



Montgomery County

Commission for Women

**Fiscal Year 2008 Annual Report
July 2007 - June 2008**



**Montgomery County Commission for Women
Counseling and Career Center
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Rockville, Maryland 20850
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July 2007 – June 2008

∞ COMMISSION ∞

President

Regina L. Oldak

First Vice President

Patricia E. Cornish

Second Vice President

Resa Levy

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Gloria Aparicio Blackwell
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Anne Kasper
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Larniece McKoy Moore
Martha Nguyen

Lily Qi
Tedi S. Osias
Fauzia S. Rashid
Yun Jung Yang

∞ STAFF ∞

Executive Director

Judith Vaughan-Prather

Program Specialist

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Legislative/Budget Specialist

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Nancie Kenney

Commission for Women



Annual Report Fiscal Year 2008

Montgomery County Commission for Women
Counseling and Career Center
401 North Washington Street, Suite 100
Rockville, Maryland 20850

PRESIDENT'S MESSAGE

Regina L. Oldak

The Commission for Women is pleased to present its Annual Report for Fiscal Year 2008 (July 1, 2007 – June 30, 2008), which chronicles another very active year of informing policymakers, community leaders, and the public about issues of concern to women and advocating the protection and progress of women at the county, state, and federal levels.

Last year's *2007 Report on the Status of Women in Montgomery County* highlighted for us the disproportionately high rate of poverty among single mothers of young children. Female-headed households are only 15 percent of county families but are 47 percent of those living in poverty. And while the overall poverty rate in the county is less than three percent, the rate of poverty among single mothers of young children is nearly 30 percent – a stunning ten times as high! In response, the Commission made the issue of poverty among single mothers a priority in 2007-2008. That spring, the Commission's Mothers and Poverty Committee (MAP) organized and hosted a series of three public forums entitled *Dreams Deferred: Single Mothers and Poverty*. Expert panelists addressed some of the causes of poverty among single women and focused on effective strategies to increase economic security for single mothers and their families. Of course, there is still much to do, and the MAP Committee is developing recommendations for further action stemming from the forums and its further research.

The Policy and Legislation Committee had a very successful year, with an over-subscribed Women's Legislative Briefing and passage of favorable legislation. We commend our County Council and County Executive for their courage in enacting legislation that will require employers of domestic workers to negotiate and offer written contracts specifying terms and conditions of employment. Montgomery County's Domestic Workers bill is believed to be the first legislation of its kind nationally and we hope that it will serve as a model for other jurisdictions to protect those who take care of our families and our homes. On the state level, we are very pleased to report that the General Assembly passed and the Governor signed into law several of the bills we supported: legislation that allows certain employees to use their accumulated leave time to care for immediate family members; the "Kids First Act", increasing access to health care coverage for the nearly 90,000 children in Maryland who are eligible for public programs but are not now enrolled; and legislation that authorizes Maryland's Commissioner of Labor and Industry to collect employment data to study pay disparity, an outgrowth of the Pay Equity Commission. On the federal level, we continue to join major national organizations in support of employment rights, health care reform, equity in education, and economic security for women and families.

The Commission also continued its work on behalf of immigrant women this year. Some of our signature brochures have been revised and the IWin Committee is creating a "Divorce Handbook" to explain the legal process and basic procedures involved in separation and divorce. Divorce is a difficult time for any family, but new Americans especially may be unfamiliar with their rights and responsibilities during the process. The handbook will include information specific to immigrant women.

The Commission bid farewell to several esteemed members who left the Commission at the end of this fiscal year: Gloria Aparicio Blackwell, Patricia E. Cornish, Nelson A. Garcia, Anne S. Kasper, Martha Nguyen, Lily Qi, Fauzia Rashid and Yun Jung Yang. We thank them all for their dedication and service to the Commission. We wish them all the best and hope that they will stay in touch and continue to work with us. At the same time, the Commission for Women welcomed eight new commissioners: Jennifer Cryor Baldwin, Jane Hobdy, Chandra Walker Holloway, Wilma K. Holmes, Ivonne C. Lindley, Manar Morales, Sanjay Rai and Jocelyn Samuels. Each brings a new dimension, experience, and expertise to the Commission. As we carry out our work plan for 2008-2009 to address the pressing needs of women and their families in Montgomery County, we hope that you will stay in touch with us and be engaged as we enter into a new year with new commissioners and ideas. Watch for more information at www.montgomerycountymd.gov/cfw.

Report of the Executive Director Fiscal Year 2008 Annual Report - Introduction

Judith Vaughan-Prather

The Montgomery County Commission for Women is one of over 200 such bodies across the nation. Commissions for Women are, by definition, advisory boards established by a city, county, or state government. Some are created by law, others by executive order.

In this county, the department has two primary mandates: advocacy and service. The Commission itself was created by county law in 1972 and is charged with the responsibility of advising the public, the County Executive, County Council, and agencies of the county, state and federal governments on the issues of concern to women. The law provides that there will be 15 commissioners – county residents appointed by the Executive subject to confirmation by the Council. Of the 15, nine must be endorsed by organizations concerned with women's issues and six must serve independently of such organizations. The commissioners are appointed to three-year terms, and serve without compensation. Commissioners generally average four hours per week in service to the county.

The purpose of the Commission is advocacy to advance women's equal and full participation in the benefits, responsibilities and opportunities of society. In achieving this mission, the Commission:

- Examines laws, policies, practices and procedures;
- Identifies disparities that impact women; and
- Advocates remedies on behalf of the women of Montgomery County.

The department also administers the Counseling and Career Center. The Center is staffed with a combination of paid employees and a dedicated and highly skilled team of volunteers who provide services to those in our community struggling with difficult life crises and life transitions. The Center's services include:

- Personal, couples and career counseling;
- Classes, support groups and workshops;
- Information and referral;
- Legal information;
- Testing for career aptitude and interest, and for personality type;
- Professional training for licensed social workers and counselors.

BUDGET

The Commission for Women's programs and services are funded by county general revenues. Fees charged to individuals who participate in the group and individual services of the Counseling and Career Center are returned to the County's general fund to partially offset the expenses of the department.

The FY08 approved budget for the department's general fund was \$1,297,210. Due to staff vacancies and a mandatory savings plan, the budget was deliberately underspent. During FY08, a total of \$1,266,923 was expended.

The service fees charged in FY08 were \$40 per individual counseling session, \$16 per group or workshop session and \$48 for vocational interest and personality type testing. The Counseling and Career Center generated a total of \$157,464 in fees. The FY08 revenues represent 12.13 percent of the department's appropriation.

The Commission at Work

Early in each fiscal year, the commission holds a planning meeting to determine its priority projects for that period. These will be the initiatives that require sustained effort and focus. Committees are formed around each and projects are undertaken to address the concerns identified. The Commission will, of course, respond to many other events and issues through letters, calls, e-mails, action alerts, testimony and meetings. Below is a summary of the Commission's work on its priority projects for FY08.

Immigrant Women in Montgomery County (IWin Committee)

The Commission for Women established the issues confronting immigrant women as a priority area of concern in July 2002, and formed its IWin (Immigrant Women in Montgomery County) Committee. This committee first sought input from experts, service providers and advocates through a series of four forums entitled *A Brave New World*, conducted in 2003 (FY 04). In response to these forums, the Committee focused its work in FY 05 on the issue of immigrant women in the workplace. The Committee produced two brochures: *Sexual Harassment – It's Against the Law* and *Employment Rights of Pregnant Women*. Each brochure was translated and published in five languages (English, Spanish, Chinese, Korean and Vietnamese) and widely distributed to local organizations and agencies. In FY 06, the committee took on the issues facing domestic workers as an area of focus and began research on this topic. On October 16, 2006 (FY 07), the Committee presented its recommendations in a six-page memorandum and simultaneously released its newly published *Employment Guide for Domestic Workers*, printed in English, Spanish and French. Over 7000 of these brochures were distributed to more than 100 agencies and organizations.

In FY08, the IWin Committee selected several issues and projects to address throughout the year. These included planning an event to celebrate Montgomery County's Diversity Month, updating and translating the sexual harassment brochure, drafting and translating a new violence in relationships brochure, reaching out to women in the Muslim community, continuing work on issues facing domestic workers and addressing the issue of divorce among immigrant women.

The IWin Committee hosted a workshop *Women in a New World* on October 26, 2007 in celebration of Montgomery County's Diversity Month observances. Over sixty county employees, service providers and members of the community attended the program held at the Executive Office Building.

The English sexual harassment brochure was updated, redesigned, printed and mailed to local agencies. The brochure was translated into French for the first time and will be printed in that language in FY 09.

The Committee also worked to update the *Talk to Your Daughter About Violence* brochure originally printed in 2001. In addition to new resources and statistics, information was added to the brochure about acquaintance rape and avoiding sexual assault in social situations. The new brochure is called *Let's Talk About Violence in Relationships* and has been published in Spanish, French, Chinese, Korean and Vietnamese.

A presentation on special issues confronting Muslim and/or South Asian women was provided to the full Commission in April. The Commission also co-sponsored a luncheon forum for women at the Muslim Community Center in May.

Continuing its work on issues impacting domestic workers, the IWin Committee supported the Domestic Workers Bill in FY08. This bill requires domestic workers to be offered a written employment contract and provides a means for filing a complaint if no contract is offered. Committee Chair Yang testified before the County Council in support of this legislation on February 26, 2008.

In response to concerns about immigrant women attempting to navigate the family court system without representation the IWin Committee began work on a handbook about separation and divorce with a special focus on the needs of immigrant women. With the help of a family law attorney, a divorce handbook was developed with sections about such issues as domestic violence, immigration, and emotional concerns. Plans were made to have the handbook translated and printed in several languages. Once published, the divorce handbook will be used by seminar participants in the Counseling and Career Center and by members of the community.

Mothers and Poverty (MAP) Committee

In June, 2007 the Commission for Women published the *2007 Report on the Status of Women in Montgomery County*. One of the most compelling findings in this report was that in a county where less than 3% of families have incomes below the federal poverty line, nearly 30% of female-headed households with children under the age of five live in poverty. In response to this huge disparity, the Commission selected the issue of single mothers and poverty as a priority area in FY 08 and created the Mothers and Poverty (MAP) Committee.

The committee sought to learn about the issues affecting low-income single mothers and to educate the community about these matters through a series of three public forums entitled *Dreams Deferred: Single Mothers and Poverty*. The seminars were held at the Commission for Women and featured policy makers, researchers, social workers, community advocates, and single mothers who have participated in programs serving low-income families. The three forums in the series were:

- *In the Shadows: Single Mothers, Young Children and Poverty* March 19, 2008
- *In Real Life: Why Are So Many Single Mothers Poor?* April 16, 2008
- *Dreams Realized: Programs That Work* May 21, 2008

A combined audience of 186 members of the community attended these forums, and the programs were featured on Montgomery County Cable Television. The panelists discussed the many challenges confronting low-income single mothers including affordable housing, childcare, obtaining child support and the need for higher education and job training. The final forum focused on best practices, highlighting programs with proven results. The MAP Committee will take the information gathered from these forums and further research to develop an action agenda to address the needs of low-income single mothers and their families in Montgomery County.

Policy and Legislation (PAL Committee)

The Commission took action on 10 bills before the Maryland General Assembly. While not all of these were enacted, much progress was made in building community support for the issues and the education of legislators and the public about these important issues.

**Montgomery County Commission for Women
2008 LEGISLATIVE AGENDA**

Bill Number and Name	
H.B. 1156 - Pay Equity - Testified before House Economic Committee 2/14; Submitted testimony to Senate Finance Committee 3/27	Passed and Signed into Law
H.B. 40, S.B. 344 - Flexible Leave Act - Testified before House Economic Matters Committee 2/14; Submitted testimony to Senate Finance Committee; Submitted testimony to House Economic Matters Committee for S.B. 344 3/27	Passed and Signed into Law
H.B. 1391 - Kids First Act - Sent testimony to the Health and Government Operations Committee on 3/13	Passed and Signed into Law
H.B. 1404 - Eliminating Barriers to Enrollment Act - Sent testimony to the Health and Government Operations Committee on 3/13	4/3 Withdrawn
H.B. 1406 - Foster Kids Coverage Act - Sent letters of support to Health and Government Operations Committee on 3/14	4/3 Withdrawn
H.B.181, S.B.394 - Domestic Violence - "Pre-Trial Release" - Sent letters of support to House Judiciary Committee and Senate Judicial Proceedings Committee on 3/6 Unfavorable report from House Judiciary Committee and Judicial Proceedings Committee	
H.B. 500, S.B. 516 - Family Law "Denial of custody, paternity for rapists" - Testified before House Judiciary Committee Hearing 2/14; Sent testimony to Senate Judicial Proceedings Committee Hearing 3/4; Sent testimony to House Judiciary Committee 4/1	No Further Action
H.B. 541; S.B. 23 - Teenage Protection Pilot Program - Sent Letters to Senate Finance Committee and House Health and Government Operations	No Further Action
H.B.1146; S.B. 690 - Limited Service Pregnancy Centers Disclaimers - Sent letters to Senate Finance Committee and House Health and Government Operations on 3/14	No Further Action
H.B.1147 - Family Law Child Custody Determinations - Sent Letter of support; Unfavorable Report by House Judiciary Committee	No Further Action

The PAL Committee worked closely with the Maryland Legislative Agenda for Women (MLAW) on these and other initiatives, and Commissioner Pat Cornish served on the MLAW board of directors.

On the federal level, the Commission took action on five bills of concern to women. The Commission wrote letters to its members of Congress about the following legislative initiatives:

Bill Number and Name and CFW Actions	
Bill Number and Name	CFW Actions and Final Status
S.B. 1800 - Compassionate Care for Servicewomen Act	Letter to Maryland Senators in August 2007
S.B. 1681 - Family Leave Insurance Act	Letter to Maryland Senators on February 28, 2008
H.B. 3158 - Federal Employee Paid Parental Leave Act	Letter to Representatives Wynn and Van Hollen on February 28, 2008
S.B. 1843 - Fair Pay Restoration Act	Letter to Maryland Senators on February 28, 2008
S.B. 910 - Healthy Families Act	Letter to Maryland Senators and Representatives Wynn and Van Hollen on February 28, 2008

Women's Legislative Briefing

On Sunday, January 27, 2008, the Commission for Women held its annual Women's Legislative Briefing at the National 4-H Conference Center in Chevy Chase, Maryland. More than 650 people from throughout the state attended the event and more than 80 women's and community organizations co-sponsored the program.

Irene Natividad, President of the Global Summit of Women provided the keynote address. The opening ceremonies were followed by six workshops, each featuring legislators and prominent advocates. The workshops included: Women and Health; Women and the Economy; Women and Immigration; Women and the Law; Effective Advocacy and the Budget and Legislative Process; and Women Running for Office, which provided first-hand accounts from the county to state level on the intricacies, hurdles, and triumphs involved in running for a political office, especially for women.

The afternoon came to a close with a rousing "Call to Action" by Delegate Joanne C. Benson whose enthusiasm and energy ignited the audience, urging everyone to carry forward all they learned to the halls of the state capital in Annapolis, and to Capital Hill.

Girls Summer Computer Camp Scholarship Program

Since 2000, the Commission for Women has provided scholarships for girls of low income and/or for whom English is a second language, to attend two-week sessions of special computer day camps offered on the campuses of Montgomery College. Designed especially for middle school girls, these camps offer an introduction to web site design and computer programming in an effort to address the severe under representation of girls studying information technology. In the summer of 2007, a total of 45 girls attended these camps. Twenty-eight were provided scholarships through the Commission for Women and of those, 11 reported that English is their second language. These girls represented 17 county schools and six different countries of origin. Using privately donated funds, the Commission purchased specially designed t-shirts for each girl in the camp. Montgomery County Business and Professional Women donated funds for one of the scholarships.

Community Outreach

In addition to the work of its committees on priority issues, the Commission addresses a broad range of women's concerns over the course of the year. Highlights of that work include:

In July, 2007, the Commission sent two delegates to the annual conference of the National Association of Commissions for Women (NACW) in Louisville, Kentucky. The Commission continued its support of NACW in FY08 through the provision of office space, phone, computer and internet service, as well as supervision of the NACW staff. The CFW Executive Director and Commissioner Pat Cornish served as associate members of the NACW Board of Directors, and presented two workshops at the national conference. On April 17 and 18, 2008, the office hosted a two-day meeting of the NACW Board of Directors, handled most of its communications throughout the year and led its membership drive, bringing the number of members to an historic high.

For the county-wide Community Service Day in October, 2007, the staff and commissioners contributed books to establish a children's library at the Betty Ann Krahnke Domestic Violence Center.

In October, the CFW successfully nominated the late world-renowned jazz vocalist, Billie Holiday for inclusion in the Maryland Women's Hall of Fame. In this same month, the CFW wrote to the governor protesting plans to change the location within state government of the Maryland Commission for Women. The CFW co-sponsored with the Montgomery County Business and Professional Women, an evening to recognize the achievements of Montgomery County women. The CFW's president, Deborah Horan was one of the honorees. A new brochure describing the CFW and the Counseling and Career was designed and published.

In November, the CFW wrote a letter to the *Bethesda Magazine*, disputing some of the assertions of its article "Boys in the Shadow – Why boys have fallen behind girls in school," which directly conflicted with the research data in the CFW's 2007 Status of Women in Montgomery County Report. The letter was published in full in the next issue of the magazine. The CFW lent its support by helping to plan, and providing a workshop for the November 17 "Preparing for Success" conference attended by over 300 high school girls.

In February 2008, the CFW wrote to the Governor commending his appointment of three women (out of eight appointments) to the Circuit Court of Maryland, and encouraging him to continue to move the judiciary closer to equity in representation of the population.

The Commission's Employment Guide for Domestic Workers, published last year, won two awards this year: one from Publications Management and the University of Missouri School of Journalism, and another from the National Association of Counties (NACo).

In March, the CFW wrote to the American Psychological Association (APA) in response to its report on the sexualization of girls, urging APA to develop a presentation or tool kit to assist parents and school faculty in addressing the issue, and wrote to the Park and Planning Commission in support of Discovery Communication's request for approval to establish an on-site child care center.

Commission First Vice President Pat Cornish and Executive Director Judith Vaughan-Prather were selected by the Maryland Daily Record as two of Maryland's Top 100 Women.

At its May 2008 meeting, the CFW received a presentation by county Chief of Police Tom Manger and Captain of Family Crimes Division Kathi Rhodes in response to the CFW's concerns about a recent spate of domestic homicides in Montgomery County.

In June, 2008, the CFW wrote again to the Governor urging his appointment of women to the bench as new judicial vacancies arose. The CFW also co-sponsored, with the DC CFW, a showing of the documentary *A Powerful Noise – The Impact of One Voice, the Power of Many*, at the AFI Silver Theater, focusing on international women's issues.

Commissioners and staff delivered speeches, participated as panelists and made presentations at meetings, conferences, and events throughout the year, addressing women's issues and concerns and describing the activities and services of the Commission for Women and the Counseling and Career Center. Altogether, commissioners and staff spoke at 8 events, reaching a total audience of approximately 530. Commissioners and staff also reached a considerable number of listeners and viewers by participating in 8 media events. In addition, commissioners and staff attended 11 community events, providing staffed displays at fairs and diversity day celebrations, bringing the total number of community members reached to 5,535.

**Commission for Women and Counseling and Career Center
FY 2008 At A Glance**

Service Provided	Totals
Counseling	
Number of New Clients	926
Number of Sessions	4026
Percent of Clients Reporting that Counseling Helped Them Resolve Problems	96%
Telephone Legal Consultations	150
Classes, Groups, Workshops, and CFW Programs	
Number of Participants	2850
Number of Events	243
Percent of Clients Reporting that Groups Were Useful or Very Useful	99%
Number of Vocational Tests Administered	232
Community Outreach - Conferences and Public Forums	
Number of Countable Participants	2361
Number of Activities	43
Number of Information & Referral Calls	11,949
Computer Camp For Girls - Number of Scholarships Awarded	28
Legislative Advocacy	
Number of state/federal bills on which action was taken	15
Number/percent of bills achieving advocated outcome	4 / 27%
Volunteers, Commissioners, Interns and Externs	
Number of Participants	159
Number of Hours	14,230
Number of Work Years	6.8
Revenue Generated by Counseling Center Fees	\$157,464
Revenue Generated by Private and Corporate Contributions	\$6,620

Through the many programs and services available at the Counseling and Career Center, women are assisted in coping effectively with difficult life transitions, family problems, challenges in the workplace, legal and financial dilemmas, and emotional concerns. The Center is staffed with highly trained professionals and dedicated volunteers who have extensive experience working with women's issues.

Counseling

Counseling sessions for career and personal issues are provided for individuals and couples eighteen years of age and older. Issues addressed in personal counseling include mid-life transitions, self-esteem, separation and divorce adjustment, anxiety, situational depression, and inter-personal relationships. Clients in career counseling are assisted with job search strategies, career planning, resolving workplace problems, skill identification, career advancement and job retention. Couples in counseling are concerned with negotiating mutual goals and priorities, developing improved communication skills, learning how to resolve conflicts and understand each other better.

The Center's counseling staff includes licensed clinical social workers, licensed clinical professional counselors, graduate student interns earning masters degrees in social work and counseling, and post-graduate externs working toward licensure. All have experience working with multicultural clients and some are bilingual. In FY08, almost 1000 counseling clients were seen at the Center for a total of 4026 sessions. In confidential evaluations, clients rated their counselors and counseling experience highly and indicated their needs were understood, they were helped to develop a course of action, and they were better able to solve their problems.

Classes

In FY08, the Counseling and Career Center held more than 240 classes ranging in length from one to six sessions. Designed to meet the needs and interests of women in our community, classes are typically grouped in the following categories: Business and Professional Development for Women; Financial Security; Separation and Divorce; Personal Growth and Optimal Living for Women; and Couples and Families. Classes are led by the Center's staff, contractors and volunteers with particular areas of expertise. For example, members of the Family Law section of the Bar Association provide monthly seminars on the legal aspects of separation and divorce in Maryland while the Women's Bar Association and the Counseling and Career Center co-sponsor an annual Women's Law Day.

All classes serve as an important adjunct to individual counseling sessions and are included as an integral part of clients' counseling plans. Class attendees receive helpful information, peer support and the opportunity to participate in meaningful discussions. Support groups for women seeking employment and those experiencing separation and divorce are also provided. In FY08, 2850 participants attended classes and support groups and evaluated them very highly.

Assessment Testing

Through the use of standardized assessment instruments clients learn about their career interests, their personality preferences and how they can make more informed career and personal choices. The Counseling and Career Center offers the Strong Interest Inventory, the Myers-Briggs Type Indicator and the Self Directed Search in workshops and individual sessions. In FY08, the Center administered 232 standardized assessments.

Information and Referral Services

Volunteers, trained in customer service, provide the first contact that most clients have with the Counseling and Career Center. These volunteers provide telephone reception, greet clients as they arrive at the Center, make counseling appointments and provide check-in for counseling sessions and workshops. All information and referral specialists work at least four hours a week and are trained in active listening skills, making referrals to community agencies, and operating the Center's intake database. In FY08, 34 volunteers worked as information and referral specialists.

Legal Call Back Program

Through the volunteer services of 25 attorneys, the Legal Call Back Program provided legal information by phone to 150 individuals who submitted questions in FY08. Questions are received at the Center's Information and Referral desk and submitted to a coordinating volunteer attorney who screens the inquiries and forwards them to participating attorneys according to the legal information requested. Attorneys agree to answer the requests within a two week period. There is no charge for this service.

Professional Training for Counselors and Social Workers

Throughout the fiscal year, the Counseling and Career Center offers continuing education classes for licensed clinical social workers, licensed clinical counselors and other human service professionals in the community. The eight seminars offered this year were each three hours in length, taught by experts in their fields, and provided continuing education hours approved by the Maryland Board of Social Work Examiners and the National Board for Certified Counselors.

Graduate and Postgraduate Internship and Externship Program

Graduate students enrolled in counseling and social work degree programs at local universities work 20 hours per week at the Center during the academic year to complete advanced field placement requirements prior to graduation. These students work under the supervision of the Center's licensed staff counselors who maintain a close liaison with each student's school to assure that all requirements for graduation are met. The Center also accepts counseling externs who have received their graduate degrees and are working toward licensure. The counseling hours provided by both interns and externs allow the Center to serve more women seeking counseling in the community. In FY08, nine interns and externs received training and provided services at the Counseling and Career Center.

Volunteer Program

The Center's many dedicated volunteers give their time and expertise and are essential to the delivery of programs and services. They work as information and referral specialists, legal call-back attorneys, class instructors, and office assistants. Some volunteers work on special projects including graphic arts, statistical record keeping, community outreach, volunteer recruitment, technology projects and special events. High school juniors and seniors work at the Center to complete their Student Service Learning requirement for graduation while undergraduate college students majoring in family studies and related fields assist with research projects and work at the information and referral desk. During the FY08 fiscal year, 144 volunteers contributed a total of 11,110 hours or the equivalent of 5.3 full-time employees.

A Snapshot of the Counseling and Career Center Client Demographics

Of the clients who received counseling or attended classes during FY08, 2,432 provided demographic information including the following statistics:

Ethnic Origin - More than 40% of the Center's clientele represent ethnic minorities, reflecting the diverse population of Montgomery County. In FY08, 16% identified themselves as African-American, 15% as Hispanic, 6% as Asian Pacific, 1% as American Indian, 59% as Caucasian, and 3% as other ethnicity.

Annual Income - The Counseling and Career Center serves clients with a broad range of annual household income including almost 40% with incomes less than \$30,000. In a breakdown of household income range, 20% reported incomes of less than \$10,000; 19% between \$10,000 and \$30,000; 18% between \$30,000 and \$50,000; 14% between \$50,000 and \$70,000 and close to 30% indicated household incomes above \$70,000.

Marital Status - Nearly 58 % of those using the Center's services report they are not currently married. While 24% report they have never married, 32% indicate they are separated or divorced. Only 2% say they are widowed. The remainder, 42%, report they are married.

FY 2008 Volunteers

Information and Referral Services

Phyllis Bagdonas
Alia Bey
Carimanda Baynard
Lauren Chromak
Hillary Cohen
Judith Dipp
Rose Donegal
Karen Goldberg
Janet Hoveland
Evelyn Kelley
Tawanna King
Jennifer Lawson

Erin Leeland
Trish Lehman
Lois Leibel
Susan Loewy
Alicia McAdam
Helen McEntee
Wanda Michael
Teri Mitchell
Stella O'Connell
Melissa Ontko
Eileen Polinger
Beth Rosenberg

Judy Rumerman
Bharathi Sarilla
Martina Sestakova
Sheetal Shetty
Tracy Southall
Suja Sundaram
Beverly Thoms
Sandra Van Fossen
Sally Wechsler
Adelia Witten

Special Projects

Lynn Barclay
Melanie Bodie
June Carlough

Nita Farrell
Anne Gracey
Stella O'Connell

Sharon Zissman

Office Assistants

Adam Basik
Emma Borochoff
Stefani Chow
Lauren Herold

Sasha Levine
Casey Moore
Janet Mwebi
Aniruth Pobbati

Danielle Rich
Jing Yuan
Vicky Zhu

Legal Call Back Attorneys

Robert Baum
John Burke
Michael Callahan
Kathleen Dolan
Jennifer Fairfax
Mindy Farber
Lois Finkelstein
Jennifer Forquer
Susan Friedman

Kathy Ghiladi
James Gross
Hadrian Hatfield
Heather Hostetter
Ana Jacobs
Sheila Lev-Tov
Nancy Long
Brendolyn McCarty-Jones
Nancy Sachitano

Shelly Sheetz
Martha Skinner
Alison Snowden
Amy Strent
Scott Strickler
John Thyden
Sharon Zissman

Counseling Interns

Elena Chiru
Gail Cowan
Marian Horton

Cindy Jones
Jennifer Klesinger
Gina Pennington

Mirian Sanchez

Counseling Externs

Anne Lee

Bedelia Murray

Workshop Presenters

Erik P. Arena
Robert Baum
Sandra Chaisson
Gail Cowan
Patricia Crew
Delores Culmer
Donna Duquette
Carolyne Finney
Nelson Garcia
Marge Gold
Reza Golesorki
James Gross
Monica Harms
Clyde Horton

Marian Horton
Cindy Jones
Michele Joseph
Julie Judy
Jennifer Klesinger
Jamie Lapin
Gwendolyn McLeod
Robert Moment
Bonnie Montgomery
Judith Mustille
Carren Oler
Gina Pennington
Smouti Radkar
Vance Redmond

Brandy Rodgers
Brenda Salas
Susan Samakow
Jill Savedoff
Stuart Skok
Melissa Smith
John Spiegel
Brenda Stephens
Scott Strickler
Carol Tillson
Sandra Van Fossen
John Weaver

Women's Law Day

Shelley Barber
Bibi Berry
Marilyn Brasier
Wanda Caporaletti
Hillary Clark
Heather Hostetter

Sharon Johnson
Susan Magazine
Bonnie Montgomery
Susan Sheehan Oldham
Lindsay Parvis
Katherine Porwick

Lisa Stearman Segel
Rachel Ullman
Sylvia Wagner
Yun Jung Yang
Deborah Webb
Yun Jung Yang

FY08 Donations

The Montgomery County Commission for Women appreciates the generosity of individuals and organizations in the community who contributed funding in support of the Commission's Programs. In FY08, eighty-seven contributions were made to the Commission's programs and activities totaling \$6,620.

Amount	Donor
\$50.00	Alpha Kappa Alpha Sorority, Inc.; Iota Gamma Omega Chapter; Alpha Kappa Alpha Sorority, Inc., Rho Xi, Omega Chapter; Alpha Kappa Alpha Sorority, Inc., Theta Omega Omega Chapter; Alpha Kappa Alpha Sorority, Inc., Xi Sigma Omega Chapter; Alpha Wives Club of Montgomery County, Inc; American Association of University Women, College Park and Laurel Branches; American Association of University Women, Maryland; American Association of University Women, Montgomery County; American Association of University Women, Patuxent River Branch ; American Association of University Women, Silver Spring Branch; Baltimore City Commission for Women; Baltimore City Taskforce on Girls; Baltimore County Commission for Women; Bethesda Chapter of Federally Employed Women 329; Calvert County Commission for Women; Church Women United, Eastern Montgomery County Unit; Clearing House on Womens Issues; Committee for Montgomery; Delta Sigma Theta Sorority, Inc., Potomac Valley Alumnae Chapter; Delta Sigma Theta Sorority, Inc., Fort Washington Alumnae Chapter; Delta Sigma Theta, Inc., Montgomery County Alumnae Chapter; Delta Zeta Zeta Chapter, Zeta Phi Beta Sorority, Inc., Prince George's County; DIA Federally Employed Women; Eta Pi Zeta Chapter, Zeta Phi Beta Sorority, Inc.; Federally Employed Women, Rockville, MD; Frederick County Commission for Women; Harford County Commission for Women; Howard County Commission for Women; Jewish Women International; League of Women Voters - Maryland; League of Women Voters of Frederick County; League of Women Voters of Montgomery County, MD; Maryland Coalition Against Sexual Assault, Inc.; Maryland Commission for Women; Maryland NARAL Educational Fund, Inc.; Maryland Network Against Domestic Violence; Maryland NOW; Marilyn Pierre; MLAW; Montgomery College; Montgomery County Association for Family and Community Education; Montgomery County Business and Professional Women; Montgomery County Commission for Women; Montgomery County Federation of Republican Women; Montgomery County Federation of Women's Clubs; Montgomery County Office on Human Rights; Montgomery County Health & Human Services, Abused Persons Program; Montgomery County NOW; Montgomery Women; National Center for Victims of Crime; National Council of Jewish Women, Montgomery County Section; National Council of Negro Women, Inc., Potomac Valley Section; National Council of Negro Women, Inc., Prince Georges County Section; National Council of Negro Women, Inc., Montgomery County Section; National Women's Health Network; National Women's Political Caucus - Maryland Chapter; Olney Women's Republican Club; Organization of Chinese Americans; PG County Lesbian Zip Code Group; Planned Parenthood of Metropolitan Washington, DC; Prince George's County Alumnae Chapter, Delta Sigma Theta Sorority, Inc.; Prince George's County Commission for Women; Sandy Spring Slave Museum and African Art Gallery, Inc.; Seas and Skies Chapter of Federally Employed Women; SEIU Local 500; Sharon Grosfeld Esq.; Silver Spring Chapter of the LINKS, INC; Soroptimist International of Upper Montgomery County; Southern Prince George's Business and Professional Women; The Media Network; University of Maryland Women Studies Program; Upsilon Tau Omega Chapter of Alpha Kappa Alpha Sorority, Inc.; Woman's National Democratic Club; Woman's Suburban Democratic Club; Women Business Owners of Montgomery County; Women's Action Coalition; Women's Law Center of Maryland, Inc.; Young Democrats of Maryland Women's Caucus; Zeta Phi Beta Sorority, Inc., Tau Delta Zeta Chapter
\$70.00	Fauzia Rashid
\$100.00	African American Employees Association Montgomery County; Amy Doll
\$125.00	Tedi Osias
\$150.00	League of Women Voters – Montgomery County (Florence Perlman Bequest)
\$200.00	Designer Fabrications; Sharon E. Holquin
\$250.00	Betty Ferber
\$475.00	Montgomery County Business and Professional Women
\$1,000.00	Discovery Communications

Montgomery County Commission for Women Counseling and Career Center

401 North Washington Street, Suite 100
Rockville, Maryland 20850
240-777-8300

Hours of Operation:
Monday, Thursday & Friday
8:30 am – 5 pm

Tuesday & Wednesday
8:30 am – 9:00 pm

E-Mail cw@montgomerycountymd.gov
Website www.montgomerycountymd.gov/cw

