EXECUTIVE DIRECTOR'S STATEMENT

Dear Friends and Advocates:

DCADV, in collaboration with our member programs, has engaged in comprehensive training, advocacy and prevention programming. During this past fiscal year we have:

- **Advocated** for increases in state funding for DV services;
- **Offered DV101 and advocates training** virtually through a series of webinars and online modules;
- **Raised awareness** of and **advocated for economic justice policies**, including paid family leave.
- **Collaborated with member programs** and community partners in **prevention efforts** that address risk factors for intimate partner violence;
- **Engaged with healthcare and DV providers** to offer **mobile advocacy** through community health workers;
- Partnered with **AmeriHealth Caritas Delaware** on an innovative funding model to sustain DV Community Health Workers.
- Partnered with the **Nanticoke Tribal Association** to provide training and to support the development of Nanticoke Resource Guides.
- **Continued efforts to prioritize racial equity in all of the Coalition's work.** DCADV understands that working towards racial equity is essential in our work to end and prevent domestic violence.

DCADV is strengthened by the dedication of the Board and staff. As the Executive Director, I am honored to work with the staff and Board and inspired by their creativity, commitment, and genuine caring spirit.

DCADV is deeply thankful for our member programs for their partnership. DCADV is also humbled and inspired by DV survivors, especially the courageous women within the WEAVER task force. DCADV is grateful to the Women of Color Task Force for their leadership and commitment to end and prevent domestic violence.

We greatly appreciate the generosity and support of our funders and individual donors. **Thank you for your shared commitment to end and prevent domestic violence.**

Sue Ryan
Executive Director
**Board of Directors**

Ann Altemus, Chair  
Nancy Castellanos, Co-Chair  
Jayce Lesniewski, Secretary  
Kathrin Schmalzing, Treasurer  
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David Bever  
Kim Blanch  
Michael Casson  
Blanche Creech  
Carley Davis  
Cierra Hall-Hipkins  
Dedra Handy  
April L. Lyons-Alls  
Elizabeth McCourt  
Susan Miller  
Jennifer Naccarelli  
Deianna Tyree-McDuffy

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**DCADV Staff & Interns**

Ama Amponsah, Community Health Coordinator  
Nick Beard, Policy Coordinator  
Rachel Emile, DCADV Intern  
Nina Jones, Administrative & Financial Assistant  
Mariann Kenville-Moore, Director of Advocacy & Policy  
Nikki Kerchevale, RPE Program Manager  
Jacqueline Greenidge Nix, Director of Finance & Operations  
Brooke Ophardt, Training & Prevention Specialist  
Erin Ridout, DV & Community Health Program Manager  
Sue Ryan, Executive Director  
Shelby Statham, Prevention Policy Specialist  
Jen Uro, Communications & Fundraising Manager  
Courtney Winkler, Training & Outreach Coordinator

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*Special thanks to former staff members Sarah Bear and Nicole Rinier, 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.

Women of Color Task Force (WOCTF)
The Women of Color Task Force (WOCTF) works to develop strategies regarding the outreach and delivery of domestic violence services to communities of color. WOCTF strives to increase public awareness of DV through support, education, and training. The ongoing COVID-19 pandemic continued to negatively impact the ability of the task force to conduct community outreach during this fiscal year. The WOCTF continued its monthly meetings virtually, hired a part-time Coordinator to assist with administrative tasks, and began the process of updating its print outreach materials.

Women Empowered Against Violence in Every Relationship (WEAVER)
WEAVER is a DCADV task force of survivors of intimate partner violence. Through the years, the task force has changed and evolved to meet the needs of the group, but the intention remains unchanged, to educate the community about domestic violence and advocate for survivors through survivors’ personal experiences with domestic violence. Members work to support DCADV’s mission and member programs. WEAVER members have the ability to create change by sharing their perspectives. Over the past year, new members joined and together with membership already in place, they met regularly and developed a plan to move the task force forward. WEAVER members were out in the community, recruiting members, sharing information about DCADV, and providing resources. WEAVER members made state and federal budget advocacy real by sharing their stories and the benefit and need of support and services with elected officials. Survivors, who may be interested in raising awareness, improving systems, and expanding services for victims of intimate partner violence, are encouraged to connect with DCADV through the web.

DCADV’s Racial Equity Plan
DCADV continues to implement its Racial Equity Plan. During this past fiscal year, the focus has been on updating the Coalition’s HR policies, using a racial equity lens. We have updated a number of policies including: Dress Code; Hiring; Office Operations; General Employment; Leave; Hybrid Operations; and Fragrance-Sensitive Office. The process of revising policies has been empowering for staff; all of the policies are reviewed by staff and then, by the Board and updated by consensus decision-making.

DCADV has been assisted in our work by Healing Equity United, a project of Centering the Margins. They have provided training for the staff and the Board, and have also increased agency capacity with technical assistance, especially as we developed a racial equity framework for updating HR policies.

DCADV’s racial equity work is shared by both staff and the board and engaged in largely by committees, including the staff committees:
- Racial Equity and Social Justice Team, comprised of all staff;
- Racial Equity Workgroup which includes staff working on implementing the racial equity plan;
- HR policy committee which takes the lead on revising HR policies.

The Board’s HR policy is also engaged in this work along with the Membership Committee and the Racial Equity and Social Justice Committee.

This comprehensive staff and Board work is strengthening the agency and allowing us to prioritize equity in all of our work.
## FINANCIAL OVERVIEW

### Income

<table>
<thead>
<tr>
<th>Source</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Federal</td>
<td>$889,994</td>
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<tr>
<td>State</td>
<td>$331,601</td>
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<tr>
<td>Foundations</td>
<td>$771,890</td>
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<tr>
<td>Conference fees/Trainings</td>
<td>$9,910</td>
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<td>Membership</td>
<td>$9,720</td>
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<td>Fundraising/Events</td>
<td>$30,378</td>
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<tr>
<td>Unrealized gains on investments/interest</td>
<td>($15,065)</td>
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<td><strong>Total</strong></td>
<td><strong>$1,968,428</strong></td>
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### Expenses

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<tr>
<th>Category</th>
<th>Program Services</th>
<th>General Administration</th>
<th>Totals</th>
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</thead>
<tbody>
<tr>
<td>Salaries/Benefits</td>
<td>$665,943</td>
<td>$117,518</td>
<td>$783,461</td>
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<tr>
<td>Pass-through funding for member programs/community donations</td>
<td>$526,858</td>
<td></td>
<td>$526,858</td>
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<tr>
<td>Communications</td>
<td>$13,293</td>
<td>$2,346</td>
<td>$15,639</td>
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<td>Office expenses</td>
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<td>Rent</td>
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<td>Professional fees</td>
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<td>$19,082</td>
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<td>Public information/Resources</td>
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<td>$606</td>
<td>$4,025</td>
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<td>Staff training/Development</td>
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<td>$2,059</td>
<td>$13,729</td>
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<td>Training (Board/Community)</td>
<td>$16,901</td>
<td>$2,982</td>
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<td>Stipends/Special projects</td>
<td>$68,267</td>
<td>$12,046</td>
<td>$80,312</td>
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<tr>
<td><strong>Total</strong></td>
<td><strong>$1,485,893</strong></td>
<td><strong>$174,266</strong></td>
<td><strong>$1,660,159</strong></td>
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</tbody>
</table>

35% pass-through funding to member programs
ADVOCACY & POLICY

We support policies, programs, and laws that align with DCADV's mission and goals of ending domestic violence. 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 believe that preventing domestic violence is possible, and work with community partners across the state to achieve that goal.

SUMMER 21
- Prevention Policy
- Healthcare Privacy
- Economic Justice

WINTER 21-22
- Policy Screening for Racial Equity
- Action Network Launch
- State Budget

JUNE 22
- Paid Medical Family Leave
- State & Federal Budget
- VOCA Deficit

FALL 21
- Sexual Assault PFA
- Financial Abuse
- Policy Committee Set Priorities

SPRING 22
- Housing Protection
- Economic Justice White Paper
- Criminal Justice Reform

To learn more about advocacy and policy work, visit www.dcadv.org/advocacy
Over the last four years, DCADV has worked in collaboration with the Nanticoke Tribe in Sussex County. In partnership, we have developed the Resource Guides for Safe & Healthy Relationships Project. Through this project, tribal members are trained to provide support and resources for fellow Nanticoke community members affected by domestic violence.

In September 2021, the Resource Guides staffed an Outreach and Awareness table at the Nanticoke PowWow. They shared resources from the National Indigenous Women’s Resource Center, along with COVID personal protection supplies such as sanitizers and masks.

800+ resources distributed

900+ people reached
COMMUNICATIONS

16,317  
Facebook Reach

9,776  
Instagram Reach

1,510  
Facebook Likes

406  
Instagram Followers

317  
Twitter Followers

Launch of Advocacy and Policy Twitter Page

Campaigns and Graphics

Domestic Violence, noun
Domestic violence is a pattern of abusive behavior and coercive control that can happen in a dating, marital, or live-in intimate partner relationship.

Word Wednesday

In our community: We choose kindness. We choose honesty. We choose respect.

Together we can create a healthier, more resilient community.

DCADV.org

“I thought I was alone. Nobody else had this happen to them. But I discovered there were others. If I could help one person or increase awareness of how common this was or make a change to a system or policy, I would dedicate my life to help the next person.”

WEAVER Member

DCADV.ORG/WEAVER
The Domestic Violence – Community Health Worker (DV-CHW) Program serves survivors in the community using a combination of advocacy, empowerment, and care coordination. This accessible service supports the complex safety, health, and social needs survivors often face. Survivors who engage in this community-based, trauma-informed service report a reduction in poor health days, an increased sense of hope for the future, reduced financial stress, increased social support, and improved quality of life. Special thanks to Maite, Tisha, and Jessica for their incredible work and dedication to survivors!

120 number of new survivors served 7/1/21 - 6/30/22

90 average number of survivors served in a month

Number of Poor Health Days Over Time

Key: Poor Mental Health Days Poor Physical Health Days

To learn more about the Community Health Worker Program, visit: www.dcadv.org/health
PREVENTION
Rape Prevention & Education Program

INVEST|DE

Integrating Non-Violent Economic Strategies Throughout Delaware (INVEST DE) is an emerging group of community partners dedicated to increasing the practice of economically just workplace policies. This collaborative group holds space for cross-sector discussions on ways to influence workplaces across Delaware to incorporate policies that can build safer, more inclusive workplaces for everyone. INVEST DE works together to make economic justice a reality for all Delawareans.

DCADV released the white paper, "Economic Justice as a Framework for Violence Prevention." This white paper explores how all local and statewide organizations, corporations, workplaces, and sectors can consider ways to adopt and advance policies that promote economic equity and revamp policies that may hinder success, stability, and safety for employees and communities.

Financial Empowerment Trainings

In April 2022, DCADV, along with community partners hosted a series of financial empowerment trainings for community members. The trainings focused on building participants’ understanding of healthy relationships, financial fundamentals (such as budgeting), and long-term financial planning.

96% of survey respondents self-reported an increased understanding of healthy relationships.

95% of survey respondents self-reported increased knowledge of financial fundamentals.

To learn more about economic justice as prevention, visit www.dcadv.org/economic-justice
Coaching Boys Into Men is an evidence-based violence prevention program for coaches and athletes to promote skills for healthy and respectful relationships, with the ultimate goal of empowering youth to be leaders who create a culture of respect in their communities.

I think that...not many teens know that abuse is not just physical. I wish I would have [seen] this video before or had a talk with somebody about this before because it really would have saved me from so much.

I learned about how society creates a misconception on how a gender is supposed to look or act...a man is supposed to always be tough and women are supposed to be gentle...these gender labels and stereotypes are hurting the youth...and we don’t even realize it.

To learn more about Coaching Boys Into Men, visit: www.dcadv.org/cbim
This was an absolutely phenomenal training, and I’m so empowered to move forward with intentionality. Incorporating all of it into the work in supporting community partners working with survivors. Thank you.

To learn more about past, current, or future trainings, visit www.dcadv.org/training.
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, 2021 - June 30, 2022. THANK YOU!

Supporting Members, Donors, & Funders

Coalition Members
- Danielle Ali
- Ann Atemus
- Lauren G. Amato
- Anonymous (4)
- Rene Baldrey
- Nick Beard
- Beth Blank
- Kristi Carruthers
- Daphne Chaniz-Rico
- Juliissa Coriano, Ph.D.(c), MSW, M.Ed.
- Blanché Creech
- Patty D’Angelo
- Erica Davis
- Carley Davis
- Delaware Alliance Against Sexual Violence
- Delaware NOW (National Organization for Women)
- Liz Dole
- Ellen Durham
- DVLS
- Stacey Edney
- Cherice Evans
- Ruth Fleury-Steiner
- Venita Garvin
- Deborah Gottschalk
- Angie Hattery
- Gloria James
- Angela M. Johnson
- Eleanor M. Kiesel
- Justin King
- Marie Laberge
- Devon Lane
- Ellen Lebowitz & Tom Palmer
- Jayce Lesniewski
- Towanda Livingston
- Rebecca Lowe
- Debbie Mack
- Jennifer Maguire
- Fay L. McCall
- The ALI Group
- Yolanda Miller
- Susanne Miller
- Susan L. & Connor Miller
- Thomas Moore Jr. & Mariann Kenville-Moore
- Nina Morales-Perez
- Carolyn Morgan
- Marki B. Mosley
- Jennifer Naccarelli
- Elizabeth Neuner
- Katrina Nix
- Kaly Nix
- Marian Lief Palley
- Debra Reed
- Marcy Rezac
- Sue Ryan
- Meg Ryan
- Kathrin Schmalzing
- Lisa Shaffer
- Marilyn Siebold
- Swati Singh
- Stephanie Staats
- Karen Steele
- What Is Your Voice, Inc. (Sterbach, Jacqueline)

Coalition Members (con’t)
- Diana Suchodolski
- Delania Tyree-McDuffy
- Donna Uro
- Uro Family
- Ellen Wheatley
- Faye Wheeler
- Susan White
- Chanta Howard Wilkinson
- Bev Wilson
- Courtney Winkler

Donors
- Anonymous (7)
- Belfint, Lyons & Shuman P.A.
- Center for Interventional Pain Spine LLC
- Delores Clark
- Lorraine R. Dattner
- DE Law School’s Black Law Students Association
- Michael Dorczuk
- David Epstein
- Tyaire E. Ferrell
- Henlopen Candle Works
- Carla Hiller
- Lauren Holloway
- In memory of Debra Leonard
- Brenda Jay
- Tim Johnson
- Kappa Delta Rho Fraternity
- Frank Kesselman CLU
- Legion Transformation Center (Newark)
- Craig Lustig
- James and Elizabeth Mandell
- Kelly McCulloch
- Kathleen McDaniel
- Deborah Miller
- Tom and Lena Muchetti
- Barbara Hoagland
- Carol A. Post
- Lanette Sherman
- State Employees Charitable Campaign
- Sun Behavioral Delaware
- Sussex County FOE 4528
- Alfred Teuscher & Jette Clausen
- The Bancorp Bank
- The Kielhorn Family Fund
- Jason S. Tyler
- Unitarian Universalist Fellowship of Newark, Inc.
- Chanta Howard Wilkinson
- Zeta Phi Beta Sorority Inc./Epsilon Rho Zeta Chapter

Corporate/Foundations
- Allstate Foundation
- AmazonSmile
- AmeriHealth Caritas Delaware
- Bank Of America Employee Giving
- Benevity Causes
- Charities Aid Foundation Of America
- ChristianaCare
- Delaware Division of Public Health
- Exelon Foundation
- Highmark’s BluePrints for the Community
- JustGive - Great Nonprofits
- Lambda Theta Alpha
- Longwood Foundation
- Network For Good
- The Laffey-McHugh Foundation
- The TJX Foundation
- YourCause, LLC

Purple Ribbon Sponsors
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- Artisans’ Bank
- Bank of America
- Barbacane Thornton & Company
- Child, Inc.
- CLASI
- Delaware Center for Justice
- JPMorgan Chase
- M & T Bank
- Mallard Financial
- NAMI DE
- New Castle County
- New Castle County Council
- People’s Place
- The Chahalis Ward Group at UBS
- 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 2020 & VAWA 2021

In Memorium
- Debbie & Scott Scrivner - Debra Leonard

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

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.
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