

ANNUAL IMPACT REPORT 2022

DELAWARE COALITION
AGAINST DOMESTIC VIOLENCE



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

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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

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.

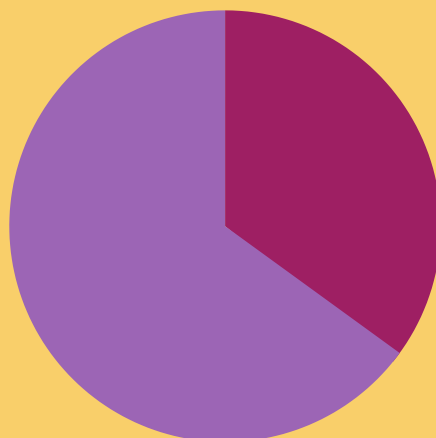
This comprehensive staff and Board work is strengthening the agency and allowing us to prioritize equity in all of our work.



FINANCIAL OVERVIEW

Income	Totals
Federal	889,994
State	\$331,601
Foundations	\$711,890
Conference fees/Trainings	\$9,910
Membership	\$9,720
Fundraising/Events	\$30,378
Unrealized gains on investments/interest	(\$15,065)
Total	\$1,968,428

Expenses	Program Services	General Administration	Totals
Salaries/Benefits	\$665,943	\$117,518	\$783,461
Pass-through funding for member programs/community donations	\$526,858	-	\$526,858
Communications	\$13,293	\$2,346	\$15,639
Office expenses	\$45,795	\$13,106	\$58,901
Rent	\$25,621	\$4,522	\$30,143
Professional fees	\$108,126	\$19,082	\$127,208
Public information/Resources	\$3,419	\$606	\$4,025
Staff training/Development	\$11,670	\$2,059	\$13,729
Training (Board/Community)	\$16,901	\$2,982	\$19,883
Stipends/Special projects	\$68,267	\$12,045	\$80,312
Total	\$1,485,893	\$174,266	\$1,660,159

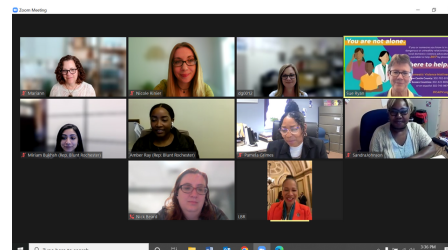
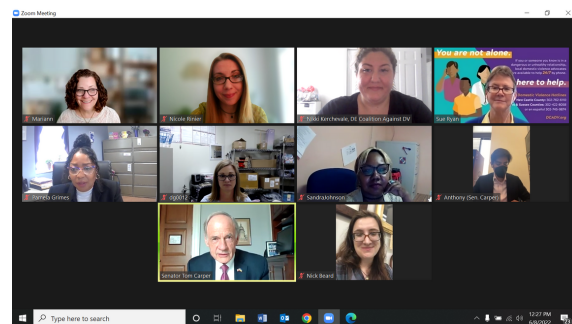
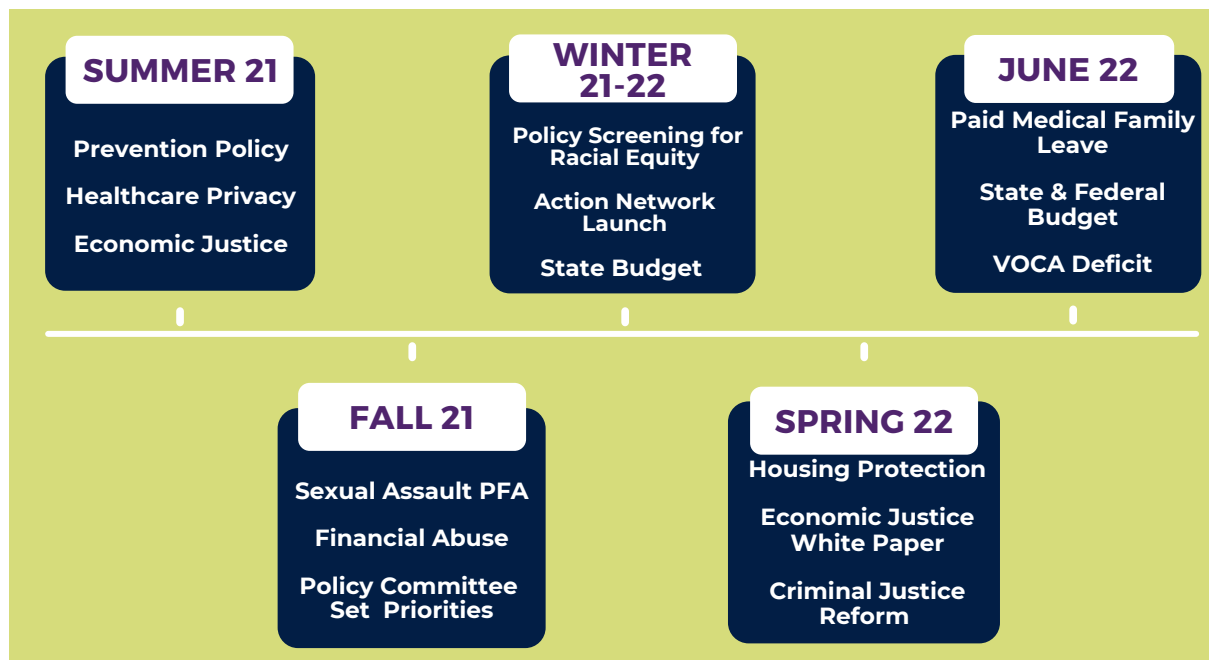


35%

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.



To learn more about advocacy and policy work, visit www.dcadv.org/advocacy

COLLABORATION

Nanticoke Indian Association

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



Launch of
Advocacy and
Policy Twitter
Page

317

Twitter Followers

Campaigns and Graphics

Word Wednesday

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.

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

DV & HEALTH

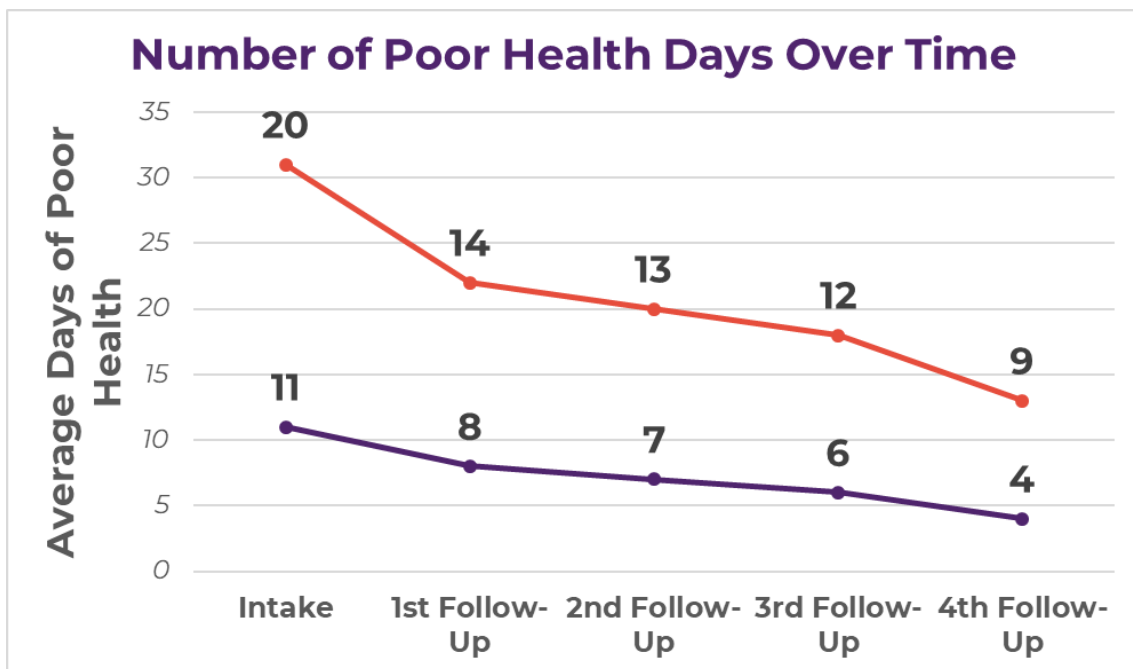
The Domestic Violence – Community Health Worker (DV-CHW) Program serves survivors in the community using a combination of advocacy, empowerment, and care coordination. This accessible service supports the complex safety, health, and social needs survivors often face. Survivors who engage in this community-based, 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



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

Economically just workplace policies equal intimate partner and sexual violence prevention because they provide economic resources that decrease the potential for abuse to happen in the first place.

The graphic features a central title "Sexual Assault Awareness Month Campaign" in teal. To the left, a purple box titled "PAID LEAVE" explains that it helps alleviate the difficult choice between safety and paycheck. Below this is an illustration of a person's silhouette with icons for safety and an envelope. To the right, a pink box also titled "PAID LEAVE" states it is a "literal LIFELINE" and provides economic support for various reasons. Below this is an illustration of a person's silhouette with icons for a phone, a person, a house, and a house with a person. Both boxes include the INVEST DE logo and a small disclaimer at the bottom.

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

PREVENTION

Coaching Boys Into Men

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.

17

new cohorts

244

teens reached

“ *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

TRAINING & COMMUNITY OUTREACH

132

training events

2,677

people reached

101

completed online
foundational
training

240

attended the Virtual
Advocates' Retreat &
Conference Series

“ 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.

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, 2021 - June 30, 2022. **THANK YOU!**

Coalition Members

Danielle Ali
Ann Altemus
Lauren G. Amato
Anonymous (4)
Rene Baldrey
Nick Beard
Beth Blank
Kristi Carruthers
Daphne Chaniz-Rico
Julissa Coriano, Ph.D(c), MSW, M.Ed.
Blanche 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
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Jennifer Maguire
Fay L. McCall
The ALI Group
Yolanda Miller
Susanne Miller
Susan L. & Connor Miller
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Nina Morales-Perez
Carolyn Morgan
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Jennifer Naccarelli
Elizabeth Neuner
Katrina Nix
Kalyn Nix
Marian Lief Palley
Debra Reed
Marcey 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
Deianna Tyree-McDuffy
Donna Uro
Uro Family
Ellen Wheatley
Faye Wheeler
Susan White
Chanta Howard Wilkinson
Bev Wilson
Courtney Winkler

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The Bancorp Bank
The Kielhorn Family Fund
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Unitarian Universalist Fellowship of Newark, Inc.
Chanta Howard Wilkinson
Zeta Phi Beta Sorority Inc./Epsilon Rho Zeta Chapter

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

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
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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

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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