



**Montgomery County  
Commission for Women  
and  
Counseling and Career Center**

**Annual Report**  
July 2003 – June 2004

**Over 32 years of Advocacy, Progress, and Service**

## Mission Statement

The mission of the Commission for Women is to advance women's equal and full participation in the benefits, responsibilities, and opportunities of society, and to enable women to participate as equals in the community through the acquisition of skills and competencies, information and resources. In achieving its mission, the Commission:

- examines laws, policies, practices and procedures;
- supports policies and programs that promote the well-being of women; and
- advises the County Executive, the County Council, the public, and the agencies of the county, state and federal governments on issues affecting women of Montgomery County.

The Counseling and Career Center provides leadership and innovation in meeting the diverse and changing needs of Montgomery County women through:

- individual and couples counseling on personal and career issues for women experiencing difficult and critical life transitions, such as separation or divorce, or loss of a job;
- seminars and workshops addressing issues ranging from personal growth and development, to difficult life transitions, to career-related issues;
- an extensive information and referral service linking clients to appropriate agencies, organizations and services;
- a job bank and resource library containing reference materials on career topics and issues of concern to women, including scholarship and financial aid information;
- legal information through the volunteer attorney-call-back program; and
- professional training (continuing education units) for counselors and social workers.

## President's Message

*by Patricia E. Cornish*

The Commission for Women is at the end of another successful year! Looking at the achievements of the past year brings a sense of pride and accomplishment that we have made progress in carrying out our mission to enable women to participate as equals in the community through the acquisition of skills and competencies, information and resources. It is an honor to work with such talented Commissioners and staff to make Montgomery County a better place to live.

The Legislative Action Committee members testified and worked toward passage of Maryland SB 250 - the Equal Pay Commission Bill. Although the bill successfully passed out of the Maryland General Assembly, it was vetoed by the Governor. The committee worked with coalition partners to prepare the Maryland Paid Family and Medical Leave Act bill for introduction in the 2005 session. The 2004 Women's Legislative Briefing brought Dr. Dorothy Height as the keynote speaker to an audience of 400, despite the snow storm. Sixty-five co-sponsoring organizations took part. Our Committee members kept us updated on state and federal legislation and we wrote numerous letters on issues of importance to women.

The Girls in Technology Committee hosted an Educator's Conference this spring. Attendees indicated they acquired new information and resources and are more likely to work toward gender equity in information technology class enrollment as a result of having attended the conference. The Commission was also able to provide the opportunity for 39 middle school girls to receive scholarships and attend computer camp this summer. We are grateful for the contributions received from the community to help make these scholarships possible. Some of the sponsors include Discovery Communications, the Montgomery County Women's Fair, Suburban Maryland BPW, and the West Financial Group.

The Committee on Immigrant Women in Montgomery County successfully completed the Brave New World Seminar Series begun last fall, where attendees gained new information, resources and contacts and are more committed to working on behalf of immigrant women. The Committee established an on-line directory of resources for individuals working with immigrant women in Montgomery County that was posted on the Commission's web site. The Committee is also examining current CFW publications to determine which should be translated into other languages.

In addition to the activities of its committees, the Commission hosted a Women's Leadership Institute, a one-day training seminar for sixty-nine members of local Commissions for Women around the state of Maryland, hosted three groups from China, one from Japan, met with a group of Russian women participating in an leadership exchange program, and convened the Presidents Advisory Council twice during the year to provide a formal liaison between local women's organizations and the Commission. The Commission advised and worked with the Montgomery County Police on several important issues. We were also invited to appear on television and interviewed on radio and in the local newspapers.

Our tireless, talented Commissioners covered the county from one end to the other acting as liaisons and serving on boards – Montgomery County Women's Fair, Divorce Roundtable, National Committee on Pay Equity, the Human Relations Commission Fair Housing Committee, the National Association of Commissions for Women, Business and Professional Women, and the National Partnership for Women and Families.

As we close the book on this year of activities, we look forward with renewed spirit and vision to yet another year of making a difference for Montgomery County.

# Montgomery County Commission for Women Counseling and Career Center

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

E-Mail: [cfw@montgomerycountymd.gov](mailto:cfw@montgomerycountymd.gov)  
Website: [www.montgomerycountymd.gov/cfw](http://www.montgomerycountymd.gov/cfw)

**July 2003 – June 2004**

## ❧ COMMISSION ❧

### **President**

Patricia E. Cornish

### **First Vice President**

Regina Borkoski

### **Second Vice President**

Shelia C. Parker

### **Commissioners**

Victoria L. Dolan  
Jodi Finkelstein  
Jodi Grant  
Carol Lynn Green

Laura N. Henderson  
Deborah L. Horan  
Shelley Johnson  
Shirley L. Johnson

Tedi S. Osias  
Gary P. Smith  
Anne Sanderoff-Walker  
Yun Jung Yang

## ❧ STAFF ❧

### **Executive Director**

Judith Vaughan-Prather

Budget/Legislative Specialist  
Tracy Stuger

Administrative Specialist  
Paula S. Rodgers

### **Counseling Center Director**

Elma Rambo

Clinical Supervisor  
Janice Herold

Supervisor, Intake & Volunteer Services  
Alyssa Philipp Snoots

Program Specialist  
Clotilde Puértolas

Office Services Coordinator  
Susan Koenig

# Annual Report FY 2004

## Introduction

The Montgomery County Commission for Women (CFW) is both advisory to, and a department of the Montgomery County Government. The Commission itself is a 15-member board, created by law in 1972. Its members are appointed by the County Executive and confirmed by the County Council to serve three years without compensation. The Commission's primary responsibility is to identify inequities in laws, policies, practices and procedures, and to recommend and promote remedies.

The department also administers the Counseling and Career Center (CCC), staffed with a combination of paid employees and a dedicated and highly skilled corps of volunteers who provide services to help 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; psychometric aptitude, interest and personality type testing.

<b>COMMISSION FOR WOMEN AND COUNSELING AND CAREER CENTER FY 2004 At A Glance</b>	
<b>Service Provided</b>	<b>Totals</b>
<b>Counseling</b>	
Number of New Clients	1057
Number of Sessions	4384
Percent of Clients Reporting that Counseling Helped Them Resolve Problems	95%
<b>Consultations Legal</b>	
	192
<b>Classes, Groups, Workshops, and CFW Programs</b>	
Number of Participants	3347
Number of Events	224
Percent of Clients Reporting that Groups Were Useful or Very Useful	99%
Number of Vocational Tests Administered	278
<b>Revenue Generated by Counseling Center Fees</b>	
	<b>\$126,359</b>
<b>Revenue Generated by Private and Corporate Contributions</b>	
	<b>\$ 14,377</b>
<b>Speakers Bureau &amp; Community Outreach</b>	
Number of Countable Participants	1179
Number of Activities	28
<b>Computer Camp For Girls - Number of Scholarships Awarded</b>	
	39
<b>Legislative Advocacy</b>	
Number of state/federal bills on which action was taken	14
Number/percent of bills achieving advocated outcome	50%
<b>Volunteers, Commissioners, Interns and Externs</b>	
Number of Participants	177
Number of Hours	18,609
Number of Work Years	9
<b>Number of Information &amp; Referral Calls</b>	
	13,000

## The Commission at Work

During the course of the year, the CFW responded to many events and issues through letters, phone calls, testimony and meetings. At its annual planning meeting, the CFW set an agenda and formed committees for its major activities and events requiring sustained, pro-active effort. This year, those projects included:



### Technology and Girls

This issue was first identified as a priority of the CFW in 1998. The CFW has worked in partnership with Montgomery College and Montgomery County Public Schools for the past six years in efforts to increase the number of young women preparing for careers in Information Technology. Through a combination of public funds and private donations, in FY 04, the CFW provided **scholarships** to 39 middle school girls to attend **summer computer camps**. A total of 58 girls attended the camps, 25 spoke English as a second language. Discovery Communications, Inc. donated funds for scholarships, hosted each of the three camp sessions for an all-day field trip to Discovery's headquarters, and contributed computers for each girl on scholarship. Software for the computers was donated by MCPS, and CFW volunteers provided the preparation and distribution of the computers. Lockheed Martin, Inc. provided beautiful tee-shirts for every girl in the camp, and also contributed to the scholarship fund. In July, the CFW made a presentation about the camp and distributed its curriculum guide and video to everyone in attendance at the annual convention of the National Association of Commissions for Women.

The committee also, with an \$8000 grant from the Maryland CFW, sponsored ***Getting Girls to Get I.T., a special seminar for educators*** on March 31, 2004. Discovery Communications, Inc. donated the use of its state-of-the-art conference center, tote bags and other benefits for the 76 attendees. Significant donations of classroom resources for each attendee were provided by the American Association of University Women and the National Science Foundation. Each attendee also received the curriculum guide developed by the CFW for the summer computer camp for girls. Attendees came from eight counties across the state. Attendees paid a small fee generating \$450 toward scholarships for the camps.



### Immigrant Women in Montgomery County

In FY 03, the Commission renewed its focus on new Americans in our community, forming the IWin committee. A **4-part seminar series, entitled *A Brave New World*** brought together a combined audience of almost 200 advocates, service providers and policy makers to discuss the special health, economic and educational challenges and opportunities facing immigrant women. In response to the attendees' expressed need for better access to resources for this population, the CFW created an **on-line service directory** for immigrant women, listing almost 50 resources. This project was honored with the prestigious **Achievement Award from the National Association of Counties (NACo)**.

## Policy and Legislation Committee

During FY04, the Commission's Policy and Legislation Committee focused on 14 pieces of state and federal legislation that would promote the well being of women. One measure before the Maryland General Assembly, SB 250, would have established an Equal Pay Commission to examine wage differences and gaps based on sex, race and national origin in order to develop reliable data about the extent of wage discrimination and provide greater understanding about its causes.

Another initiative the Commission supported during FY04 would have established the Emergency Contraception Dispensing Program in the Department of Health and Mental Hygiene and provide a means of authorizing licensed pharmacists to dispense emergency contraception without a prescription.

The committee also supported legislation that would have modified Maryland's criminal law regarding the definition of rape.

## Women's Legislative Briefing 2004



On Sunday, January 25, 2004, more than 400 people from throughout the state of Maryland attended the Women's Legislative Briefing at the 4-H Conference Center in Chevy Chase. In this event's 24<sup>th</sup> year, the Commission was joined by 65 prominent women's and community organizations throughout the state to sponsor the event.

Dr. Dorothy Height, Chair and President Emerita of the National Council of Negro Women, Inc. delivered the keynote address and discussed her lifelong role as an advocate for women and minorities. She also stressed the importance of advocacy in the community. After her remarks, Dr. Height stayed at the event to sign copies of her recently published, nationally acclaimed book, *Open Wide the Freedom Gates: A Memoir*.

The opening ceremonies were followed by two series of workshops focused on Keeping Women Safe, Protecting Women's Health, Making "Work & Women" Work, Understanding the Legislative and Budget Process, and Protecting Our Sisters - International Women's Issues. In each workshop, a panel of experts including legislators and advocates led the audience in an informed discussion about policy affecting women.

## Leadership Institute

With a \$7000 grant from the Maryland CFW, the Commission sponsored a **Women's Leadership Institute** on October 3, 2003, inviting members of CFWs from all across the state. Sixty-nine (69) members attended the day-long event, representing nine counties and the state of Maryland CFWs. They were welcomed by Maryland's first lady, Kendel Erhlich, and received a keynote address from Dr. Leslie Wolfe, President of the Center for Women Policy Studies.



## Women's History

This year, the Commission successfully nominated two Montgomery County women for inclusion in the **Maryland Women's Hall of Fame: Emily Edmonson, escaped slave and abolitionist; and Vivian Simpson, Montgomery County's first woman lawyer and Maryland's first woman Secretary of State.** Their selection was celebrated not only at the statewide induction ceremony, but also at a special event organized by the Commission and the Montgomery County Business and Professional Women on March 16, 2004 attended by 55. Donations for the event were received from the Montgomery County Bar Association. Descendents of both women made presentations and received the honor on behalf of their ancestor.

## Local Networking/Community Outreach

Twice in FY 04, the Commission called together the **Presidents' Advisory Council**, which met on December 3, 2003 and March 10, 2004, with a combined participation of 46 leaders of county women's organizations. At the first meeting, the attendees shared their organizations' priorities, plans and strategies. At the second, Delegate Jean Cryor and former Delegate Cheryl Kagan discussed women's issues in the state legislature.

In addition, the Commission **co-sponsored several events** during the year with other organizations including the Montgomery County Women's Fair and the Suburban Maryland BPW's Annual Health Empowerment Forum for Women. Commissioners also served as **liaisons** between the Commission and other organizations including the Divorce Roundtable, BPW, the Maryland Women's Legislative Agenda, and the Human Rights Commission. The Commission also participated in the county's Community Service Day, raising money to purchase necessary items for the residents of the Montgomery Avenue Women's Center/Sophia's House shelter.

In FY04, 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 23 events, reaching a total audience of approximately 1,179. Commissioners and staff also reached a considerable number of viewers and listeners by participating in five television and radio programs.

In addition, commissioners and staff participated in 12 community events. The Montgomery County Commission for Women's History Quilt was displayed in two locations and tables and booths were staffed at the Montgomery County Government Diversity Day and at the Montgomery County Women's Fair.

## International Networking

The Commission was host this year to **five delegations from other countries:** three from China, one from Japan and one from Russia (**totaling 40 guests**). Each delegation requested the visit, asking to learn more about women's workplace issues and how local governments can address women's issues.



## Counseling and Career Center

The Counseling and Career Center provides an array of programs and services designed to meet the needs and interests of women in Montgomery County.

### Counseling

The Center offers solution oriented counseling to individuals and couples seeking help with personal, career, and relationship issues. A wide variety of personal issues and concerns are addressed including depression, anxiety, separation and divorce adjustment, low self-esteem, and mid-life transitions. Career counseling provides assistance in resume development, networking skills, job loss, entering or re-entering the workforce, and coping with problems in the workplace. Couples are helped with improving communication skills, exploring conflict resolution techniques, and establishing mutual goals and priorities.

The highly trained and diverse counseling staff includes licensed clinical professional counselors, licensed clinical social workers, and other mental health professionals. The counseling staff has extensive experience working with multicultural clients, and some counselors have bilingual capability. In FY 04 the Counseling and Career Center provided 4384 counseling sessions and served more than 1000 new clients. Client confidential evaluations of their counseling experiences indicate a high degree of satisfaction with both counselors and the counseling session outcomes.

### Classes

Throughout the year, the Counseling and Career Center offers both day and evening classes ranging in length from one to four sessions. Classes are generally grouped in the following categories: Personal Growth and Coping, Women at Work, Separation and Divorce Adjustment, Financial Security, Couples and Families, Women at Home and On the Road, and Wellness. Topics are selected to provide information, offer opportunities for discussion, and promote peer support for women dealing with a variety of personal and career issues. Classes are recommended to clients by their counselors who see the group experience as a positive adjunct to counseling sessions.

Classes are provided by staff counselors, contractors and volunteers with particular areas of expertise. Many community organizations, both public and private, provide speakers and materials for classes at the Center. These organizations include The Montgomery County Cooperative Extension Service, Montgomery County Women Business Owners, and the National Capital Area Park Police. A partnership with the Family Law Section of the Bar Association provides attorneys to lead programs on the legal aspects of separation and divorce. Positive evaluations for programs presented are very high with a large majority of participants rating the trainers as well prepared, and the information and support received as helpful and important. In FY 04, the Center held more than 200 classes.

### Assessment Testing

Standardized assessment instruments are valuable tools for helping individuals better understand their career interests and personality characteristics. Clients may take both the Myers-Briggs Type Indicator and the Strong Interest Inventory in monthly workshop settings or individually. The Self-Directed Search is given as part of the regularly scheduled Career Planning class. In FY 04, the Strong Interest Inventory and the Myers-Briggs Type Indicator were administered to 278 people.

## **Information and Referral Services**

The Information and Referral desk is the front line of the Counseling and Career Center. Volunteers who staff the desk work in four hour shifts and receive special training in active listening skills and in making referrals to community resources. Telephone calls received are frequently from women presenting multiple problems and sometimes involve crisis situations. Volunteers also receive training in the use of the Center's database and are responsible for making appointments for clients for counseling and for registering individuals to attend the Center's many classes. More than 40 volunteers staff the Information and Referral desk and answer approximately 25,000 telephone calls to the Center each year.

## **Legal Call-Back Program**

In the Legal Call-Back Program, individuals have the opportunity to ask a legal question regarding a specific problem and receive a telephone call from a participating attorney who provides pertinent legal information. There is no cost for this service as all participating attorneys volunteer their time. Written requests for legal information are prepared at the Information and Referral Desk and forwarded to a coordinating attorney who also volunteers her time to this project. After screening, the requests are faxed to appropriate attorneys in the project for response. During FY04, twenty six attorneys participated as volunteers in this program and provided legal information to 192 different legal inquiries.

## **Displaced Homemaker Program**

The Maryland Department of Health and Human Services notified the Counseling and Career Center on October 3, 2003 that it had decided not to renew funding for Displaced Homemaker Services in Montgomery County, effective October 1, 2003. This unanticipated loss of funds (\$102,959) in FY 04 meant a loss of two full-time positions - both very valued employees. The program, designed to serve women over the age of 35 who have lost a significant portion of their income through separation, divorce, or the death, disability or long-term unemployment of the main family wage earner, has as its goal helping women to reach economic self-sufficiency through training and employment. In the first quarter of FY 04, 44 eligible women enrolled in the program and received services including counseling, classes, vocational testing and job referrals. Despite the abrupt withdrawal of state funds for this program after 24 years, the Counseling Center was able to absorb all the clients into the county-funded services through staff re-organization and the very hard work of the Center's volunteers.

## **Professional Training**

Since 1997, the Counseling and Career Center has offered regularly scheduled continuing education programs for counselors, social workers and other human service professionals. The Center is approved by the National Board for Certified Counselors and the Maryland Board of Social Work Examiners to award continuing education units. Seven professional training seminars were held in this year on a variety of topics including *Doing the Right Thing: Ethical Issues in Counseling* and *Eating Disorders and Emotions: Why Diets Don't Work*. During FY 04, a total of 320 persons attended Professional Training Workshops.

## **Graduate and Post Graduate Internship and Externship Program**

The Counseling and Career Center is a highly respected training site for graduate student interns and post graduate externs. Internships are available for counseling and social work graduate students from local universities who are completing advanced field placement prior to graduation. Externships are available for counselors and social workers who have already attained a master's degree and who are working toward professional licensure. Interns work 20 hours per week, a two semester commitment is required and weekly individual supervision is provided. Externs work at least 16 hours per week and make a commitment to serve one year. During FY04, eight interns, (five graduate student interns and three post-graduate externs) worked at the Center, more than tripling its counseling service capacity.

## **Volunteer Program**

Volunteers are an important part of the staff of the Counseling and Career Center. They serve as information and referral specialists, counselors, class instructors, office assistants, legal call-back attorneys, marketing assistants, and special project assistants. Experts in the field of mental health and career development lead professional training seminars while family law attorneys provide the monthly legal seminars. High school students, completing their "Student Service Learning" requirement for graduation, provide clerical assistance and work on special projects throughout the year. Training and on-going supervision is provided to volunteers at the Center.



In FY04, 161 volunteers contributed 14,721 hours or the equivalent of seven full-time positions to the Counseling and Career Center! In addition, the 15 members of the CFW all serve without compensation, and in FY 04, were assisted by a graduate student intern. The contribution of time and expertise provided by the volunteers is very important to the success of all the programs and services provided, and more than doubles its staff capacity.

## **Budget**

The Commission for Women's Programs and services are funded by county general revenues. For the first quarter of the fiscal year, the department's programs were also supplemented by a contract with the state of Maryland to provide services specifically for displaced homemakers. Fees charged to individuals who participate in the group and individual counseling services of the Counseling and Career Center are returned to the county's general fund to partially offset the expenses of the department.

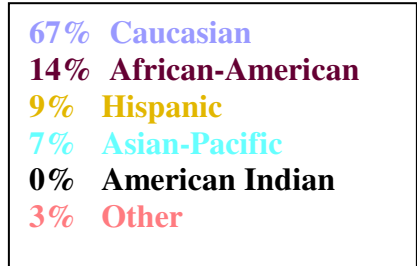
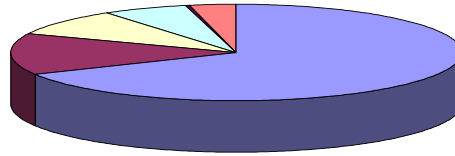
The FY04 approved budget for the department's general fund was \$908,796 of which \$893,711 (98.3%) was expended. The state funding for the Displaced Homemaker program was \$34,320 all of which was expended.

The fees charged in FY04 were: \$30 per individual counseling session, \$10.00 per group or workshop session, and \$45.00 for vocational inventory and personality preference testing. The Counseling and Career Center generated a total of \$126,659 in fees, a 13.4 percent increase from the FY03 revenues of \$111,698. The FY04 revenues represent 14 percent of the department's county funds.

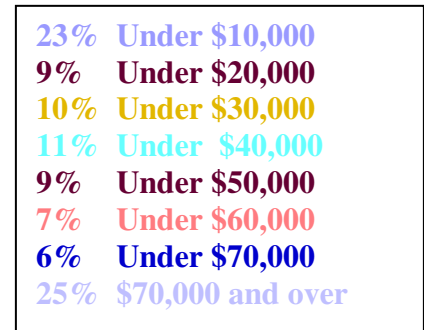
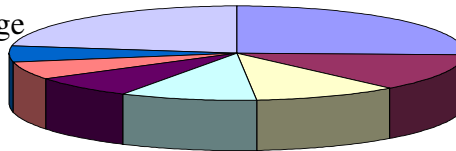
# A Snapshot of the Counseling and Career Center Client Demographics

Of the clients who received individual counseling or attended classes during FY04, 2,707 provided demographic information including in the following statistics:

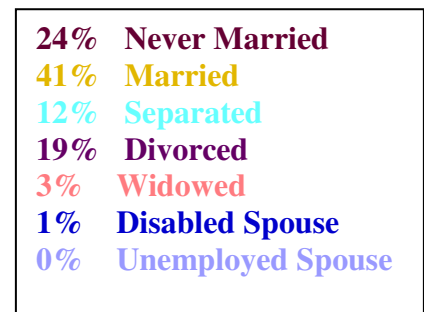
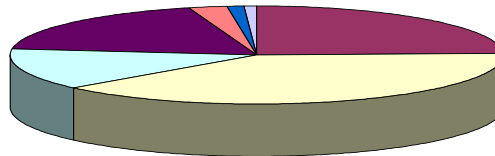
Ethnic Origin - One third of the Center's clientele represent minorities reflecting the diverse population of Montgomery County.



Annual Income – The Counseling and Career Center serves clients with a broad range of annual income including 32% who report income of less than \$20,000 and 25% who report income of \$70,000 and more.



Marital Status – Nearly 60% percent of those using the Center's services report they are not currently married. They include those who have never been married, those who are separated or divorced, and widows.



## FY 2004 Volunteer Roster

### Counseling Interns

Loni Jacobs  
Christine Clark

Margo Hawkins-Green  
Hawlin Jong

Elaine Zagami  
Cheryl Thomas

### Counseling Externs

Elizabeth Nyang  
Margery Gottfried

Leah Stanton  
Lois Burleigh

### Counselors

Ann Faegre  
Dana Pauli

Kathy Brennan  
Rachel Manchester

Gail Broder  
Junghee Park-Adams

### Information and Referral Specialists

Beverly Adise  
Alice Baer  
Bridgette Bailey  
Peg Baloga  
Lois Bell  
Kimberly Davis  
Rose Faccenda  
Yolanda Faerber  
Patsy Flanagan  
Amy Gold  
Carolyn Greenspan  
Louise Hanson  
Clare Herington  
Kathleen Kenyon  
Heidi Kramer

Lois Leibel  
Roni Lieberman-Lapan  
Sharon McDonald  
Bedelia Murray  
Stella O'Connell  
Caroline Orban  
Gerrie Pearlin  
Natalia Peterson  
Natasha Pierre  
Eileen Polinger  
Judy Portnoy  
Vivian Powers  
Nindiya Ramchandani  
Jordana Ravick  
Mayra Rondon

Elaine Sands  
Sara Sanford  
Lori Schmitt  
Wanda Schwalb  
Vicki Scofield  
Debbie Skobel  
Susan Spokany  
Beverly Thoms  
Meredith Tseu  
Diane Tworog  
Sandra Van Fossen  
Janice Weinstein  
Suzy Zgorski

### Office Assistants

Alba Boga  
Carey Buehler  
Shirley Chiuma  
Sabrina Cleary  
Nita Farrell  
Shayna Frankel

Milenka Gutierrez  
Vanessa Gutierrez  
Suchaya Laddaphan  
Renee Motew  
Julia Murray  
Marta Owens

Susan Park  
Ben Platt  
Ana Rivera  
Sara Sanford  
Momoko Sawaki  
Shobana Vahessan

### **Special Projects**

Lynn Barclay  
Gina Belapolskaya  
Melanie Bodie

Candice Byrne  
June Carlough  
Miriam Price

Greg Rosenthal

### **Legal Call Back Attorneys**

Erin Band  
John Burke  
Kathleen Dolan  
Jennifer Fairfax  
Mindy Farber  
Jennifer Forquer  
Susan Friedman  
Hadrian Hatfield  
Judith Helfman

Mary Henry  
Heather Hostetter  
Anna Jacobs  
Nancy Long  
Brendolyn McCarty-Jones  
Patricia Minikan  
Rebecca Nitkin  
Ellen Patten  
William Planta

Nancy Sachitano  
Harriet Segar  
Martha Skinner  
Allison Snowden  
Amy Strent  
Scott Strickler  
Claudia Vitale  
Sharon Zissman

### **Workshop Presenters**

Marilyn Block  
Steve Brown  
Jennifer Coh  
Christine Clark  
Margery Delina  
Patricia Dorch  
Betsy Fein  
Jennifer Forquer  
Sharon Fountain  
Kathy Ghiladi  
Judith Glasser  
Marge Gold  
James Gross

Geraldine Hess  
Loni Jacobs  
Michelle Joseph  
Rita Kirschstein  
Ellen Lang  
Carlos Lastrada  
Ellen Lee  
Robin Levien  
Jill McCrory  
Mary McDonald  
Robert Moment  
Susan Morris  
Leah Norris

Annette Naber  
Carren Oler  
Brian Pealstein  
John Spiegel  
Mary Sheahen  
Amy Strent  
Scott Strickler  
Carol Tilson  
Kathryn Troutman  
David Twenhafel  
Sandra Van Fossen  
Roxanne Ward  
Elaine Zagami

### **Professional Training Group Leaders**

Kay Abrams  
Marilyn Block  
Khursheed Khine

Jamie A. Luff  
Thomas W. Morris  
Gwendolyn W. Pla

Kathryn Troutman  
Ecford S. Vart

## Donations

The Montgomery County Commission for Women very much appreciated the generosity of individuals and organizations in the community in support of its program. In FY04, 121 contributions were made to the Commission's program and activities, totaling \$14,377.17.

Amount	Donor
\$4,500	Discovery Communications
\$2,000	Montgomery County Women's Fair
\$690	Mt. Jezreal Baptist Church
\$575	Lockheed Martin
\$500	Gail Broder
\$420	Business and Professional Women – Suburban Maryland
\$416.84	Friends of the Library – Montgomery County
\$370.33	Citizen's Bank of Laurel
\$250	Ethel Lawhon; Effie Macklin
\$200	Betty Sweet; Washington Hebrew Congregation
\$100	National Work Life Alliance; Alex West; C. Lee Little
\$70	Dina Tuft
\$50	Danne Futterer; AAUW - Bowie Branch; AAUW - Maryland; AAUW Montgomery County Interbranch ; AAUW-Silver Spring Branch; Alpha Kappa Alpha Sorority, Inc., Theta Omega Omega Chapter; Baltimore County Commission for Women; Bernice Lacour (Prince George's Volunteer Center); Business and Professional Women - Southern Prince George's; Brenda Outlaw; Charles County Commission for Women; Christian Science Committee on Publication; Christine Gibson ; Church Women United - Eastern Montgomery County; Clearinghouse on Women's Issues; Deborah Clark; Deborah Horan and William Moore; Delta Sigma Theta Sorority, Incorporated, Montgomery County Alumnae Chapter; Delta Sigma Theta Sorority, Potomac Valley Alumnae Chapter; Delta Sigma Theta Sorority Incorporated, Prince George's County Alumnae Chapter; FEW (Bethesda Chapter); FEW (Parklawn Chapter); Friends of Cecil County Commission for Women; GM Associates; Laura Wright (Sandy Spring Slave Museum); League of Women Voters, Montgomery County; League of Women Voters, Prince George's County; Life Skills Workshop; MANA, A Latina Organization; Maryland Federation of BPW; Maryland NARAL; Maryland Network Against Domestic Violence; Maryland Vietnamese Mutual Association; Montgomery College, Office of Equity and Diversity; Montgomery County Association for Family and Community Education; Montgomery County Business and Professional Women; Montgomery County Federation of Republican Women; Montgomery County Federation of Women's Clubs; Montgomery County Mental Health Association; Montgomery County Women's Fair; Montgomery Women; National Coalition of 100 Black Women, Prince George's County; National Partnership for Women and Families; National Council of Negro Women, Montgomery County; National Council of Negro Women - Potomac Valley; National Council of Negro Women, Prince George's County; Older Women's League, National Capital Chapter; Soroptimist International, Upper Montgomery County; Stephen Escher, Jr.; Jane Escher; Douglas Shaw; Virginia Shaw; Stephen Escher III; Suburban Maryland BPW; Travel the World; Washington County Commission for Women; Woman's National Democratic Club; Women Business Owners; Women's Action Coalition; Women's Law Center of Maryland; Women's Suburban Democratic Club; Zeta Phi Beta Sorority, Inc., Delta Zeta Zeta Chapter; Zeta Phi Beta Sorority, Inc., Eta Pi Zeta Chapter; Zeta Phi Beta Sorority, Inc., Tau Delta Zeta Chapter
\$40	Cash donation; Girl Scouts of Damascus
\$30	George Khalsa
\$25	Jennifer Bignell; Sara N. Krulwich; Sarah White
\$20	Aliya Sternstein
\$10	Aliya Sternstein; Antoinette Glenn; Barbara Heyman; Carol Groom; Carolina Douglas; Carolyn Bridgett; Cash; Colleen Kelley; Cynthia Rubenstein; Deborah Wallace; DeWana Parker; Diana Mystal; Dorothy Hodges; Emily Tien; Eric Beulah; High Point High School; Holly Ponzillo; Ikeita Cantu Hinojosa; Janice Berry; Jeanne Springmann; Jeannie Cummins; Karen Collins; Kathleen Malwitz; Linda Lindstrom; Marisa Amberg; Marjorie Scott Davis; Mary Ann Zimmerman; Michelle Lamotteo; Patricia & Willie Manns; Patricia Manns; R.C. Johnson; Raquel Marshall; Sandra Navidi; Shelley Johnson; Sherwood High School; Stefanie Parizer; Sunni Tenai Samuels; Susan Bakhru; William Crum, Jr.; Yi Song





## **Montgomery County Commission for Women Counseling and Career Center**

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

### **Hours**

**Monday, Thursday & Friday**

**8:30 am – 5:00 pm**

**Tuesday & Wednesday**

**8:30 am – 9:00 pm**

**E-Mail: [cfw@montgomerycountymd.gov](mailto:cfw@montgomerycountymd.gov)  
Website: [www.montgomerycountymd.gov/cfw](http://www.montgomerycountymd.gov/cfw)**