

# Montgomery County



# Commission for Women

**Fiscal Year 2010 Annual Report  
July 2009 – June 2010**



**Montgomery County Commission for Women  
Counseling and Career Center  
401 Hungerford Drive ~ 1<sup>st</sup> Floor  
Rockville, Maryland 20850  
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July 2009 – June 2010

**⌘ COMMISSION ⌘**

**President**

Jaclyn Lichter Vincent

**First Vice President**

Vanessa E. Atterbeary

**Second Vice President**

Ivonne C. Lindley

**Commissioners**

Leila Aridi Afas  
Jennifer Cryor Baldwin  
Chandra Walker Holloway  
Wilma K. Holmes

Resa Levy  
Larniece McKoy Moore  
Leticia Mederos  
Manar S. Morales

Regina L. Oldak  
Sanjay Rai  
Jocelyn Samuels  
Jane Smith

**⌘ STAFF ⌘**

**Executive Director**

Judith Vaughan-Prather

**Legislative/Budget Specialist**

Ruby V. Marcelo

**Administrative Specialist**

Paula S. Rodgers

**Counseling Center Manager**

Elma Rambo

**Clinical Supervisor**

Janice Herold

**Program Specialist**

Clotilde Puértolas

**Principal Administrative Aide**

Louise Hanson

**Office Services Coordinator**

Susan Koenig

**Counselors**

Janet Akman  
Francine Berger

Victoria Carballo  
Nancie Kenney

# Commission for Women



## Annual Report Fiscal Year 2010

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Rockville, Maryland 20850

# President's Message

## Jaclyn Lichter Vincent

The Montgomery County Commission for Women plays a vital role in our county by advocating on behalf of women at the local, state and federal levels of government and by educating the public and policy makers about issues of concern to women. I am pleased to say that in 2010, this commission exceeded expectations by bringing the members' expertise and advocacy skills to a national level. It was a very exciting year for us all.

At the beginning of the year, we held our 30<sup>th</sup> annual Women's Legislative Briefing and were honored to have Lilly Ledbetter as our keynote speaker for an audience of well over 600 individuals.

One of our top priorities in 2010 was to plan and execute the 40<sup>th</sup> annual conference of the National Association of Commissions for Women (NACW). The Conference was held July 22 – 25, 2010 at the Rockville Hilton and was a great success! The theme was *Capital Opportunities for America's Women and Girls*. Over 170 people from across the nation traveled to Montgomery County to participate in the conference and forty Commissions for Women from 29 different states were represented.

In addition to the work of the Commission for Women, the Commission's Counseling Center has continued to help Montgomery County women cope with the difficulties of these trying economic times. The Center provides workshops and training sessions on dealing with job loss, financial crises, work-life balance and dealing with the stress these situations created for families. Without the work of our Counseling Center, many people would have no place to go for help.

Looking ahead to 2011, the Commission for Women will coordinate a regional conference on workplace flexibility in the restaurant, hospitality and tourism industries – the fourth largest segment of Maryland's economy, according to the Maryland Office of Tourism. Funding for this event is being provided by the U.S. Department of Labor's Women's Bureau, and it will be held on Thursday, March 31, 2011 at the Silver Spring Civic Center.

We will also be hosting our 31<sup>st</sup> annual Women's Legislative Briefing at the University of Maryland, Shady Grove Campus, featuring two wonderful keynote speakers: Sara Manzano-Diaz, Director of the Women's Bureau, U.S. Department of Labor, will speak at the opening ceremonies, and the briefing will conclude with a keynote address from Dr. DeRionne Pollard, the new President of Montgomery College. Between presentations by these two amazing women will be a series of seven seminars on legislative issues of vital concern to women.

In addition to the Workplace Flexibility Conference and this year's Legislative Briefing, the Commission will set a legislative agenda supporting initiatives in the Maryland General Assembly and the U.S. Congress that address the needs of the women of Montgomery County. A Committee of Commissioners will actively monitor these bills and work to advance the CFW's position.

The work of the Commission and the Counseling Center would not be possible without the hard work and dedication of the staff, commissioners and volunteers. I'd like to take this opportunity to thank them for all that they do for the women and families in Montgomery County. It is truly a pleasure to work with such dedicated people. It is now my pleasure to present the Commission's Annual Report for Fiscal Year 2010.

# **Report of the Executive Director Judith Vaughan-Prather**

## **Introduction**

The Montgomery County Commission for Women was established by county law in 1972, as a department of the county government. The Commission is charged with the responsibility of advising the County Executive, the County Council, the public, and the agencies of the county, state and federal governments on the issues of concern to women. It is one of over 200 such bodies across the nation. Some are created by law, others by executive order. Some are created by state government, others by county or city governments.

The Commission for Women in Montgomery County has two primary functions: advocacy and service. The law provides that there will be 15 commissioners, county residents who are each appointed to three-year terms and serve without compensation. Of the 15 commissioners, nine must be endorsed by organizations concerned with women's issues and six must serve independently. Commissioners generally contribute an average of four hours per week in service to the county.

The purpose of the Commission is 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 for those disparities.

In addition, the department also administers the Counseling and Career Center. The Center is staffed with a team of paid employees and 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 Call Back Program (staffed by volunteer attorneys)
- Career aptitude and personality type testing and interpretation
- 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 FY10 approved budget for the department's general fund was \$ 1,197,670. Due to a mandatory savings plan, the budget was underspent. During FY10, a total of \$ 1,109,058 was expended.

The service fees charged in FY10 were \$50 per individual counseling session, \$20 per group or workshop session and \$55 for vocation interest and personality type testing. The Counseling and Career Center generated a total of \$157,625 in fees. The FY10 revenues represents 14 percent of the department's appropriation.

## **The Commission at Work**

This past year (FY 2010) has been a time of tremendous challenge and opportunity for the Commission and the Counseling Center. The department entered the fiscal year with a staff reduction of one full time position from its former complement of eight full time and five part time positions. However, a deepening fiscal crisis for the county government meant further reductions during the year for all county agencies and an austere savings plan that prohibited spending a significant part of the appropriation. From this department, by the end of the fiscal year, three more full-time positions were eliminated. The clinical supervisor position in the Counseling Center was abolished in March, and the other two positions were abolished in June, 2010.

Before the enormity of the fiscal problems had become evident, the Commission undertook the challenge of sponsoring the annual conference for the National Association of Commissions for Women. To do this with such reduced resources, and a commitment not to spend any county funds on the conference other than the wages of the staff, the Commission decided to make this project its main focus for the year, incorporating its concern for Immigrant Women's Issues and Single Mothers and Poverty (priority projects from the previous year) into the agenda for this conference so that the information and strategies it had developed could be shared with other Commissions for Women all across the country. This meant that the Commission's work for FY10 would center around:

- Women's Legislative Briefing
- Policy and Legislative Action
- NACW Conference

## **2010 Women's Legislative Briefing**

*"Let's suit up, ladies, square your shoulders and put your lipstick on."* So said Senator Barbara Mikulski as she introduced keynote speaker Lilly Ledbetter at the 2010 Women's Legislative Briefing.

A crowd of well over 650 women and men braved the snow and ice to attend the 30th annual Briefing on Sunday, January 31, 2010. Sponsored by the Montgomery County Commission for Women and 85 community and women's organizations, this year's event was electrifying with keynote speaker Lilly Ledbetter. The opening session included greetings from Montgomery County Executive Isiah Leggett, Council President Nancy Floreen, Congressman Chris Van Hollen, Congresswoman Donna Edwards, and a special introduction of Ms. Ledbetter by Maryland Senator Barbara Mikulski.

Ms. Ledbetter said she did not set out to be famous; she was just doing her job like everyone else. But, an anonymous note alerted her to years of discriminatory wage discrepancies between her and her co-workers. She took her court fight to the Supreme Court of the United States, but lost the case on a technicality.

Ms. Ledbetter did not quit the cause of wage discrimination, instead she continued campaigning for others through the Lilly Ledbetter Fair Pay Act, the first bill signed by President Obama. Though this bill bears her name, she does not benefit, but others will. Ms. Ledbetter's story of fighting pay discrimination was the highlight of a day filled with notable moments.

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After the opening ceremonies, seven workshops followed where guests learned more about legislation and the legislative process. The workshops included: Advocating for Older Women, Fighting Poverty for Single Mothers, Negotiating the Legislative Process, Achieving Elected and Appointed Office, Caring for Women’s Health, Protecting Women and Families, and Working for Economic Security.

Maryland legislators, advocates, lobbyists, as well as experts in these fields met in panels to discuss upcoming legislation at the county, state, and federal level. The afternoon came to a close with a



presentation on *The Shriver Report: A Woman’s Nation* by Heather Boushey, Senior Economist at the Center for American Progress. The report discusses how the women of today, who are half the American workforce face a home and work environment where their incomes are vital to the economic survival of their families. This societal shift means that issues once considered solely “women’s issues” such as health care, child care, paid leave, and

flexible schedules, are now key areas for reform for all families and workers. *The Shriver Report* states, “Quite simply, women as half of all workers changes everything.”



*CFW President Jaclyn Lichter Vincent, Vice President Vanessa Atterbeary, Pay Equity Advocate Lilly Ledbetter, and Executive Director Judith Vaughan-Prather*

## Policy and Legislation (PAL) Committee

The Commission took action on or monitored 13 bills before the Maryland General Assembly. Seven of these were enacted to a very satisfactory outcome of 54 percent. Most importantly, much community support was built and the legislators and public were educated about these important issues. The Commission also took action on a number of federal bills, as well.

Total Number of Bills: 13	Moved in Positive Direction: 7	Percentage: 54%
	Passed: 5	Percentage: 38%

### SUMMARY OF STATE BILLS

	Bill Number/Name and CFW Action and Outcome
S T A T E	H.B. <a href="#">463</a> : <i>Human Relations - Employment Discrimination Based on Family Responsibilities - Prohibitions</i> Delivered testimony to the Health and Government Operations Committee Unfavorable Report by Health and Government Operations
	H.B. 1358/S.B. 52: <i>Maryland Medical Assistance Program - Family Planning Services – Eligibility</i> No Further Action
	H.B. 755/S.B. 638: <i>Earned Income Credit Information Act</i> Delivered testimony to the House Ways and Means Committee Hearing Unfavorable Report by Budget and Taxation
	H.B. 1027: <i>Gender Equity Health Coverage Act</i> Delivered testimony to the House Health and Government Operations Committee Hearing Unfavorable Report by Health and Government Operations Withdrawn
	H.B. 1272: <i>Family Medical Leave Act Expansion</i> Unfavorable Report by Economic Matters
	H.B. 500/S.B. 252: <i>Child Support Guidelines - Revision</i> Passed and Signed by the Governor
	H.B. 91/S.B 107: <i>Labor and Employment - Unemployment Insurance - Modernization and Tax Relief</i> Passed and Signed by the Governor
	H.B. 1310/ S.B 667: <i>Sex Crimes Definitions</i> No Further Action
	H.B. 534/S.B. 867: <i>Family Law Subsequent Act of Abuse During a Protective Order-Extension of Order</i> Passed and Signed by the Governor
	H.B. 465/S.B. 284: <i>Collective Bargaining by Child Care Providers</i> Passed and Signed by the Governor
	H.B. 700/S.B. 823: <i>Family Law – Protective Orders – Burden of Proof</i> Unfavorable Report by Judiciary
	H.B. 106/S.B 248: <i>Civil Cases – Maryland Legal Services Corporation Fund Surcharges</i> Passed and Signed by the Governor



	Bill Number/Name and CFW Action and Outcome
<b>F E D E R A L</b>	<p>The Healthy Families Act of 2009 (S. 1152 and H.R. 2460)</p> <p>Signed-on to National Partnership for Women and Families Letter to Congress in Support of the Bill</p>

**NACW Conference**

The conference of the National Association of Commissions for Women, sponsored by the Montgomery County Commission for Women, was held July 22 – 25, 2010 in Rockville. A full report of the very successful conference will appear in the 2011 Annual Report, but most of the planning and coordination of the conference took place during FY10.

Commissions for Women are advisory boards established officially, but independently by county, state or city governments. Their members are residents of their communities who are charged with the responsibility of advising the appointing authority on the issues of concern to women.

There is no national Commission for Women. NACW is a voluntary non-profit association of these organizations and is the only organization serving as the voice of these groups at the national level. There is no federal funding for NACW. The MC CFW has hosted NACW’s national office for the past five years, supervising interns and providing considerable staff support.

The Board of Directors asked the MC CFW to sponsor the conference this year because it wanted to provide an event that would strengthen commissions for women all across the country. In accepting the invitation, the MC CFW determined to design a three-day content-rich curriculum of professional development, strategy building and leadership training for these advocates of America’s women and families.

The Commission formed a planning committee lead by commissioner Leila Aridi Afas, which spent most of the year designing the agenda, arranging for talented speakers, and raising funds to cover the cost of the event. Commissioner Resa Levy led the fundraising committee. Thanks to the efforts of Commissioner Jennifer Cryor Baldwin, Kaiser Permanente stepped up as the Lead Sponsor. Another 13 corporate, individual and organizational sponsors were developed, including the Commissions for Women of Delaware, Maryland, Baltimore County and Prince George’s County, the U.S. Department of Labor, Holy Cross Hospital, the Friedman French Foundation and AARP Maryland. In addition, the Montgomery County Commission for Women invited its current and former members to join in supporting the conference with donations of \$140 each (to commemorate the 40<sup>th</sup> anniversary of the NACW conference). Altogether, over \$44,000 was developed by the fundraising efforts to support the conference and NACW.

As the fiscal year came to an end, the conference was only 22 days away, and a program of national leaders on women’s and human rights was lined up for the speakers, as well as visits to the White House and the U.S. Capitol for briefings with highly placed officials.

## **Advocacy and Community Outreach**

Throughout the year, the Commission for Women addressed other issues through its advocacy and advisory roles.

In September, Commissioners and staff donated school supplies and backpacks for low income children served by Family Services, Inc. in Gaithersburg. For the county-wide Community Service Day in October, the Commissioners and staff made personal donations of Halloween costumes and related items for low income children at Flower Valley Elementary School.

The CFW wrote in September to the new Secretary of the Maryland Department of Labor, Licensing and Regulation, encouraging the meaningful implementation of the pay equity law enacted several years ago.

Commissioners Chandra Walker Holloway and Vanessa Attabeary represented the CFW as a co-sponsor of the November 14, 2009 *Choose Respect, Montgomery* conference for 200 teens discussing the issue of violence in dating relationships.

Former Commissioner Tedi Osias represented the MC CFW speaking at the December 5, 2009 *Empowering Women in this Economy* conference at the Prince George's Community College, discussing the findings of the CFW's *Mothers and Poverty* report.

Commissioner Manar Morales addressed Congressman Steny Hoyer's Women's Network Advisory Committee, discussing the *Mothers and Poverty* report.

In January, at the urging of the CFW, the school system developed a system-wide policy for excusing absences from school when a student parent misses class while caring for a sick child.

The CFW wrote to the Commission of Judicial Disabilities expressing concern about a presiding judge's insensitive comments during a trial involving a gang rape in a county high school.

Commissioner Manar Morales represented the CFW on the Washington Area Women's Foundation to serve on its *Portrait Project* Advisory Committee, developing in-depth data on the status of women and girls in the region.

Commissioners Cryor Baldwin and Regina Oldak represented the CFW on the County Council's Reproductive Health, Advocacy and Education Work Group that released a report in January 2010, *Reproductive Health Services in Montgomery County*.

In March, Commissioner Wilma Holmes spoke as part of a panel *In Their Own Voices* for Montgomery College Women's Studies Women's History Month program.

The CFW's nomination of Civil Rights activist Irene Morgan Kirkaldy for the Maryland Women's Hall of Fame was successful, and CFW president Jaclyn Lichter spoke at the induction ceremony on March 8, 2010 in Annapolis.

President Lichter also spoke on Cable Channel 21's *Montgomery Week in Review*, discussing the CFW and the *Mothers and Poverty* report.

<b>COMMISSION FOR WOMEN AND COUNSELING AND CAREER CENTER</b> <b>FY 2010 At A Glance</b>
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<b>Service Provided</b>	<b>Totals</b>
<b>Counseling</b>	
Number of Clients	911
Number of Sessions	3113
Percent of Clients Reporting that Counseling Helped Them Resolve Problems	97%
<b>Telephone Legal Consultations</b>	83
<b>Classes, Groups, Workshops, and CFW Programs</b>	
Number of Participants (Includes 600 Women's Legislative Briefing attendees)	2863
Number of Events (Includes WLB)	207
Percent of Clients Reporting that Groups Were Useful or Very Useful	99%
Number of Vocational Tests Administered	176
<b>Speakers Bureau &amp; Community Outreach</b>	
Number of Countable Participants	485
Number of Activities:	13
<b>Computer Camp For Girls - Number of Scholarships Awarded</b>	10
<b>Legislative Advocacy</b>	
Number of state bills on which action was taken	13
Number/percent of bills achieving advocated outcome	54%
<b>Volunteers, Commissioners, Interns and Externs</b>	
Number of Participants	123
Number of Hours	12,893
Number of Work Years	6.19
<b>Revenue Generated by Counseling Center Fees</b>	<b>\$157,923</b>
<b>Revenue Generated by Private and Corporate Contributions</b>	<b>\$7,025</b>

# **Report of the Counseling and Career Center**

## **Elma Rambo, Manager**

The Commission for Women Counseling and Career Centers assists women in the community by providing a wide range of services and programs that address legal and financial issues, emotional problems, difficult life transitions, career planning and employment, and family concerns. A staff of highly trained professionals and dedicated volunteers, with extensive experience dealing with women's issues works with women who come to the Center. During FY10, the Counseling and Career Center lost two full-time employees at the end of March and another full-time employee at the end of June. These reductions in a small staff coupled with reductions in operating expenses curtailed some programs and services, especially in the second half of the fiscal year.

### **Counseling**

Counseling sessions for personal and career issues are available for individuals and couples eighteen years of age and older. Career counseling sessions address finding employment, identifying skills and goals, career advancement, resolving problems in the workplace, career planning, and developing training and educational opportunities. In personal counseling, problems such as separation and divorce transition, anxiety, decision making, self-esteem, transitions, relationship issues, anger, and loss are addressed. In couples counseling, partners work together on communication skills, conflict resolution, improving mutual understanding, and setting joint goals and priorities.

Counseling is provided by licensed clinical social workers, licensed clinical counselors, graduate student interns earning masters degrees in social work and counseling, and post-graduate externs working toward licensure. All have experience working with multi-cultural clients and some are bilingual. In FY10, more than 900 clients participated in 3113 counseling sessions at the Center. In confidential evaluations of their experiences, clients gave their counselors high marks for understanding their needs and helping them to improve their ability to solve problems.

### **Classes**

During the fiscal year, the Counseling and Career Center offers classes on a variety of topics of importance to women. In all, the Center provided 206 classes in FY10. Of these, 189 were presented for the public, eight were held for Montgomery County and Montgomery County Public School employees and nine were continuing education classes for licensed counselors and social workers. Classes provided at the Center and open to the public are divided into categories: Business and Professional Development for Women; Financial Security; Personal Growth and Optimum Living for Women; Separation and Divorce; and Couples and Families. Classes provided for County and MCPS employees focus primarily on career issues. All classes are led by well-qualified professionals including the Center's counselors, attorneys from the Family Law Section of the Bar Association, and contractors and volunteers with particular areas of expertise.

All classes at the Center serve as an important adjunct to the counseling services. They provide peer support, information and participation in group activities and relevant discussion. During FY10, various support groups for women were offered focusing on separation and divorce, emotional and verbal abuse,

and finding employment. Enrollment for classes and support groups reached 2263 in the fiscal year. On evaluation forms, participants rated the classes and groups highly, finding the presenters to be effective and the content useful.

### **Assessment Testing**

The Counseling and Career Center administers two standardized assessment instruments, the Myers-Briggs Type Indicator and the Strong Interest Inventory in group sessions on a monthly basis. Through these instruments, clients learn about their career interests and personality preferences and how to make informed choices in personal and career matters. In FY10, the Counseling and Career Center also offered the Self-Directed Search in a workshop format as well as on an individual basis. In this fiscal year, clients took 176 standardized assessments.

### **Information and Referral Services**

The Center's Information and Referral desk is staffed by trained volunteers who assist clients to make appointments, register for classes, and check-in for counseling sessions and workshops. They also provide referrals to other community agencies when clients need services not available at the Counseling and Career Center. Volunteers who work at the Information and Referral Desk are skilled in active listening, using the Center's database, and assisting clients both in person and on the telephone. These volunteers also learn to effectively assist clients with limited English proficiency. In FY10, twenty-seven volunteers worked as information and referral specialists typically for one or more four-hour shifts per week.

### **Legal Call Back Program**

In FY10, the volunteer attorneys of the Legal Call Back Program provided information on legal issues by telephone to 83 individuals. Questions were submitted by clients to the information and referral desk, screened by the volunteer coordinating attorney, and then referred to participating attorneys based on the legal information requested. This service is provided free of charge and the 19 attorneys who volunteer in the Legal Call Back program agree to answer each question within a two week period.

### **Continuing Education for Counselors and Social Workers**

Continuing education classes for licensed clinical social workers, licensed clinical counselors and other human service professionals are provided by the Counseling and Career Center. Classes are three hours in length, taught by experts in their particular disciplines, and each provides three continuing education hours approved by the Maryland Board of Social Work Examiners and the National Board for Certified Counselors. These classes are always well attended and receive excellent evaluations. Nine classes were held at the Center in FY10 on the following topics:

- Dealing with Shame: Therapeutic Interventions
- A Therapist's Guide to Divorce Mediation
- Using the DSM-IV-TR: A Practical, Visual Approach
- The Developing Brain of the Adolescent and Attachment Theory: Tools for Dealing with Teenagers and Their Parents
- Mindfulness: Transforming the Therapist and the Therapy
- Building Emotional Resilience in a Globalized, Interconnected and Tumultuous World
- Understanding the Forms, Functions, and Consequences of Emotional Abuse in Intimate Relationships
- Ethics for the Mental Health Practitioner
- Compulsive Hoarding: Understanding the Person Beneath the Clutter

## **Graduate and Postgraduate Internship and Externship Program**

Each September graduate students in social work and counseling are accepted by the Counseling and Career Center to complete two semester advanced placement internship programs. The students work at the Center for at least twenty hours per week during the academic year prior to receiving their masters degrees. Under the supervision of the Center's staff counselors, the students provide individual career or personal counseling and enable the Center to serve many more clients. The supervising counselors maintain close contact with each student's university advisor to ensure that all requirements for graduation are met. Counseling externs, who have received their degrees, but must work under supervision to receive licensure, are also accepted as counselors at the Center. Externs work at least sixteen hours a week for one year and may provide couples as well as individual counseling. In FY10, six interns and three externs received training and provided counseling services at the Center.

## **Volunteer Program**

The time and expertise given by the many volunteers who work at the Counseling and Career Center are essential to the programs and services the Center provides. Volunteers work as information and referral specialists, legal call-back attorneys, class instructors, and office assistants. Others provide technical assistance, community outreach, volunteer recruitment and graphic arts design. Undergraduate students with majors in family studies, psychology and related fields work at the information and referral desk for a semester and assist with research projects and special events while high school juniors and seniors provide clerical support and other assistance to fulfill their student service learning requirement. During this fiscal year, 108 volunteers contributed 9893 hours of service or the equivalent 4.75 full-time employees.

## **A Snapshot of the Counseling and Career Center Client Demographics**

In FY10, the following demographic information was supplied by more than 2300 clients who attended classes or received counseling at the Center:

***Ethnic Origin*** - Clients of the Counseling and Career Center reflect the diverse population of Montgomery County. 42% of those responding to demographic questionnaires identified themselves as belonging to ethnic minorities including 17% African-American, 14% Hispanic, 6% Asian Pacific, 1% American Indian, and 4% other ethnicity. 58% identified themselves as Caucasians.

***Annual Income*** – In FY10, the Center served clients coming to counseling and to workshops with a wide range of annual family incomes. Included were 38% reporting incomes under \$30,000; 15% between \$30,000 and \$50,000; 11% between \$50,000 and \$70,000; and 37% reporting incomes above \$70,000.

***Marital Status*** – Demographic questions on marital status revealed that 57% of clients were not currently married in FY10. 27% reported that they had never been married, 29% responded that they were separated or divorced, and 1% indicated they were widowed. The remainder, 43%, reported they were married.

***Employment Status*** - At the time they received services at the Counseling and Career Center in FY10, 57% of clients reported they were not employed while 43% indicated they were employed either part-time or full-time.

**Counseling and Career Center Volunteers  
FY10**

Information and Referral Service

Rosario Lozano Basta  
Frances Christian  
Simonetta D'Onofrio  
Nicole Glassman  
Karen Goldberg  
Rachel Goldfarb  
Bahar Javadi  
Sharelle Law  
Trish Lehman

Ana Lopez  
Stacey Markham  
Wanda Michael  
Neha Patel  
Mary Paull  
Betty Penzner  
Lyn Peters  
Eileen Polinger  
Judy Rumerman

Soheila Salamati  
Martina Sestakova  
Opal Spencer  
Bev Thoms  
Sandra Van Fossen  
Sally Wechsler  
Sue Woodruff  
Melissa Zissman

Special Projects

Melissa Agnostak  
Lynn Barclay  
Melanie Bodie  
Rebecca Bowers  
June Carlough

Chloe Constantinides  
Cori Fingeret  
Gabi Fiszbein  
Luz Lobo  
Marianne Lopiano

Stella O'Connell  
Gersenda Suarez  
Varisco  
Sharon Zissman

Legal Call Back Attorneys

Robert Baum  
Kathleen Dolan  
Mindy Farber  
Susan Friedman  
Kathy Ghiladi  
James Gross  
Christine Hawewirth

Lydia Lawless  
Nancy Long  
Brendolyn McCarty-  
Jones  
Patricia Minikan  
Rebecca Nitkin  
Susan Oldham

Aimee Robbins  
Brian Sadur  
Shelly Sheetz  
Martha Skinner  
Alison Snowden  
Scott Strickler  
Sharon Zissman

Counseling Interns and Externs

Nancy Brisebois-Good  
Matt Bukowski

Bernie DeFontes-Curry  
Anne Lee  
Suri Meirovich

Lisa Smith  
Jessie Vinik

Workshop Presenters

Jill Breslau  
Nancy Brisebois-Good  
Roberta Buckberg  
Matt Bukowski  
Adam Calli  
Sandra Chaisson  
La Shon Philson Chase  
Elena Chiru  
Eileen Coen  
Patricia Crew  
Donna Duquette  
Maggie Fairbrother  
Stephanie Fink  
Carolyn Finney

Melissa Fireman  
Nelson Garcia  
Marge Gold  
Kathy Goodwin  
Jeff Greenblatt  
James Gross  
Anne Grover  
Eliane Herdani  
Barbara Hillard  
Jamie Lapin  
Carlos Lastra  
Ellen Lee  
Rob Lockhard  
Susanne Maurer

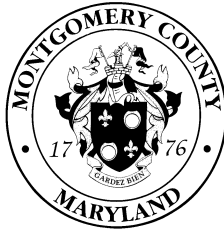
Suri Meirovich  
Bonnie Montgomery  
Elizabeth Nyang  
Brenda Salas  
Susan Samakow  
Carl Schneider  
Stuart Skok  
Margot Smith  
John Spiegel  
Scott Strickler  
Carol Tillson  
Sandra Van Fossen  
Jessie Vinik  
Vince Willis



## FY10 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 FY10, contributions were made to the Commission's programs and activities totaling \$7,025.

Amount	Donor
\$2,400	National Association of Commissions for Women
\$ 150	Designer Fabrications LLC; League of Women Voters of Maryland (The Florence Perman Bequest to the LWVMC)
\$ 100	Sharron E. Holoquin
\$ 75	SEIU Local 500
\$ 50	AARP Maryland; AAUW Kensington Rockville; AAUW Montgomery County; African American Employees Association; Agnes Diane Williams (Christol Salon and Spa); Alpha Kappa Alpha Sorority Theta Omega Omega Chapter Acct; Alpha Kappa Alpha Sorority, Inc., Xi Sigma Omega Chapter; American Association of University Women, Silver Spring; Anne W. Creveling (For AAUW Patuxent River Branch); Baltimore County Commission for Women, Maryland; Chevy Chase Women's republican Club; Chi Theta Omega Chapter Alpha Kappa Alpha Sorority, Inc.; Church Women United Eastern Montgomery County Unit; Clearing House on Women's Issues; Committee for Montgomery Inc.; Crystal Lynn DeVance-Wilson (for National Council of Negro Women, Potomac Valley Section); DC Employment Center; Delisa Prater (Delta Sigma Theta, Fort Washington Alumnae Chapter) ; Delta Sigma Theta Sorority Inc., Potomac Valley Alumnae Chapter; Delta Zeta Zeta Chapter, Zeta Phi Beta Sorority; Department of Finance of Howard County (Howard County Commission for Women) ; Department of Human Resources (Maryland Commission for Women); District 14 Democratic Club ; Dr. Dana Beyer (Friends of Dana Beyer) ; Eleanor C. Preston (Maryland Women's Coalition for Health Care Reform); Elida E. Viera, (Centronia); Eta Pi Zeta Chapter, Zeta Phi Beta Sorority, Inc.; Federally Employed Women, (FEW Parklawn) ;Florence Crittenton Services of Greater Washington; Frederick County Commission for Women; Harford County Harford Commission for Women; Interfaith Community Against Domestic Violence; Iota Lamda Omega Chap, Alpha Kappa Alpha Sorority, Inc. ; Irma R. Cuellar (for National Council of Negro Women, Montgomery County Section); Jewish Social Service Agency; League of Women Voters of Frederick County Maryland; League of Women Voters of Montgomery County, MD INC; Lincoln Park Historical Foundation Inc; Linda Mahoney (PG Lesbian Zip Code Group); Marcia L. Posner (AAUW Maryland); Maryland Commission for Women ; Maryland Legislative Agenda for Women; Maryland NARAL Education Fund; Maryland Network Against Domestic Violence; MD NOW; Montgomery College; Montgomery County Alumnae Chapter, Delta Sigma Theta Sorority, INC; Montgomery County Association for Family and Community Education INC; Montgomery County BPW; Montgomery County Chapter, OWL; Montgomery County Government; Montgomery County NOW; Montgomery Women; Muslim Women in the Arts; National Center for Children and Families; National Committee on Pay Equity; National Conference of Puerto Rican Women INC.; National Council of Jewish Women, Inc. Montgomery County Maryland Section; Nevins and Associates Chartered (Maryland Women's Historical Society); Northwest D.C. Chapter Federally Employed Women; Organization of Chinese Americans; Pan Hellenic Council Montgomery County; Prince George's County Alumnae Chapter, Delta Sigma Theta Sorority; Prince George's County Office of Finance; Roxanne L. Blackwell (Jack and Jill of America, Montgomery County Chapter); Sexual Assault Legal Institute, MCASA; Sigma Gamma Rho Sorority Inc. ; Silver Spring Chapter of the Links, Inc. For the Links Foundation; Southern Maryland Chapter, Federally Employed Woman; Southern Prince Georges Business and Professional Women's Club, INC; Stephanie Sprow (Alpha Kappa Alpha Sorority Inc., Iota Gamma Omega Chapter); The Links Incorporated Columbia MD Chapter; The Maryland Federation of Business and Professional Women's Clubs, Inc.; United Seniors of Maryland; Upsilon Tau Omega Chapter of AKA Sorority Inc., Operating Account; Vanita M. Taylor; Woman's National Democratic Club; Woman's Suburban Democratic Club; Women Business Owners of Montgomery County; Women on the Move Few US DO; Women's Action Coalition; Women's Bar Association Montgomery County Chapter; Women's Law Center of Maryland, Inc; Zeta Phi Beta Sorority, Inc. Tau Delta Zeta Chapter



## Montgomery County Commission for Women Counseling and Career Center

401 Hungerford Drive, 1<sup>st</sup> Floor  
Rockville, Maryland 20850  
240-777-8300

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

Tuesday and Wednesday  
12:30 - 9:00 pm

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

