

Montgomery County Commission for Women and Counseling and Career Center



Annual Report July 2004 – June 2005

Over 33 years of Advocacy, Progress, and Service

*Cover Photo shows the welcoming lobby of the Commission for Women/Counseling and Career Center Office
Cover Photo by Paula S. Rodgers*

Commission for Women



Annual Report Fiscal Year 2005

**Montgomery County Commission for Women
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Rockville, Maryland 20850**

Montgomery County Commission for Women Counseling and Career Center

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July 2004 – June 2005

❧ COMMISSION ❧

President

Patricia E. Cornish

First Vice President

Shelia C. Parker

Second Vice President

Regina L. Oldak

Commissioners

Victoria L. Dolan (resigned 11/04)
Holly Fechner (appointed 9/04)
Jodi Finkelstein
Jodi Grant
Carol Lynn Green

Laura Henderson (resigned 2/05)
Deborah L. Horan
Shirley L. Johnson
Shelley L. Johnson (resigned 9/04)

Resa Levy
Tedi S. Osias
Gary P. Smith
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

Counselor

Janet Akman

Counselor

Francine Berger

Counselor

Victoria Carballo

Counselor

Nancie Kenney



President's Message by Patricia E. Cornish

The Commission for Women is pleased to present this report of its work for fiscal year 2005 (July 1, 2004 – June 30, 2005). This report chronicles the work of 15 commissioners, our staff and dozens of volunteers over the past 12 months. It is a story of achievement and accomplishment, and one for which I am proud to have had a part.

It has been an honor and a privilege to serve as President of the Commission for the past two years.

During this time, the Commissioners have volunteered their time and expertise on such important issues as the under-representation of women and girls in information technology careers and education; the special issues confronting the newest members of our community – immigrant women; and a number of legislative issues of special importance to women.

Our commissioners represent a diversity of background and experience and bring a wealth of talent and wisdom to work on behalf of the women of this county. Each of them is to be commended for an extraordinary dedication to public service and to women's rights, and they are all to be thanked for the time and effort they have devoted to the work of the Commission for Women.

We also thank our County Executive and the County Council for their unfailing support of the work of the Commission for Women and their leadership on behalf of women's rights.

Of course, we are also most appreciative of the support of the staff that works directly with the Commission and for the skill and caring of the staff and the corps of volunteers offering their services in the Counseling and Career Center. Each year, thousands of women are helped through their dedication and compassion.

This office, the Montgomery County Commission for Women, is a wonderful combination of approaches to the challenges that continue to prevent women's full and equitable participation in the benefits and responsibilities of our community. While the Commissioners work to identify systemic barriers and inequities and to develop and advocate resolutions, the Counseling Center helps women who are struggling now, and who must find a way to succeed in the social system as it is. So, we are ever looking forward toward a brighter future, while not neglecting the present.

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

COMMISSION FOR WOMEN AND COUNSELING AND CAREER CENTER

FY 2005 At A Glance

Service Provided	Totals
Counseling	
Number of New Clients	1016
Number of Sessions	3865
Percent of Clients Reporting that Counseling Helped Them Resolve Problems	95%
Consultations Legal	183
Classes, Groups, Workshops, and CFW Programs	
Number of Participants	2750
Number of Events	229
Percent of Clients Reporting that Groups Were Useful or Very Useful	99%
Number of Vocational Tests Administered	186
Revenue Generated by Counseling Center Fees	\$111,183
Revenue Generated by Private and Corporate Contributions	\$ 17,475.96
Speakers Bureau & Community Outreach	
Number of Countable Participants	1365
Number of Activities	35
Computer Camp For Girls - Number of Scholarships Awarded	27
Legislative Advocacy	
Number of state/federal bills on which action was taken	7
Number/percent of bills achieving advocated outcome	57%
Volunteers, Commissioners, Interns and Externs	
Number of Participants	167
Number of Hours	16,191
Number of Work Years	7.8
Number of Information & Referral Calls	11,830

Annual Report - Fiscal Year 2005

Introduction

The Montgomery County Commission for Women (CFW) is a department of the Montgomery County Government with two primary functions – advocacy and service. The Commission itself is a 15-member board, created by law in 1972, and charged with the responsibility of advising the public, the County Executive, the County Council, and the agencies of the county, state and federal governments on the issues of concern to women. Each of the commissioners is appointed by the County Executive and confirmed by the County Council. Commissioners serve three years and without compensation. The Commission’s primary responsibility is to identify inequities in laws, policies, practices and procedures, and to recommend and promote remedies.

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 department also administers the Counseling and Career Center (CCC) and most of its budget supports this program. The CCC is 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 testing and interpretation for career aptitude, interest and personality type. The CCC also offers 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 FY05 approved budget for the department’s general fund was \$949,420. During FY05, a total of \$958,465 was expended. The over-expenditure was due to changes in the County’s Collective Bargaining Agreement which required the department to convert its seven part-time temporary positions to four permanent positions with benefits. This unfunded mandate created a shortfall in the department’s budget for FY05. The department worked with the Office of Management and Budget, cut back spending, held one position vacant the entire fiscal year, and was thus able to absorb much of the underfunding.

The fees charged in FY05 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 \$111,240 in fees, a 12 % decrease from the FY04 revenues of \$126,659. The FY05 revenues represent 12 percent of the department’s county funds.

The Commission at Work

At its annual planning meeting, the CFW set an agenda and formed committees for its major activities and events requiring sustained effort. During the course of the year, the CFW responded to many other events and issues through letters, phone calls, testimony and meetings. Below is a summary of the CFW's work on its priority projects for FY 2005:



Technology and Girls (TAG Committee)

The under-representation of girls in computer programming and other information technology courses was first identified as a priority of the CFW in 1998. The Commission worked since then with Montgomery County Public Schools and Montgomery College to increase the number of young women preparing for information technology careers. In the summer of 2004, 57 middle school and high school girls attended summer computer camps held on the campus of Montgomery College and taught by Montgomery County Public School faculty. Forty-two (42) of those girls were from families of low income and received scholarships through the CFW. Thirty (30) scholarships were provided with the CFW's funds and its fundraising. The remaining 12 were provided by Montgomery College at the request of the CFW. Half (21) of the scholarship recipients spoke English as a second language. Girls receiving the scholarships represented 23 schools, grades 5 – 11, and 14 countries of origin. The partnership on this issue includes Discovery Communications, Inc., which donated significant funds to support the scholarships, and also hosted a full-day field trip to its headquarters for each of the three sessions of the camp. Lockheed Martin, Inc. joined the partnership and contributed beautiful tee-shirts for each of the campers.

This year, a survey was conducted of all the campers who have participated in the program since it began six years ago. The CFW's graduate student intern designed the survey, mailed it to the 245 girls for whom the CFW still had contact information (over 300 girls attended the camp during those years) and conducted follow-up phone calls. Sixty-four girls (26%) responded to the survey. Eighty-eight percent (88%) of the respondents were scholarship recipients. The most compelling findings were that 87% reported that the camps changed the way they think and feel about information technology, 81% reported greater confidence in using the computer, 47% said they are more likely now to study information technology and an astounding 84% reported that, as a result of attending the camp, they are more likely to attend college.

In the fall of 2004, the CFW wrote to the Board of Education recommending as part of the MCPS Strategic Plan the establishment of a task force within the school system to study the girls and technology issue and to recommend steps MCPS could take to increase the number of girls enrolling in and completing advanced computer programming courses. MCPS took the CFW's recommendation and established the task force, appointing the CFW's executive director as a member. By the end of the fiscal year, the TAG Committee was able to recommend to the CFW that this issue no longer continue as a priority of the CFW since MCPS has agreed to address it directly. For the next fiscal year, the issue will remain a continuing concern of the CFW but most of its focus will be on the Task Force and on the summer camp program.

Immigrant Women in Montgomery County (IWin Committee)



First established as a priority for the CFW in FY 03, the IWin Committee has built on the work of previous years in addressing the needs of immigrant women in Montgomery County. The IWORK (Immigrant Women Obtaining Resources and Knowledge) project of the IWin Committee will focus on immigrant women's issues in the workplace. On October 22, 2004, the Committee sponsored a workshop as part of the county government's Diversity Week activities. "One County, Many Cultures" described the experiences of immigrant women, was attended by 55 and was very well received. The committee focused most of its work on the update and re-publication of the CFW's booklets on "Sexual Harassment in the Workplace" and "Employment Rights of Pregnant Workers." The booklets were brought into concurrence with current law, redesigned for ease of understanding, and published in English. The committee developed private donations to help fund the translation and publication of these documents into four other languages. Among its fundraising activities, the committee held an event for small donors – "Chocolate, Checks and Champagne" – that was attended by about 35 women and raised over \$3600 for the project. The IWin committee members secured an additional \$4500 in private contributions, bringing their total fundraising for the IWORK project to \$9100 in FY 05. At the end of the fiscal year, work was well underway on the translation of the two brochures into Spanish and Korean and plans are in place to translate and publish them in Chinese and Vietnamese as well.

The IWin project won an Achievement Award from the National Association of Counties (NACo) in 2004 and was featured as the subject of a half page article in NACo's national newspaper on January 17, 2005.

Policy and Legislation Committee

One of the greatest successes for the CFW during the past year was the passage of the equal pay commission bill and the subsequent veto override. The equal pay commission legislation establishes a state-wide board to study the issue of pay equity in Maryland. The CFW used its e-mail distribution lists to reach women's advocates all across the state, and the County Executive held a press conference to urge the legislature to overturn the governor's veto of this important bill. For the remainder of the year, the CFW actively monitored the establishment of the Maryland Equal Pay Commission, nominating three candidates for appointment and urging other women's organizations to do the same.

In addition to the equal pay commission bill, PAL Committee members testified on several bills in Annapolis in 2005 including the "no means no" bill and a bill that would restructure the Maryland Commission for Women. During the year, commissioners and staff worked with women legislators and advocates to establish MLAW, the Maryland Legislative Agenda for Women.

The Commission was also active on county legislation in FY 05, monitoring the work of the Committee Evaluation and Review Board (CERB) and submitting testimony on the resulting legislation. The Commission presented testimony and a letter in support of County Council Bill 36-04, Commission on Human Rights Predatory Lending Practices. The Commission also supported the introduction of legislation to create a Montgomery County Domestic Violence Coordinating Council, helping to draft the bill and then submitting testimony in its favor.

The 2005 Women's Legislative Briefing (WLB), chaired by Commissioner Shelia Parker, took place January 30, 2005 at the National 4-H Center. It was the Commission for Women's 25th year hosting the Women's Legislative Briefing. The Commission was joined by 78 prominent women's and community organizations throughout the state to sponsor the event.

Cokie Roberts, Senior News Analyst and Political Commentator for National Public Radio and ABC-News respectively, delivered an inspiring keynote address in which she discussed her lifelong role as an advocate for change. The opening ceremonies were followed by a series of workshops focused on Keeping Women Safe and Healthy, Protecting Our Sisters - Issues Confronting Immigrant Women, Making "Work & Women" Work, Understanding the Legislative and Budget Process, Keeping Our Families Strong and Speaking for Maryland Women - The New Maryland Legislative Agenda for Women (M-LAW).



Women's History Month

For March, 2005 Women's History Month, the CFW's Counseling and Career Center developed an exhibit featuring the 30 Montgomery County women honored in the CFW's Women's History Archives, and also a pictorial history of the CFW/CCC. The exhibit was displayed throughout the month at the Rockville Public Library. In addition, the CFW president spoke about the significance of Women's History Month to the Board of Education, and participated in a panel discussion for employees of Sodexo Marriott. The CFW devoted a special issue of its newsletter to the subject, and co-sponsored a program entitled "Women: Back to the Future" with the Montgomery County Business and Professional Women.

Local Networking/Community Outreach

Twice in FY 05, the CFW convened the Presidents' Advisory Council, which met on November 8, 2004 and May 4, 2005. A combined participant list of 44 attended the two events. At the first meeting, the new county chief of police was introduced and spoke about women's issues in policing. At the second meeting, Senator Sharon Grosfeld and Delegate Jean Cryor provided insight into the 2005 Maryland General Assembly and a wrap-up of legislation of concern to women.

In addition, the CFW co-sponsored several events during the year with other organizations including the Montgomery County Women's Fair, the Educational Fair Housing Forum "Predatory Lending: Protect Your Home and Your Credit," the Suburban Maryland BPW's Women's Health Forum and its Women of Achievement ceremony, and the School Girls Unite program on February 6. Commissioners served as liaisons between the CFW and other organizations including the Divorce Roundtable, BPW, the County Fair Housing Interagency Coordinating Committee, and the Human Rights Commission.

The Commission and staff participated in the County's Community Service Day by personally contributing to the summer camp scholarship fund, donating over \$600, enough to cover 1 ½ scholarships. The commissioners and staff also donated and raised funds to outfit five girls from impoverished families who were to attend an overnight girl's camp through the Linkages to Learning program. In addition, household items were donated and collected to help furnish an apartment for an immigrant girl and her mother who had suffered tremendous abuse in their native country and further abuse and resulting health problems once they arrived in this country.

In FY 05, 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 27 events, reaching a total audience of approximately 1,365. Commissioners and staff also reached a considerable number of viewers, listeners, and newspaper readers by participating in 8 television and radio programs and one Gazette Newspaper interview.



Counseling and Career Center

Each year, thousands of women find help in resolving difficult family issues, challenges in the workplace, legal, financial or emotional problems at the Counseling and Career Center. The Center has created a team of trained professionals and dedicated volunteers to provide a program of services designed to meet the needs and interests of women in Montgomery County.

Counseling

Solution oriented counseling is available at the Center for individuals and couples who are concerned about personal, career and relationship problems. Personal issues addressed in counseling include low self-esteem, mid-life transitions, separation and divorce adjustment, depression and anxiety. Career counseling focuses on assistance with career planning, entering or re-entering the job market, resume development, career advancement, networking, and solving problems arising in the workplace. Couples in counseling most often seek help in improving communication skills, establishing mutual goals and priorities, learning conflict resolution techniques, and negotiating differences.

The Center's counseling staff includes licensed clinical social workers, licensed clinical professional counselors, graduate student interns in counseling and social work, and counseling externs. All have experience working with a multicultural clientele and some have bilingual skills and cultural competency important in working with clients with limited English proficiency. In FY 05, the Counseling and Career Center served more than 1000 new clients and provided 3865 counseling sessions. In confidential evaluations, clients rated their counselors and counseling outcomes very highly.

Classes

Classes, ranging in length from one to four sessions are offered by the Center in both day and evening time periods throughout the year. In FY05 more than 200 classes were held in the following categories: Business and Professional Development for Women; Financial Security; Personal Growth and Coping; Separation and Divorce; Wellness; and Couples and Families. Classes provide information, opportunities for discussion and peer support for women dealing with a variety of personal and career issues. Classes also serve as an adjunct to individual counseling sessions and are recommended by counselors as an integral part of the counseling plan.

Instructors for classes are drawn from the Center's counseling staff, contractors and volunteers who bring many differing areas of expertise. Other County departments and community organizations, such the Office of Economic Development, Consumer Affairs, the Office of Procurement, the Montgomery County Women Business Owners, and the National Capital Area Park Police, provided speakers and materials for classes at the Center in FY 05. Each month the Family Law Section of the Montgomery County Bar Association provides volunteer attorneys to lead programs on the legal aspects of separation and divorce. Participants in the Center's classes rate them highly on the quality of information presented, the skills and preparation of the instructor, and the usefulness of the programs.

Assessment Testing

Throughout the year, the Center offers standardized assessment testing both individually and in workshops to help individuals gain a better understanding of their personality characteristics and to assist them in career planning. Assessments available include the Myers Briggs Type Indicator, the Strong Interest Inventory and the Self Directed Search. In FY 05, the Center administered 186 standardized tests.

Information and Referral Services

Volunteers who staff the Information and Referral Desk are the first contact clients have with the Center. These volunteers provide telephone reception and greet all clients when they arrive at the Center. Each volunteer is trained in active listening skills, learns to make referrals to other community organizations when the Center cannot meet an individual's needs, and becomes adept at assisting callers with multiple issues and urgent needs. Information and referral specialists become proficient in the use of the Center's database system and are responsible for scheduling appointments and registering individuals for classes. The 39 volunteers who staff the information and referral desk typically work four hour shifts each week. In FY05 they responded to 11, 830 calls.



Legal Call Back Program

During FY 05, thirty attorneys participated as volunteers in the Counseling and Career Center's Legal Call Back Program. This program provides an opportunity to ask a legal question about a particular issue and receive a call back from a participating attorney who will provide legal information. A request form is prepared at the Information and Referral Desk for each question received and then forwarded to the coordinating attorney who screens the requests and faxes them to appropriate attorneys based on the nature of the information needed. There is no charge for this service which responded to 183 requests during the fiscal year.

Professional Training for Counselors and Social Workers

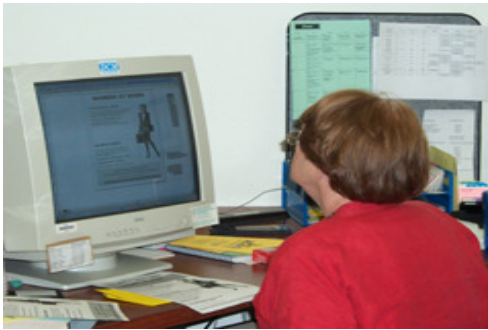
Each year the Counseling and Career Center offers regularly scheduled continuing education programs for counselors, social workers and other human service professionals in the community. Programs are taught by experts in these fields and provide continuing education hours for participants. The Center is approved by the National Board for Certified Counselors and the Maryland Board of Social Work Examiners to provide professional training and award continuing education hours. These programs are always well attended, receive high evaluations and provide an opportunity for the Center's staff to interact with other human service professionals from the community. In FY 05, seven professional trainings were offered including *Multicultural Competencies: Theory and Application* presented by Wanjiru Kaman, Ph.D. and Vilma Nadal, Ph.D.; *LD and ADHD in Women and Girls* presented by Larry Silver, M.D.; and *Mother-Child Relationships from a Bowen Theory Perspective* presented by Kathleen B. Kerr, MSN, M.A. Enrollment in professional training classes during the fiscal year was 330.

Graduate and Post Graduate Internship and Externship Program

Counseling internships are available at the Center for graduate students from local universities in the fields of counseling and social work who must complete advanced field placement prior to graduation. To complete an internship, students work 20 hours a week for two semesters and receive weekly supervision from a licensed staff counselor. The Counseling and Career Center works in close cooperation with liaison staff from local universities throughout each student's internship. The Center also accepts counseling externs who have received master's degrees in counseling or social work and are working toward professional licensure. Externs make a commitment to work at least 16 hours a week for one year and receive weekly supervision. During FY 05, seven graduate student interns and three externs greatly increased the capacity of the Center's counseling services to the women of Montgomery County.

Volunteer Program

Volunteers are an integral part of the staff of the Counseling and Career Center. The mission of the Center could not be fulfilled without the contributions of time and expertise volunteers provide. They serve as information and referral specialists, office assistants, class instructors, marketing assistants, counselors,

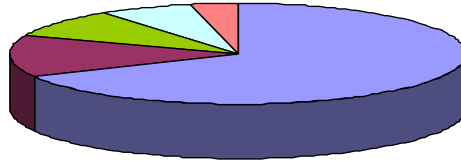


legal call-back attorneys, and special project assistants. Students from local high schools completing their "Student Service Learning" requirement assist with clerical assignments and special projects while undergraduate interns in family studies and related disciplines work as information and referral specialists and assist with research projects while completing their academic requirements at the Center. In FY05, 151 volunteers provided services for the Center and contributed a total of 12,431 hours or the equivalent of six full-time positions.

A Snapshot of the Counseling and Career Center Client Demographics

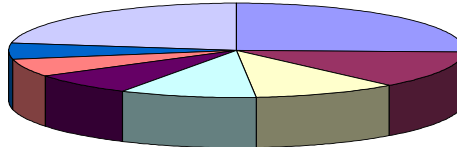
Of the clients who received individual counseling or attended classes during FY05, 2,515 provided demographic information included in the following statistics:

Ethnic Origin – More than one third of the Center’s clientele represent minorities reflecting the diverse population of Montgomery County.



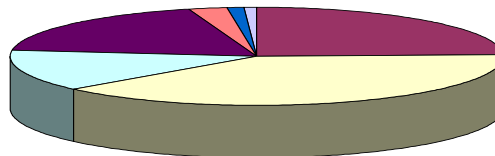
63%	Caucasian
14%	African-American
11%	Hispanic
8%	Asian-Pacific
1%	American Indian
3%	Other

Annual Income – The Counseling and Career Center serves clients with a broad range of annual income including 34% who report household income of less than \$20,000 and 24% who report household income of \$70,000 and more.



21%	Under \$10,000
13%	Under \$20,000
9%	Under \$30,000
11%	Under \$40,000
10%	Under \$50,000
7%	Under \$60,000
5%	Under \$70,000
24%	\$70,000 and over

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.



26%	Never Married
41%	Married
11%	Separated
19%	Divorced
3%	Widowed
0%	Disabled Spouse
0%	Unemployed Spouse

FY05 Volunteers

Information and Referral Specialists

Beverly Adise
Marisol Aquino
Alice Baer
Luiza Brakarz
Judy Butler
Melissa Capotosto
Kimberly Chambers
Magda Costa
Rose Faccenda
Amy Gold
Carolyn Greenspan
Louise Hanson
Janice Hardware

Clare Herington
Christina Hutchison
Bonnie Kinney
Joenan Krauthaim
Mary Lanigan
Lois Leibel
Melissa Mandel
Bedelia Murray
Stella O'Connell
Gerrie Pearlin
Natasha Pierre
Eileen Polinger
Margaret Rogers

Sara Sanford
Lori Schmitt
Wanda Schwalb
Adele Schwartz
Vicki Scofield
Susan Spokany
Beverly Thoms
Meredith Tseu
Diane Tworog
Sandra Van Fossen
Janice Weinstein
Andrea Xenophon
Suzy Zgorski

Special Projects

Melanie Bodie

June Carlough

Nita Farrell

Office Assistants

Idiyatu Akande
Jessica Conley
Laurel Eckstrand
Linda Fruch
Jeanne Fuchs

Hilary Kaepnick
Debra Kirsch
Joseph Koenig
Julia Murray
Nicholas Olson

Ana Rivera
Rachel Seipp
Shobana Vahessan

Legal Call Back Attorneys

Erin Band
John Burke
Michael Callahan
Kathleen Dolan
Jennifer Fairfax
Mindy Farber
Lois Finkelstein
Jennifer Forquer
Susan Friedman
Nelson Garcia

James Gross
Hadrian Hatfield
Judith Helfman
Mary Henry
Heather Hostetter
Anna Jacobs
Nancy Long
Brendolyn McCarty-Jones
Patricia Minikan
Rebecca Nitkin

William Planta
Alex Radice
Nancy Sachitano
Martha Skinner
Allison Snowden
Amy Strent
Scott Strickler
John Thyden
Claudia Vitale
Sharon Zissman

Volunteer Workshop Presenters

Patricia Anderson
Robert Baum
Marilyn Block
William Blumberg
Dawn Bowie
Diane Browne
David Bulitt
Tony Capuano
Suzanne Carbone
Patricia Cornish
Patricia Crew
Alvaro DeMoya
Helen K. Dimon
Donna Duquette
Erika Dworkin
Robert Eustace
Sharon Fountain
Jacqueline Friedman
Cheryl Gannon

Nelson Garcia
Kathy Ghiladi
Marge Gold
James Gross
Lisa Henderson
Roz Houseknecht
Elizabeth Irons
Michele Joseph
Nina Kern
Rita Kirshstein
Jamie Lapin
Jennifer Lavan
Stan Lavin
Robin Levien
Eileen Martin
Mary McDonnell
Peter McGinnity
Rebecca Milliken
Robert Moment

Daniel Owel
Alex Radice
Vance Redmond
Alexis Rolnick
Sue Rogan
Andi Rosati
Robin Sachs
Patricia Seaver
Ruth Semple
John Spiegel
Sandra Strickler
Scott Strickler
Carol Tillson
Beatrice Tignor
Sandra Van Fossen
Jodi Walsh
Melinda Willer

Counseling Interns

Kathy Beal
Greear Cossitt

Melanie Dougherty
Melissa Fireman

Sandra Leiner
Cheryl Taylor

Counseling Externs

Lois Burleigh

Elizabeth Nyang

Leah Stanton

Counselor

Ann Faegre

Donations

The Montgomery County Commission for Women very much appreciated the generosity of individuals and organizations in the community in support of its programs. In FY05, 165 contributions were made to the Commission's programs and activities, totaling \$17,475.96.

Amount	Donor
\$4,000	Global Employment Network
\$ 620	Designer Fabrications
\$ 532.26	BPW, Montgomery County
\$ 500	Discovery Communications; Dynamac International; Office of Human Rights; Hyun Yang; Organization of Chinese American Women
\$ 420	Kathleen Edwards; Suburban Maryland BPW
\$ 250	MD Network Against Domestic Violence; Women's Bar of Maryland-Montgomery County; Marty Schindler
\$ 242.15	Border's Books
\$ 200	Patricia Cornish
\$ 150	Deborah Horan; Dianne Mero
\$ 125	Judith Vaughan-Prather
\$ 100	Gary Smith; Carol Plummer; KC Shore; Benjamin Vaughan; Michael Cohen; Marilyn Klompus/Robert Garland; Dr. Lenora Gant; Alicia Yi; Barbara Zelenko; Constance Hickey; Lori Weinstein; Lucy Cook; Wendy Kahn; Judith Vandegriff
\$ 90	Yun Jung Yang
\$ 75	Cindy Bank
\$ 74	Shirley Johnson
\$ 65	Elma Rambo
\$ 55	Carol Lynn Green
\$ 50	Victoria Carballo; Gayley Knight; The Maryland Federation of Business and Professional Women's Clubs; Irma Cuellar; Alpha Kappa Alpha Sorority-Theta Omega Omega; Anne Geddes; Suburban Maryland BPWomen; Soroptimist International-Upper Montgomery County; Maryland Network Against Domestic Violence; National Council of Negro Women, Montgomery County; Zeta Phi Beta-Delta Zeta Zeta; Montgomery College; Montgomery County Women's Fair; Laura Wright-Sandy Spring Slave Museum; Life Skills Workshop; Delta Sigma Theta-Potomac Valley Alumnae Chapter; Charles County CFW; National Council of Negro Women-Prince George's County; League of Women Voters-Prince George's County; Montgomery County Association for Family and Community Education; AAUW Silver Spring; National Partnership for Women and Families; BPW-Montgomery County; National Council of Negro Women, Potomac Valley; Mental Health Association-Montgomery County; Christian Science Committee on Publication; Washington County CFW; Older Women's League-National Capital Chapter; BPW-Southern Prince George's County; Delta Sigma Theta, Prince George's Alumnae Chapter; League of Women Voters-Montgomery County; National Council of Jewish Women; Church Women United-Eastern Montgomery; Women's Law Center of Maryland; FEW-Parklawn Chapter; Delta Kappa Gamma; Montgomery County Federation of Women's Clubs; WBO-Montgomery County; Zeta Phi Beta, Eta Pi Zeta; Montgomery Women; Montgomery County Federation of Republican Women; FEW-Bethesda Chapter; Ruby Aridi; Baltimore County CFW; Worcester County CFW; Cease Fire Maryland; National Council of Jewish Women; Maryland CFW; AAUW-Easton; Church Women United-Greater Washington; Women's Action Coalition; Prince George's Volunteer Action Center; Montgomery County CFW; Clearinghouse on Women's Issues; AAUW-Prince George's County Interbranch; Planned Parenthood of Metropolitan Washington; League of Women Voters, Frederick; Allegheny County CFW; Women's Suburban Democratic Club; Alpha Kappa Alpha Sorority, Xi Sigma Omega; Cecil County CFW; Howard County CFW; League of Women Voters-Maryland; Women's National Democratic Club; Howard University-School of Social Work; Décor and You; Maryland NARAL; Domestic Violence Center of Howard County; Zeta Phi Beta, Tau Delta Zeta Chapter; The Links; AAUW-Maryland; Harford County CFW; National Coalition of 100 Black Women-Prince George's County; MD Coalition Against Sexual Assault; National Center for Victims of Crime; MLAW; National Conference on Puerto Rican Women; Young Democrats of Maryland; Jewish Women International; Prince George's County CFW; Amy Millman; Andrea Washington; Anne Kasper; Anne Gay; Anne Sanderoff-Walker; Elizabeth Joyce; Jennifer Levin Pensler; Joan Griffin McCabe; Julia da Silva; Leslie K. Dellon; Marilyn Bagel; Marjorie Gordon; Nancy Soreng; Sharon Grosfeld; Wendy Root; Wilbur Chase; Friends of Jinhee Wilde
\$ 40	Jodi Finkelstein
\$ 35	Jodi Grant; Resa Levy
\$ 33	Janet Akman
\$ 31	Fran Berger
\$ 30	Beth Irons; Dale Kynoch; Susan Levin; Regina Oldak
\$ 28	Shelia Parker
\$ 25	Nancie Bowes Kenney; Annelie Weber; Barbara Heyman; Denise Hammond; Gail Rubinson; Jean Cryor; Jong On Hahm; Peggy Anne Hansen; Suzanne Hirsch; Janice Herold; Paula Rodgers
\$ 20	Susan Koening; Alyssa Philipp Snoots; League of Women Voters-Prince George's County; Clotilde Puertolas; Laura Henderson; Tedi Osias; Tracy Stuger
\$ 10	Ibhana Creations; Emilie Betz



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

Website: www.montgomerycountymd.gov/cfw
