



Comings & Goings

Much is happening at the Women's Center at CCM. In the midst of a very busy program season, our staff has also been in transition.

Our Administrative Assistant and Legal Program Administrator, Betty Squire, made the decision to retire in late December. Betty came to the Women's Center in 2002. She had recently "retired" from Warner-Lambert as an Executive Secretary, having worked many years in the corporate world. Betty has been instrumental in coordinating her high school alumni gatherings for many years, enjoys her lunchtime needlework group, and is a lifetime dog-lover who has adopted numerous Pomeranians from shelters. We greatly miss her always kind presence and her wonderful ability to juggle multiple projects at any given time. When leaving in December, she shared with us that she will especially miss editing the Women's Center Newsletter and coordinating our legal workshops and clinics. Needless to say, we still call Betty with many questions about why, how, and when.

Of course we needed to replace Betty, even though we knew she was irreplaceable. Good fortune shined on the Women's Center and we found Patricia Spitnale to be our Legal Program Coordinator/Administrative Assistant. Tricia is a former Spanish teacher and, until recently, served as a volunteer with the Newark Museum. Tricia arrived just as many new programs were beginning. Although Tricia has been with the Women's Center only a few short months, she is already quite familiar with our programs, procedures, and scheduling, is full of positive energy, and we are so happy to have her on our team!

The Women's Center also needed a Career Counselor. So on January 2, Eileen Fee joined our staff. Eileen has an M.A. in Counseling Psychology from the College of Saint Elizabeth. Her background includes outstanding experience in the counseling profession with an emphasis in career development and training, and strong written and oral communication skills. Her professional and personal experiences include time spent in the secondary-education arena and working for corporations. Eileen is delighted to be counseling at the Women's Center.

(Continued on Page 2, Left Column)

Domestic Violence 101: What you Need to Know

Who are the victims?

Domestic violence affects people of all socioeconomic, racial, ethnic, and religious groups. Although most victims of reported domestic violence cases are women who are abused by men, there are reported cases of women who abuse their male intimate partners, women who abuse women, and men who abuse men. A person may be a victim even if s/he is not legally married to the abusive partner, is gay or lesbian, is separated or divorced, or is abused by someone else in the household, such as a parent or a child.

A Pattern of Power and Control

Domestic violence or abuse is a destructive pattern in which one partner controls or coerces the other in an intimate relationship. It is about power and control. Abusers **choose** to use physical violence or emotional battering to express anger and gain control. They are not provoked to use violence; they alone are responsible for their inappropriate and unacceptable behavior. Domestic violence includes physical, emotional, sexual and/or economic abuse.

Abuser Tactics

We often think of abusive behavior being limited to physical battering and downplay the serious negative effects of verbal, emotional, or economic abuse from an intimate partner. Abusive methods of control can come in many forms, and often carry an obvious or unstated threat of physical or sexual violence. Some examples of tactics used by abusers include:

Emotional Abuse: Put downs — making them feel bad — name calling — crazy making — playing mind games — humiliation

Isolation: Controlling what they do, who they see and talk to — controlling where they go — limiting outside involvement — using jealousy to justify actions

Minimizing, Denying, and Blaming: Making light of the abuse and not taking their concerns about it seriously — saying the abuse didn't happen — shifting responsibility for abusive behavior — victim blaming

(Continued on Page 2, Left Column)

(Continued from Page 1, Right Column)

Using Children: Making them feel guilty about the children — using the children to relay messages — misusing visitation to harass the victim — threatening to take the children away

Using Male Privilege: Treating them like a servant — making all the big decisions — acting like the "master of the castle" — being the one to define men's and women's roles

Economic Abuse: Preventing them from getting or keeping a job — making them ask for money — giving them an allowance — taking their money — not letting them know about or have access to family income

Coercion and Threats: Making and/or carrying out hurtful threats — threatening to leave, to commit suicide — forcing them to drop the charges — making them do illegal things

Intimidation: Using looks, actions, gestures to scare them — smashing things — destroying their property — abusing pets — displaying weapons

Seeking Help

If you or someone you know experiencing abuse in their relationship, you can call the Jersey Battered Women's Service (JBWS) 24-hour helpline for assistance at 973-267-4763. All inquiries are strictly confidential. Counselors can provide information, support and referrals. The agency maintains a 24 hour helpline, emergency safe house, transitional living, counseling, children's services, legal advocacy, batterers' intervention and more.

By Patty Sly, Executive Director, JBWS.

(Continued from page 1, left column)

If you ever wonder how does a five-person, part-time Women's Center seem to accomplish so much, just chat with our Executive Director, Melissa Elias, who often can be heard saying, "This is a collaborative, passionate, and dedicated team effort...I have a wonderful staff...It would not be possible to coordinate all the Women's Center services without our staff, our volunteer program and workshop facilitators, Job Club speakers, computer teachers, volunteer attorneys, and computer-lab volunteers."

Melissa Elias, Director, Michele Coneys, Job Placement Counselor, and Maureen Haggerty, Career Counselor, wish Betty well in her new retirement and welcome our new staff members, Tricia and Eileen.

WC Newsletter

Published quarterly by
The Women's Center at CCM
SCC 115, Randolph, NJ 07869

973-328-5025

womenscenter@ccm.edu

www.ccm.edu/womenscenter

Mission Statement:

**To serve the varied needs of
women in their quest for
economic self-sufficiency.**

Staff

Director	Melissa Elias
Career Counselor	Eileen Fee
Career Counselor	Maureen Haggerty
Job Placement	Michele Coneys
Legal Program Admin.	Patricia Spitalne

The Women's Center at CCM is a nonprofit organization serving displaced homemakers, single mothers, and other women. It is sponsored by the **County College of Morris**. The program is funded by the **NJ Division on Women** and the **United Way of Northern New Jersey**. The legal education services are funded by a grant from the **IOLTA Fund of the NJ Bar Foundation** and the **Morris County Bar Foundation**.



REMINDER

FREE LEGAL CLINICS

1st, 2nd, & 3rd WEDNESDAY OF EACH MONTH

CALL 973-328-5025, OR EMAIL

womenscenter@ccm.edu

FOR AN INDIVIDUAL APPOINTMENT

Networking

Did you know that Networking is one of the most effective strategies for seeking a job? In fact, only 25% of people surveyed stated that they obtained their positions through advertisements. The remaining 75% obtained their jobs through networking or company contacts. Networking, which is often described as using or making personal connections to obtain career and job search assistance, is a great way to learn about new job opportunities. It can be done face-to-face, over the phone, through e-mail or the Internet.

Unfortunately, most people don't network effectively because they feel uncomfortable. They feel they are imposing or find it difficult to believe others can help. The other problem is that jobseekers single out people in their own career field for advice rather than asking everyone they know. Though the people you come in contact with may not actually be looking to fill a position, they may know someone who is or their company be posting a job and by presenting your resume, become eligible for a monetary bonus if you are hired.

The first step in networking is to prepare your "elevator speech", a 30-60 second synopsis detailing your skills, items you feel most important about your training and experience, as well as a brief description of what you would like to do. Don't be afraid to ask for help, but do not put people on the spot by asking them if they have a job for you.

The next thing you will want to do is find some Networking Opportunities in your area. The Landing Expert, www.landingexpert.com, lists groups in various NJ counties. These groups offer guest speakers that present on various job search topics, may have job postings to share and present an opportunity to get comfortable with delivering your speech to others. When attending these programs, it is best to dress professionally as some events include Hiring Officials from companies seeking to identify potential employees.

Another avenue to networking is volunteer work. Volunteering allows you to help others while meeting people and enhancing your skills. It also gives you 'work' to put on the resume while you are seeking a job, letting employers know that you made yourself useful while unemployed. Lastly, you never know when an opening may come up while you are volunteering; and since they now know your work ethic, your candidacy will stand out to them.

Once you find a position, continue networking. Remember that networking is a give and take. You will want to continue to help others as never know when you might need your contacts again.

Upcoming Job Club Topics

- 3/21 The Hidden Job Market with Career and Job Search Coach, Marc DeBoer
- 4/4 From Chaos to Clarity: Using Intuition in Job Search With Intuition Coach, Deb Wilbur
- 4/25 Networking, with HR Professional Barbara Newman
- 5/2 Job Hunting on the Internet, with CCM Librarian, Lynee Richel
- 5/16 Six Stages of an Effective Job Search, with Staffing Leader, Marie Betlow
- 5/30 The Three Secrets to a Successful & Satisfying Career, with Career Strategist Judy Scherer

Job Club meets from 10-12 and is a great way to network and meet other women. All of this free help is available by calling 973-328-5025, or emailing us at womenscenter@ccm.edu and reserving your place.

Divorce Support Group

Are you struggling with the effects of divorce? Are you deciding whether this is the right decision for you? Would you like to meet other women who are dealing with the same challenges? Then consider coming to the Women's Center support group where you will be encouraged, supported and understood in a positive environment.

Meetings will be on January 9, 16, 23, 30, February 6, 13, 20, 27, and March 6, 13 from 1 pm – 2:30 pm in room HH 110 at CCM, 214 Center Grove Road, Randolph, NJ. Please call 973-328-5025 to register!

CCM Library Services Available

Reference Librarian, Jane Kingsland, has invited Women's Center clients to make use of its databases; including:

- LexiNexis: Legal, including case information
- Legal Forms: Downloadable Legal Forms
- Business Plan Handbook: Business plan templates
- Job & Career Accelerator: Resumes, Job Searches, and Microsoft Software tutorials

All of the CCM Librarians are trained to help the CCM community to search these databases and to find books and ebooks. The library is just a six minute walk from the main campus at site at 675 Route 10 East.



Women's Center at CCM Spring 2014 Calendar of Activities

March

3, 6, 10, 13 – PowerPoint Classes
 5, 12, 19 – Legal Clinics
 5, 12, 19, 26 – Empowerment Program
 6, 13 – Divorce Support Group
 7, 21 – Job Club
 12 – Developing a Winning Mindset Workshop
 13, 20, 27 – Family Law Workshop Series
 18, 20, 25, 27 – Excel 1 Classes
 Mon – Thurs – Computer Lab
 Mon – Thurs – Career Counseling appointments

April

1, 3, 8, 10 – Excel 2 Classes
 2 – Empowerment Program
 2, 9, 16 – Legal Clinic
 3, 10, 17, 24 – Family Law Workshop Series
 4, 25 – Job Club
 22, 24, 29 – Access Class
 Mon – Thurs – Computer Lab
 Mon – Thurs – Career Counseling appointments

Words of Wisdom

*“Never Limit yourself because of others’ limited
 imagination; never limit others because of your own
 limited imagination.”
 -Mae Jemison, astronaut*

May

1 – Access Class
 2, 16, 30 – Job Club
 6, 8, 13, 15 – QuickBooks Class
 7, 14, 21 – Legal Clinics
 Mon - Thurs – Computer Lab
 Mon - Thurs – Career Counseling appointments

June

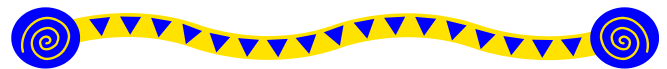
4, 11, 18 – Legal Clinics
 13, 27 – Job Club
 Mon – Thurs – Computer Lab
 Mon – Thurs – Career Counseling appointments

Computer Lab Appointments

Just a reminder that you can get a one-on-one training session with an instructor to learn any of the Microsoft applications. If you don't have time to attend a class, or perhaps you were put on a waiting list, call the Women's Center at 973-328-5025 for an appointment! It is free!

March is Women's History Month!

Discover accomplished and interesting New Jersey women in history at: www.njwomenshistory.org



The Women's Center at CCM
 County College of Morris
 SCC 115
 Randolph, NJ 07869

March 2014