

# Montgomery County Commission for Women

Over 34 Years of Advocacy, Progress and Service



**Annual Report**  
**July 2005 – June 2006**



# Commission for Women



## Annual Report Fiscal Year 2006

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

# Montgomery County Commission for Women Counseling and Career Center

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July 2005 – June 2006

## ❧ COMMISSION ❧ President

Deborah L. Horan

**First Vice President**  
Regina Oldak

**Second Vice President**  
Tedi Osias

## Commissioners

Gloria A. Aparicio  
Patricia E. Cornish  
Holly Fechner  
Shirley L. Johnson

Anne S. Kasper  
Elizabeth Keyes  
Resa Levy  
Martha Nguyen

Shelia C. Parker  
Fauzia S. Rashid  
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

### Principal Administrative Aide

Louise Hanson

### Counselor

Janet Akman

### Counselor

Francine Berger

### Counselor

Victoria Carballo

### Counselor

Nancie Kenney

## President's Message

by Deborah L. Horan



It has been an honor and a privilege to serve as President of the Commission during the past year. The Commissioners volunteered their time and expertise addressing pressing issues of importance to women in Montgomery County. The Commission spearheaded an effort to address workplace discrimination too frequently encountered by an increasingly large segment of the county's population – immigrant women. It scoured through volumes of information to gather and analyze data for a forthcoming report on the status of women in Montgomery County. It was in the forefront of efforts to address critical legislative issues that directly impact women's lives.

Our Commissioners reflect the diversity of our county and their experiences, talent, and dedication are evidenced by their commitment to women in Montgomery County and by their accomplishments. Each of them is to be commended for an extraordinary dedication to public service and to advancing women's rights. All are thanked for their willingness to volunteer thousands of hours to the work of the Commission for Women.

We also wish to 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.

Without a doubt, our work would not be possible without the staff that works directly with the Commission. Their expertise and professionalism speaks volumes, as does the competence and compassion of the staff and volunteers who provide services in the Counseling and Career Center. Each year, thousands of women benefit from their services.

Using a multi-pronged approach, the Montgomery County Commission for Women seeks to address the challenges that continue to prevent women's full and equitable participation in the benefits and responsibilities of our community. As such, the Commission looks forward toward a brighter future, without neglecting the present.

<b>COMMISSION FOR WOMEN AND COUNSELING AND CAREER CENTER FY 2006 At A Glance</b>
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<b>Service Provided</b>	<b>Totals</b>
<b>Counseling</b>	
Number of New Clients	996
Number of Sessions	4005
Percent of Clients Reporting that Counseling Helped Them Resolve Problems	97%
<b>Telephone Legal Consultations</b>	195
<b>Classes, Groups, Workshops, and CFW Programs</b>	
Number of Participants	3186
Number of Events	223
Percent of Clients Reporting that Groups Were Useful or Very Useful	99%
Number of Vocational Tests Administered	207
<b>Speakers Bureau &amp; Community Outreach</b>	
Number of Countable Participants	1375
Number of Activities	35
<b>Number of Information &amp; Referral Calls</b>	11,087
<b>Computer Camp For Girls - Number of Scholarships Awarded</b>	33
<b>Legislative Advocacy</b>	
Number of state/federal bills on which action was taken	18
Number/percent of bills achieving advocated outcome	5 / 28%
<b>Volunteers, Commissioners, Interns and Externs</b>	
Number of Participants	168
Number of Hours	14,651
Number of Work Years	7.06
<b>Revenue Generated by Counseling Center Fees</b>	<b>\$146,053</b>
<b>Revenue Generated by Private and Corporate Contributions</b>	<b>\$23,321</b>

# Annual Report – Fiscal Year 2006

## 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 FY06 approved budget for the department's general fund was \$1,076,890. During FY06, a total of \$1,072,540 was expended.

The fees charged in FY06 were as follows: \$40 per individual counseling session, \$16.00 per group or workshop session, and \$48.00 for vocational interest and personality type testing. The Counseling and Career Center generated a total of \$ 147,175 in fees, a 32.3 percent increase from the FY05 revenues of \$111,240. The FY06 revenues represent 13.6 percent of the department's county funds.

## The Commission at Work

At its annual planning meeting, the Commission set an agenda and formed committees for its major activities and events requiring sustained effort. During the course of the year, the Commission responded to many other events and issues through letters, phone calls, testimony and meetings. It is estimated that each of the 15 commissioners contributes an average of four hours per week in service to the women of Montgomery County. In addition, the Commission was greatly helped in its work by the volunteered efforts of four interns, each of whom contributed over 150 hours of her time and effort during the year. Below is a summary of the Commission's work on its priority projects for FY06.

### Immigrant Women in Montgomery County (IWin Committee)

First established as a priority for the Commission 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 initiative began with a series of public forums, the *Brave New World* workshops, in which advocates, service providers, experts and representatives of community organizations were convened to identify the issues specific to women among the fast growing immigrant population of the county. One area of critical concern was the needs of women of limited English proficiency who work in low-wage, low benefit, "sticky floor" occupations, and are in need of access to information about their rights in the workplace and the protections offered under the law, and where help can be found. In response, the IWin Committee established its IWORK initiative (Immigrant Women Obtaining Resources and Knowledge). In FY05, two of the Commission's previous publications, *Sexual Harassment in the Workplace*, and the *Employment Rights of Pregnant Women*, were updated and republished in English, and fundraising was undertaken to supplement the Commission's budget for printing and translation. In FY06, both booklets were translated and published in Spanish, Chinese, Korean and Vietnamese. Altogether,



approximately 16,250 of the brochures were distributed to over 110 agencies (libraries, service centers, etc.). A media campaign was undertaken to complement the distribution of the brochures. Press releases announcing the availability of the brochures were issued in all five languages. The IWin Committee members participated in more than a dozen television, radio and newspaper interviews, including several conducted in Spanish.

On October 28, 2005, the IWin Committee offered a workshop, *Undocumented, Exploited and Invisible: Immigrant women, domestic servitude and forced prostitution*, as part of the County's Diversity Week celebrations. Seventy-four people attended and gave the conference overwhelmingly positive evaluations.



During the year, the IWin Committee was also asked by the County Council to lend its advice in the consideration of proposed legislation to establish a “Domestic Worker Bill of Rights.” The Commission wrote to the Council in February, commenting on the bill, and then participated in an oversight group as a graduate student research team from George Washington University conducted a research project on the issue, at the request of the Council. The findings of the research team were presented to the Council on May 16, 2006. Subsequently, the Council’s Health and Human Services Committee requested that the Commission review the report and recommend appropriate actions that Council should pursue. The Commission’s report was scheduled for October 16, 2006. In the meantime, the IWin Committee developed an *Employment Guide for Domestic Workers*, hoping to address many of the concerns that led to the proposed legislation, through a public information campaign. At the end of the fiscal year, the 21-page brochure was completed and translation into English and French was underway with the goal of publication and distribution after the October 16 work session on the bill. To help pay for this publication, the committee held its second annual *Chocolate, Checks and Champagne* event on June 11. The event was attended by 66 supporters and raised \$4505 for the IWin project.

### **Status of Women in Montgomery County (SWIM Committee)**

In its budget for FY06, the Commission for Women was appropriated a small amount (\$13,000) to hire a research consultant to begin work developing a report on the status of women in Montgomery County. The purpose of the project is to inform the work of the Commission and its advice to policy and lawmakers. Its objectives are to evaluate the status of women in the county, increase public awareness of women’s needs and concerns, assist in the determination of priority areas of concern and to strengthen and enhance relationships with other organizations in the community. The project will employ the secondary analysis research method, a design that examines existing data sources (the Census, Community Surveys, etc.). The research assistant was hired in October 2005 to begin working eight hours per week, gathering and analyzing data specific to women in six fields: economy, law, politics, health, immigration and education. A committee was formed and met monthly to oversee the research. The project is scheduled for completion in the coming fiscal year, and the goal is to publish the report in time to commemorate the 35<sup>th</sup> anniversary of the Commission’s establishment in June 2007.

### **Policy and Legislation (PAL Committee)**

The PAL Committee started off the legislative session with three big successes: working with other women’s and community groups to successfully override the governor’s veto of three pieces of legislation of special significance to women: the restructuring of the Maryland Commission for Women to reduce the level of politics involved in its work; passage of the bills to increase the state minimum wage and of the Fair Share Health Care Fund Act which requires large employers in the state to either provide health insurance benefits to their employees or to contribute to a fund that will do so. The Commission has supported all three bills in the previous year, and though they passed the legislature, they had been vetoed by the governor. The legislature overrode all three vetoes.

Altogether, the Commission took action on 18 bills before the Maryland General Assembly. It worked on the Healthy Maryland Initiative and the Health Care for All bills, a bill on human trafficking, protective orders in cases of domestic violence, sexual abuse of children, and emergency contraception availability. While these bills were not enacted, much progress was made in building community support for the issues and in educating the legislators.

**Final Report of the  
Commission for Women's 2006  
Legislative Agenda**

Bill Number and Issue	Final Status
SB 257 (2005) – Override of Veto Restructuring the Maryland CFW	Veto Overridden. Became law per Maryland Constitution, Ch 1 of 2006 Session.
SB 89/HB 391 (2005) Override of Veto State Minimum Wage Increase	Veto Overridden. Became law per Maryland Constitution, Ch 1 of 2006 Session.
SB 790/HB 1284 (2005) Override of Veto Fair Share Health Care Fund Act	Veto Overridden. Became law per Maryland Constitution, Ch 1 of 2006 Session.
SB 297 - Emergency Contraception	Third Reading failed in Senate (23-24).
SB 86 – Protective Orders – Burden of Persuasion	Passed Senate (46-0); no action in House Judiciary
SB 87 – Protective Orders – Duration of Orders	Passed Senate (35-11); no action in House Judiciary
SB 630/HB 996 – Combating Human Trafficking	Passed Senate (47-0); no action in House Judiciary
SB 509/HB 59 – Crimes of Violence – Child Abuse	Passed Senate (137-0) and House (47-0)
SB 467/HB 61 – Crimes of Violence – Sexual Abuse of a Child	No action in Senate Judicial Proceedings or House Judiciary
HB 441 – Healthy Maryland Initiative	Referred to summer study.
HB 1510 – Health Care for All	Unfavorable report by House Health and Government Operations.
SB 298/HB 375 – Clean Indoor Air Act of 2006	Unfavorable report by House Health and Government Operations.

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

In August 2005, the Commission worked with the Office of the County Executive and women’s organizations all across the state to organize a press conference in Annapolis demanding that the Governor appoint members to the new state Commission on Equal Pay, as required by law. In September, it testified before the County Council in support of a bill to establish a county Domestic Violence Coordinating Council to replace the County Executive’s Task Force on Domestic Violence that the Commission had been instrumental in the establishment, some 21 years ago, and involved with ever since. The legislation was passed, the Coordinating Council established, and the Commission holds a seat on that board.

On Sunday, January 29, 2006, the Commission for Women held its annual Women's Legislative Briefing at the National 4-H Conference Center in Chevy Chase, Maryland. More than 500 hundred people from throughout the state attended the event. More than 80 women's and community organizations served as co-sponsors of this year's event.



Susan F. Wood, Ph.D., Former Assistant Commissioner for Women's Health at the Food and Drug Administration provided the keynote address. The opening ceremonies were followed by five workshops, each of which featured legislators and prominent advocates. Among the many topics discussed were reproductive health, trafficking of women and children, and health care. There was also a special workshop regarding the Maryland Legislative Agenda for Women (MLAW).

### **Networking and Community Outreach**

The Commission sent a representative to the annual conference of the National Association of Commissions for Women in July 2005, and agreed to provide some office space and staff support to the national association for a year or two. The staff and volunteers of the Commission assisted in the transfer of the national office to the Commission's office, in the revitalization of the membership (increasing the number of members by over 30%), and hosted a four-day meeting of the NACW board of directors.

The Commission co-sponsored, with the Business and Professional Women of Montgomery County, the tremendously successful Women of Achievement Event, honoring six Montgomery County women, including Commissioner Shirley Johnson. It also co-sponsored the Montgomery County Women's Fair, and 25<sup>th</sup> anniversary of the Women Business Owners organization, where Commissioner Pat Cornish was honored as one of Montgomery County's 25 Outstanding Women. It convened a meeting of the Presidents' Advisory Council on November 30, attended by 26 representatives of county women's organizations.

A delegation of commissioners met with each of the members of the County Council and with the County Executive to discuss the Commission's work.

The Commission published four issues of its newsletter and sponsored a project for the County's Community Service Day. 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 11 events, reaching a total audience of approximately 1,375. Commissioners and staff also reached a considerable number of listeners and viewers by participating in 10 television and radio programs. In addition, commissioners and staff attended 14 community events, providing staffed displays at fairs and diversity day celebrations, bringing the total number of community outreach events to 35.

In November 2005, the Commission successfully nominated Emily Edmonson (1835–1895) for induction into the Montgomery County Human Rights Hall of Fame. This courageous woman was a slave held in captivity in Montgomery County until she was eventually freed and went on to work alongside Frederick Douglas in the abolitionist campaign.

The Commission's Executive Director Judith Vaughan-Prather was honored by the Women's Law Center of Maryland with the Dorothy Beatty Award for Significant Contributions to the Advancement of Women's Rights. Both Commissioner Patricia Cornish and the Executive

Director were included among those designated as Maryland's Top 100 Women.



Patricia Cornish



Judith Vaughan-Prather

## Girls Summer Computer Camps and Scholarship Program

The severe under representation of girls in information technology classes and women in information technology careers has been a long standing concern of the Commission for Women, which for eight years (1999–2006) made this topic a priority area of concern. During that time, the Commission worked with Montgomery College and the public schools to offer special summer computer camps for middle school girls. FY06 was the first year since that time that the issue was no longer the basis for a committee of the Commission, however the Commission continued its support of the computer camp program and its Executive Director served on the Girls and Technology Task Force established by the schools at the recommendation of the Commission.

In the summer of 2005, 55 middle school girls attended the two-week computer programming and web site design day camps offered by Montgomery College, using instructors from Montgomery County Public Schools. Of those, 33 (60%), received full tuition scholarships through the Commission for Women. Eleven of the scholarship recipients were girls for whom English is a second language. Approximately half of the funds for the scholarships were provided by the Commission's budget, supplemented by donations from private individuals, organizations and corporations, including Discovery Communications and Cisco Systems. In addition, Discovery Communications provided a full day field trip to its headquarters for each of the three camp sessions, and Lockheed Martin contributed beautiful T-shirts with the girls' summer camp logo for every one of the campers.





## 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 a team of trained professionals and dedicated volunteers who 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 post-graduate 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 FY06, the Counseling and Career Center served more than 1000 new and on-going clients, and provided more than 4000 counseling sessions. In confidential evaluations, clients rated their counselors and counseling sessions 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 FY06, 218 classes were held in the following categories: Business and Professional Development for Women; Financial Security; Personal Growth and Optimum Living for Women; Separation and Divorce; 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. In FY06, support groups for women going through separation and divorce and for clients seeking employment were also offered.



Instructors for classes are drawn from the Center's counseling staff, contractors and volunteers who bring many varied areas of expertise. 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. In FY06, the Montgomery County Chapter of the Women's Bar Association partnered with the Counseling and Career Center to provide a Women's Law Day during which classes and consultations on many different legal

issues took place. Participants in the Center's classes rated them highly on the quality of information presented, the skills and preparation of the instructors, 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 FY06, the Center administered 207 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, making referrals to other community organizations when the Center cannot meet an individual's needs, and assisting callers with multiple and sometimes urgent issues. Information and referral specialists become proficient in the use of the Center's database and are responsible for scheduling appointments and registering individuals for classes. The 26 volunteers who staffed the information and referral desk in FY06 typically worked four hour shifts each week.

## **Legal Call Back Program**

During FY06, 27 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 155 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 and receive high evaluations from human service professionals in the community. In FY06, eight professional trainings were offered including *Adolescence and the Family: A Bowen Family Systems Theory Perspective* presented by Kathleen Kerr, MSN, MA; *A Therapist's Guide to Working with Women and Shame* presented by Rebecca Milliken, MA, LCPC and Sandra Strickler, MA, LCPC; and *How to Help Families Stop Walking on Eggshells: The Use of Intentional Dialogue* presented by Deborah Mulhern, Ph.D.

## **Graduate and Postgraduate 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 per 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 per week for one year and receive weekly supervision. During FY06, five graduate student interns and three postgraduate externs greatly increased the capacity of the Center's counseling services provided 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.





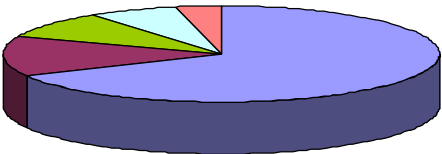
Volunteers serve as information and referral specialists, office assistants, class instructors, marketing assistants, counselors, legal call-back attorneys, and special project assistants. Students from local high schools completing their “Student Service Learning” requirement assist with clerical assignments 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 FY06, 149 volunteers provided services for the Center and contributed a total of 10,931 hours or the equivalent of more than five full-time positions.



# A Snapshot of the Counseling and Career Center Client Demographics

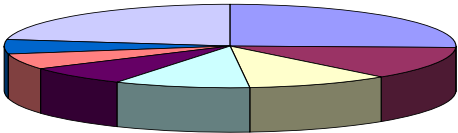
**Of the clients who received counseling or attended classes during FY06, 2,515 provided demographic information included in the following statistics:**

Ethnic Origin – Almost half of the Center’s clientele represent ethnic minorities, reflecting the diverse population of Montgomery County.



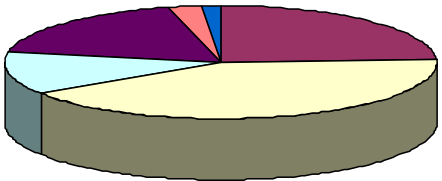
<b>54%</b>	<b>Caucasian</b>
<b>19%</b>	<b>African-American</b>
<b>17%</b>	<b>Hispanic</b>
<b>6%</b>	<b>Asian-Pacific</b>
<b>2%</b>	<b>American Indian</b>
<b>3%</b>	<b>Other</b>

Annual Income – The Counseling and Career Center serves clients with a broad range of annual income including 40% who report household income of less than \$20,000.



<b>26%</b>	<b>Under \$10,000</b>
<b>14%</b>	<b>\$10,000 - \$19,000</b>
<b>10%</b>	<b>\$20,000 - \$29,000</b>
<b>11%</b>	<b>\$30,000 - \$39,000</b>
<b>8%</b>	<b>\$40,000 - \$49,000</b>
<b>5%</b>	<b>\$50,000 - \$59,000</b>
<b>5%</b>	<b>\$60,000 - \$69,000</b>
<b>21%</b>	<b>\$70,000 and over</b>

Marital Status – Nearly 60% 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.



<b>27%</b>	<b>Never Married</b>
<b>38%</b>	<b>Married</b>
<b>12%</b>	<b>Separated</b>
<b>18%</b>	<b>Divorced</b>
<b>3%</b>	<b>Widowed</b>
<b>1%</b>	<b>Disabled Spouse</b>

## **FY06 Volunteers**

### **Information and Referral Specialists**

Beverly Adise  
Kimberly Chambers  
Elena Chiru  
Lauren Chromak  
Dale Evans  
Carolyn Greenspan  
Louise Hanson  
Janice Hardware  
Clare Herington

Christina Hutchison  
Mary Lanigan  
Lois Leibel  
Luz Lobos  
Melissa Mandell  
Lea McIntosh  
Bedelia Murray  
Stella O'Connell  
Gerrie Pearlin

Eileen Polinger  
Wanda Schwalb  
Adele Schwartz  
Cathy Secker  
Beverly Thoms  
Diane Tworog  
Sandra Van Fossen  
Lourdes Webster

### **Special Projects**

Lynn Barclay  
Barbara Bergmann

Melanie Bodie  
June Carlough

Nita Farrell

### **Office Assistants**

Daniele Araujo  
Rhea Chablani  
Stefani Chow  
Jessica Conley

Laurel Eckstrand  
Sherrri Geng  
Rebecca Graber  
Anne Gracey

Joseph Koenig  
Susan Spokany

### **Legal Call Back Attorneys**

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

Kathy Ghiladi  
James Gross  
Hadrian Hatfield  
Heather Hostetter  
Anna Jacobs  
Nancy Long  
Brendolyn McCarty-Jones  
Patricia Minikan  
Rebecca Nitkin

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

### **Counseling Interns**

Angela Aoun  
Tracy Green

Dory Halati  
Kristine Kluck

Lesley Nobleman  
Meredith Tseu

### **Counseling Externs**

Lois Burleigh

Elizabeth Nyang

Hawlin Jong

### **Counselors**

Ann Faegre

Melissa Fireman

### **Workshop Presenters**

Anne K. Albright  
Angela Aoun  
Robert Baum  
Marilyn Block  
Diane Browne  
David Bulitt  
Tony Capuano  
Sandra Chaisson  
Patricia Crew  
Alvaro De Moya  
Susanne Drayne  
Donna Duquette  
Linda Egerton  
Robert Eustice  
Stephanie Fink  
Sharon Fountain  
Cheryl Gannon

Nelson Garcia  
Kathy Ghiladi  
Marge Gold  
Tracy Green  
James Gross  
Barbara Heindel  
Donna Houseal  
Elizabeth Irons  
Jamie Lapin  
Jennifer Lavan  
Ellen Lee  
Rob Longman  
Mary McDonald  
Nancy Mitchell  
Robert Moment  
Bonnie Montgomery  
Lesley Nobleman

Alejandro Radice  
Monica Ratliff  
Vance Redmond  
Nancy Ricks  
Patricia Seaver  
Marilyn Scheiner  
Karen Simmons-Beathea  
John Spiegel  
Scott Strickler  
Jane Taylor  
Carol Tillson  
Jeff Tillson  
Guy Timberlake  
Sandra Van Fossen  
Delories Young

### **Women's Law Day**

Wanda Caporaletti  
Kathleen Dumais  
Stephanie Fink  
Jennifer Forquer  
Heather Hostetter  
Sherry Leichmann

Elizabeth Loggia  
Susan Magazine  
Susan Oldham  
Carren Oler  
Lindsay Parvis  
Lenore Schneiderman

Lisa Segal  
Diane Seltzer  
Rebecca Strandberg  
Stacy Talbott  
Patricia Weaver  
Deborah Webb

## Donations

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## Montgomery County Commission for Women Counseling and Career Center

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

Hours of Operation:  
Monday, Thursday & Friday  
8:30 am – 5 pm  
Tuesday & Wednesday  
8:30 am – 9 pm

E-Mail [cw@montgomerycountymd.gov](mailto:cw@montgomerycountymd.gov)  
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