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Joslyn Wolfe, Publisher

Fall celebrates nature's never-ending creative presence. The fiery foliage of vibrant, bold, colors reminds us of creative possibilities. The soft whispers of cool and calming winds, and the constant din of geese calls awakens us to a new passage in time. To our readers, supporters and advertisers, may this new season offer the promise of vibrant ideas and opportunities to you all.

All the best,
Joslyn

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How Where you Live, Work and Play Influences Health:

Looking at Racial and Ethnic Reproductive Health Disparities from a Life-Course Perspective

by Joanna Blonska

This year in August, as part of the Affordable Care Act, the government released what it called “historic” new guidelines to improve women’s health.

The new rules, which now require insurance companies to provide women with an additional list of no-cost, preventative health services, represent a big step forward in addressing American

the disparities are growing, despite new technologies and other advances that have been made in recent years.”

The disparities are especially significant for African American women. Nowhere is this clearer than in the area of reproductive health, and infant mortality rates, in particular.

While there have been improvements in women’s health over the last decades, African American women consistently experience higher rates of infant mortality and other adverse pregnancy outcomes.

Compared to white infants, black babies are 2.4 times more likely to die before reaching their first birthday and are also disproportionately more likely to be born premature and with a low birth weight, according to 2007 statistics provided by the Office of Minority Health. The infant mortality problem in the African American community crosses socioeconomic lines—and black women with a college education suffer higher infant mortality rates than white women high school dropouts.

So what may account for the continuing racial and ethnic disparity in birth outcomes?

Dr. Michael Lu, an associate professor of obstetrics and gynecology and public health at UCLA,

has studied this question for much of his career and formulated what he calls the “life-course perspective” to explain what may be the reasons why African Americans lag behind in many aspects of reproductive health.

Where one lives, works and plays—often referred to as “social determinants”—influences your health status. Dr. Lu argues that these outside factors, such as the chronic stress of poverty, single parenthood, and racism,

can impact on women’s health and the resulting wear-and-tear on the body accumulates over time and, in turn, affects the health and birth outcome of any future child.

The life-course perspective “shifts the focus [from] the nine months of pregnancy and begins to look at the cumulative life course experiences of women of color starting even before birth,” he says. “[It] recognizes that each stage of life is influenced by all the life stages that preceded it and influences all the life stages that follow it.”

Dr. Lu explains that a growing body of evidence suggests that a host of chronic diseases such as asthma, obesity and hypertension may actually have a fetal origin. Some experts have proposed that reproductive outcomes such as preterm birth may have a fetal origin because the neuro-endocrine, metabolic, and other critical systems may have been programmed when the mother was just a baby in her mother’s womb.

While prenatal care is clearly critical to the health of a baby, Dr. Lu argues that because of the accumulation of adverse health experiences, prenatal care may not be enough to truly address the pervasive problem of high infant mortality rates in the African American community.

“For more than two decades, we thought that if we could just get women access to prenatal care, we could really do something about closing the gap,” Dr. Lu says. “Today many of us are recognizing that to expect prenatal care—in less than nine months—to reverse all the cumulative impact of the early programming, as well as the allostatic load that’s accumulated over the life course, is probably expecting too much of prenatal care. That’s why I think it’s critically important for us to expand our current approach if we want to do something about improving birth outcomes” and key to that is preconception care.

In a New York City Harlem neighborhood, one community health organization is putting Dr. Lu’s research into practice and significantly reducing infant mortality rates, all the while

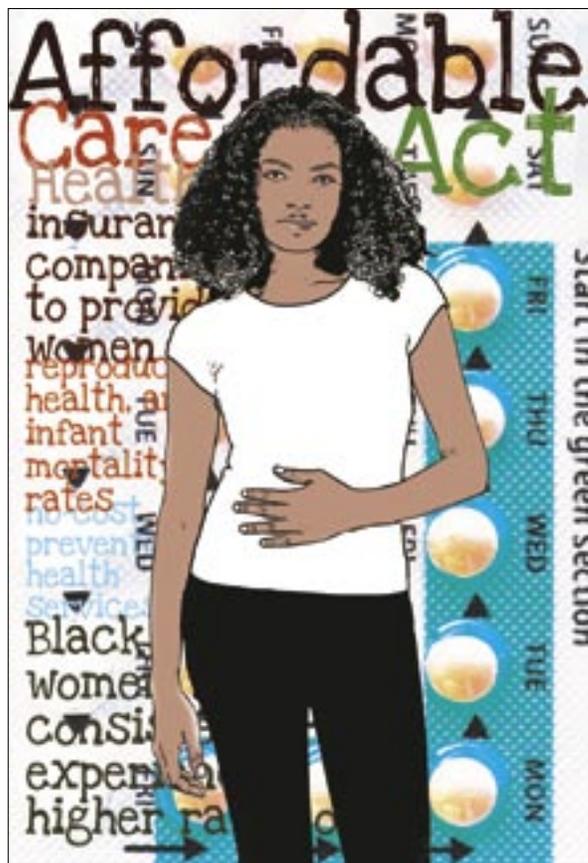


Image by Jorge Banales

women’s health needs. Some would argue that it is especially good news for the nation’s female ethnic and racial minorities and a good attempt to reduce the many health gaps they face.

According to a recent program brief from the U.S. Department of Health and Human Services’ Agency for Healthcare Research and Quality, “minority women continue to fare worse than white women in terms of health status, rates of disability and mortality. For some conditions,

improving the health status of entire families.

The Northern Manhattan Perinatal Partnership has used a “multi-channel” approach to reduce the infant mortality rates among residents in the Nicholas Houses, a 1,500-unit high-rise housing project in New York.

Their efforts have yielded life-saving results: a drop in infant mortality rates from 27.7 deaths per 1,000 live births in 1990 to 6.1 deaths in 2008; and, over the last 10 years, a reduction in low or very low birth weight of nearly 50 percent.

“All the stars aligned on that particular point in the four or five block radius of Harlem where most of the poverty, crime and lack of economic development and also low birth weight rates and high infant mortality rates were all cushioned,” explains Mario Drummonds, the organization’s CEO and Executive Director. “We said, if we can make some transformations in this four block radius of close to 10,000 people, we can have an impact on the overall infant mortality rate for central Harlem. That basically came to pass.”

The Northern Manhattan Perinatal Partnership addressed the health needs of pregnant women but their work went beyond the medical realm. “We did a lot of work in terms of trying to improve the social conditions of the women and men who live in that housing development,” says Drummonds. This involved reducing crime, signing up women for education programs and building a state-of-the-art center to provide job training and placement.

According to Drummonds, this kind of multi-lateral strategy is what is necessary to really address infant mortality in the African American community. “Most public health entities say, ‘Well, we’re a health department. We don’t deal with poverty; we don’t deal with racism; we don’t deal with lack of housing. That’s not part of our pay scale,’” says Drummonds. “And we say it all along that it is part of a maternal child health organization’s agenda. We have to either work with other entities that have that expertise or build that capacity within our organization to address these problems.”

A top priority for Drummonds’ organization is also preconception healthcare. Health care before pregnancy and between pregnancies not only benefits a potential parent’s health but the health

of their future child, he says, and he refers to both periods as “strategic” windows of opportunity to shrink or eradicate the health deficits in women and men of childbearing age. “It’s a time for us to work with mommy on reducing her weight...make sure she takes the proper percentage of folic acid. We can also address her mental health and her stressors. We can enroll her in [a work training program] so she can develop her skills and a work plan for herself. We can work on managing relationship during that period” and help parents create a reproductive life plan.

Northern Manhattan Partnership’s success has inspired interest from other health organizations, including Alameda County Health Department in Oakland, California as well as health organization in Wisconsin and Indiana. All have sought advice on incorporating some of the New York group’s strategies.

Drummonds says he is encouraged by his organization’s promising results. While we cannot look at today’s deficits in black pregnancy outcomes without considering the impact of negative social conditions on the African American community over time, he also “argue[s] that those conditions can change. [High infant mortality rates] is not an inevitable phenomenon that will always occur.”

“If we do certain things to change the paradigm, to shift the direction of health within the community, not just clinical but public health tactics, policy and systems intervention, that will change the landscape of healthcare within a local community,” says Drummonds.

“We can achieve better outcomes for African American women and our data shows that.” ■

About Joanna Blonska



Joanna Blonska is an independent writer and a former staff reporter for People magazine. She has contributed to Bethesda

Magazine, mediagaggle.com and Glamour magazine. She is based in Bethesda, Maryland and works for the Office of Minority Health Resource Center, where she writes about health and contributes to public health campaigns.

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Greenwich councillors have given a firm commitment to stand beside the residents and businesses affected by last week's rioting and looting in Woolwich and Charlton. The message is loud and clear – the borough is back in business and all possible help and support is being sought for those worst affected by the disturbances.

Last week Greenwich Council leader Councillor Chris Roberts wrote



to all partners to reassure them and explain what help is available. In his letter he wrote: 'I must express my appreciation for the work of the Police and Fire Services this week. They have worked tirelessly to stabilise the situation and to assist us in returning the borough to normality.

The Police have had a particularly difficult task and been unfairly criticized by people who did not witness events for themselves. Here, under the leadership of the Borough Commander, Richard Wood, they have done much to restore calm and offer reassurance to our communities.

Since Monday night there have been no further serious incidents of disorder. There have been some causes for concern in Eltham High Street, albeit far less than the media and social networking sites would have you believe, and the police have been in control throughout. Those outsiders who came to Eltham claiming to 'protect' the area by hurling missiles at police deserve

Back to Business

nothing less than our condemnation for being the cause of disorder themselves and for diverting

precious Police resources from being deployed elsewhere. For our part, the Council has been focused on supporting the Police effort, dealing with displaced persons who thankfully were few and dealing with the clean up operation as the Police cordon has been gradually lifted.

Our main focus now is supporting our businesses. I met this morning with many of the anchor businesses and have been encouraged by their determination and confidence in Woolwich. I am particularly pleased that Wilkinson's, open for just 7 weeks and employing over 70 young people have expressed a determination to reopen by the end of next week.

"Baz Bassia, manager of Wilkinson's Woolwich store, said, "We've had contractors in round the clock, everyone's been working flat out to get things back to normal." He said Wilkinson's staff were due to begin the task of rebuilding the store's damaged fittings and stock last weekend in readiness for Friday's reopening

It is also vital we support our smaller businesses to continue trading and maintaining local employment. For the past four days,

council staff have been talking with these businesses about their security, cash flow and insurance position and we are arranging a series of business surgeries to ensure they can come through this difficult time.

It is my hope that we shall emerge from this with no small business having had to go out of business. The Council will pull every lever it can to help them. I have also met with faith leaders to brief them on the situation and am grateful for their encouragement and support.

We will do all we can to hold perpetrators to account including exploring the eviction of council tenants or use of child protection measures where appropriate. You may have read that a number of councils have said they will follow our lead and government is talking of reviewing the legislation. As we receive information about suspects we will ensure that we follow through on this.

Finally, you may be interested to know that here in Greenwich, since the police secured control of the streets of Woolwich, an arrest has been made on average at a rate in excess of one every half hour. They come from all backgrounds but only 16% are under the age of 18.

It matches my own sense that young people were not the primary cause of the disturbances. We shall



continue to work closely with the police and we will be featuring images from CCTV in Greenwich Time.

You will also be able to see these on our website, which can be found at www.greenwich.gov.uk. ■

Resemblance Between *Life* & Motorcycle Race

by Nadine Lajoie

As you all know, my motto is to live life at 180MPH. I live my life as a Motorcycle race and so should you. You must have a winning spirit in life, an objective to achieve, competitors to beat and by the end maintain consistency in your approach. It's because at the end of every race, another race awaits you. Besides the characteristics required for winning the race, you must also keep a close eye on factors that can make you lose the race of life. These can be in the form of sudden unexpected incidents, losing focus, or an adrenaline rush impairing your judgment. In the lines below, I shall illustrate how life resembles a motorcycle race.

The first thing that racing track and life both share is the competitors.

In racing, there are other motorcyclists around you who are your competitors and have the potential of beating you in the race. These competitors can hinder your goal either intentionally or unintentionally. For instance, a competitor comes close and tries to de-track you, or in another case, someone in front of you loses control of the motorcycle and ultimately you face the consequences. Such is the case in life; people will intentionally or unintentionally try to stop you from achieving

your goal. Like in a professional career, other people may use unfair means and corporate politics to stop you from climbing the ladder of success. Also, the example of an unintentional hurdle can be in the form of a sudden death of someone close to you. So, like a motorcycle race, in life you also have to proceed with caution. It is crucial to understand your competitors; learn from others mistakes so that you won't repeat them. And always stay focused on your objective come what may.

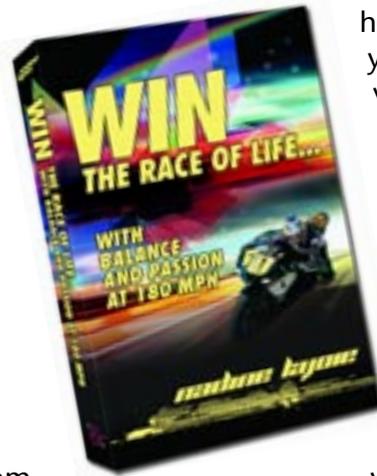
The second important thing is to adjust yourself on your

is the case with life; you have to adjust your self according to the situation you face. Sometimes you will have to pause, so that you have a clearer view of the horizon and situation. I have discussed this phenomenon in detail in my article on "*Realizing your Dreams*". Don't take this pause as a negative thing; because in order to jump forward you apply force in a backward direction. So slowing down can work well for your path to success.

In conclusion, I would encourage you to show perseverance in the race of life.

Be committed to your goal, take precautions, and never be discouraged by whatever roadblocks you encounter. And the most important part of winning is the celebration. You must take time to celebrate your win, share the win with your family at home and your friends in the

pit. It's necessary because their cooperation has made the win possible. So go on and live your life at 180MPH as I do. **And be a Winner!!** ■



Nadine Lajoie

motorcycle. In a race you adjust yourself on the seat according to turns and curves. Sometimes you have to slow down to have a clear view of the track. The same

During difficult times, we often look for others to take the blame. The recent economic mess is a good example. Credit cards maxed out. People consumed by debt. Families losing homes. We try to convince ourselves it is not our fault, that someone else caused the financial crisis in our lives.

We are responsible for our actions. Finger pointing and blaming others solve nothing. We also have to understand that current actions affect more than present situations. Our actions today have consequences for tomorrow.

As a university President, I receive a variety of communications from students' parents. I am

surprised when parents seek me out on behalf of their sons and daughters. I expect college students to speak for themselves. I believe responsible students grow up to

be responsible adults, and this world needs more responsible adults to influence and lead.

Teaching responsibility begins and ends with adults. I offer six positive recommendations for instilling a sense of responsibility in children.

1. Build Work Ethic

I was nine-years old when I began delivering newspapers, and I kept the route until I entered college. I was proud to be a miniature entrepreneur. My 72 customers waited anxiously for me to deliver their daily newspaper, and they depended upon me. If I let them down, I let myself down. That newspaper route helped me grow into being a responsible adult with a strong work ethic.

2. Assign Household Chores

Responsibility can be learned at an early age. Assign children routine tasks to complete around the house. The following chores involve nothing unreasonable or barbaric: make the bed; tidy the bedroom; carry out the trash; empty the dishwasher; mow the yard; rake leaves; dust, sweep, and mop (not mope).

3. Encourage Saving Money

When children earn money, insist they save some of it. The savings can be for short-term purchases like video games and clothing, or toward long-term goals like summer camp and college. When children use their own money, the spending has special meaning.

4. Adopt a Pet

When something depends upon us, we become responsible. Pets—from goldfish to golden retrievers, from turtles to tabbies—require regular and reliable maintenance. Lessons of responsibility are not learned, however, if Mom and Dad end up taking care of a neglected pet.

5. Foster Reflective Thinking

The power of reflective thinking dates back to Socrates. The concept is a simple one: the more we think, the better we learn. Children make good decisions and bad decisions. As adults, we can help them think about why they did what they did, and how their actions affect them and others.

6. Model Values

We are children's role models. We are models of honesty and truthfulness, of ethical behavior and integrity. We are the superheroes of everyday life, and our heroics are as powerful as our fictional counterparts. We teach that dishonesty and deception have unpleasant consequences. We explain that unacceptable behavior is unacceptable. But, we cannot be worthy examples if we do not model and live the values that we, ourselves, espouse. ■

Be diligent.

Children are watching.

*The next generation
is learning from us.*

Rick D. Niece, Ph.D., author of The Side-Yard Superhero, currently serves as the President for the University of the Ozarks in Clarksville, Ark. He, along with his wife Sherée, work to provide intellectual and cultural enrichment for the 675 students of the University, preparing them for graduate school and professional employment success as well as establishing lifelong values. For more information, please visit www.RickNiece.com.



Sisters Helping Sisters



SisSLE The Sister Study

SisSLE

Sisters of Women with Systemic Lupus Erythematosus Research Study

Systemic Lupus Erythematosus (SLE) affects about 1.5 million people in the United States, a vast majority of who are young women. The SisSLE research study will engage the help of sister pairs, one affected by SLE and one unaffected, and follow them for several years to learn more about why women are affected more than men. It will also help answer important questions about how and why lupus develops.

Who should join the SisSLE study?

We are enrolling blood-related sisters: one sister with a confirmed diagnosis of lupus and one sister that does not have lupus. If there is more than one sister without lupus, all may participate.

What are participants asked to do?

The sister with lupus will be asked to answer a one-time health survey and provide a one-time blood sample. The sisters that do not have lupus will be asked to answer a health survey twice a year and provide a blood sample once a year. *The sister's participation is for two years and possibly longer.* If you choose to take part in the research study, you can change your mind about your participation at any time. The blood sample may be collected at The Feinstein Institute for Medical Research in Manhasset, NY, at a laboratory near your home, or by your personal physician. There is no cost to participate in the research study.

This study is funded by The National Institutes of Health.

Criteria for sister WITH lupus:

- Confirmed diagnosis of SLE before the age of 41.

Criteria for sister(s) WITHOUT lupus:

- Currently age 10 to 45 years old

For more information, please contact a research nurse at:

1-877-698-9467

SisSLE@nshs.edu

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Liver Transplant Survivor Tells Her Story of Survival and Recovery in New Book

Pat Powers Rothacker understands that the process of undergoing an organ transplant involves much more than just the operation itself. In her new book, *A Smile Never Hurts: One Woman's Story*, (Three Bean Press; May 2011; softcover/\$15.95; ISBN 978 0 9767276-5-1) Rothacker tells the story of her life-saving liver transplant surgery, taking readers on an extraordinary medical journey from diagnosis to recovery. Using short anecdotes and vivid details, Pat recounts the process of her transplant with humor and optimism.

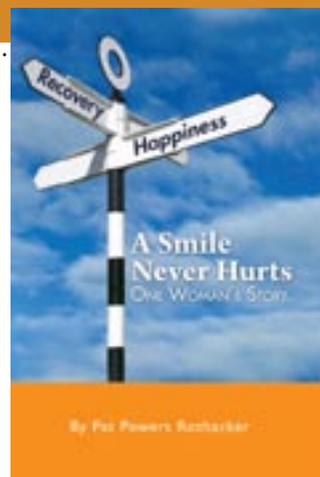
Pat describes a lifetime of medical ailments starting with her premature birth to her self-inflicted concussion while working as an airline stewardess in the 1950s. Her ability to share these traumatic stories with a sense of levity sets the background for her greatest medical challenge yet – the need for a new liver. And while this medical emergency is no laughing matter, Pat's resilience, sense of humor and ability to keep a positive attitude demonstrate that it is possible to persevere and keep going

even in the face of serious illness. Pat comes through recovery with this humor and hope intact, making it clear that life doesn't stop with a diagnosis.

Pat's honestly told story is a quick and uplifting read, providing inspiration and hope for anyone suffering through a life-threatening illness or supporting someone who is suffering. "I want to share my story with others who may be going through an organ transplant or know someone who is and to show them that there is a great life after a liver transplantation."

About her surgery, Rothacker writes, "I wish I had a Hollywood awakening where the patient sits up in bed and orders coffee." Later during her long recovery she admits, "People around me were never sure if they were dealing with the rational me or the drug-induced me."

A Smile Never Hurts also includes Detours, short segments where the author relays medical stories such as the woman who insisted on shaving her legs before the EMTs arrived to take her to the hospital.



These asides demonstrate the ways that essential personality remains despite the many difficulties of medical trauma.

A full electronic review copy or review copy of the book is available to the media and the book can be purchased directly through the publisher, 3Bean Press. All proceeds from *A Smile Never Hurts* go to provide scholarships to Cathedral High School in Manhattan. ■



Attention female Veterans with an entrepreneurial passion –
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V-WISE is a program of the Falcone Center for Entrepreneurship at the Whitman School of Management, Syracuse University, and is funded through a cooperative agreement with the U.S. Small Business Administration.

INNOVATION—Girls, Women and STEM

Innovation, fresh perspectives and new ways of being and doing have long been the catalysts for sustained change and improvements in our society and the world. In many cases, women are, and have historically been, instigators and leaders of change. Forbes magazine's 100 Most Powerful Women (Sept. 12, 2011) edition adds proof to this premise. Many of the women listed were chosen because of their reach and influence gained by social media, a very visible change that has dramatically improved communication and the rate at which information is exchanged. As a matter of fact, women—Katie Jacobs Stanton, Vice President of International Strategy for Twitter, U.S.; Sheryl Sandberg, COO for Facebook, US; Marissa Mayer, Vice President, Local, Maps & Location Services for Google, U.S.; and, Susan Wojcicki, Senior Vice President, Advertising for Google, US—are at the helm of one of the fastest growing commodities in the world—technology and more specifically, social media and marketing. As if this is not impressive enough, Forbes' list includes 12 women heads of state including U.S. Secretary of State, Hillary Rodham Clinton; First Lady Michelle Obama as well as countless CEOs, CFOs and COOs. What I glean from this list and the many powerful women I meet and speak with on a daily basis is: 1) women have never been in a better position to take their place in the society and the word as leaders; and 2) women of influence and power have the responsibility of preparing the next generation of women leaders.

In 2007 Girl Scouts of Central Maryland hosted its first Women's Leadership Forum—a forum that allowed women who excelled in their fields to share their insights and knowledge with girls and women of all ages. Frances Hesselbein, who has been touted as the "Grande Dame of American Management," was our first guest speaker and she explained her leadership philosophy. She told the audience of women leaders that you "don't need to emulate some of the tough guys. We [women] respect all people and construct a diverse, inclusive organization." She also emphasized that, **"Good leaders not only get the right people on the bus, they get them in the right seat."**

As evidenced by Forbes' list of powerful women, technology and its associated fields—science, math and engineering—are the innovation frontiers of the 21st century. As today's leaders we have got to be sure that girls and young women are prepared to "board the bus" and that in the 21st century that bus is STEM. With the U.S. in a recoiled position in these areas, STEM is a great springboard from which the next generation of women leaders can attain leadership and power. The list of women's accomplishment in these areas is already

admirable, yet there is still enormous opportunity for increased exploration, penetration and accomplishment—in order to boost our economy and standing in the world.

Several years ago, our Council made a conscious decision to emphasize the importance of STEM to our girls and encourage them to learn about the careers associated with it. With the help and generous support of Northrop Grumman in 2010, we transformed our office space into program areas that allow us to provide hands-on activities and programs in engineering, science and technology to girls of all ages. I am proud to say that we have provided STEM programs to nearly 1,500 girls already in just

the first year of having our new Urban Program & STEM Center. Corporations understand the importance of this kind of training and exposure and that's why the Techbridge company partnered with Girl Scouts to test and create STEM activities that are both fun and engaging for girls and why Northrop Grumman agreed to partner with us to ignite interest in STEM.

Girl Scouts has always been focused on preparing girls for leadership roles now and in the future – our STEM focus is a natural outgrowth of our mission. With continued help and support from organizations like Techbridge and NASA, universities, such as Johns Hopkins University and the University of Maryland, and corporations like Northrop Grumman, our girls will be poised to take their rightful seat as the driver of the bus and lead this country into the future. ■

*...providing science,
technology,
engineering and
math programs...*

Traci A. Barnett, M.B.A., Chief Executive Officer of Girl Scouts of Central Maryland is a 2011 recipient of the Daily Record's Innovator of the Year Award for the construction of the GSCM Urban Program and STEM Center. GSCM is



one of three Girl Scout Councils in the U.S. that has its own STEM center, providing science, technology, engineering and math programs to nearly 30,000 girls in the central Maryland region. For more information about Girl Scouts of Central Maryland visit: gscm.org.

Teaching Deliveries By SEA SENSE

SEA SENSE . . . The Women's Sailing & Powerboating School is offering **TEACHING DELIVERIES**. An expansion of the popular **ON YOUR OWN BOAT**® courses, this private instruction is designed for many applications, including teaching someone who has just bought a boat how to take it from the point of purchase to their home port. It works equally well for those contemplating a trip to a new cruising ground or traveling the Great Loop, the Intracoastal Waterways or offshore in the oceans for the first time.

Many different situations can be encountered on any passage, be it two days or two weeks' duration. Each new occurrence will be used as a teaching tool, from tides and currents in different areas to entering new harbors, dealing with traffic, learning about channel

markers and planning the next day's run. "Planning and achieving cruising goals are the point of this course, with emphasis on teaching how to make the necessary decisions to be able to do-it-yourself. We send the owners on their way safely and confident in their own ability," said Capt. Patti Moore, co-founder of **SEA SENSE**.



All aspects of passage are covered - from trip planning and execution, learning complex high-tech boat systems, traveling to new and challenging areas, and dealing with on-board emergencies. Pricing is

dependent on boat size and trip duration. At the end of the delivery, students will have experienced many, varied cruising situations, preparing them to go it alone with new-found skill and confidence. ■



For more information contact:

SEA SENSE . . . The Women's Sailing & Powerboating School

P.O. Box 1961 • St. Petersburg, FL 33731

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Anna María Chávez Selected Chief Executive Officer of Girl Scouts of the USA

Girl Scouts of the USA (GSUSA) announced today that Anna María Chávez, who grew up in a small town in southern Arizona and rose to become deputy chief of staff to that state's then-Gov. Janet Napolitano, has been appointed to the top post at the iconic organization. Chávez is set to officially assume her new role at the Girl Scouts National Council Session/52nd Convention in November.

Chávez's appointment as the 19th chief executive of Girl Scouts, among the largest and most widely recognized nonprofits in the country, comes as the organization readies to launch a national celebration as part of its 100th anniversary designed to honor its legacy and create urgency around girls' issues. She will replace Kathy Cloninger, who is retiring after leading the organization for eight years.

"Girl Scouts is the premier leadership organization for girls with a trailblazing legacy that stretches nearly 100 years," said Chávez, who currently serves as chief executive officer of Girl Scouts of Southwest Texas. "The country has never needed Girl Scouts more than it does today. What girls are accomplishing in Girl Scouting is inspiring. I have seen it firsthand in Texas, and I intend to tell that story far and wide. I'm eager to work with our partners across the country as the organization embarks on a new century of empowering girls to take the lead in their own lives and make a difference in their communities and across the world."

Connie Lindsey, National President of Girl Scouts of the USA, said: "Anna María is the right person at the right time for our organization. She has a tremendous track record, and her visionary leadership is going to be invaluable as we work to fulfill our mission to be the premier leadership experience for girls in ways that are relevant, engaging and meaningful."

Chávez was appointed chief executive of the Girl Scouts of Southwest Texas in 2009 after serving as deputy chief of staff for urban relations and community development for former Arizona governor and current U.S. Secretary of Homeland Security, Janet Napolitano. As deputy chief of staff, she promoted the governor's policies, programs and initiatives through coordination and partnership with city, county, and tribal governments, federal agencies and community organizations. In addition, she served as the governor's policy advisor to the Arizona Department of Housing and advised Napolitano on strategies for coordinating housing and economic development. Prior to being appointed as deputy chief of staff, Chávez served as Napolitano's director of intergovernmental affairs from 2003 to 2007. She also served as in-house counsel and assistant director for the Division of Aging & Community Services (DACs) at the Arizona Department of Economic Security. Chávez entered state government after serving as senior policy advisor to U.S. Secretary of Transportation Rodney E. Slater. Previously, she had been chief of staff to the deputy administrator at the U.S. Small Business Administration (SBA) in Washington, D.C. Chávez also served as chief of staff for SBA's Office of Government Contracting and Minority Enterprise Development.

Chávez will take over as chief executive after a dramatic period of change for the organization. Cloninger has led Girl Scouts through a historic transformation designed to ensure that

the organization delivers the best leadership experience for a new generation of girls whose lives—and the opportunities they face—are ever changing. The wide-ranging effort has included consolidating councils from 312 to 112, as well as developing a nationally consistent program portfolio for girls that includes a series of leadership journeys, or coordinated series of activities grouped around a theme, and a revamped system of badges and awards that align with the leadership program.

In addition, Girl Scouts in 2010 launched a national brand campaign, known by the tagline *What Did You Do Today?*, which is designed to inspire girls and adults to join Girl Scouts in making a difference in the world. Girl Scouts is set to launch in 2012 its first-ever nationwide fundraising campaign that will extend over five years.

"What a testament to the kind of leadership we have within the Girl Scout Movement that we were able to select one of our own to lead our organization into its second century," said Cloninger, who acceded to the top post after nearly three decades of executive roles in Girl Scouting, including as chief executive officer of the Girl Scout Council of Cumberland Valley in Tennessee. "Anna María exemplifies the leadership qualities that we strive to teach all of our girls and she is going to be an inspiration to all girls and a strong advocate on their behalf."

Chávez grew up in a Mexican-American family in the small town of Eloy, Arizona, and later in Phoenix. She holds a law degree from the University of Arizona College of Law and a bachelor's degree in American history from Yale University. Bar admissions include the U.S. District Court for the District of Arizona, Arizona Supreme Court, and U.S. Supreme Court. Her husband Robert is a financial industry executive and they have a son, Michael.

Over the past 99 years, there have been 18 national CEOs. The first three were known as national secretaries and the next four as national directors. From 1935 until 2002, the title was national executive director. Since then, GSUSA's top post has been termed chief executive officer. ■



Anna María Chávez

About Girl Scouts

Founded in 1912, Girl Scouts of the USA is the preeminent leadership development organization for girls with 3.2 million girl and adult members worldwide. Girl Scouts is the leading authority on girls' healthy development, and builds girls of courage, confidence, and character, who make the world a better place. The organization serves girls from every corner of the United States and its territories. Girl Scouts of the USA also serves American girls and their classmates attending American or international schools overseas in 90 countries. For more information on how to join, volunteer, reconnect, or donate to Girl Scouts, call (800) GSUSA 4 U or visit www.girlscouts.org.

The Endocrine Society

Hot Flashes May be Fewer in Older, Heavier Women

A recent study accepted for publication in The Endocrine Society's *Journal of Clinical Endocrinology & Metabolism (JCEM)* found that among women aged 60 and above, heavier women have fewer hot flashes than their leaner counterparts. The inverse association between body size and hot flashes was observed only among the older women.

In the last decade, research on perimenopausal women has shown that heavier women tend to have more hot flashes. As a result of this research, clinicians began to observe obesity as a risk factor for hot flashes. However, according to this new study, after a woman reaches an age where she becomes menopausal and her ovary no longer produces estrogen, it appears that the heavier the woman is, the fewer hot flashes she experiences.

"This study provides a more nuanced understanding of the relationship between body size and hot flashes, emphasizing the important role of age," said the study's lead author, Rebecca Thurston, PhD of the University of Pittsburgh. "Our findings show that the benefit of higher fat levels for hot flashes is not apparent until a woman is about 60 years old."

In this study, researchers examined 52 women who had reported hot flashes and were not on medication impacting hot flashes. Study participants had their body fat percentage, waist circumference and BMI measured and were physiologically assessed for hot flashes by use of a monitor that measured skin conductance. Participants also self-reported hot flashes by using a portable electronic diary.

"Our study showed that higher adiposity, BMI and waist circumference were associated with fewer physiologically-assessed hot flashes among older postmenopausal women with hot flashes," said Thurston. "Moreover, associations were most pronounced among Caucasian women. This study underscores the importance of considering how age and race may modify the relationship between obesity and hot flashes."

Also working on the study was Nanette Santoro of the University of Colorado and Karen Matthews of the University of Pittsburgh.

The article, "*Adiposity and hot flashes in midlife woman: A modifying role of age,*" appears in the October 2011 issue of *JCEM*.

Study finds that obesity's impact on incidence of hot flashes may depend on age



Elevated sex hormone levels associated with chronic disease risk

■ Smoking after Menopause May Increase Sex Hormone Levels

A recent study accepted for publication in The Endocrine Society's *Journal of Clinical Endocrinology & Metabolism (JCEM)* found that postmenopausal women who smoke have higher androgen and estrogen levels than non-smoking women, with sex hormone levels being highest in heavy smokers.

Previous studies have shown that high levels of estrogens and androgens are potential risk factors for breast and endometrial cancer as well as type 2 diabetes. Cigarette smoking is a well established risk factor for chronic diseases such as cancer, cardiovascular disease and diabetes, but earlier studies examining the relationship between smoking and sex hormone levels have yielded inconsistent results. This new cross-sectional study in a population-based sample of postmenopausal women suggests that sex hormones may provide one plausible mechanism

through which cigarette smoking influences chronic disease risk.

"The observed increase in sex hormone levels with cigarette use suggests that tobacco smoke, apart from its direct toxic and carcinogenic effects, may also influence chronic disease risk through hormonal mechanisms," said Judith Brand, MSc, of University Medical Center Utrecht in The Netherlands and

lead author of the study. "The good news is that the effect of cigarette smoking appears reversible, as an almost immediate reduction in sex hormone levels was seen in women who quit using cigarettes."

In this study, researchers examined blood samples from 2,030 postmenopausal women aged 55-81 years. Study participants were categorized as 'current', 'former' or 'never' smokers based on their responses to questions regarding cigarette use. Researchers found that study participants who were 'current' smokers had higher circulating levels of androgens and estrogens, while 'former' smokers who had quit within 1-2 years had sex hormone levels the same as 'never' smokers.

"Obviously, quitting smoking has major health benefits such as prevention of cancer, respiratory and heart diseases," said Brand. "Our research suggests that smoking cessation may have additional effects

by modifying hormone-related disease risks, but this was not the subject of the present study and requires further investigation.”

Other researchers working on the study include Mei-Fen Chan, Robert Luben and Kay-Tee Khaw of the University of Cambridge (UK); Mitch Dowsett and Elizabeth Folkard of Royal Marsden Hospital in London, UK; Nicholas Wareham of the Medical Research Council in Cambridge, UK; and Yvonne van der Schouw of University Medical Center Utrecht in The Netherlands.

The article, “*Cigarette smoking and endogenous sex hormones in postmenopausal women*,” appears in the October 2011 issue of JCEM.

■ New Fact Sheet Defines Hypothyroidism and Explains Treatment Options

The Hormone Foundation has added a new bilingual (English and Spanish) fact sheet to its collection of patient education materials. *Medicines for Hypothyroidism* explains the important role of thyroid hormones T3 and T4 in maintaining health and presents levothyroxine—synthetic T4—as the preferred treatment for hypothyroidism. Precise dosing and careful dose adjustment are key to successful treatment, particularly among people older than age 60, pregnant women, and infants, children, and teens. Other, less advantageous treatment options presented include combination T3 + T4 drugs and dried animal thyroid.

The fact sheet can be found online at: <http://www.hormone.org/upload/Medicines-for-Hypothyroidism-Bilingual-WEB.pdf>. ■

Founded in 1916, The Endocrine Society is the world's oldest, largest and most active organization devoted to research on hormones and the clinical practice of endocrinology. Today, The Endocrine Society's membership consists of over 14,000 scientists, physicians, educators, nurses and students in more than 100 countries. Society members represent all basic, applied and clinical interests in endocrinology. The Endocrine Society is based in Chevy Chase, Maryland. To learn more about the Society and the field of endocrinology, visit our site at www.endo-society.org.

BUSINESS BLOGGING – WHY EVERY BUSINESS OWNER SHOULD DO IT

Between Facebook posts and Twitter tweets, it seems like there are a thousand and one ways to communicate virtually these days. However, what many in the business world overlook is blogging. Better Business Bureau is recommending that business owners consider some simple blog implementation strategies to heighten their business' visibility on the web.

A blog dedicated to the thoughts of a business' president or CEO or a business' mission can serve as a meaningful way to attract potential customers – and allow business owners to establish themselves as

a thought leader in their respective market(s). Business blogs can be linked from the business' website, Facebook page and Twitter account and are a great way of sharing the longer, more thought provoking messages.

According to a recent survey by HubSpot, 57% of companies using blogs reported that they acquired customers from leads generated directly from their blog. They go on to find that businesses are now in the minority if they do not blog. From 2009 to 2011 the percentage of businesses with a blog grew from 48% to 65%.

So what's so great about a blog? A blog gives a president or CEO the chance to communicate in more of a dialogue-like setting with their constituents. Limited characters and space can confine a message in some settings. A blog allows for a full message to be shared and can even be catered towards targeted audiences.

BBB recommends that business owners consider the following when implementing a blog for their business:

- **Heightened visibility is always a plus.** When you blog, you get more eyes on your business and increase your search engine optimization (SEO).
- **Voicing your passion gets your customers noticing.** Letting your customers see how and why your business came about and sharing what it is you love about doing what you do is a great way to make a connection with your audience. With (almost) no length limits, a blog is a great platform to share exactly what it is that makes your business different from the rest.
- **A blog can serve as a great networking tool.** A blog is a great place to inspire your constituents and build a subscriber base. By giving your voice a platform and reaching out to other fellow business bloggers, you have the ability to establish a solid business-to-business network.



If You Paid Overdraft Fees to Bank of America You may be Eligible for a Payment from a Class Action Settlement

A \$410 million Settlement has been reached in a class action lawsuit about the order in which Bank of America, N.A. (“Bank of America”) posted debit card transactions to customer accounts. Bank of America maintains there was nothing wrong about the posting process used.

Who’s Included? You are a member of the Settlement Class if you: (1) Had a Bank of America consumer checking and/or savings account that you could access with a Bank of America debit card, at any time between January 1, 2001 and May 24, 2011, and (2) Were charged one or more overdraft fees as a result of Bank of America’s practice of posting debit card transactions from highest to lowest dollar amount.

What Are the Settlement Terms? Bank of America has agreed to establish a Settlement Fund of \$410 million, from which identifiable Settlement Class Members may receive payments or account credits. The amount of such payments or account credits cannot be determined at this time. However, it will be based on the number of people in the Settlement Class and the amount of additional overdraft fees each Settlement Class Member paid as a result of Bank of America’s posting order. There is not sufficient data to identify all Settlement Class Members for the time period January 1, 2001 to December 31, 2003. On behalf of Settlement Class Members who cannot be identified, between 5% and 14% of the Settlement Fund, net of expenses, will be made available to non profit organizations.



How to Get Payment? If you are included in the Settlement Class and entitled to receive a cash benefit, you do not have to do anything to get a payment or account credit. If the Court approves the Settlement and it becomes final and effective, you will automatically receive a payment or account credit.

Your Rights May Be Affected. If you do not want to be legally bound by the Settlement, you must exclude yourself from the Settlement Class. The deadline to exclude yourself is **October 3, 2011**. If you do not exclude yourself, you will release your overdraft-fee-related claims against Bank of America and will not be able to sue Bank of America for any claim relating to the lawsuit. If you stay in the Settlement Class, you may object to it by **October 3, 2011**. The Court will hold a hearing on **November 7, 2011** to consider whether to approve the Settlement and a request for attorney’s fees, costs, and expenses up to 30 percent of the money remaining in the Settlement Fund, after costs and administrative expenses are paid. You can appear at the hearing, but you don’t have to. You can hire your own attorney, at your own expense, to appear or speak for you at the hearing. ■

For more information about the Settlement:
www.bofaoverdraftsettlement.com or 1-800-272-2390.

Role of Women in the Post-Civil War Era

As the role of women continually changes in modern society, looking to the history of women’s rights are a testimony to how far society has come. In *Mobley’s Law: A Mobley Meadows Novel*, author Gerald Lane Summers, J.D. explores the role of women in the post-Civil War era through Mobley Meadows,

a fictional U.S. Circuit Court Judge who fights injustice wherever it exists.

Along his journey, Mobley meets Lydia Sweetgrass, a widow who is not allowed to practice as a pharmacist as a result of discrimination against women. Although her husband trained her for ten years and a normal apprenticeship lasts only two, she is charged with being unqualified, a clear excuse for discrimination. According to the laws of the time, one is qualified to be a pharmacist after apprenticeship, so theoretically all that Lydia would need to do would be find a pharmacist

to test her and issue certification, which proves to be problematic, “but where am I going to find one who would do it? They don’t want women in their profession. I’m afraid it’s hopeless.”

Meadows struggles with Mrs. Sweetgrass’ problem, committing himself to helping her situation. He reflects that the unequal treatment of women in society “was one deeply rooted in history and

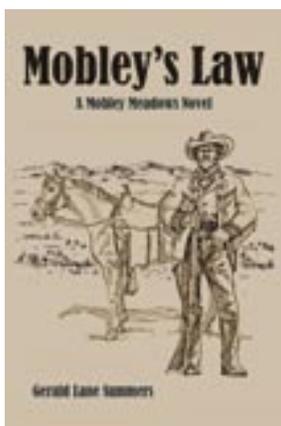
religion,” with some Christian sects openly preaching that women were responsible for man’s ejection from the Garden of Eden and others teaching that women tempted men with their bodies, placing the burden of sin on women, “...even the most righteous men could be prevented from achieving a closeness with God,” by women. The sentiments that pervaded society led to disastrous consequences, including witch hunts in which innocent women were burned at the stake. Even women themselves were afraid of change and did not believe themselves worthy of any more than they had been dealt in life, buying into the same rhetoric of male superiority that the men adhered to.

The role of women is continually evolving, as they have entered and become respected in the professional world. Although women still perform 70 percent of the housework and earn 70 percent of the income than do their male counterparts, Lydia Sweetgrass’ story reminds readers how far society has come and the attitudes against which they are still fighting, deeply rooted in history and tradition. *Mobley’s Law* interweaves this and other themes into a truly riveting adventure tale. ■

Contact: Gerald Lane Summers - peninhand2u@yahoo.com



Gerald Lane Summers, J.D



What's the Deal with **Organic**?

You may have often asked yourself, “What’s the deal with organic?” In *Healthy Mom*, Iva Young, who studied Kinesiology and Health Promotion at California Polytechnic University, provides mothers with the benefits of organic foods, dispels myths, and builds a foundation for incorporating organic foods into your meal planning that’s budget friendly as well. Although you might have dismissed organic food as a “yuppie” fad, Young explains the benefits of organic eating.

Some key benefits:

- ✓ No irradiated ingredients used
- ✓ No preservatives or additives used
- ✓ No growth hormones used
- ✓ Higher levels of antioxidants

It is easy to see that eating organic is far better for your health, and fortunately more grocers have recognized the demand for organic foods among their customers, and as a result, are offering increasingly more options in the organic category. *Healthy Mom* was written by a healthy mom, addressing the real budgetary and convenience needs of healthy mothers. Unlike other dietary guides, Young understands that many families are on a tight budget and provides healthy shopping lists for Costco and Super Wal-Mart.

Young cites the organic foods that are “worth the price,” including cereals and oatmeal from Nature’s Path, dairy products from Stonyfield Farm Organic, and cheese from Tillamock. By providing those who would like to pursue an organic lifestyle on a limited budget with a few key groceries to supplement traditional groceries in their diets; Young helps readers to get the most value for their money.

Healthy Mom uses accessible language and manageable chapters to answer every nutrition question imaginable, from “What is the deal with milk and milk-like products?” to “Why should we choose whole grains?” Young is the ultimate guide through demystifying healthy living in a real and applicable way, acknowledging and working around budget constraints, time constraints, as well as a number of other concerns. ■

Contact: Iva Young - iva@healthyiva.com



Iva Young

The Laboratory for Child Development at Johns Hopkins University!

At the Johns Hopkins Laboratory for Child Development, we investigate how infants and children perceive and reason about the world around them. We explore such topics as how infants and children remember hidden objects, learn new words, and think about number and mathematics.

Our studies involve playing simple games that parents and children usually find lots of fun! We are currently conducting these studies with infants and children

between the ages of 0 and 6 years of age. We would love for you

and your child to participate in our research! As a thank-you for your participation, we offer your child a small gift.

If you would like to read about our studies in more detail, check out this year's Fall Newsletter! ■



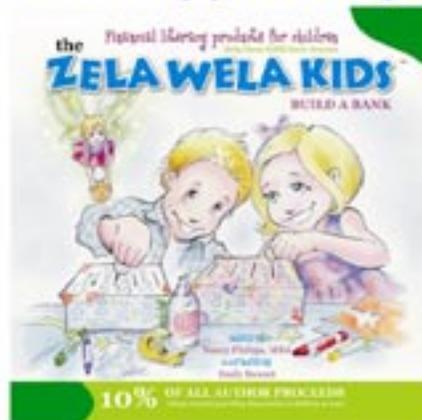
Want to Participate?

You may call us at (410) 516-6068 or send us an e-mail at infant.research@jhu.edu. You can download our parent letter and brochure for more information.

Financial Literacy and Goal Achievement Book for Children

Children who learn how to manage their money wisely will have an advantage as adults.

Give your child the opportunity they deserve.



This book introduces your child to the powerful wealth building concept of dividing your earnings into giving, investing, saving and spending. Repetition and “doing” are two of the most important laws of learning. By practicing this habit at a young age, your child will learn about counting money and adding and subtracting in a real life situation. They will develop the foundation for calculating percentages which is essential for understanding interest rates and financial contracts later in life. Your children will learn about the joy of giving and they will learn the necessary steps to manage their money so they don ’t overspend! Nancy Phillips, MBA

“ *The Zela Wela Kids Build a Bank* is available at www.amazon.com and barnesandnoble.com “

If you would like more information about the author or to find out about when the next books in the series will launch, go to www.zelawelakids.com.



“People of all ages will benefit from exposure to the information contained in these stories.”

BBB Forecasts Repair Scams Headed for Maryland

Rogue Contractors Likely on the Heels of Irene

Better Business Bureau | Greater Maryland is cautioning residents to anticipate a spike in door-to-door storm chasers following the first major hurricane of 2011 predicted to hit the region on Saturday. BBB and government agencies frequently receive a high-volume of reports of post disaster rip-offs that come and go following violent weather.

While there's still time to prepare, Marylanders are urged to gather food, water, emergency and medical supplies for family members and pets. A filled gas tank, a fully charged cell phone and list of emergency

contact numbers for your utility and insurance agent are must-haves for every head-of-household.

"If your car or home is damaged by Irene,

the worst thing you could do is make a rash decision or leap at the offer of a quick fix. It could cost you dearly," said Angie Barnett, President/CEO, BBB | Greater Maryland. "Call your insurance agent, check with BBB, get it in writing and sleep on big decisions."

BBB offers the following tips to keep consumers from getting soaked after the storm:

High-pressure sales - Close the door on offers you must "act now." If damage is extensive, it may take a while to have your repairs done. However, if you use an a rogue, unlicensed contractor, you forfeit significant protections under Maryland state law including bonding and insurance coverage.

Upfront or cash payments - Never under any circumstance pay for repairs upfront or in cash. Receipts are needed for insurance and warranty purposes. If you pay upfront, don't be surprised if some or all of the repairs go undone.

Handshake agreements - We all want to trust one another, but it's just not smart when it comes to home improvement. Get everything in writing. This includes the materials to be used, any warranty for parts and labor, the payment schedule and the

date of completion. Ask for proof of licensing and validate the information by contacting the Maryland Home Improvement Commission, or in the case of tree service, the Department of Natural Resources.

Here are some other red flags that can help you spot a trouble on your doorstep:

- Unmarked or unprofessional vehicle signage
- Business cards with only a name and phone number, but no local address
- License numbers missing on vehicles, business cards and estimates
- Repairmen that just happen to show-up with left-over material from another job

"Don't forget to save those receipts," adds Barnett. "If the storm forces you out of your home, or to your local home improvement store, you'll want to keep everything in order so you can submit eligible costs for reimbursement through your insurance provider."

For more information here are some links that can help you before and after the storm:

www.bbb.org

www.bge.com

www.dllr.state.md.us/license/mhlc

www.dnr.state.md.us

www.fema.gov

About BBB | Greater Maryland

Headquartered in Baltimore, BBB | Greater Maryland is a non-profit organization that was established in 1922. It serves 18 Maryland counties and Baltimore City. In 2010, BBB provided over 1,302,000 Reliability Reports on businesses and handled over 12,500 marketplace disputes. BBB is supported by Accredited Businesses that have passed a comprehensive review, met BBB's Standards for Trust and agreed to the organization's Code of Business Practices governing sound advertising, selling and customer service practices that enhance customer trust and confidence in business. For more information please contact your BBB at 410-347-3990 or visit bbb.org.

BBB of Greater Maryland

Angie Barnett, President & CEO

410-347-3981

BBB of Greater Maryland

Jody Thomas, V.P. Communications

410-347-8593

Pregnant? Breastfeeding?

YOU have questions... WE have answers.



OTIS (Organization of Teratology Information Specialists) is a North American non-profit that provides education about the effects of exposures during pregnancy and breastfeeding, and conducts relevant research. Let OTIS counselors provide you with **FREE** up-to-date, evidence-based information.

Here are a few questions you may have...

- Should I get the meningitis vaccine during pregnancy?
- Can I take my asthma medication while breastfeeding?
- I had the HPV vaccine and recently found out I was pregnant. Should I be concerned?



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Find us:



Department of Maryland Ladies Auxiliary to Veterans of Foreign Wars Donates Over \$49,000 to VA Maryland Health Care System

The Veterans Affairs (VA) Maryland Health Care System recently purchased 46 new Staxi wheelchairs thanks to a donation of more than \$49,000 from the Department of Maryland Ladies Auxiliary to the Veterans of Foreign Wars. "This became our President's project for 2010-2011 because our auxiliary members knew it would benefit so many Veterans who need wheelchair assistance when they visit a VA Maryland Health Care System facility for their clinic appointments," said Vickie L. Stephens, Past President, Department of Maryland Ladies Auxiliary to the Veterans of Foreign Wars.

The donation has allowed Staxi wheelchairs to be placed at several facilities throughout the VA Maryland Health Care System, including the Baltimore and Perry Point VA Medical Centers, the Loch Raven VA Community Living Center & Rehabilitation Center, and the Cambridge, Loch Raven and Pocomoke City VA Outpatient Clinics. With an aging Veteran population, the Staxi chairs will provide a way for Veterans needing wheelchair assistance to get to and from their important clinic appointments.

These unique wheelchairs are perfectly suited to meet the specific needs of Veterans receiving care throughout the VA Maryland Health Care System because they offer comfortable seating and can be easily maneuvered by those pushing the wheelchair, regardless of the person's size. The wheelchairs are also equipped with oxygen tank holders and they are

stackable, like luggage carts at an airport, for ease of storage.

"These new wheelchairs have truly enhanced patient care and are providing support to our Veteran patients and their spouses who have limited mobility and need transportation assistance at each of our facilities," said R. David Edwards, chief of Public & Community Relations for the VA Maryland Health Care System.

throughout the state. More than 52,000 Veterans from various generations receive care from the VAMHCS annually. Nationally recognized for its state-of-the-art technology and quality patient care, the VAMHCS is proud of its reputation as a leader in Veterans' health care, research and education. It costs nothing for Veterans to enroll for health care with the VA Maryland Health Care System and it could be



VA Maryland Health Care System's Associate Director for Finance, David P. Cord, (center), recognizes the members of the Department of Maryland Ladies Auxiliary to the Veterans of Foreign Wars for their donation of more than \$49,000 that was used to purchase 46 Staxi wheelchairs to support Veteran patients throughout the state.

"We can now offer all of our Veteran patients and their spouses with a Staxi wheelchair if they need support getting to and from their clinic appointments."

The VA Maryland Health Care System (VAMHCS) provides a broad spectrum of medical, surgical, rehabilitative, mental health and outpatient care to Veterans at two medical centers, one community living & rehabilitation center and five outpatient clinics located

one of the more important things a Veteran can do. For information about VA health care eligibility and enrollment or how to apply for a VA medical care hardship to avoid future copayments for VA health care, interested Veterans are urged to call the Enrollment Center for the VA Maryland Health Care System, Monday through Friday, from 8 a.m. to 4:30 p.m. at 1-800-463-6295, ext. 7324 or visit www.maryland.va.gov. ■

Focus on Women Magazine

*is a proud sponsor of the
Women Can Change Afghanistan Craft Project.*

Numerous Afghan Women are abused. Most recently, according to a recent CNN report, a woman named Aisha who was considered to have “shamed” her family, ran away from an abusive spouse. Her husband, a Talib, was instructed to exact the penalty of mutilation.

Aisha suffered having her nose and ears cut. Left for dead, she survived the attack.

She is now seeking plastic surgery in the United States. Other women are setting themselves afire or are targets of such acts. Others face abandonment from their families and are otherwise throwaways and outcasts. And there are many other, both told and untold, stories that make up this tragic tapestry. If we don't act, then who? If not now then when?



How we can help?

Support the Women Can Change Afghanistan Project sponsored by Focus on Women Magazine. Support their economic initiatives by purchasing Women Can Change Afghanistan Project crafts so that they can rebuild their lives and work towards self sufficiency.

For further information contact nicbri@focusonwomenmagazine.net or call (410) 294-2932.

Save This Date!

October 6 | 5:30-9:00PM | BBB

The Currency of Trust

502 S. Sharp St, Baltimore, MD



Join BBB and Maryland's ethical business leaders for a networking reception featuring heavy hors d'oeuvres and open bar followed by an awards ceremony and dessert.

Early Bird Special - \$75/per person

\$450/table of 6

Reservations - after 9/19 \$90/per person

REGISTER TODAY!

For more information visit the event homepage or contact Amber Smith at 410-332-0739. Payments are transferable, but non-refundable. All proceeds benefit BBB Educational Foundation.

Sponsorship Opportunities

Sample Benefits

- Company acknowledgement in event-publicity
- Ad in the Sept. 30 print issue of Baltimore Business Journal & event program
- Signage & multi-media exposure during the Torch Awards
- Reserved table for six
- On-stage appearance by company representative to introduce a winner

First-Year Accredited Package

- One free reservation is included for every new business accredited since last year's event. The First-Year Package provides one additional reservation
- 15-second video about your business produced by BBB for use on company web site, BBB Business Review, etc.
- Event cameo shot for greatermd.bbb.org

For pricing information, contact Jody Thomas at 410-347-8593.

President's Message



BBB Announces 2011 Torch Award Finalists



Business Bureau | Greater Maryland selected ten finalists for its 2011 Torch Award for Marketplace Excellence. The Torch Awards is BBB's most celebrated event of the year and recognizes local businesses that substantiate exceedingly high ethical practices through an in-depth application process. Winners will be announced at the organization's annual meeting on Thursday, October 6 in Baltimore.

and how management practices promote integrity in the workplace. Torch Award winners will reveal exceedingly high standards of behavior toward customers, employees and shareholders; adhere to truthful advertising and sales practices; and, have a reputation for noteworthy contributions in their industry and community.

"Publicly, BBB is most often called upon to denounce businesses for a lack of transparency, poor customer service, unproven advertising claims and the like," said Angie Barnett, President/CEO, BBB | Greater Maryland. "However, there are a remarkable number of businesses in our community that are fair and honest. The Torch Awards helps BBB shine a light on quiet forces in our economy that have documented leadership in trust, respect and social consciousness."

BBB | Greater Maryland 2011 Torch Award for Marketplace Excellence Finalists:

CARCHEX, Hunt Valley
Carroll Landscaping, Inc., Randallstown
Chesapeake Telephone Systems, Inc., Millersville
Main Street Oriental Rugs, Ellicott City
Merritt Properties, LLC, Baltimore
Preston Automotive Group, Hurlock
Prometric, Inc., Baltimore
Reznick Group, PC, Baltimore
River Crest Design Build, Inc., Annapolis
The Thomas Roofing Company, Inc., Westminster

A panel of judges comprised of past winners evaluated the self-nominated applicants for evidence of ethical standards of behavior, a steadfast reputation over time, policies to ensure ethics and truth were demonstrated in their sales advertising

Proceeds from the event will support BBB | Educational Foundation, a non-profit, charitable organization that provides consumers with information, time-sensitive alerts and free services including identity theft prevention events and education.

Reservations are \$75 per person before September 19 and can be made online or by calling 410-332-0739.

Sponsors for the Torch Awards include AES Builder and Home Improvements, Atlantic Financial Federal Credit Union, AT&T Mobility, Bowie & Jensen, LLC, CARCHEX, CareOne Financial Services, IWIF Workers' Compensation Insurance, Luna, Mid-Atlantic Waterproofing, Prometric, The Thomas Roofing Company, Towson University College of Business and Economics, Travel Advantage Network and Whiteford Taylor & Preston L.L.P. ■

Break the News at the Beeb

Aspiring journalists can get focused on a career in broadcasting at the BBC. It's all part of a special work experience scheme on offer to residents in the six host boroughs of the London Olympics. The Beeb is offering residents a chance to get behind the camera, as well as spend time in the different newsrooms, editorial and technical areas.

It's a chance to gain an insight into how the news agenda is formed and how the stories are developed and end up on air. Candidates will get involved in newsroom operations and their duties might include working alongside crews, giving general office administrative assistance, dealing with enquiries from schools or helping with the operations in the newsroom.

Greenwich residents can apply for the scheme through GLLaB, the Greenwich local and labour business initiative designed to get local people into local jobs and training. The scheme, which was launched last November, takes on new work experience candidates each quarter and 17 local people have been accepted so far.

The next intake will be in September and anyone interested is encouraged to

apply fast to stand a chance of getting a place. To apply, candidates must be over 18, an unemployed Greenwich resident and without a degree or on a degree course - but more importantly they need to be highly enthusiastic about working in the broadcast media.



Candidates need to apply through GLLaB and applications must be filled in online. Twenty-six year-old Tashmara Somerville heard about GLLaB from a jobs agency and was advised to apply for the BBC internship. Tashmara said:

"I was nervous about it at first but it really built me as a person. I got shown around the BBC headquarters as well and it was really fun."

Her placement involved working on The Big Splash, a nationwide campaign

to encourage more people to swim and raise money for Sport Relief. This meant working across TV, radio and online. Tashmara said: "That involved meeting the board at BBC Sport and the Minister of Sport and making funding proposals on behalf of BBC Splash." Tashmara, who also volunteers for a charity which encourages single mothers to swim, even managed to get the BBC to cover an event she organized for the charity.

"The whole thing was great for me and as a result I've got some good contacts which will help once I go to university in September," she said. Greenwich residents got the chance to find out more at the BBC during an open day at corporation's headquarters earlier this month. Eight people from the borough were treated to a tour of the iconic Broadcasting House at the White City Building in West London. The scheme was launched in November 2010, and has intakes every quarter.

GLLaB had seven candidates accepted onto the scheme in the first quarter (January 2011), and a further 10 in the second quarter (March 2011). If you are interested in applying for this exciting interning opportunity in broadcasting, contact GLLaB on 020 8858 7792 or visit www.greenwich.gov.uk/gllab for more details. ■

spirits of Mt. Vernon



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THE DOMESTIC COMMANDO CALL

Can I Become a Stay-At-Home Mom?

Domestic - *adj.* pertaining to the home
Commando - *noun*, elite soldier

Domestic Commando is the job title I created when I followed my heart and elected to be a stay-at-home mom. But “stay-at-home” was such a passive term. I believed it was completely inadequate to describe the enthusiasm I had for the job and the work I put into it. I decided Domestic Commando was just a better fit for me and for others who also felt the same way.

Of course, I realize there also are Domestic Commandos-at-heart: moms (and some dads) who would love to be full-time

Domestic Commandos but circumstances seem to preclude this option. But what do you do if your heart continues to call you to be at home? How can you make the switch?

The key is to begin with an honest review of your personal, financial situation and to follow up with diligent planning. By knowing the hard facts of the matter, you may find it is actually possible to become a full-time Domestic Commando.

Begin with a reality check of your paycheck. Don't look at your gross pay. Net pay (what you actually take home after taxes) is the amount that matters, so this is

your working number. With this figure clearly identified, let's see how much money you pay out simply because you work outside the home.

What does child care cost you every year? Deduct this from your take home pay. What does your work commute cost you (fuel, tolls, bus fare, etc.)? Do you have to pay to park? What are your annual work wardrobe/uniform costs? Do you also have dry cleaning costs? Don't forget lunches and lattes and tips. Other easily overlooked expenses may include union dues and office parties. Be honest about these costs. Add them all together, and this is what it costs you to work. (Please sit down for the next part, you just might become woozy). Subtract the amount it costs you to work from the amount you take home. This final figure is what you actually make by working outside the home.

Now consider what you could do to reduce your expenses to compensate for the loss of your actual income. Does your income (your gross pay, in this case) put your family into a higher tax bracket? If so, you have just taken your first big step to cutting your expenses by having less deducted from your spouse's paycheck!

What frills could you reduce or even eliminate from your budget? How about a less elaborate cable or satellite TV package? You can always set your thermostat a little cooler in the winter and a little warmer in the summer. It does make a difference. Do you have bottled water delivered to your house or buy packs of bottled water? You could switch to a filter system instead.

Could you refinance your home at a lower interest rate or move to a less expensive apartment? Do you really need a car with all the bells and whistles, or could you sell the one you have and get a

safe, reliable car ... and less expensive ... instead. You may even be able to bank any extra or pay down some credit cards.

How much will you save by preparing more meals at home rather than grabbing take out on the way back from the office several nights a week? Prepare meatless meals a couple of nights a week. Use 3/4 of a pound of meat in recipes that call for a pound of meat.

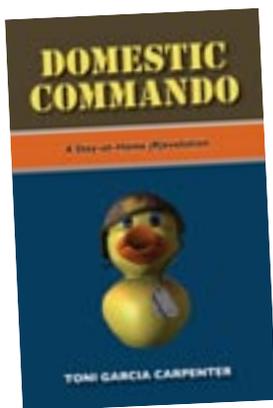
If you are currently pregnant and have a job but are eager to stay home when your baby arrives, this is a good time to start weaning you and your family off of unnecessary and luxury items. Bank what you save. Every little bit gives you extra days, weeks or even months that you can be a Domestic Commando without going into debt.

If you are looking to start a family down the road, even better. This is the time to learn to live on one income. Save every dime you can so that you are perfectly positioned to be a Domestic Commando when the time is right.

The key question is what would it cost you to follow your heart? The answer will be different for every family. If you are the sole support for your family, staying home is likely unrealistic. Domestic Commandos are practical above all else.

But we are also creative. This opens the door to other options. Being a Domestic Commando is about being your best and doing what you feel is right for you and your family. An inspired, perhaps less “standard” plan may be the best fit. Do you have the opportunity for an evening or even night shift that would allow you more time with your child during the day? This might be a good option for the short term while your child is very young. Is part-time employment possible? Do you know another mom who can share child care and maybe even a job? Can you telecommute one or two days a week? You never know what may be possible until you explore your options.

The best thing you can do is to keep an open mind. And whatever your circumstances yield, make a point to savor the joy you get from every moment you spend with your child. ■



Toni Garcia Carpenter is an author and free-lance writer/producer. She has a BS in Broadcast Production and completed coursework for a Masters in Journalism. She is the veteran of two campaigns: *Firstborn* and *Second-born*.

During nap times, Carpenter co-authored a book on hurricane preparedness for families, *The Hurricane Handbook*. When the children started school she became a free-lance scriptwriter for lifestyle TV shows and later transitioned into work as a freelance producer/director for shows on cable networks like HGTV and DIY.

Carpenter lives in Jacksonville, Florida with her husband. She loves to cook and maintains a kitchen herb garden. She is the proud mother of two children whom she considers her greatest work.

Embrace Fall with Delicious Comfort Food from the Middle East

Lebanese Chef Joumana Accad blends traditions and seasonal ingredients to create bountiful fall recipes

With shorter days approaching, hours spent by the barbecue are coming to a close. Summer vacation may be over, but the comfort food of fall is just around the corner. Beat the end-of-summer blues with the warmth of simmering spices and comforting flavors.

The best comfort food tastes like home. Here to inspire you with hers is Chef Joumana Accad, sharing both classic and innovative Middle Eastern fall recipes.

Dandelion Salad with Halloumi Croutons

4 servings

As a side dish, Joumana includes a dandelion greens salad. Popular in the Levant, this healthy, easy dish is served at room temperature and requires few ingredients. Joumana notes that people in rural areas of the Levant still forage for dandelions; time-honored tradition is the invisible tasty ingredient.

INGREDIENTS:

- 1 bunch of dandelions
- 2 onions
- 1/4 cup of pine nuts
- 3 cloves of garlic
- Olive oil to fry the onions and dandelions
- Butter to fry the halloumi
- 1 Halloumi cheese, cut in cubes (can be replaced with mozzarella-bocconcini)
- Salt, pepper
- 1 Lemon



METHOD:

1. Wash the dandelions well and cut off the tough ends. Boil a few cups of salted water and drop the dandelions in the boiling water for a few seconds until they turn limp (but not too long to preserve their vibrant color).
2. Drain the dandelions and set aside. Slice the onions into rings and fry over gentle heat in several tablespoons of oil until golden brown, stirring every couple of minutes and watching them to prevent burning. Mash the garlic with salt in a mortar and set aside. In a smaller skillet, drop three tablespoons of butter and let the butter melt and froth; at this point, fry the halloumi (or bocconcini) cubes on all sides till golden; drain on paper towels. In the same skillet, fry the pine nuts until caramel-colored, drain them on paper towels and set aside.
3. Squeeze the dandelions of any extra water and drop them in the pan with the onions and pine nuts. Add the garlic paste and stir to combine evenly into the greens. Remove from the skillet onto a platter, serve with the cheese croutons and some quartered lemons on the side.

NOTE: After slicing the onions, you can sprinkle them with salt to make them purge their water and fry to a crispier state. Some people prefer to cut the dandelions in one or two-inch pieces, which makes chewing them easier. Halloumi is a sheep cheese imported from Cyprus that is very popular in the Levant; it is sold in major supermarkets in the imported cheese aisle; it can be substituted with bocconcini (small mozzarella balls).

About Joumana Accad

Joumana Accad was born in Beirut, Lebanon. She left the Middle East in 1975 and began an international journey. She moved to Paris in the mid-'70s where she finished her formal education.

She returned briefly to Beirut before moving to the United States in 1979.

Widowed at a young age, Joumana moved to

Dallas, Texas

in 1987, remarried and raised two children. She couldn't resist the call of cooking as she entered the Pastry Arts program at El Centro College in Dallas. Upon graduation, Joumana became a pastry chef for a German restaurant, worked as a caterer, and sold her decorated cookies and cakes. Whole Foods Markets asked her to teach classes on Lebanese cuisine at several of their local markets. Today she runs the popular food blog www.tasteofbeirut.com where she explores the cuisine of the Levant as well as the Middle East.



To create other traditional Lebanese dishes using fresh, locally grown foods visit www.TasteofBeirut.com.

Recipes may be reprinted with the following credit:
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Can You Explain Vipassana Meditation?

by Madhav Goyal, MD, MPH

“*Meditation*” has been around for millennia, and has been conceptualized in different ways by different traditions. For some it is a way to connect with a higher being or cultivate one’s spirituality, for others it is a method to reduce stress. Vipassana meditation has its roots in ancient Buddhist teachings, and focuses on teaching a person to observe themselves in a systematic way that, over time, can enable one to see cause and effect.

Despite our casual use of the terms “cause” and “effect”, these are extremely difficult observations to capture. As scientists, we spend nearly all of our energies trying to elucidate cause and effect. Did taking that medicine cause this side effect? Did

that stressful argument cause his heart attack? These aren’t easy questions to answer, and as we dig deeper into the cause/effect issue, we almost always find that understanding the answer takes years of dedicated work and even then things aren’t often clear. There may be more than one factor, we likely are not aware of all the factors, and each may be interacting with others in some order to create the final effect.

Just as identifying cause is a complicated and work-intensive task in science, it is similarly difficult when trying to identify such cause/effect relationships within ourselves. We all have an active subconscious mind that is constantly in touch with our conscious mind and body. It also exerts an enormous influence on how we feel, act, and think. Yet we understand very little about the subconscious mind and the influences it exerts on us. By taking a systematic approach to observing our mind and body, we can eventually recognize patterns to how our mental activities interact with and influence how we feel.

In general, when we have a clear understanding of how things happen,

it shapes our actions and helps us reduce the burdens in our lives. This insight can alleviate individual suffering. However, such fruits of meditation require patience and hard work.

What distinguishes this type of meditation from others?

There are many forms of meditation, differentiated by what kind of mental activity is practiced and how central religion is to the technique. Vipassana

meditation (www.dhamma.org) is Buddhist-based, but secular in that there is no advocacy of the concepts of God, heaven, hell, sin, sectarianism, and so forth. The mental activity practiced is one of objective

self-observation. However, meditation is very experiential, and understanding what “objective self-observation” means really requires one to attend the retreats. We decided to study this form of meditation for a few reasons. First, it is the most intensive form of meditation training available. One goes away to a 10 day retreat, where you train for about 10 hours a day in an environment of noble silence.

After 10 days, one has had about 100 hours of meditation training under their belt, which distinguishes it from most other forms of training. I believe this dedicated training is important just as it would be for any other form of training. If you were trying to learn a foreign language and only spent 20 minutes a day on it, you wouldn’t become very skilled. On the other hand, if you lived and breathed it for a period of time by moving to the foreign country, your skill would improve by leaps and bounds.

Second, the training is standardized and held locally as well as at centers across the United States. There is no variation in the training from retreat to retreat, which lends itself excellently to a scientific study.

Third, it is purely and explicitly a training of the mind. Because it is a

training of the mind, the retreats go to extensive lengths to minimize any distractions to the mind. For example, there is no talking to the other students for the first nine days of the retreat since even a bland conversation could undo the focus one has achieved through the training. This explicit emphasis on the mind makes it easier to study.

From your experiences, how could this type of alternative treatment be helpful in the treatment of migraines?

Well, that is our research question, so I’ll try to give a conceptual explanation here. During the practice of self-observation, one eventually gets to a level where one can observe very subtle changes within the body. As one recognizes the patterns to the different sensations, one gains insight into the nature of those sensations. These sensations may be pleasant or unpleasant, such as a pain somewhere in the body. Part of those observations also involve observing what our mind and emotions are doing before, during, and after those sensations. At some point individuals should be able to modify the experience of their sensations by having insight and control of other subtle factors that influence how they feel.

You are currently heading a research study involving this type of meditation for the treatment of migraines. Why?

I was interested in understanding its effects on pain and symptoms in general. We conducted a feasibility survey to assess which groups of patients would be most interested in participating in a study such as this. Migraineurs reported relatively high levels of interest, which then led to our study.

You are a physician with a Master’s in Public Health. You are currently a researcher at Johns Hopkins. What cultural experiences of which you are familiar that might have driven a hypothesis for this study?

We are a society that pushes stress to its extremes. As an example, we work harder and get much fewer vacation days than

Do you suffer from migraine headaches?

most other countries. This was evident when I took my first job as a doctor 11 years ago in a busy outpatient practice in Pennsylvania. I saw so many patients with stress related conditions, but we had no treatments for stress. Other than prescribe an antidepressant, I had little in my medical armamentarium to help such patients. Stress is pervasive, and we need to explore ways to understand and mitigate it. I think intensive meditation techniques are promising in this respect. They work by allowing an individual to see the subtle ways we process stress, and how these processing activities can make mountains out of mole hills. They do require a time commitment, but if one learns to use the insight wisely, it more than makes up for that time in the long run.

What is the goal of this study?

We are interested in studying not only the effects on health, pain and symptoms, but also the effects of the meditation training on changes in the brain. People who suffer from chronic pain have alterations

in both the structure of the brain as well as of the networks that process pain and emotions. We are conducting functional Magnetic Resonance Imaging (fMRI) with pain testing of our participants before and after the meditation training to better understand these changes.

Who would be excluded from this study?

We accept most anyone who is motivated enough to attend the retreat. We do exclude those under the age of 18, and women who are lactating, pregnant, or planning to get pregnant in the next 12 months due to the hormonal influences that interfere with some of our measurements. Anyone else, including those who can't get an MRI for some reason, are welcome to participate.

Is there any other information you would like to share about Vipassana Meditation?



Madhav Goyal, MD, MPH

Vipassana is a serious undertaking of self exploration, as you can probably tell from the 10 day silent retreat. It was never meant to be a cure for any medical condition. While we as researchers are interested in the effects of meditation on the mind and body, it is really important for prospective participants not to attend the retreats with the mindset that they are there to cure a medical condition. I always tell our participants to keep it simple and attend for the sake of

learning a technique of self observation and stress reduction, recognizing that this may do nothing for their migraines. Holding health expectations undermines the experience, and the course leaders usually recommend you not attend if that is your only motive. ■

RESEARCH STUDY RECRUITMENT

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- experience at least four migraines per month

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PI David Ford, MD, MPH
Application #: NA_00016408





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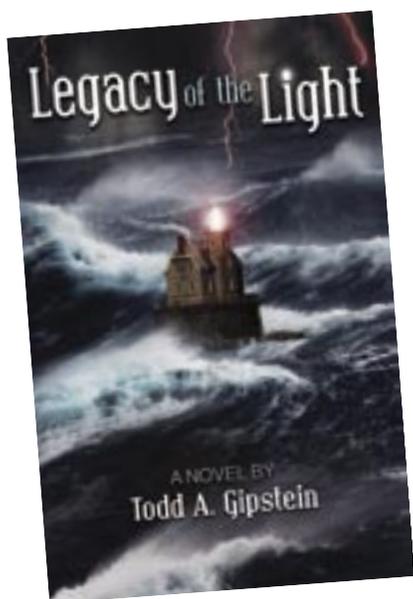
Legacy of the Light

by Todd Gipstein

Man vs. Nature and Human Nature
Historical Thriller Delves into Men in
Storms and the Storms in Men

*A lighthouse keeper is chained to his rock.
Bound to it by duty. Lighting the light might seem
a simple, small thing. But to those at sea,
it means everything. ~~*

Todd Gipstein



In 1938 a simple gust of air changed the world. It began in at the Bilma Oasis in the Sahara Desert and was first noted by Phillippe LeTendre from the French weather service. The gust of wind was duly noted as a shift from east to west and created a small vortex in its wake. The small vortex grew and gained power until

it crashed on the shores of Long Island and New England on September 21, 1938.

To date, it is still the strongest, costliest and deadliest hurricane in New England's history.

Award winning National Geographic writer, photographer and producer, Todd Gipstein, grew up and still resides within site of the lighthouses that inspired his debut novel, *Legacy of the Light*.

Following the lives of two generations of lighthouse keepers, Gipstein uses factual information he has gained as president of the New London Ledge Lighthouse Foundation and member of the board of the American Lighthouse Foundation, to create the 'perfect storm' of suspense, action, romance and mystery.

Legacy of the Light is about two generations of lighthouse keepers at Race Rock Lighthouse off the shore of New London, Connecticut. It is a story of how the past influences the present, of fathers and sons, failure, guilt, love, and redemption. The story begins in 1907 and continues in 1938, when the hurricane of the century bears down on this man-made island in the middle of the sea. Those trapped at Race Rock - the keeper, his fiancée, and a mysterious stranger - must

fight the forces of nature and the demons within that threaten to destroy them, while trying to unravel a mystery that could change their lives.

With uncanny insight into human nature and a healthy respect for the forces of nature, Legacy of the Light includes:

- Historical information about lighthouses and the Great Hurricane of 1938
- An insider's look into the life and duty of a lighthouse keeper
- How unexpected people, events and objects can change lives
- The power of fate both good and bad
- A love story wrapped in a mystery that spans generations
- A lighthouse keeper pitted against the storm of the century

"We don't always know who or what will end up having a profound effect on our lives," says Gipstein. "It may be something big or something seemingly small. The mystery of life and fate lies in our inability to know, at times, what may change us and our lives, forever." ■

About the Author

Todd Gipstein has been a writer, photographer, producer and lecturer for 40 years and has spent over 20 of them working with the National Geographic Society.

He has received over 40 Gold Awards in international competitions for his multi-media shows and is the recipient of several lifetime achievement honors. He is also the president of the New London Ledge Lighthouse Foundation and is on the Board of Directors for the American Lighthouse Foundation. *Legacy of the Light* is his first novel. He lives with his wife by the sea in Groton, Connecticut, and is hard at work on his second novel.

Website: www.Gipstein.com

Book Trailer:

<http://www.gipstein.com/legacyofthelight.html>

Legacy of the Light is available for e-readers and in traditional format through www.amazon.com, www.barnesandnoble.com and Apple iBooks. It is also available through his website and Dog Ear Publishing.



Todd Gipstein

5 Tips To Working With The Office

Divo

by Kaley Klemp and Jim Warner

We've all seen her. The world revolves around her. She's never wrong. Mistakes are personal affronts. And if you invade her space, you'll get to see a Hollywood-worthy melodrama.

Regardless of your skills or efforts, this diva picks relentlessly at your outputs. While it was entertaining in *"The Devil Wears Prada,"* it's energy-draining to experience her in your work environment. While you try your best, it seems you can never meet her expectations—and you pay the consequences!

What to do? By following these five guidelines, you have a much better chance for a positive working relationship with a Drama Diva—and perhaps saving the theatrics for the movies.

1. Develop Rapport: Overtly confronting a Drama Diva is risky. Often, she'll react disproportionately to any attempts at constructive criticism. Instead, build a relationship with her before initiating a difficult conversation. Study her behaviors, attitudes, and willingness to receive feedback. Invest the time up front to be able to give input later.

Specific Tip: Demonstrate your support and trustworthiness, especially during challenging times. Drama Divas are known for staying calmer with allies and rewarding loyalty.

2. Clarify Expectations: As a poor delegator, a Drama Diva will often give vague or incomplete instructions. She assumes you'll know what to do and then reprimand you when your deliverable differs from her expectation. Consequently, you must clearly define goals and time frames up front. She may become irritated at your persistence or "ignorance." Nevertheless, insist on explicit agreements. Better to risk her frustration early in the game than to miss deadlines or fail to meet her expectations.

Specific Tip: Establish crystal clear agreements about deliverables and time frames.

3. Deliver Results: A Drama Diva's most explosive displays often revolve around missed deadlines or something that has her look bad. She expects you to perform well so that she'll stay in a positive light. Focus on delivering quality work on time and, if appropriate, share the kudos.

Specific Tip: Make her look good, so she earns external recognition. Whenever appropriate, let her have the limelight.

4. Appreciate their Value: Compliment the Drama Diva for what she does well, whether efficiency, creativity, or bold action. Since she will likely be sensitive to false praise or fawning, keep

the appreciation short and specific. Deliver it with sincerity and in a matter-of-fact way.

Specific Tip: Praise the Diva, especially for things that work well for you, for instance sharing responsibility or for displaying trust toward you or others.

Suppose none of this works ...

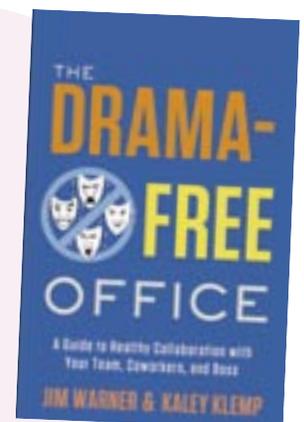
5. Stay below her radar: If you work for a Drama Diva who resists coaching or leadership development, understand that the probability of authentic interactions is low, and that your best coping strategy is to stay below her radar screen. If you're willing to take the risk, you might go over her head to seek reassignment or upper-level backing for your role. This is usually a high-stakes move, so be prepared for the Diva to react with swift, angry retaliation, which may mean the situation worsens for you.

Specific Tip: If she micromanages you or overrides your best ideas, put on a smile and let her have the last word. Then find a place where you can thrive and work to get out of the Diva's way and into another environment.

The Drama Diva is a specific type of office Controller. By following these guidelines and tips you can position yourself as a responsible team member and colleague, whom she can trust to understand her goals, ask good questions, and deliver results. You can be allies, rather than a victim of the "Diva Show." ■



Kaley Klemp and Jim Warner are the authors of *The Drama-Free Office: A Guide to Healthy Collaboration with Your Team, Coworkers, and Boss*. The book contains additional tips on how to manage Controllers – whether your colleagues or your boss – as well as insights on the three other drama types most commonly found in offices. To take a free online drama diagnostic (an excellent tool for narrowing the type of drama in another person), go to www.dramafreeoffice.com. You can get a free sample of the book on Facebook, www.facebook.com/kaleyklemp, follow Jim and Kaley on twitter, www.twitter.com/kaleyklemp, and watch their videos and interviews on YouTube, www.youtube.com/kaleyklemp.





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TEACHING FAMILIES ABOUT DISCRIMINATION

by Shelley Malcolm

Discrimination raised its ugly face of hate in our own small beach town this spring when a young black family awoke to a large burning cross in their backyard. The incident reminds us that, as much as generations have peeled away the layers of the prejudiced opinions of the past, the issue continues



Shelley Malcolm

to haunt our communities. Beyond exposing the problem and encouraging tolerance, we still need to challenge exclusion and inequality. My recently published book, *REAL*, asks us to examine how we have lived our lives . . . our qualities, successes, failures and mistakes through the image of our hands. The photos and stories inspire us, not just to tolerate, but to embrace our scars and aging as part of our true self, and in fact celebrate the beauty of that truth. It is then that we can embrace the differences of others and celebrate our connection in the human family.

As parents we are called to teach our children about discrimination. We need to be mindful that they mirror what we role model, that they reflect what we need to learn about ourselves, and moreover that they are the reflection of our collective future. Acceptance begins in our families, as we embrace the value of individual gifts and differences between siblings and friends. In the larger world, socioeconomic, racial, and religious differences may seem vast and irreconcilable, however, there is the common thread of universal human needs and desires such

as hope, purpose and love. Our hands are a simple, yet revealing metaphor to understand those things that we have in common as well as, like fingerprints, that which makes us completely unique.



As we learn to embrace the significance of individuality and gain a sense of empathy, we can make sense of the perfect plan of diversity. This is seen in the pages of *REAL*, as we read the stories behind the images of the paralyzed hands of Ken, the enduring hands of internment camp survivor, Kazuo, the bejeweled, tender fingers of Suzanne, and the black, scarred hands of William. Here we find

remarkable perfection, in fact a thing of beauty . . . differences and experiences don't make one better or worse, but instead they make us like no other.



We realize that not one person born into this world is immune to pain and suffering. Additionally, no one gets away without touching another's life.

Finally, the metaphor of hands reminds us of our intentions. Do we live our lives with a clenched fist or an open hand and gentle touch, hide our eyes or confidently take the hand of another making a stand for change? We hold in our hands the unique experiences of our lives, our DNA, our hopes and our talents as does every single person on this planet we call earth.

Changing our attitude from fear and power to acceptance and understanding are the foundation for encouraging and supporting each other and for enriching this experience we call life. ■



Sometimes 2 Venues are Better Than One!



Though still based in Ellicott City, we have a second location at the Inner Harbor across from the World Trade Center.

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Fall News from Basignani!

Happy Fall!

If the past few days have been any indication, fall has well and truly come to Maryland - and it looks like it's going to be a wet one!

We've got a lot coming up this fall - not the least of the events being a weekend-long celebration of our twenty-fifth anniversary. That's right - Basignani is 25! We'll be celebrating officially on November 12-13 th. We're still polishing the silver, so to speak, so more on that to come later in the month. But until then, there's plenty going on at the winery and around the area to keep us busy! Find us in the tasting room or at a number of area festivals and farmers markets (farmers markets will be closing soon for the winter, so stock up on good local produce while you still can!).

We'd love to see your pictures of the fall season... take a picture at Basignani this Fall and submit for a chance to win 2 tickets for our Christmas Open House (December 3-4th, & 10-11th). Photos must be taken at Basignani. We'll pick 3 photos each week during October, and post the winners on our facebook page! Remember, Fall is the best time of year, when the grapes are picked and the wine is made, so there's not a better or more exciting time to visit and snap a photo!

Festivals and Farmers Markets

Festivals:

October 15-16 - Autumn Wine Festival in Salisbury, MD

October 15-16 Hereford Fall Festival in Hereford, MD



Farmers Markets:

Towson Farmer's Market on Wednesdays on Allegheny Ave. 10:45-3:00 pm

(We will be there on Oct. 13th)

Basignani's 25th Anniversary!!!

Save the date! Basignani is 25 this year, and we want you to help us celebrate!

Our anniversary weekend-long event will be November 12-13. Put us on your calendar (in silver marker?!) and look for more details in the November newsletter!



BBB Accredited Law Office Honors Military Members

Law Offices of Jeffrey R. Scholnick, P.A introduces a fee reduction program to benefit members of Armed Services, Veterans and registered nurses. The law offices will decrease fees in select cases by 10 percent up to a maximum reduction of \$5,000. The client must provide proof of employment in the Armed Services or as a nurse, or proof of Honorable Discharge from the Armed Service and Veteran status.

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For more information, visit <http://www.scholnicklaw.com/>



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