ANNUAL IMPACT REPORT 2023

DELAWARE COALITION AGAINST DOMESTIC VIOLENCE
Dear Friends and Advocates:
This past fiscal year has been a busy year and the efforts of the Coalition have been enhanced by our collaboration with member programs and community partners. We are so grateful for this partnership!

The work of the Coalition could be summed up by the **ABC’s:**

**Awareness and Advocacy:** DCADV raises awareness of domestic violence through public education campaigns. We support the work of DV services providers by offering comprehensive training throughout the year on trauma-informed responses. We advocate at the state and federal level for more funding for DV services. DCADV anchors all its work in prioritizing the needs of DV survivors, listening to their voices, and advocating for policies and practices that enhance safety.

**Building and Strengthening Primary Prevention Strategies:** DCADV understands that in order to prevent intimate partner violence, we must address the root causes by looking at racial inequities, sexism, harmful gender norms, and economic insecurity. The Coalition partners with member programs to engage in primary prevention strategies that address the risk factors of intimate partner violence. DCADV continues to advocate for economic justice policies that strengthen families and free DV survivors from financial abuse and insecurity.

**Community Collaboration:** As a Coalition, we work in partnership with member programs and system partners to coordinate efforts to respond to the needs of DV survivors. We work collaboratively with member programs and community partners to provide resources to assist DV survivors. DCADV works in partnership with DV service providers and the healthcare community to provide DV-Community Health Advocates, mobile advocates, who can meet with victims in safe locations to address health and safety needs.

All the work that we do as a Coalition is possible because of the dedication and commitment of the Staff and the Board and our partnership with the Member Programs!

DCADV is also inspired by DV survivors, especially the courageous women within the Women Empowered Against Violence in Every Relationship (WEAVER) task force and by the leadership and commitment of the Women of Color task force (WOCTF)!

Many, many thanks to all the individual donors, organizations and funders for their generosity and support! **Thank you for your shared commitment to end and prevent domestic violence.**

Sue Ryan
Executive Director
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Current DCADV Staff
Ama Amponsah, Community Health Coordinator & Trainer
Elaine Ansah, Policy Coordinator
Nick Beard, DV & Community Health Program Manager
Shaina Collins, Administrative Coordinator
Mariann Kenville-Moore, Director of Advocacy & Policy
Joe Myers, Director of Prevention
Jacqueline Greenidge Nix, Director of Finance & Operations
Brooke Ophardt, Economic Justice Policy & Prevention Coordinator
Sue Ryan, Executive Director
Shelby Statham, Prevention Policy Specialist
Jen Uro, Communications & Fundraising Manager
Courtney Winkler, Training & Outreach Coordinator

Special thanks to former staff members Nikki Kerchevale, Nina Jones, and Erin Ridout, who contributed to the work featured in the annual impact report.
Our Vision
The Delaware Coalition Against Domestic Violence envisions a First State where safe, healthy, equitable relationships, families and communities thrive.

Our Mission Statement
The Delaware Coalition Against Domestic Violence is a statewide, nonprofit organization and coalition of organizations, groups and individuals that strive to promote conditions that prevent and eliminate domestic violence by educating its members and community partners; providing informational resources to the community; and advocating as a strong, unified voice for victims/survivors of domestic violence, children who are affected, domestic violence programs and victim service providers.

Our Member Agencies

Member Organizations provide direct services to adult and child victims of domestic violence through hotlines, community advocacy, shelters, visitation centers, legal services, therapeutic programs, as well as offering treatment programs for offenders. They support the mission, goals, and philosophy of DCADV and work with DCADV to create an environment in which those victimized by domestic violence become empowered. Representatives from our member organizations serve on our Board of Directors.

Task Forces
The Women of Color Task Force (WOCTF) works to increase public awareness of domestic violence and available resources – especially in communities of color – through education/training, advocacy and support. In FY23, the WOCTF continued its monthly meetings (in-person and virtually), updated its outreach materials, increased its social media presence, and provided outreach to at least 1,060 members of the local community.

WEAVER is a DCADV task force comprised of survivors of intimate partner violence. Their primary goal is to educate the community about domestic violence and champion survivors through their firsthand experiences with it. In the past year, new members joined the ranks and collaborated with existing members to propel the task force forward. They engaged with the community, recruited new members, disseminated information about DCADV and WEAVER, and distributed information about resources. WEAVER members played a vital role in making state and federal budget advocacy tangible by sharing their personal stories and emphasizing the importance of support and services to elected officials.
The Delaware Coalition Against Domestic Violence (DCADV) prioritizes the work of racial equity and envisions a First state in which Black, Latinx, Asian, Native American, Native Hawaiian/Pacific Islander, and all People of Color are safe, welcomed, treated with respect and equity, and have the opportunity to thrive. DCADV understands that engaging in the work of racial equity is essential in our efforts to end and prevent domestic violence. DCADV understands that the work of racial equity is intersectional and necessarily includes preventing and intervening in gender-based violence.

These monthly conversations are centered around articles that we have read, including essays from the book *Hood Feminism*; podcasts that address racism and intersectional issues, such as *Ableism and Racism: Roots of the Same Tree*, a podcast by Dr. Ibram X. Kendi, author of *How to Be An AntiRacist*; a PBS video entitled *Race: The Power of Illusion*, which focuses on redlining and housing discrimination. The staff heard from guest speakers from the Asian-Pacific Institute on Gender-Based Violence, who shared information about the Asian-Pacific community and how we can do better outreach. DCADV staff also visited the Delaware Historical Society to see and learn from the exhibit entitled *Journey to Freedom*, which highlighted Delaware’s history of slavery, discrimination in housing, schools and society and the bravery of Delaware’s African Americans in their struggle against injustice and their fight for equality.

As part of our efforts to advance racial equity, we continue to update the agency’s HR policies using a racial equity and inclusion lens. This past year, we updated the annual performance appraisal form and the Benefits and Leave policies.

DCADV retained Healing Equity United to engage with our two task forces, Women of Color Task Force and the Women Empowered Against Violence in Every Relationship (WEAVER) task force to get their input on how DCADV can prioritize our racial equity work.
DCADV recognizes the importance of connecting with community-based and culturally-specific organizations to learn about the needs of the most marginalized communities and to address these needs collaboratively. DCADV continues to build connections with Amanecer, Black Mothers in Power, Network Connect, and the Nanticoke Indian Association to expand our circle and inform our work. DCADV recognizes that to engage genuinely with other agencies and community-based organizations, we must remain open, honest and self-reflective, and persistent in order to collaboratively address racial inequities that are at the root of intimate partner violence.

### Collaboration Highlight

DCADV provided technical assistance to the Hispanic American Association of Delaware (HAAD) on their application to DHSS for funding for Community Health Workers. The DHSS grant application, as with all state funding applications, is long and complex and can be daunting for community-based organizations. DCADV provided information about our CHW project and wrote a letter of support. HAAD noted that this technical assistance was “an exemplary action of equity and kindness.” For DCADV, it is simply walking the talk.

### Board Efforts

#### Annual training

DCADV’s Board of Directors’ annual training focused on the topics of racial equity, intersectionality and the importance of this work for the Coalition. Guest speakers David Young, the Executive Director of the Delaware Historical Society, and Njideka Wiggins, DANA Consultant and trainer, led the discussion. The training included a presentation on Delaware’s history and racial inequities and the importance of effective public education which involves both personal and community action. Following the historical presentation, Ms. Wiggins facilitated a conversation with the board, noting the importance of intersectionality.

#### Expanding representation

The Board conducted a survey to learn more about the diversity of its members and to inform recruitment of future board members.

Significantly the Board updated the agency’s bylaws, adding language that highlights the importance of diversity of the Board. The new bylaws note that diversity is a priority, and through diversity the Coalition is strengthened in its work.

#### Board-Staff Collaboration

This past year, the Coalition held a joint Board-Staff meeting to review our work in implementing the Racial Equity Plan. Another joint meeting is scheduled for this year. The Coalition is committed to keeping the racial equity plan a dynamic, informed, evolving and empowering process.

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**DCADV humbly recognizes that we continue to grow as we work on prioritizing racial equity, engage with community partners, and build internal structures and practices that enhance our intersectional work. This comprehensive Staff and Board work is strengthening the agency and allowing us to prioritize equity in all of our work.**
FINANCIAL OVERVIEW

Income | Totals
--- | ---
Federal | $1,149,922.00
State | $357,059.32
Foundations | $201,816.00
Conference fees/Trainings | $43,559.00
Unrealized gains on investment/Interest | $37,865.00
Membership | $9,194.00
Fundraising/Events | $37,393.00
Total | $1,836,808.32

Expenses | Program Services | General Administration | Totals
--- | --- | --- | ---
Salaries & Benefits | $710,832.00 | $125,440.00 | $836,272.00
Pass-through funding for member programs/community donations | $474,990.00 | $0.00 | $474,990.00
Communications | $13,421.00 | $2,369.00 | $15,790.00
Office expenses | $68,666.00 | $12,115.00 | $80,781.00
Rent | $26,075.00 | $4,602.00 | $30,677.00
Professional fees | $110,713.00 | $19,538.00 | $130,251.00
Public information & Resources | $12,555.00 | $2,226.00 | $14,781.00
Staff training & Development | $37,985.00 | $5,701.00 | $44,686.00
Training (board & community) | $62,238.00 | $10,975.00 | $73,213.00
Stipends & Special Projects | $79,356.00 | $14,002.00 | $93,358.00
Totals | $1,596,811.00 | $197,968.00 | $1,794,779.00

2023 Expense Allocations

- Personnel: 47%
- Member program/community: 32%
- Training /outreach: 7%
- Office/operations: 14%
ADVOCACY & POLICY

We support policies, programs, and laws that align with DCADV’s mission and goals of ending domestic violence. We believe that violence can and should be prevented. We work with survivors and community partners to better understand what is needed most to help victims of abuse find safety, healing, and justice. We continue to prioritize funding and support for our members and community service partners as calls for assistance remain high!

- **Summer 2022**
  - Family Justice Center Initiative underway with DVCC
  - DV CHA Statewide Expansion Funding secured
  - VOCA funding added to CJC budget through Grant in Aid
  - Legislative candidates educated on pressing DV issues

- **Fall 2022**
  - New Castle County Gov’t announces DV Service Grants
  - Community Mental Health project launch with DESU
  - 2023 Priorities set with focus on prevention & smart justice

- **Winter 2022-2023**
  - Renewed DV Service Funding Advocacy at the State & Federal Level
  - Advocated for greater protections against Animal Abuse
  - Joined efforts to improve access to quality Early Childhood Care
  - Raised Awareness of Eviction Prevention & Labor’s Role in DV

- **Spring 2023**
  - CHW services expand to Kent and Sussex Counties
  - Gun Violence Prevention through Permit to Purchase makes progress
  - Law Enforcement Accountability & Transparency advanced
  - Crime Victims’ Rights Advocacy leads to review

- **June 2023**
  - CHWs receive local & state recognition
  - Labor definitions get a public health update
  - Allies rally to pass Eviction Prevention through Right to Counsel
  - Economic Abuse Protection passes unanimously!!

To learn more about advocacy and policy work, visit [www.dcadv.org/advocacy](http://www.dcadv.org/advocacy)
COMMUNICATIONS

41,028
Facebook Reach

12,796
Instagram Reach

4,991
X (Twitter) Impressions

2,033
Facebook Followers

706
Instagram Followers

340
Twitter Followers
My advocate does the best that she can to make sure all my needs are met as well as questions. I find working with her is an absolute blessing because she makes me feel comfortable enough to talk to her about even the difficult things. She's open minded and doesn't judge and I really appreciate that because I've been through a lot in the last year. In a sense she's like a friend that I can rely on or in better terms like a mother!
INVEST DE

Integrating Non-Violent Economic Strategies Throughout Delaware (INVEST DE) is a workgroup that facilitates cross-sector collaboration on ways to increase awareness and adoption of economically-just workplace policies.

INVEST DE has engaged in a targeted outreach effort to gain new members and increase availability of data-informed policies from our white paper, Economic Justice as a Framework for Violence Prevention.

In particular, INVEST DE has been expanding its community partnerships to continue discussions about the implementation of paid family medical leave in Delaware.

INVEST DE works together to make economic justice a reality for all Delawareans.

FINANCIAL EMPOWERMENT TRAININGS

In May 2023, DCADV hosted a train-the-trainer workshop for direct-service advocates on building financial empowerment with the communities they work with. The training focused on trauma-informed facilitation skills, building participants’ understanding of healthy relationships, financial fundamentals (such as budgeting), and long-term financial planning.

100% of survey respondents self-reported confidence using the information learned to help their clients. 90% of survey respondents self-reported increased knowledge of financial resources in Delaware.

DELTA IMPACT → DELTA AHEAD

DCADV has had the privilege of being funded through the Centers for Disease Control and Prevention (CDC) for almost two decades to advance efforts in intimate partner violence prevention! This past fiscal year saw the end of DELTA Impact, a five-year collaborative effort to implement policies and programs in our communities to increase safety, health, and wellbeing.

We are fortunate to continue this work with the CDC over the next five years through DELTA AHEAD (Domestic Violence Prevention Enhancement and Leadership Through Alliances: Achieving Health Equity through Addressing Disparities). Starting in March of 2023, we were able to continue and expand our prevention efforts, with the hope of creating a safer Delaware through the promotion of health equity in order to prevent IPV. We continue to partner with many other organizations, including two of our member programs: CHILD, Inc. and People’s Place. Stay tuned for how this project will grow over the next few years!

To learn more about economic justice as prevention, visit www.dcadv.org/economic-justice
To learn more about past, current, or future trainings, visit www.dcadv.org/training.

"Just when I think I'm saturated with trauma-informed training topics, [DCADV] offers some fresh perspectives! I plan to continue thinking outside the box in making new connections and opportunities to network with agencies and individuals doing the important work of mitigating the effects of violence and trauma in our communities."
Supporting Members, Donors, & Funders

Your support means so much! All of the activities described in this annual impact report were made possible by the generosity and investment in our communities and state by the following individuals, organizations, and agencies from July 1, 2022 - June 30, 2023. THANK YOU!

Coalition Members
Ann C. Altemus, LCSW
Amanecer Counseling & Resource Center
Rene Baldrey
Dr. Nick Beard
Barbara T. Benezet
David Bever
Kim Blanch
Acacia Blassengale
Anne Boylan
Kristi Carruthers
Michael H. Casson Jr., Ph.D.
Nancy Castellanos
Blanche Creech
Jane Curschmann
Patty D’Angelo
Teresa Ann Davis
Delaware Alliance Against Sexual Violence
Delaware NOW
DVLS
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Meghann O’Reilly Karasic
Nailah Kellman
Eleanor M. Kiesel
Justin King
Marie Laberge
Jayce Lesniowski
Rebecca Lowe
April Lyons-Alis
Debbie Mack
Fay L. McCull 
Meet Me at the Well Foundation
Carmen Mendez
Susanne Miller
Susan L. & Connor Miller
Yolanda Miller
Thomas Moore, Jr. & Mariann Kenville-Moore
Marki Mosley
UD, Dept. of Women & Gender Studies
Jennifer C. Naccarelli
Libby Neuner
Kalyn Nix
Katrina Nix
Marian Palley
Palmer & Lebowitz
Planned Parenthood of Delaware
Carol Post
Sharron A. Raymond
Debra McCall Reed
Eruk Ridout
Sue Ryan
Meg Ryan
Kathrin Schmalzing
Lisa Shaffer
Swati Singh
Lori Sitler, Ph.D.
Karen Steele

Coalition Members (con’t)
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Kelly McCulloch
Mint & Needle
Rick & Tricia Monning
Tom & Lena Mucchetti
Deborah S. Murphy
Quilters by the Sea Guild of Ocean Pines, MD
Jessica Schiffman
Mairin Snydley, Alena Carhart, Casey Morris
Alfred Teuscher and Jette Clausen
Jason S. Tyler
Beverly Wilson

Member Organizations
CHILD, Inc.
Community Legal Aid Society, Inc.
Delaware Center for Justice
People's Place II, Inc.
YWCA Delaware

In Memory
In Memory of Helen Marie Althouse
Anonymous
Alvenia Blankenship
Caroline M. Chahalis
Daryl and Rick
Scott and Holly Hammond
Patricia Heegard
Dinesh & Kanchan Kotak
Robert & Geraldine McGowan
Dawn M. McLaughlin
Melissa L. McVey
ProAutomated
Nancy Smith

In Memory of Jilma Beach
Joann Corradin

In Memory of Denise
Stewart Smith

In Memory of Garrett Combs Redman
Carole Redman

Corporate/Foundation
Allstate Foundation
AmeriHealth Caritas Delaware
Bank Of America Employee Giving
Benefit Causes
Charities Aid Foundation Of America
ChristianACare
Delaware Division of Public Health
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Delaware Center for Justice
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Attorney General Kathy Jennings
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Rep. Sherae’a Moore
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People’s Place
Lisa Blunt Rochester for Congress
Supreme Clean DE Auto Detailing
The Chahalis Ward Group at UBS
The Curry Girls
UD Department of Women & Gender Studies
Rep. Sherry Dorsey Walker
Rep. Kim Williams
Wolfe & Associates
YWCA Delaware

Government
DE Criminal Justice Council - Family Violence and Prevention Services
DE Division of Health and Human Services - RPE
DE Dept. of Public Health - Healthy Women, Healthy Babies
US Department of Health and Human Services - FVPSA & DELTA Impact
US Department of Justice - VAWA 2022 & VAWA 2023

We are proud to receive donations through United Way of Delaware, Delaware State Employees' Charitable Campaign and Combined Federal Campaign, as well as several employee giving programs.