



The Village In Howard Newsletter

March 2021

Beating Covid-19... and WE WILL!

Vaccines are provided to Howard County by the State but the number of doses is limited to 1200 weekly for now. Your PATIENCE is requested. Howard County has a StayCovidSafe Alliance that provides news about, and plans the administration of the vaccine in the county. County Vaccination Sites include the Health Dept and Howard Community College. First you must complete an age-specific survey to register; you can find it and so much information on the county's Covid site: <https://www.howardcountymd.gov/Departments/Health/MM-Alerts-and-Recalls/COVID-19-Vaccine> The Health Department has been utilizing a mobile unit, but only at the vaccination clinics to be able to vaccinate people with severe mobility issues in their vehicle instead of them having to walk into the clinic proper. Also, the Health

Department and Department of Fire and Rescue are working together

on a project with very limited scope where they go to homes of those who are homebound and not in congregate living facilities (who are covered by a federal vaccination program) to give vaccinations.

Additionally, other sites such as the hospital and some grocery stores and pharmacies,

have started to vaccinate as well. You can find vaccine sites in Maryland, depending on the distance and/or zip code search. See: <https://www.marylandvax.org> Registration at each of the sites is required and generally done online. Assistance MAY be available by calling the site.

If you are computer-challenged and want assistance without technology, just use your phone and call: 410-313-6284 and press 1.

The Maryland Department of Health (MDH) and the Maryland Department of Aging (MDOA) are working together to promote access to vaccines through a telephone-based support line and appointment system

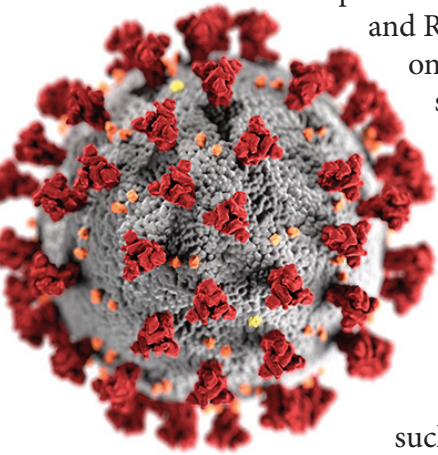
that is designed to assist those without internet access. On Monday, the departments began contacting seniors directly to invite them to use the new COVID-19 Vaccination Support Center at 1-855-MDGOVAX (1-855-634-6829). The COVID-19 Vaccination Support Center will be open seven days a week from 7 a.m. to 10 p.m. and can help callers schedule vaccination appointments at the state's mass vaccination sites, including Six Flags America in Prince George's County and the Convention Center in Baltimore.

Dialing 2-1-1 will lead you to the Maryland Covid-19 Resource Center to connect you with sites to help get an appointment.

TVIH has been assisting members in need. Just call the office and ask for help.

WE MUST BE PATIENT NOW. MASK UP, WASH YOUR HANDS, SOCIALLY DISTANCE. PATIENCE NOW WILL BRING RENEWED JOY LATER!

— submitted by Judy Goldfarb



Village Pods Pilot Update

The Village Pods Committee has been working hard. They completed the pod phone survey. Although you may not have been contacted, remember that after the pilot you will have the opportunity to join a pod. With plenty of members willing to try a pod out for the pilot, the Committee is confirming pod members and preparing for a kickoff meeting on March 1. After the kickoff, the pilot pods will be meeting weekly for six weeks. More details about the pilot will be in next month's newsletter.

Welcome to New Members Let's Get Acquainted



We wish to extend a warm welcome to new members **Colette Roberts** of Ellicott City, **Rachel Ticar** of Columbia and **Marge Smith** of Ellicott City. We look forward forward to meeting you.

National Consumer Protection Week is March 1-7

Looking to protect yourself from fraud, identity theft, and scams? Maybe you're wondering about the best way to use credit, how to shop for a used car, or maximize your security online.

Village to Village Network partnered with the Federal Trade Commission and hosts a monthly web event for those wanting more information about these topics. The web event is the fourth Thursday of each month at 1 PM ET. Go to the Calendar page on our [website](#) and click on the **"Empowering Villages"** event to register.

Most VtV Network events are for members only, but this issue is so important that we wanted to open our "virtual" doors to anyone wanting to join. Keep in mind that we have a limit of 100 attendees at our events.

Also be aware that National Consumer Protection Week is coming up March 1-7, 2021. Visit <http://www.ftc.gov/ncpw> to learn how to get free consumer education materials and read the latest from consumer protection experts.



Here are a few videos directly from the FTC YouTube page for your review.

[Hang Up on Social Security Scam Calls - YouTube](#)

[How to Avoid a Tech Support Scam | Federal Trade Commission - YouTube](#)

[Fraud Affects Every Community: Debt Collection | Federal Trade Commission - YouTube](#)

[Sharing Information: A Day in Your Life | Federal Trade Commission - YouTube](#)

Coming Soon to a Zoom Near You

Program Highlights World Languages 101: Hindi

As part of the monthly Foreign Language series, Farida Guzdar will be teaching Hindi on Wednesday, March 17, 2021, at 1:00 p.m. Hindi along with English is an official



language of India, and one of 22 languages spoken in India, and the third most spoken language in the world after Mandarin and English. Like other Indo-Aryan languages, Hindustani is a direct descendant of Vedic Sanskrit and was spoken in Hindustan (as India was known in ancient times) until the arrival of the Mughals in northern India when Persian and Arabic words were added to form Urdu, a refined form of Hindi spoken in the Mughal courts and by the Muslims in India and Pakistan. Hindi is spoken in India by 425 million people and outside India by many in the Indian diaspora. Hindi or a form of it is spoken in Fiji, South Africa, Trinidad, and places where Indians were indentured by the British during the 19th century.

Farida grew up in India and, although she considers English as her first language, learned Hindi in school. Most Indians speak English, Hindi, the language of the state they live in, and sometimes all the languages in one sentence! Hindi has gained worldwide attention from Bollywood movies and the songs that make them blockbusters. Join Farida as she teaches you words, numbers, and phrases you can use on your next trip to India, the land of mystery and diversity.

TVIH Travel Talks Presents Life in Morocco

Our Travel Talk on Morocco is scheduled for Thursday, March 18 at 7pm. The images to be shown in our Zoom meeting are based on a compilation of photos from a delightful three-week trip in October and November 2019 in which we were overwhelmed with too many cities, towns, and communities.

Ken Lobo and Dick Voelker will give the presentation and cover a few of the cities visited. For the record however, they and Christine visited: Casablanca, Chefchaouen, Tetouan, Tangier, Rabat, Fez, Volubilis,



Door to a "Palace of the Royal Family" in Fez

Meknes, Erfoud, Merzouga (Sahara Desert Tent Camp), Ouarzazate, and Marrakesh to name a few.

And do you think there was some confusion by the end of the trip? It seems each city has a historic "old part" where our accommodations were located and a bustling, thriving marketplace where you easily get lost (no signs

for anything with narrow winding passageways). Once in a marketplace, you had no idea how to get out! The trip provided great insight to life in Morocco including: we came across two young male illegal migrants attempting to sneak into Spanish territory (north of Morocco in Africa), a teenage daughter of a sheep/goat shepherd in the Berber mountains (no one in sight and only rocks on the hills), riding a camel for two hours through the Sahara Desert, lodgings in historic riads (mansions converted to a guest house with interior courtyards) some of which were quite elaborate and impressive. And there are many more stories, so we look forward to seeing you on the 18th for a lively presentation and discussion.

— Submitted by Dick Voelker

Good Morning Howard

This program which takes place on Mondays and Wednesdays at 9:00 AM is open to the public. Registration on our website is required to receive the zoom meeting link.

March 1

Topic: Favorite Souvenirs

Host: Sarah Spence

We all have favorite souvenirs that we purchased while on a trip. What makes it cherished? Is it the cost of the item? Or is it the memory that pops into mind? Is it the artisanship that went into making the item that gives it value? Or is it the uniqueness of the item? I will share some of my favorite souvenirs and the stories behind them. I invite everyone to send photos of their favorite souvenir to Joy Cheung to share with program attendees.

March 3

Topic: Bob Tennebaum, Early Planner of Columbia

Host: Harry Glass

Liz Bobo and Lloyd Knowles will talk about Bob Tennebaum, the recently deceased Chief Planner of Columbia, including their contributions to the 50 Year Columbia Retrospective book he edited, and to which they, Harry and about 50 others contributed essays.

March 8

Topic: Food on the 15th

Host: Julie Rosenthal

Julie Rosenthal, Founder and Director of Food on the 15th (www.foodonthe15th.org) will be with us to talk about how she started Food on the 15th 14 years ago. The purpose of Food on the 15th is to (1) get children of any age involved in helping others in their community (as long as their parent or guardian is there to supervise them), and (2) to collect nutritionally balanced non-perishable food, which children sort and either bag and deliver to low-income older adults (Morningside Park Apartments in Jessup) or they participate in a mini-grocery store that is set up in the community room of the Tiber Hudson Building in Ellicott City one weekend day per month.

Julie will discuss why she started Food on the 15th, how she designed the program to literally operate on \$0 overhead and how over the last 14 years Food on the 15th has been able to deliver over 53,000 FREE bags of groceries and toiletries. All items were donated and people volunteered their time to sort and deliver.

March 10

Topic: All Things Pizza

Host: Duane St.Clair

Pizza is probably the world's most iconic food. Duane will discuss how pizza reached this status and discuss the techniques and ingredients necessary to take your homemade pizza to the next level.



March 15

Topic: Solar Power

Hosts: Jane and Kim Sherman

Jane and Kim Sherman will host Good Morning Howard on Monday, March 15 with information and discussion of using Solar Energy as your electric source. They will relate their experience with solar panels on their roof and provide information on the three main methods for payment for the panels and/or the elec-

tricity they provide. Other methods of selecting solar power for your home needs will be evaluated, and all renewable sources of utility provision will be discussed.

March 17

Topic: Grow Your Own Vegetables

Hosts: Ron Putz and Jim MacDonald

Ron and Jim will be wandering around their vegetable gardens. They will be talking about getting ready to garden – seed selection, soil preparation. There will be talk of the work – plowing, planting, watering, and fighting the weeds. They will not forget to mention the joy of seeing seeds sprout and grow and harvesting their own vegetables for the table. There will be some bragging about successes and some bemoaning of failures. We invite all to share their experiences of gardening and ask questions.

March 22

Topic: Zentangle As A Meditation Activity

Phyllis Yigdal

Phyllis will walk us through the basics of Zentangle. The Zentangle Method is an easy-to-learn, relaxing, and fun way to create beautiful images by drawing structured patterns. These patterns are called tangles.

March 24 & 29

Topic: Noom Healthy Weight Loss Program

Host: Mary Greene

March 24 (Part 1): More Stress or More Success?

Let's start this first Noom GMH session by discussing your experience with diets, healthy eating, and healthy lifestyle plans. Did your results feel more like rewards or punishments? For the last three months, I've tried the Noom psychology-based healthy lifestyle program. I used my Apple Smart phone along with my Apple watch. (Noom works with Android smart phones and Fitbits as well. You don't need a tracker watch or device, but it helps). My age and unique health history made healthy weight loss nearly impossible. So Noom's trifecta wins with weight loss, exercise, and sleep over the first two months were a big surprise. I'll preview Noom's basic approach to mindful and flexible eating habits today.

March 29 (Part 2): Rewarding Healthy Lifestyle Changes

Is it even possible to enjoy activities with friends and family while trying to lose weight? So often, mindlessly consuming huge portions of good--or not so good--food is part of those activities. Noom flips the script by

expanding our rewards beyond food. Along the way, we watch our metabolism zoom. For a few minutes a day, Noom feeds us tactics, scientific proof, new choices, brief accountability, de-stressing practice, and praise—all wrapped in good humor. Today, we'll practice ways Noom challenges us to dump stress, create new healthy lifestyle rewards, and keep eating favorite foods in smaller portions.

March 31

Topic: Ornamental Gardens

Hosts: Irene MacDonald and Kathy Latham

Spring is coming! Join Cathy and Irene as they discuss preparing your garden for spring planting of ornamental flowers and shrubs. We will show slides of what to plant for color and butterflies and other pollinators. We will also discuss container planting. Get some new ideas on what to plant in your garden.

Jim Sanders Joins the Board of Directors of the Village-to-Village Network

Jim Sanders was elected to the board of the Village-to-Village Network which is the national association of villages. His focus is on four things: 1) building capacity in villages by cooperating across the network, 2) building skills and capacity, 3) working with the Biden administration to improve support and funding for community based senior support organizations, 4) increasing support for isolated and pandemic challenged seniors.



The Village to Village Network is an outgrowth of the original Beacon Hill Village started in 1999. Today the Village to Village Network is a national organization which provides leadership, support services, and information for 350 villages and 40,000 participants around the U.S.

Villages are defined as neighbor to neighbor help for aging in place. Villages are self-help mutual aid organizations utilizing caring volunteers. Villages typically provide support services including transportation, home maintenance, and neighborhood assistance. Most villages also provide social services in the form of care coordination, helping members to navigate health care, insurance, social service, housing and other important issues. Many villages are extensions of local government

and community aging services.

Many villages are very small and represent a neighborhood or home owners association. Other villages are very large. The Capital Hill DC village has 400 members and 150 non-member volunteers. The village in Denver has 1800 members with multiple sites and services. Montgomery County has eight villages coordinated by the Montgomery County Government.

From the Desk of Two New Committee Chairpersons

Sharon Neville

Chair, Program Committee

Although 2020 was a challenging year for TVIH, the program committee met the challenge by offering 594 programs or events on a variety of topics and interests, including educational, cultural, health and well-being programs. Many programs adapted to a Zoom format easily but others were put on hiatus because of COVID 19 restrictions. Some programs continued to change formats and evolve throughout the year. Our hope for 2021 is to continue to evolve with the changing medical guidance. The future is still unknown but I believe that programming will be a hybrid form of in-person and Zoom programs.



Diane Minor

**Chair, Communications/
Outreach Committee**

As the new chair of this committee, I want to reinforce to the residents of Howard County the value of becoming a member of TVIH and the benefits the organization brings to the business community.



Happy
St. Patrick's Day

Update on Echo Show 8 Pilot Project

We continue to roll out the Echo Show 8 pilot though pandemic restrictions require us to conduct tasks via Zoom making it difficult to provide user training and distribute units to members.

We have a train the trainer package accessible to members on request.

The pilot project group is looking into providing users more information on how to use many basic features. We have a methodology for providing remote installation assistance requiring minimal user interaction and which does not require a visit to the user's home during the pandemic.

We will purchase books on the Echo Show 8 and supplement these with by identifying functions we believe best suited to beginners. The key initial functions:

- Device set up and synchronizing with phone directories and calendars.
- Making phone calls to mobile/land lines and video calls.
- Creating routines. Routines are chained commands activated either at a set time or by voice command e.g., a "good morning" command could set an alarm, provide a weather report, remind you to take medications, and tell you your schedules.
- Using timers/reminders to perform chores or activities (one-time or repeating).
- "Buddy contact" contacts authorized friends/relatives in an emergency.
- Access free or low cost subscription services for music, podcasts, books.
- Link to TV stations for use on trips where users can access WiFi.
- Link to paid services (e.g., Sirius XM). This additional linkage does not cost anything.
- Link to audio book services.
- "Drop In" allows the device to be used as an intercom to other rooms or authorized users who have an Echo device. Access to this feature is totally under the control of the user.
- Create lists (shopping) and print via WiFi by voice command.
- Privacy features permit users to erase what the device has heard.
- Users can learn about new features from Amazon and can also subscribe to suggested sites such as KBVoice-Brew.com.
- Devices are free to members while they last.

— Submitted by Pete Brunner

ON BOARDING

Discussion topics at The Village In Howard Board of Directors Meeting January 27, 2021

Treasurer's Report

We are closing out three grants from the Paycheck Protection Program, the Horizon Foundation and the Department of Housing and Community Development. Fortunately, we have two new grants from the Horizon Foundation and from the Community Foundation of Howard County. There are prospects for two others: the stimulus package signed by President Trump included funds for a new round of the Paycheck Protection Program. The Association of Community Services is opening a new funding program and we may be eligible to apply.

Recruitment of replacements for Board members Ken Lobo and Dick Voelker

Ken Lobo and Dick Voelker have resigned from the Board. We are grateful for their contributions and we will miss them. We decided to postpone adding new Board members until we have laid the groundwork for new appointments.

Proof of Vaccination Once We Start In-Person Meetings?

The Board began planning for the eventual reopening of the TVIH Center and discussed whether to require proof of vaccination once we are allowed in the Center to start in-person meetings. Currently it is unknown when the Center will re-open for meetings and when there will be enough vaccine to enable a substantial percentage of our membership to be vaccinated by then so it will be safe to meet in person. Right now the Board will continue to meet and hold programs virtually. The formulation of a policy was deferred until next month when there may be more information about the opening of the Center and vaccination rates.

Assisting Members with Vaccine Registrations

Marie Grunwell asked for direction from the Board on assisting members who ask for help with registration and tracking COVID-19 vaccine appointments. Volunteers are currently assisting two members with this daunting task; however, we simply do not have volunteer staffing to handle procedural oversight which includes transportation assistance to and from appointments for any member who requests it. The Board recognized the issues but decided that

volunteers should not become involved with vaccine registration/tracking/transportation oversight for all members.

Should Recorded Sessions to YouTube be Available to the Public? Who Makes This Decision?

Currently, Joy Cheung records most of our programs and informs program attendees in advance that the program is being recorded for posting to our YouTube library. Recorded programs can be made available to either TVIH members only or to the public. The Board agreed that the presenter should make the decision whether the recording should be available to the public or to members only.

Strategic Planning – Goals for the 2021 Year

The Board laid the groundwork for strategic planning for 2021 by reviewing the survey given six months ago. At that time, 94% of the respondents were satisfied with the programs and services provided. Social activities were particularly popular. Most members were quite satisfied with the benefit from the cost of membership. Our renewal rate has been fairly level which signals that our member satisfaction with programming and services is high. The loss of members has primarily been due to their moving out of the area. Some potential members are waiting for the pandemic to be over before joining TVIH. Diane Minor plans to proceed with recruitment gatherings at libraries and other sites as soon as pandemic restrictions are lifted.

So where do we go from here? An ad hoc committee was formed to propose the issues that needed to be raised during strategic planning. Their first step will be the creation of a new group mission and purpose statement to be shared with the tri-directors at the Executive Committee meeting in late February before presenting their deliberations to the Board in the next two months. The committee members are Ron Putz, Marie Grunwell, Karen Michaelson, and Jim Sanders.

Priority Organizations for Communications/Outreach

As Diane Minor takes over chairing the Communications/Outreach Committee, the Board discussed its objectives in networking with community groups. This outreach is a prime opportunity for Village recognition, recruitment and advocacy. Representation in each of these organizations is needed to establish a good working relationship with them. The Board reviewed a list of organizations and our representation: ACS, Village to Village (Jim Sanders), COGS (Mary Pat Donelan), Chamber of Commerce,

WAVES, Commission on Aging, Office on Aging and Independence, Healthy Aging Workgroup (Judy Goldfarb), Columbia Association Senior Advisory Committee (Paul Verchinski, Sharon Vogel, & Mary McGraw).

Editor's Note: Members may access a more detailed report in the online TVIH Document Library. After logging in, click Document Library under the Resources tab. Once in the library you will find Document Folders on the left, click Committees and Programs to locate a documented list of Board Minutes.

TWELVE COMMANDMENTS FOR SENIORS

- #1 – Talk to yourself. There are times you need expert advice.**
- #2 – In Style are the clothes that still fit.**
- #3 – You don't need anger management. You need people to stop making you mad.**
- #4 – Your people skills are just fine. It is your tolerance for idiots that needs work.**
- #5 – The biggest lie you tell yourself is, 'I don't need to write that down. I'll remember it.'**
- #6 – On time is when you get there.**
- #7 – Even duct tape can't fix stupid – but it sure does muffle the sound.**
- #8 – It would be wonderful if we could put ourselves in the dryer for ten minutes, then come out wrinkle-free and three sizes smaller.**
- #9 – Lately, You've noticed people your age are so much older than you.**
- #10 – Growing old should have taken longer.**
- #11 – Aging has slowed you down, but it hasn't shut you up.**
- #12 – You still haven't learned to act your age, and hope you never will!!**

And one more:

'One for the road ' means going to the bathroom before you leave the house.

PLEASE NOTE: All Events Now Require Registration!

Register for an event on the online calendar. On the day of the event, return to the event on the calendar about 15 minutes before the time of the event, click the zoom meeting room link and you're in! If using your phone, follow instructions given.

Reminder: Please remember to use the 'Cancel' button or phone the office, if you are unable to attend an event for which you've registered. This courtesy not only helps the event coordinator, but opens a space for others who may wish to attend.

Thank you for your consideration.

Sharon Neville, Program Chair

Monthly Events

- **Outdoor Happy Hour**- Tuesday, March 2nd @ 4:00 PM. PLEASE NOTE: there are TWO sessions this month, Virtual AND Outdoor! Please see the calendar event for specific in-person requirements. Always the 1st Tuesday of the month!

Sarah Spence & Karen Ohlrich are March's outdoor hosts.

- **Virtual Happy Hour**- Tuesday, March 2nd @ 5:00 PM. PLEASE NOTE: there are TWO sessions this month- Virtual AND Outdoor! Always the 1st Tuesday of the month!

Kim & Jane Sherman are March's virtual hosts.

- **World Languages 101**- Hindi with Farida Guzdar, Wednesday, March 17th @ 1:00 PM. This is a monthly program. Hebrew, German, French, Spanish, Norwegian, Hindi, Japanese, and Chinese classes will be offered on the third Wednesday each month.

- **The Village Readers Book Group**- Thursday, March 18th @ 10:00 AM. Discussing the book, *The Wright Brothers*, by Davis McCullough.
- **Travel Talks: Life in Morocco** - Thursday, March 18th @ 7:00 PM. Ken Lobo and Dick Voelker will give the presentation and cover a few of the cities visited.
- **Listen! The Language of Music: Presenter, Tom Benjamin, composer, music theorist, conductor and performer**- Friday, March 26th @ 10:00 AM. Halleluia! The large and varied world of choral music, from Africa to Latin America to Europe to the Near East and Asia. From Pygmy villagers to Bulgarian throat singers to medieval monks to Renaissance madrigals. Singing together!

Weekly Activities/Events

- **Good Morning Howard** – Virtual. Every Monday and Wednesday @ 9:00 AM. This month's topics include:
 - 3/1- Sarah (The Best Souvenirs I Brought Home From a Trip)
 - 3/3- Harry (Bob Tennebaum, Early Columbia Planner)
 - 3/8- Julie Rosenthal (Food on the 15th)
 - 3/10- Duane (All Things Pizza)
 - 3/15- Jane & Kim (Solar Power)
 - 3/17- Jim & Ron (Grow Your Own Vegetables)
 - 3/22- Phyllis (Zentangle as a Meditation Activity)
 - 3/24 & 3/29- Mary G. (Noom Healthy Weight Program)
 - 3/31- Irene & Cathy (Ornamental Gardens)
- Monday Morning Virtual Meanderings – @ 10:00 AM. 3/1, 3/8, 3/15, 3/22, 3/29.

Support TVIH by using AmazonSmile, a giving program offered by Amazon.com for the same products and prices. When you use AmazonSmile for your shopping, 0.5% of the purchase price of eligible products will be donated to TVIH.



How does it work? Start each shopping session at the URL <http://smile.amazon.com>. Be sure to designate The Village in Howard to receive your donation by clicking on the link smile.amazon.com.

- **Virtual Meditation** - Led by Fran Dummett
Tuesday, March 2nd @ 9:00 AM.
Thursday March 4th @ 7:00 PM.
This is the last of the series of meditations created to synthesize Art, Music, Math and Meditation, toward your inward journey of self-discovery and the cosmos. Join us this month for "Harmony in Nature".
- **Virtual Bridge** – Every Tuesday @ 1:00 PM. 3/2, 3/9, 3/16, 3/23, 3/30.
- **Wednesday Lunch Bunch (Virtual)** – @ 11:30 AM. 3/3, 3/10, 3/17, 3/24, 3/31.
- **Mah Jongg** – Every Friday @ 10:00 AM. 3/5, 3/12, 3/19, 3/26.
- **Dinner and Discussion with Friends** – Every Friday @ 6:30 PM. 3/5, 3/12, 3/19, 3/26.
- **Saturday Morning Virtual Coffee with Friends** – @ 9:30 AM. 3/6, 3/13, 3/20, 3/27.

Individual Events

- **Remarkable Reads** - Thursday, March 4th @ 10:00 AM. Each participant will offer 2 book titles (either nonfiction or fiction) explaining why they are personal favorites. The title, author, publication date, genre and brief summary will provide all participants with some new additions for their own reading lists.
- **Positive Thinking for Our Well-Being**- Wednesday, March 10th @ 1:00 PM.
Karen Hull, Mental Health Coordinator Coordinator at the Howard County Office on Aging and Independence will cover the following topics: What affects our ability to maintain a positive outlook, The physical and mental benefits of positive thinking, and Ways to improve our thinking.
- **TVIH Watch Party**- Tuesday, March 16th @ 7:00 PM
Enjoy a movie via Zoom to watch in the comfort of your own home! Frances Lorenzi will be hosting "On Golden Pond".

Newsletter Staff

Cheryl Neely, Editor
Sarah Ziemann, Program Editor

Ellin Scholnick, Proofreader, Reporter, Writer
Farida Guzdar, Proofreader, Reporter, Writer
Jennifer Perkins-Frantz, Newsletter Design

Member Solicitation Policy

In order to ensure confidence and privacy, and to promote an open exchange of information among our members, The Village in Howard maintains a policy of non-solicitation of fellow members for the purpose of business development or marketing. Our organization provides opportunities to learn from each other, both at TVIH activities and informally. Using the directory to find names and contact information of other members is appropriate for this purpose. It is not appropriate to market or solicit business.

SUPPORTERS:



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