (*two-year grantee, 2019-21*) continued, despite COVID challenges, to provide programming and advocacy for children in foster care.

Goucher Prison Education Partnership adapted to remote learning by purchasing video and web cameras to film regular Goucher classes for both fall and spring semesters.

Heart's Place Services provided weekly backpacks of food for homeless families. The program has a wonderful relationship with the Maryland Food Bank, delivering food to participating schools for pickup by families.

House of Ruth, Job Navigation and Child Care Services for Women and Children Affected by Intimate Partner Violence used its BWGC grant to meet program goals, in spite of staff transitions and COVID related complications in the job market.

Humanim, Baltimore Regional Administrative Career Training Program, used its BWGC grant to support a nine-week program for three groups, including one group of women age 55 and over.

Immigration Outreach Service Center, Expansion of Computer Literacy Program, taught basic computer skills to clients remotely, taking advantage of reduced expenses including transportation and child care.

Intersection of Change, Martha's Place, celebrating its 20th anniversary this year, reported a 75% success rate in transitioning women who were homeless and/or in recovery to independence. It recently started a group session to discuss mental and emotional health, financial wellness, and more.

Living Classrooms Foundation, Girls Empowerment Mission, anticipates increased in-person outdoor activities. Promoting connection and self-care were priorities during COVID, in addition to the usual focus on high school graduation and college acceptance.

Maryland Food Bank, FoodWorks culinary training program, doubled the amount of food distributed and developed safe new ways to reach communities statewide. Graduates are currently finding jobs.

Mercy Medical Center, Family Violence Response Program, experienced a decrease in referrals during COVID, but they are now increasing. BWGC approved a changed use for some of our grant funds, to facilitate communication with homeless clients having limited access to shelters during the pandemic.

GRANTS

2020-21

PIVOT, Inc. (two-year grantee. 2019-2021), a program that connects women released from the corrections system to critical re-entry services, used its BWGC grant to remain stable during COVID. It reports no recidivism or re-offense among program participants.

Pro Bono Counseling Project, Culturally Responsive Counseling for Women and Their Families, used its BWGC grant to recruit 15 new bilingual therapist volunteers. The transition to telehealth and other remote services benefited the program's ability to recruit volunteer mental health professionals.

Public Justice Center, Human Right to Housing Project, in spite of COVID challenges, conducted extensive community outreach and education, and played a leading role in advocating for legislation to address the immediate need for housing stability.

Sister's Circle, Mentoring to Support Self-Sufficiency for Young Women of Color in Baltimore, overcame difficulty recruiting mentors during COVID, but is now more active. The results continue to reflect success; all eighth-grade girls who were part of the mentoring program went on to high school.

St. Ambrose Housing Aid Center, Sustaining Homes for Older Women Fund, was a new program that overcame some initial challenges due to COVID, but is now on track. The response of one grateful client: "I don't believe in God, but if there are angels you are one of them."

St. Mary's Outreach Center, General Operations to Support Aging with Dignity focused on food insecurity, transportation, and COVID case management, and was able to expand services in conjunction with collaborative partners, including Action in Maturity, another 2020-21 Circle grantee.

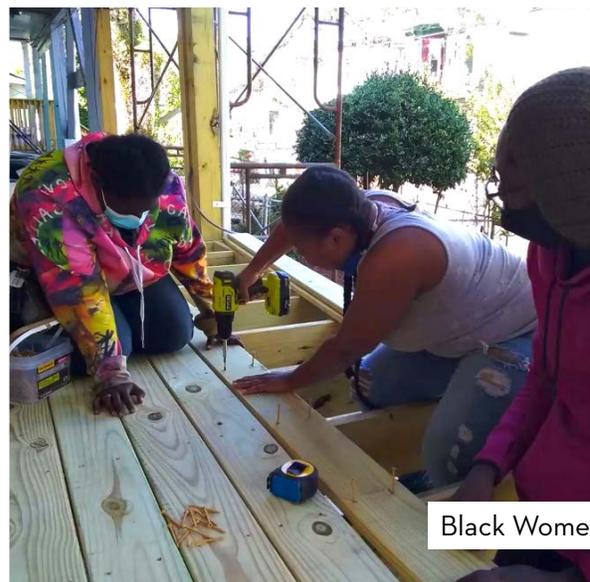
St. Vincent de Paul of Baltimore, Sarah's Hope Family Shelter, used its BWGC grant to hire and support a children's service coordinator. Despite COVID, Sarah's Hope managed to move forward with only a slight reduction in the number of residents served, no small feat.

Thread, a mentoring program, used its BWGC grant for general operations, to continue building relationships with struggling high school students. The program works with other local organizations to address food insecurity and other needs in the community.

TurnAround, Supporting Women Fleeing Violence, received an extension of time to spend its BWGC grant in full. As the program renews in-person emergency services, Circle funds will allow staff members to see clients safely in their offices and cope with a significant increase in emergency requests.

UEmpower of Maryland, Food Project, increased its preparation, packaging, and distribution of food boxes and meals to address longstanding food insecurity heightened by COVID. Neighborhood youth were hired and trained to support this program.

Women's Law Center of Maryland (WLC), Multi-Ethnic Domestic Violence Project, recently had a caseload of 173, endeavoring to add 75 new clients by June 30. Unexpected COVID funding became available to support the program, and WLC received an extension to fully spend the BWGC grant.



Black Women Build



Informing our Members

Committees kicked into overdrive during this pandemic, providing Circle members with insightful information on issues affecting women and families.

Over 50 speakers, panelists, and grantees shared their experiences with us! With a record number of 10 virtual Full Circle meetings, many committees celebrated the Circle's 20 years of philanthropy with "look-backs" on the way their committees have developed and what they've accomplished. This included Communications, Steering, Education, Membership, Post Grants, and Grants.

We heard from experts and studied the topics of:

- Generational poverty and its connection to affordable housing,
- Baltimore's racial divide,
- Kidnapping and human trafficking, and
- The digital divide and the pandemic's effect on students, parents, and staff in Baltimore.

Participating experts included authors Lawrence Lanahan, Lawrence Brown, and Kondwani Fidel, as well as professionals Buzzy Hettleman, Dr. Sonja Santelises, Laura Hahn, and Liz Bowie.

Circle Reads and the REDI committee provided us opportunities to read and discuss several books, including:

- "The Lines Between Us: Two Families and a Quest to Cross Baltimore's Racial Divide" by Lawrence Lanahan
- "The Black Butterfly: The Harmful Politics of Race and Space in America" by Lawrence T. Brown
- "How to be an Antiracist" by Kondwani Fidel

Circle Study invited all Circle members to hear Jeff Richardson of Sheppard Pratt talk about its many services.

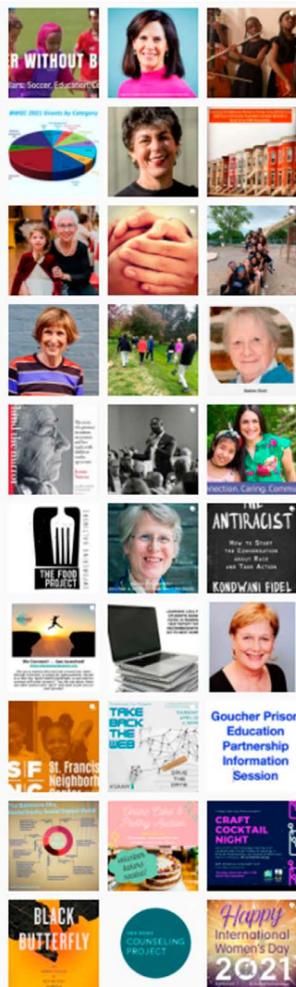
Circle members reviewed 113 grant applications, proposed 54 for funding, and voted virtually to select the 23 2021-2022 grantees highlighted elsewhere in this review. Our year-end Full Circle Meeting included the "reveal" of these grantees.



Partnering with Community & Connecting Members

This year:

- **THE MEMBERSHIP COMMITTEE** hosted several virtual prospective member events, featuring grantees Karen Adkins (Baltimore Outreach Services), Shelley Halstead (Black Women Build), and Michelle Suazo (UEmpower of Maryland, the Food Project).
- **CIRCLE CONNECTORS** hosted fall and spring hikes at Cylburn Arboretum, implementing best practice social distancing and masking regulations. They also organized a virtual cooking class, “Making Asian Dumplings”, with chef Amy Von Lange of Schola. Hidden talents and wide smiles surfaced as many members enjoyed the chance to socialize in-person and on-line!
- **THE COMMUNICATIONS COMMITTEE** presented two virtual events during the summer of 2020, “Year in Review Live” and “The Year Ahead”. Well attended by Circle members, these events recapped highlights of our 2019/20 year and offered 2020/21 plans from committee co-chairs.
- **THE REDI COMMITTEE** (Racial Equity, Diversity, and Inclusion) joined the Steering Committee and engaged a consultant to help conduct a Circle-wide study.
- **THE GRANTEE CONNECT COMMITTEE** gathered past grantees for two virtual forums:
 1. “Outcomes”, featuring Danista Hunte (Executive Director of Child First Authority), Cynthia Weaver (Senior Associate in Evidence-Based Practice at the Annie E. Casey Foundation), and Sarah Hemminger (Chief Executive Officer of Thread); and
 2. “Telling Your Story for Results”, featuring Amy Bernstein (journalist and communications specialist) and Danista Hunte (ED, of the Child First Authority, Inc.).
- **THE CIRCLE GAVE DONATION SUPPORT**, over and above our grants, to UEmpower’s Food Project and Shepherd’s Clinic.
- **THE CIRCLE WORKS SUBCOMMITTEE** engaged in a spring service project for grantees Asylee Women’s Enterprise and TurnAround, as well as a summer project for Heart’s Place Services, My Sister’s Place Women’s Center, and TurnAround.
- **PRESENTATIONS BY SEVERAL GRANTEEES** provided updates on their accomplishments and insight into their work. These included Baltimore Outreach Center, Black Women Build, OrchKids, St. Francis Neighborhood Center, Pivot, The Goucher Prison Education Partnership, TurnAround, and Girls Empowerment Mission.
- **THE EDUCATION COMMITTEE’S ADVOCACY SUBCOMMITTEE** supported: the Digital Equity Coalition, Strong Schools Maryland, and the League of Women Voters (LAWV). LAWV topics included election misinformation and election security, the “Right to Counsel” bill, pathways to imprisonment & barriers to re-entry, and the crisis in local journalism.



Social Media

We published four newsletters and launched our Instagram account and YouTube channel, increasing our social media presence threefold.

The Communications Committee Social Media Subcommittee established a well-curated effort to post regularly and increase member participation. Now, many of our 2020/21 events can be revisited on YouTube.

The Circle is actively growing on social media.



2020-21: In Memoriam

Paying Tribute To Circle Members Who Will Be Missed

DONNA LEE FRISCH

7/20/20

MEMBER SINCE 2012

Donna Lee was a longtime, active volunteer in numerous organizations. Her husband, Richard Frisch, established a Memorial Membership in her name as her Circle membership meant so much to her.

MARY LOUISE SNYDER

8/5/20

MEMBER SINCE 2019

Mary Louise was known as a selfless person, devoted to her family.

CAMILLE WHEELER

3/26/21

MEMBER SINCE 2018

Camille's life was one of service to others as a social worker. She was known for creating a pioneering specialized independent living program for youth aging out of foster care. She was an active Circle member on Grants, Post Grants, and Circle Study committees.

Circle Leadership

2020

Co-Chairs

Martha Cukor
Susan Perl

Secretary

Kelly Chew

Archivist

Georgia King

Treasurer

Bonnie Stainman

Assistant Treasurer

Jillian Pinkard

Communications

Barbara Portnoy Spector
Amy Jean Boebel

Education

Leslie Glickman
Laura Hahn

Grantee Connect

Peggy Cohen
Suzanne Dagurt

Grants

Ann Daniels
Mary Jo Wiese

Membership

Susan Hovanec
Salli Ward

**Nominating
and Leadership
Development**

Lisa Fields
Carol Doctrow

Post Grants

Renee Gordon
Wendy Kronmiller

2021

Co-Chairs

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Susan Perl

Secretary

Georgia King

Archivist

Leslie Glickman

Treasurer

Bonnie Stainman

Assistant Treasurer

Kelly Chew

Communications

Amy Jean Boebel
Peggy Sparr

Education

Laura Hahn
Susan Manekin

Grantee Connect

Suzanne Dagurt
Silvia Golombek

Grants

Mary Jo Wiese
Jane Berkow

Membership

Salli Ward
Jennifer Bedford

Nominating

Carol Doctrow
Penny Wald

Post Grants

Wendy Kronmiller
Robin Kaplan

REDI

Crickett Woloson
Vivian Manekin

