

# Volunteers & Careers

**Does your organization use senior volunteers or do you employ a number of seniors?**

If you do and you'd like to be considered for a story in our Volunteers & Careers section, please send an e-mail to [info@thebeaconnewspapers.com](mailto:info@thebeaconnewspapers.com).

## Volunteer work with a spiritual dimension

By Carol Sorgen

John O'Hagan has a fondness for his hometown of Baltimore City. "I often tell the story that I was born, reared, educated and employed within a 20-block area in the inner city," said the 70-year-old Cockeysville resident.

To give back to the city that he loves so much, O'Hagan joined the Ignatian Volunteer Corps (IVC) nine years ago. Volunteers work at a variety of venues assisting low-income residents.

As a Default and Delinquency Counselor at St. Ambrose Housing Aid Center on 25th Street, O'Hagan helps homeowners with financial difficulties navigate the delinquency and foreclosure process, advising them of possible solutions while working with their lenders.

In this way, O'Hagan feels that he is able to return some of the blessings he has enjoyed in life.

His efforts are appreciated. "Solutions, of course, depend upon their finances," said O'Hagan. He helps them create budgets, explains about various state and local tax credit programs, and if necessary, works on developing a payment plan ac-

ceptable to the lender or even bankruptcy court.

"The clients who come to St. Ambrose have no network and are subjected to all sorts of predatory schemes," said O'Hagan. "For me, it's been a joy to be part of a great team at St. Ambrose where homeowners can receive free, unbiased, unselfish advice without the fear that they're going to be trapped in some costly scheme."

### A spiritual community

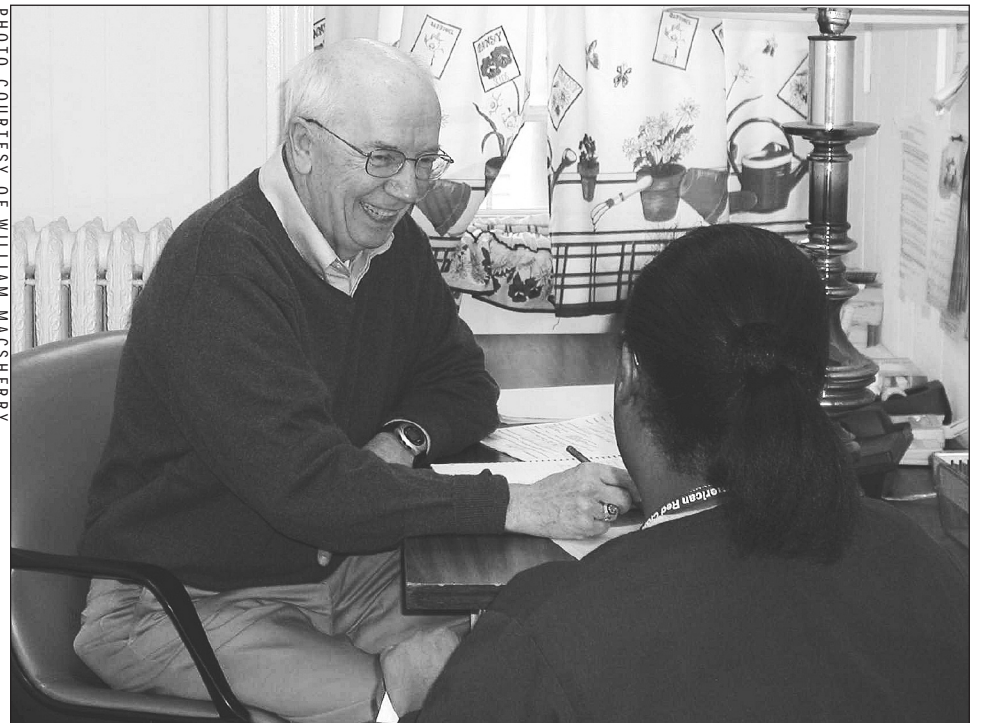
In addition to doing meaningful work at St. Ambrose, O'Hagan likes to talk about other benefits of being an IVC volunteer. "At monthly city-wide group meetings, we share volunteer experiences, go on retreats, and create a community that is spiritually enriching and fulfilling," he said.

The Ignatian Volunteer Corps (IVC), founded in 1995, is a national Catholic service organization with 12 regional offices across the nation.

"Ignatian volunteers provide essential services that help Baltimore area nonprofit organizations meet their goals," said Bill Macsherry, regional director of the Baltimore office. "Our volunteers seem to be getting as much from the work as our nonprofit agencies and the people they serve."

That's in keeping with the Ignatian tradition, whose tenets were developed by St. Ignatius of Loyola, founder of the Society of Jesus (the Jesuits). Ignatian spirituality focuses on prayer, forgiveness of sins, healing the sick, and giving hope to the socially and economically disadvantaged.

Similarly, the mission of the IVC, according to Macsherry, is to provide retired and semi-retired men and women age 50 and over the opportunity to serve the



John O'Hagan assists low-income homeowners through his work with the Ignatian Volunteer Corps, which melds help to Baltimore residents with spiritual reflection.

needs of people who are poor; work for a more just society; and grow deeper in Christian faith.

Members work in organizations that serve the poor directly or indirectly. They pledge two days per week of service for a 10-month term, and most stay well beyond that; some for years. Agencies tend to view IVC members as part-time staff because of the experience, skills and consistency they bring.

Macsherry said that a unique element of IVC is its spiritual reflection component, which helps members maintain their dedication despite the difficulties inherent in working with low-income people.

Drawing on Jesuit tradition, volunteers commit to strengthening their faith

through a process that involves regular personal and group reflection as well as retreats.

### Assisting homeless families

Nancy Fitz-Gerald, a 70-year-old resident of Baltimore City's Tuscany-Canterbury neighborhood, began volunteering with IVC last year after hearing Macsherry speak at her church.

For Fitz-Gerald, volunteering with IVC not only gives her the opportunity to serve the poor, but also provides time to read, reflect and meet with her fellow volunteers in an attempt to "understand and live the gospel more fully."

Fitz-Gerald volunteers as an administrative assistant at Catherine's Hearth, a new resource center for homeless women and children that is part of Mercy Medical Center's Outreach program.

Fitz-Gerald greets the women and children as they arrive, makes them feel welcome, and talks to them socially for a few minutes before they begin their classes or go into their appointments.

In addition to answering the phone, making calls, helping with mailings, and doing other administrative tasks, Fitz-Gerald has helped update resumes and assisted with a

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# Books give advice on working after retiring

By Humberto and Georgina Cruz

The outdated notion of retirement as one last long vacation before we die is dead. For proof, browse the shelves of any large bookstore or search online for new titles exploring the emerging trend of post-retirement work.

Too many of these books do little more than rehash the same ideas, but here are three we liked:

The first is *Encore: Finding Work That Matters in the Second Half of Life* (Public Affairs Books, \$24.95) by Marc Freedman, founder and president of Civic Ventures, a San Francisco-based think tank. The author is also co-founder of Experience Corps, the largest not-for-profit national service program engaging Americans over 55, and he Purpose Prize, the nation's first prize for social innovators over 60.

Another book by Freedman in 2002, *Prime Time: How Baby Boomers Will Revolutionize Retirement*, foresaw many of the trends others regurgitate now. His latest work may be just as visionary. Freedman, who interviewed hundreds of people in their 50s and 60s for the book, coined the term "encore career" to describe work that will offer not only continued income to Baby Boomers but also new meaning and the opportunity to help society.

From appeals lawyer to community pastor, health care executive to advocate for the homeless, truant officer to critical-care nurse, Freedman fills the book with "encore stories" of people who found work that mattered in their second half of life. By 2030, he foresees Boomers will provide the "backbone of education, health care, nonprofits, the government and other sectors" essential to our national well-being.

To be sure, not everybody will want to work after retirement and, among those who seek work, many will do it just for the money. *Encore* does provide a list of re-

sources to find new jobs but its main purpose is to inspire, not guide by the hand.

## Rewiring instead of retiring

For those who want both inspiration and personalized advice, we recommend *Don't Retire, REWIRE!* (Alpha Books, \$18.95), a revised and expanded second edition of a 2002 book we liked them and like even more now.

Authors Rick Miners and Jeri Sedlar, who are husband wife, share 25 years of executive search and counseling experience. Through hundreds of interviews with pre-retirees and working and non-working retirees, they discovered the happiest are those who knew what they were retiring to, not simply retiring from.

People tend to underestimate the things they like about their work, the authors contend, from the structure work provides to the social and emotional needs that it fills.

"The key secret for success in this next stage of life is to know what you'll be leaving behind when you retire, then figure out how to replace that in the future," Miners and Sedlar said.

As they approach and even enter retirement, many people also have never taken the time to figure out what they want (and couples have not taken the time to talk about what the each person wants). Through real-life stories, self-scoring quizzes and exercises, this smartly-written and logically organized book helps us discover our primary "drivers" or motivators. (A big driver for us, for example, is to have accomplishments).

Drivers remain fairly constant throughout our lives, but how we go about fulfilling them will change in retirement. One way is through meaningful work, which the authors show can be anything from continued regular work for wages, work for a fee

(as we do with our writing), running your own business or working for free as a volunteer.

A third book worth mentioning is *Working After Retirement for Dummies* (Wiley, \$21.99), a useful reference guide listing numerous resources and chock-full of practical advice (although more real-life examples would have helped). The book is almost four in one — from a discussion of assessing one's talents to a primer on retirement finances (this is the weakest

part), another on Medicare and Social Security, and finally on finding or creating your ideal retirement job.

*Humberto and Georgina Cruz are a husband-and-wife writing team who work together in this column. Send questions and comments to AskHumberto@aol.com, GVCruz@aol.com, or c/o Tribune Media Services, 2225 Kenmore Ave., Suite 114, Buffalo, NY 14207. Personal replies are not possible.*

—TMS

## NOW HIRING

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The Baltimore City Commission on Aging and Retirement Education (CARE) is the Area Agency on Aging (AAA) and serves as the primary public agency in the city responsible for advocating for and delivering services to older adults, their families and caregivers (in Baltimore City). CARE seeks a candidate with demonstrated leadership and management ability to serve in this at-will position as the Deputy Executive Director of Advocacy, Community and Client Services (ACCS).

**Position Summary:** Provides overall direction and management for ACCS through management of three subordinate supervisors who supervise over 55 employees in ACCS and promotes diversity management and cultural competence. Serves as a public advocate for the older adult population and works with other organizations to advance appropriate services and policies. Assesses functional health and social service needs, allocates resources to meet needs, and develops partnerships in the community to improve outcomes for this population. Incumbent will remain current with trends at local, state, and national levels to ensure a high quality of service, while working with other public and private organizations serving this population. Administers programs according to policies and guidelines and ensures that standards for all services are developed and maintained.

Visit [www.baltimorecity.gov](http://www.baltimorecity.gov) employment listing for a full description of essential duties and responsibilities.

**Minimum Qualifications:** A bachelor's degree from an accredited college or university in social work, public administration, mental health or a related human services field and five (5) years of increasingly responsible experience; two (2) of which must have been in a managerial position.

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*This is a full-time benefited at-will position. Send letter of interest and resume no later than February 8, 2008 to Tracy Gibbs, Personnel Generalist via Mail: 10 N. Calvert St., Suite 300 Baltimore, MD 21202; Fax: 410-625-7982; or Email: [tracy.gibbs@baltimorecity.gov](mailto:tracy.gibbs@baltimorecity.gov)*

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## Spiritual reflection

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children's reading and activities group,

"For the last 24 years, I worked in two very sheltered environments — an Ivy League college and a large financial services firm," said Fitz-Gerald. "I read about the poor and saw homeless people on the

street in Baltimore, but they were not part of my life.

"The IVC has brought me into the larger world," Fitz-Gerald continued. "I am with the poor as people. I see their lives and their struggles."

For more information about IVC or to volunteer, call (410) 752-4686 or visit [www.ivcusa.org](http://www.ivcusa.org).

## BEACON BITS

Jan. 27+

**FREE CONCERTS BY CANDLELIGHT**

Baltimore Symphony Orchestra musicians perform in small ensembles in the monthly chamber music series sponsored by Second Presbyterian Church.

This month's candlelit concert features works by Brahms, Hungarian composer Miklos Rozsa, American Stephen Funk Pearson, and Czech Leos Janacek. The concert will be held on Sunday, Jan. 27, at 7:30 p.m. at Second Presbyterian Church, 4200 St. Paul St. Admission is free. For more information on this and upcoming concerts, call (410) 744-4034 or visit [www.communityconcertsatsecond.org](http://www.communityconcertsatsecond.org).