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## Banking in the black

never see: flappers, gin baths and two more black owned and operated banks than exist

Baltimore at the turn of the century was a different place. It wasn't the "kinder, gentler

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chants, morticians, matrons and banks. All plying their trade to a captive economy

During this thriving hustiand bustle, five black owned slices of profitable pie at a time when the black dollar tended to stay closer to home. Businesses on Pennsylvania

the average individual doesn't know anyone who has an account at a black owned and operated bank. Of the five that existed in the past, Lexington Federal, Harry O. Building and Loan and a bank formed by black caterer, Ber-



Dr. W. O. Bryson

nard Taylor only one re-mains. Ideal Savings and

"We've really lost ground over the years," said Gaines Lansey, current president of Ideal. "But they (the banks) didn't go out because of anything they did wrong. The depression hit and only five banks in the city survived."

Ideal managed to hang on ment order every depositor be repaid 100 cents on the \$1.00 and banks were not allowed to foreclose on mortgages to free up needed cash, so little by little as the payments dribbled in the banks were required to use the funds to repay depositors and then struggle

In June of 1957 a generation (301) 730-5892 of black Baltimoreans saw their first fully operational black bank with the opening of Advance Federal Savings and Loan's North and Penn-

sylvania Avenues branch. Now a \$30 million operation, with 12 employees, the banks founder, Dr. W. O. Bryson, Jr., remembers well the early years of Advance.

"We started this bank under the assumption there were problems in financing for the black community." Bryson said. Federal Housing Authority (FHA) loan was for a couple who wanted to buy a house in what had previously been a white neighborhood and had been rejected twice as a bad

"They are still in that house and they haven't missed one

payment," Bryson added. In 1962, after paying off the last of its debtors, Ideal Savings and Loan reopened its fice for one night a week s

Today Baltimore is home to three thriving majority con-Harbor Bank of Maryland which is the newest of the

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BLACK HISTORY MONTH

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services in West Baltimore in a

highly-competitive marketplace

has become a challenge in business

strategies for the Administrators

who oversee the operations of the

challenge for LMC's 10-member

telligence, talent, ability and com-

community. They therefore offer

this advice to young women seek-

ing high-level management opportunities:

the field of health care?

ing Services

R: VIVIAN K. JONES, RN, MSN

Assistant Administrator, Nurs-

"For any young women seek-

ing a management position.

my advice would be to make

yourself as marketable as

possible through education and

work experiences. The com-

petition for management jobs

is not limited to females. The

Black female must have a very

good image of herself - high

self-esteem, self-worth, com-

petence and persistence. She

should also have physical

stamina — a role in manage-

ment requires more than the

typical 8-hour day. In medicine

these same qualities hold true,

as well as an increased

humanistic attitude. In the field

of medicine and nursing there

Vivian Jones, RN, MSN

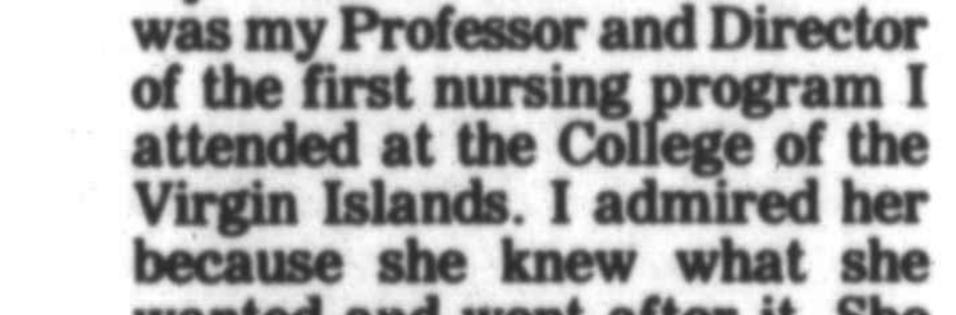


Renee Frazier, MHA



Martha Linton, RN, M. Ed.





"The person who stands out in

my mind is Mrs. Brown who

ing Services

wanted and went after it. She also made her position known: she also encouraged people to understand that if you want something you had to earn That kind of philosophy and seeing how she worked with us made me have a different kind of respect for nurses. We learned what it meant to be a nurse and to interact with people while handling staffing issues. Mrs. Brown pushed us and gave to us the desire to give your best or we would end up short-changing ourselves and the people who come to us for guidance and support."

- Q: Would you talk about communication and its role in management?
- R: MADELINE WARD, RN, Associate Administrator, **Nursing Services**

'I spend about 80% of my time communicating because it is a vital part of being successful. good deal of my communication involves my superior, the president, which means I must be clear and concise. There is a high degree of listening. often ask the question, "What are you really saying," to let a person know that I am paying attention. The key is to get the facts and decide what is most beneficial to the organization. feel that one of the keys to being a successful manager is determined by how well one communicates with the staff up and down the ladder."



Liberty Medical Center Is Paving The

Way For Women Administrators

tion. This can be a major hur-

What is the most important

lesson you have learned in get-

R: MARTHA JEAN LINTON, RN,

ting to your position?

dle for female managers to

caring. Although the manager is not at the bedside, the feeling

of caring has to transcend the

organization, from the highest

level to the person actually

Q: What challenges were the

hardest to overcome in getting

delivering the care."

to your position?

R: RENEE S. FRAZIER, MHA Assistant Administrator, Nursing Services Administrator. Marketing, Planning & Am-bulatory Services "For me, once I was committed to my career path,

discovered that it is extremely "I think the biggest challenge important to decide what your has been understanding the next step should be. Along with coming to a position with the financial side of business. That requires the ability to underphysical stamina, mental abilistand finance, present it, put it ty, communication skills and on paper and articulate it as it a broad range of abilities, it is relates to business. The global important to think through perception is that women don't your career goals. Then you understand numbers. There is must take the risk to accept little respect for women and numbers beyond balancing the unknown and new jobs. Finalcheckbook at home, making ly, always aspire to achieve sure the rent is paid, etc. The general belief is women don't capital , floating a bond issue, financial ratios and what

Who were your role models? Whose qualities or attributes did/do you admire?



Madeline Ward, RN, M. Ed.



THE AFRO-AMERICAN BLACK HISTORY SUPPLEMENT

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