

## Help us spread the joy!

Help put a smile on the face of hundreds of homeless and low-income kids in CWU programs this holiday season. Whether you contribute one gift or collect 100 at your workplace, you'll bring joy to young people who do without all year long.

CWU is seeking new, unwrapped gifts for infants, toddlers, elementary, middle and high school kids. Some gift suggestions for younger children include clothing, baby books, learning toys, jump ropes, basketballs, building blocks, kitchen sets. For teens, DVDs, lip gloss, teen bags/purses, CD players, gift baskets, sports equipment, or gift certificates.

Last year we collected more than 1,000 gifts. Help us do it again this year!

Drop off donations anytime before December 5 at our One Washington Mall and 10 Perthshire Road facilities. Contact Rachel Freeman at 617.259.2943 or [rffreeman@liveworkthrive.org](mailto:rffreeman@liveworkthrive.org) for details.

### CWU Bulletin

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**Crittenton Women's Union transforms the course of low-income women's lives so that they can attain economic independence and create better futures for themselves and their families.**



BNY Mellon Senior Vice President Joannie Jaxtimmer and Woman to Woman participant Liza Montalban chat before their mock interview.

## BNY MELLON'S COMMITMENT GOES BEYOND MONEY

**T**he Bank of New York Mellon has made a \$40,000 grant to Crittenton Women's Union and, through its new Global Giving Campaign, will match its employees' donations to CWU in the coming year. Together, this represents an unprecedented commitment to CWU by the international asset management firm.

The Global Giving Campaign, a first for The Bank of New York Mellon, aims to encourage volunteerism and philanthropy among the firm's 42,000 worldwide staffers. Its grant will support Woman to Woman, CWU's 12-week workforce preparation program.

However, the people at The Bank of New York Mellon believe their commitment to CWU goes well beyond financial support. In fact,

they take a hands-on approach. BNY Mellon staffers volunteered as mock interviewers for this summer's Woman to Woman program and will return in the fall to do some painting and landscaping at our Brighton housing facility.

"We are thrilled to be able to make this kind of an investment in CWU," said Joannie Jaxtimmer, Senior Vice President, Director Public Affairs/New England. "We are also excited to build a strong partnership with the involvement of our employees, who provide a wonderful resource to the participants of the Woman to Woman program as professional mentors."

In August, six BNY Mellon executives role played employers and provided immediate feedback to Woman to Woman participants.

"I had good answers for most questions, but I got stuck on one," said Woman to Woman student Cathline Ancion. "Chris [Harris] told me it's helpful to think ahead of time about the questions you might be asked and prepare for them."

Chris Harris, BNY Mellon's Assistant Vice President, Ancion and the rest of the day's participants felt a bit of extra pressure. Their interviews were taped for use in a Global Giving Campaign video to be shown in BNY Mellon offices in 34 countries.

Also on hand were Senior Vice President Jaxtimmer and Cyrus Taraporevala, Executive Director of North American Institutional Sales, who gave participants the inside scoop on working for BNY Mellon.

## President's Letter

*Dear Friends,*

For most people spring is the time of new beginnings, but for me that time has always been the fall. There's something special about shaking off summer lethargy and diving into new projects that keeps me energized during the long dark days to come. At CWU, I see I'm not alone in this feeling.

Everywhere around me new projects are starting and old ones are being reinvented. Our housing programs are gearing up for major changes that will not only move families into permanent homes more quickly, but will also more successfully support them once they are



housed. Striking research on the obstacles preventing Massachusetts working poor families from moving into the middle class is being released by us this fall and in the spring. And our pilot program to help a group of families overcome these barriers to economic independence will soon be recruiting participants in the South Boston neighborhood where it is based.

It seems we've got more than enough to keep us busy in the months ahead. I hope you will enjoy reading about some of our latest activities in this newsletter and that you too will continue to Live, Work and Thrive.

A handwritten signature in black ink that reads "Elisabeth Babcock". The signature is fluid and cursive.

Elisabeth Babcock  
President/CEO

## "FITS & STARTS" SET FOR RELEASE

**C**rittenton Women's Union and its partner, The Center for Social Policy at the University of Massachusetts Boston, will release a significant policy brief on how pay increases can trigger cuts—or even elimination—of critical public benefits, leaving the working poor worse off than before, at its November 12 Annual Meeting at the State House. (See box for details.)

Preview copies of "Fits & Starts: The Difficult Path for Single Working Parents" have been disseminated to key policy makers and partner agencies and have already caused a stir. Arguably for the first time, a piece of research will clearly demonstrate the specific negative impact income boosts can have on low-wage earners. The report, based on the findings disclosed by The Center of Social Policy's Dr. Randy Albelda in her well-recognized "Bridging the Gaps" study, analyzes the eligibility criteria of seven public work supports, among them Food Stamps, MassHealth, Section 8 Housing Assistance and WIC.

Among the brief's recommendations is the crucial need for greater investments in work supports for those seeking to combine work with the education or skills development that will prepare them for jobs that pay enough to sustain a family without public assistance.

"This brief will show that in Massachusetts we need to take a more nuanced approach to support family mobility to the middle class," said Elisabeth Babcock, CWU President/CEO.

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*CWU's Annual Meeting & Presentation of*  
**"Fits and Starts:  
The Difficult Path for Single  
Working Parents"**

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**Sponsored by Rep. James B. Eldridge**

Wednesday, November 12, 2008  
9 a.m.—11:00 a.m.  
Nurses Hall, The State House

RSVP by November 7

Contact Lucy Seagraves, 617.259.2921 or  
lseagraves@liveworkthrive.org

# PARTNERS IN POTENTIAL

**C**rittenton Women’s Union and eleven volunteer health care providers have teamed up to train CWU staff to recognize and address one of the major hurdles to economic independence for low-income women—behavioral health issues.

The program, Partners in Potential (PIP), will roll out first at Hastings House, CWU’s Brighton facility, which provides transitional housing for 140 mothers and children. The volunteer team includes five doctors (including two psychiatrists), three health care administrators, a health care policy expert, a lawyer, and a banker.

“Whether low-income women come to us for housing, education, or training, they often feel overwhelmed,” said Elisabeth Babcock, CWU President/CEO. “Many suffer

from lack of self-esteem, depression, feelings of futility, and high levels of stress. We want to broaden our staff’s skills so we can better assess when to refer clients for mental health services and how to better provide the direct support clients need.”

This fall, PIP members will meet with CWU staff to determine what the staff’s needs are and how best to serve them.

“What the staff does already is phenomenal,” said Anne St. Goar, an internist with Harvard Vanguard who is heading up the volunteer group. “We’re excited about the program and looking forward to really making a difference for clients and staff.”

## More Ways to Give!

### Stock gifts work for you and CWU

Donating securities such as stocks, mutual funds, and bonds can be a tax-wise way for you to support our mission to help low-income women achieve economic independence.

To take advantage of the full tax benefit, you must have owned the gifted securities for more than one year. It’s easier than you think. Just contact Jackie O’Connor at [joconnor@liveworkthrive.org](mailto:joconnor@liveworkthrive.org) or 617.259.2932 for more information.

*For informational purposes only. Crittenton Women’s Union is not in a position to offer financial advice. We recommend reviewing any gift plan with your personal advisors.*

## Congratulations!



To our June 2008 graduates. CWU awarded GED certificates to eight students. Pictured here (l to r) Kervin Joseph, Katrina Thompson, Crystal Brewster and Anita Adams.