

# GOOD WORK

Caroline Center  
Committed to Women • Committed to Work

April 2016

## Caroline Center “Springs Forward” on Gender Parity

The World Economic Forum predicts that it will take 117 more years for women around the world to achieve gender parity. That’s why on International Women’s Day (March 8), all of us at Caroline Center made our #PledgeForParity by reaffirming our mission – to prepare women for sustainable careers – to provide women with opportunities for professional and educational advancement – and, to empower women to reach the fullness of their potential.



During Caroline Center’s International Women’s Day program, arranged by Yvonne Moten, four Caroline Center trainees shared personal stories about some of the challenges of achieving gender parity in their countries of origin. Each woman attending the program was asked to think about and commit to one concrete step she could take to help achieve gender parity.



Several trainees shared their pledges for parity:

- I will let my daughter know that it is never alright for a boy or young man to hit, push, or mistreat her. These things are not a sign that a young man cares for you, like a lot of people say. It’s just wrong. Unacceptable.
- I am going to share my hope and my story of achievement with other girls I know so that they see they have some good choices and it’s possible to make them.
- I am going to be more open and accepting of women who are different than I am. We are all part of one family, and our differences make us stronger.

As an SSND-inspired workforce development program, Caroline Center creates a strong community where women can nurture and develop their talents, acquire new skills for sustainable careers, access opportunities for professional and educational advancement, and realize the many benefits of positive role modeling and peer mentoring.

We are grateful to CNA/GNA candidates Susan Agbotse and Nadine Matand and PT candidates Temilade Ayedun and Stanvee Tarwo for the motivation they gave all of us to #PledgeForParity on International Women's Day.

### What's New in *The Breakroom*?



We are walking on a thin thread of hope, which is really a narrow beam of light, which arced from a small spark in a street lamp 200 years ago.

Co-founder of Leaders of a Beautiful Struggle Dayvon Love gets it right, I think, when he says that we have to stop thinking of ways to “fix” Baltimore and to start thinking about the ways that we can “invest in our ability to help ourselves.”

What would happen if we all took responsibility for “Bringing Light to Baltimore?”

Enter [The Breakroom](#).

### Up Close & Personal with the CNA/GNA Employer Panel: Employers Share Valuable Advice on How to Thrive in the Workplace

On March 3, Caroline Center welcomed hiring specialists from **Genesis HealthCare**, **Maria Health Care Center**, **Stella Maris**, and **University of Maryland St. Joseph Medical Center** for a discussion about how to be a successful, patient-centered compassionate care provider within their organizations. Each specialist gave a brief presentation on obtaining and sustaining employment with the organization, and they each shared their organization's philosophies, guiding principles, and values. The employers provided exceptional detail regarding day-to-day requirements and expectations for CNA/GNAs within their organizations – including behaviors that could lead to advancement and behaviors that may impede progress. Trainees who attended the Employer Panel were able to see the many options available to them and to reflect on their personal preferences and potential fit with the respective employers.



All of the employers stressed the importance of providing quality, compassionate care for patients as well as the importance of working as a team within their organizations. Employers shared strategies and advice for advancing within their organizations as well as their starting wage ranges. The most important information likely communicated during the Employer Panel, however, was not about wages, hours, or even performance reviews; but, rather about how to assess one's personal needs and interests and how to pursue advancement opportunities within organizations that match one's individual interests and career goals.

The employers also had the opportunity to interact with soon-to-be graduates of Caroline Center. With immense praise for Caroline Center's training program and graduates, the employers' representatives provided a strong rationale for why they actively seek Caroline Center graduates. Employers also had the opportunity to share timely information about their upcoming employment needs and to experience firsthand why they consistently have confidence and trust in Caroline Center professionals.

## **Qualified Charitable Distributions from IRA Accounts**

In year-end legislation, the Consolidated Appropriations Act of 2016 finally made permanent qualified charitable distributions (QCDs) from individual retirement accounts. The QCD provision allows individuals who have reached age 70½ to donate up to \$100,000 to charitable organizations directly from their Individual Retirement Account (IRA), without treating the distribution as taxable income.

### **Who Could Benefit from an IRA Qualified Charitable Distribution?**

#### **If charitable deductions are not itemized**

- IRA charitable distributions or rollovers especially benefit the nearly 40% of Americans who do not itemize deductions and therefore do not receive a tax benefit for their charitable contributions.

#### **If charitable gifts already exceed 50% / 30% limits of expected adjusted gross**

- This allows the donor to skip by these limits and give more.

#### **If Social Security income is taxable**

- By avoiding the recognition of taxable income, the donor may have less of their Social Security income subject to income tax.

#### **If Adjusted Gross Income limits itemized deductions**

- By avoiding the recognition of taxable income, the donor may preserve more itemized deductions.

## **QCD's automatically count against your Required Minimum Distribution**

- If you do not need to live on your required IRA distribution, donating it or a portion of it can be an advantage for a charitably minded IRA owner.

The charity must be an organization that qualifies for a charitable income-tax deduction of an individual, other than a private foundation, a donor-advised fund, or a supporting organization under Internal Revenue Section 509(a)(3). Caroline Center is a 501(c)(3) and thus qualifies for a charitable income-tax deduction of an individual.

QCDs may be made from any IRA or individual retirement annuity, but not from a simplified employee pension, a simple retirement account, or an inherited IRA.

## **Making the Contribution**

To make a contribution, contact the intended charity to determine the exact payee name for the check. Then, using that name, instruct your IRA trustee or custodian to make a transfer from the IRA directly to charity. Many trustees and custodians already have forms and procedures in place to make this transfer.

*Please consult with your financial and tax advisors prior to making any decision on QCDs. Caroline Center is not providing any financial, tax, or legal advice herein.*

## **“Caroline Center – May I Help You?”**



Have you ever wondered who those friendly voices are on the other end of the line when you call Caroline Center? Well, we are not exactly trying to keep them a secret; *and*, we have to admit that it's hard to hide such big personalities and dyed-in-the-wool people persons like Tonya Rosebrough and Robin Stewart, both of whom are amazing Caroline Center graduates.

Tonya keeps everything ship shape on the west side at Caroline Center, Gibbons Commons; and, Robin rules the roost on the east side at Caroline Center, Somerset Street.

Both women are exceptional professionals – highly organized and detail-oriented, of course – but also with a particular talent for juggling myriad tasks and for relating well and with ease to the many people they encounter each and every day, either in person or on the phone. On any given day, Tonya and Robin, in addition to greeting staff and trainees, may also be welcoming a variety of visitors including generous donors, members of the board of trustees, elected officials,

foundation representatives, organization executives, community leaders, major healthcare employers, college and university administrators, local area students, women religious from around the world, members of the media, and more. Baltimore City Council President Bernard “Jack” Young may stop by at the same moment that a young woman who just heard about Caroline Center is dropping by to get more information.

One thing that both women can agree on is that every day is different, and no day is dull.

Tonya Rosebrough is Caroline Center’s intrepid pioneer, making everyone feel right at home in our newly opened second program site at Gibbons Commons/St. Agnes Hospital. Tonya’s warm smile, welcoming manner, and positive outlook on life could tame even the prickliest quills on a porcupine. But, more than this, Tonya has a keen sense about people; and, she has life experience that makes her a solid and steadying influence on new trainees. In the very first weeks at the new program site it truly was a pioneering life with no business phones or computers installed, but these were important weeks for building relationships and reaching out to the St. Agnes Hospital staff, who have proved to be consistently wonderful partners for ensuring a smoothly running program. So many things have been rewarding experiences for Tonya at Caroline Center, Gibbons Commons. “One day,” she says, “two young women stopped by at the end of the day. I thought they might be looking for the health clinic downstairs, but they had in their hands a black and white flyer that I had put around about our CNA/GNA program, and they were coming to inquire about applying. I was so excited to know that people were finding out about us and were seriously interested in applying.” On another note, Tonya adds, “I see the women when they first arrive. They’re shy and nervous and a lot of them are closed. During the weeks they’re here, I see them grow and I can see their real personalities opening up. I love to see that. I know that they have frustrations with life circumstances and all; but, I tell them don’t let those things get in your way. I was there once, too, and I can see that the women are all going to be just fine.” When I ask Tonya, who grew up and lives on the west side, if there is anything that’s fair to say really distinguishes west from east Baltimore, she just laughs and says, “there’s a special kind of tenacity on the west side.” Tonya shares that “Robin [Stewart] is my golden gem. She taught me how to feel confident in my progression from a student and trainee to a staff person; how to stand firm and to still be compassionate. As we all think about what it will take to have a unified Caroline Center program – one spirit, one culture, and shared values – I have confidence that we can do it, and I’m proud to be an alumna.”

Robin Stewart sits at a busy and well-organized desk with a computer, a land line, a mobile phone, and a keypad security device. On the wall to her right is a time clock for the trainees that’s tied into the Cloud, and there’s always a steady flow, punctuated by frequent visitors, of 50+ trainees, staff, and teachers whirling about her. Her other duties are too many to mention, and watching her manage all of this is amazing. “I remember when there was just *this* phone, she says, pointing to a now more crowded space on her desk, and then one of those plastic turning

carousels with paper messages in it. I also remember when most everybody who worked here was a sister – but, then I also remember when March Funeral Home was just a stone house on the corner of North Avenue and Cecil Street. Everything changes.” Born and raised on Baltimore’s west side, Robin has lived on the east side since she was 16 years old, and the east side seems to suit her well. Even with online registration, email, and texting, Robin says the phone never really stops ringing. And this gives rise to another story. Sometimes men will call to make their case for why they should be admitted to a program that serves women and Robin will share Caroline Center’s mission statement with them. If the men still insist, she’ll calmly say, “You can think what you want to think, but this ‘School Sister thing’ has been going on a long time around here – since about 1847. So, I’m just saying.” Usually that answer helps. “Sr. Pat [McLaughlin] is my angel,” she adds. “I’m grateful to come to work every day and to meet new people, and I’m thankful for good health. And, here’s something a lot of people don’t know. . . I enjoyed my first real Christmas party ever here at Caroline Center! And, somewhere along the way at Caroline Center, I learned how important it was to speak up for myself as a woman. It’s hard to describe, but when I’m here, I feel like I can be my best self and do my best work without judgement or negative comments. I can *breathe* here.”

It’s hard to believe that Mother Caroline, herself, would not appreciate the strength, humor, wisdom, and many other special qualities that Tonya and Robin bring to their special and significant roles at Caroline Center – not to mention the special gifts they are to the women and all of us at Caroline Center, each and every day.

### **Caroline Center, Gibbons Commons Is Blooming – Recent Gifts Help Caroline Center Establish Strong Roots in West Baltimore**

The **Baltimore Women’s Giving Circle** recently awarded Caroline Center a generous two-year impact grant in the amount of \$50,000 to be used in support of general operations. In the highly competitive process, Caroline Center was one of only two organizations to receive a two-year impact grant. Additionally, **The Daughters of Charity through Mission & Ministry, Inc.** made a most generous commitment to Caroline Center in the amount of \$100,000 in support of general operations for the new program site at Gibbons Commons. These significant grants are helping to ensure that Caroline Center will be able to serve more women living in our West Baltimore neighborhoods and that the very best staff and teachers will be in place to consistently deliver our excellent education and career skills training program. These new grants complement the generous support Caroline Center has already received from **The Ceres Foundation, The Marion I. & Henry J. Knott Foundation**, and an **Anonymous Foundation**.

Generous individual and corporate sponsorships for the new program at Caroline Center, Gibbons Commons are helping to provide full and partial scholarships to individual trainees, which will allow Caroline Center to continue to provide its program tuition-free to highly capable women in greatest need. Recent gifts from an **Anonymous Sustaining Sponsor**

(\$10,000) and two **Building a Better Baltimore Sponsor** gifts received from **Mr. & Mrs. Russell Keiser** (\$1,500) and **MECU** (\$500) are most deeply appreciated.

Caroline Center is grateful to have a devoted and growing family of contributors whose support and commitment mean so much to the success each Caroline Center trainee desires and deserves. We are most thankful for the support of every Caroline Center contributor. With your support, Caroline Center is opening doors for many more women in West Baltimore who are seeking to create better lives for themselves and their families through education and meaningful work.