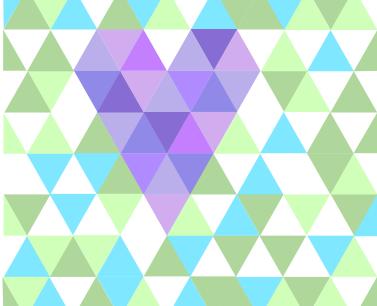
ADWAS ANNUAL REPORT 2013 ZINE



Mission Statement

Abused Deaf Women's Advocacy Services empowers Deaf and DeafBlind survivors of domestic violence, sexual assault and harassment to transform their lives, while striving to change the beliefs and behaviors that foster and perpetuate violence. We provide comprehensive services to individuals and families, community education, and advocacy on systems and policy issues.

ADWAS has been in existence for 28 years. We would like to take this opportunity to thank all of you who have volunteered with us as board members, volunteer advocates, interpreters, advisors, babysitters, tutors, special event volunteers, and office volunteers. THANK YOU!

CONTENT

Board & Advisory Group	2
Staff	3
Leadership Letter	4
Year in Reflection	5
Trauma Informed Care	6
Survivor Story	7
Summer Camp	8
Programs	9
Financials	10
In Honor & Memory	11
Donors	12
Leave a Legacy	18





Current ADWAS Leadership

Board

Nani Baran Karen Carlson, *Finance Chair* Liz Gibson, *Board Chair* Paul Glaser Waylon Mathern Cristina Peterson, *Secretary* Stephen Wagner

Advisory Group

Anne Baldwin Lynn Behar Ken Block Dan Brubaker Ellen Ferguson Richard Ladner Leslie Leber Elise von Koschembahr

Do you have leadership, accounting, or fundraising skills that you would like to share with the community? Consider joining the board of ADWAS! For more information, contact adwas@adwas.org.







Current ADWAS Staff

Tiffany S. Williams, Executive Director Marcella Alltop, Hotline Adovcate Frances Biderman, Advocate Anna Bracilano, Community Engagement Coordinator **Carol Brown,** Donor Development Coordinator Rhonda Cochran. Hotline Coordinator Nancy Edney, Children's Advocate Misty Flowers, Business Manager Kim Fulwiler, Advocate Linda Goldman, Positive Parenting Program & Shelter Coordinator Emily Leary, Office Manager Patty Liang, Program Assistant Jeniffer Mendoza-Morales, Advocate Yes Serious, Building Manager Kellie McComas Shapard, Property Manager Libby Stanley, Program Director Dov Wills, Therapist Gabe Wright, Men's Engagement Coordinator



Leadership Letter

Dear Friends of ADWAS,

As ADWAS turned 27 years old in 2013, it was time to reflect on the number of changes the agency has undertaken in those years. We recognize that while changes are wonderful, they also prompt us to assess how we are delivering services to all of those that we serve. It was time to get back to the heart of why we are here every day.

Here's how... ADWAS staff participated in weekly in-house training that varied from productivity tools and techniques, to anti-racism and Trauma Informed Care. We were able to connect with each other often and learn from one another and from outside facilitators. At the end of the year we were able to use these trainings to envision how we wanted to lead into the coming years in a way that would best serve the Deaf and DeafBlind community.

With the new wealth of information from trainings we were able to begin the process of developing our Core Values of how we choose to operate. Here are the five values we decided on:

Being Deaf-Centered* - Dedication* - Social Justice* Confidentiality* - Integrity*

We recognize our imperfections and are always striving to improve services in a way that will best fit our community. These Core Values will continue to guide us in all that we are and all that we do.

All of us here at ADWAS are so appreciative of all of the generous support from each of you and want to recognize that the community is at the heart of all we do.

Warmest regards,

Suffory & Williams

Tiffany S.Williams Executive Director



Elizabeth Gibson

Liz Gibson Board Chair



*For more information about our Core Values, you can visit our website: www.adwas.org/core-values/

Year in Reflection

-First full year of five days/week of business hours; previously open Monday - Thursday, now open Monday - Friday

-Hosted a Board/Staff Retreat

-ADWAS had a team for the *Cycle the* WAVE (Women Against Violence Everywhere) event

-Staff took Social Justice trainings

-Invited John Maucere to do a fundraising show

-Engaging Deaf Men's Project hosted first retreat for Deaf men

-Completed the Vision Statement

- Planned and implemented two camps for kids

-Began Core Values work

-Began updating the strategic plan

-Hosted Walk A Mile in her Shoes event



-Staff volunteered for the WSCADV 5K Race



Staff and families posed with their bikes at the Cycle the WAVE event.



Attendees posed at the first Engaging Deaf Men's Project retreat



Staff and volunteers posed with the Mariner Moose at the WSCADV 5K Run event.

Trauma Informed Care



Some of you may have heard this saying before and and thought it sounded counterintuitive. In this culture, we tend to want to "tear down those walls in order get right to the core."

Last year at ADWAS, we began to incorporate Trauma Informed Care (TIC) into how we work with survivors – from advocacy to therapy. It's a movement that incorporates an understanding of the impact of trauma/violence and the complex paths to healing and recovery. Research has discovered that when someone experiences trauma, the brain and neural pathways are affected, which helps explain why people "do what they do" or "why they can't get out of a rut."

Trauma Informed Care is an approach that is being implemented in many agencies, institutions, and practices across many disciplines, especially domestic/ sexual violence, and mental health. It's an effort to avoid re-traumatizing both survivors and the staff who work with them. It is done by implementing five core values of safety, trustworthiness, choice, collaboration, and empowerment. The choices a survivor may be taking in their life may not make sense to us, but they are the expert on their life and situation. There is always a reason why they have made the choice they have. Far be it for us to say "just stop doing that." It could be THAT choice is what has saved their life up until right now. The fence needs to be handled delicately and with the utmost respect and understanding.





Survivor Story: A New Identity

As told by Dov Wills, ADWAS Therapist



Photo by Warrior Dash

Every day, I have the privilege to work with people who have the desire to work toward discovery and healing. Survivors share their experiences of courage and suffering... battles and victories, love and betrayal. This year, one story stands out as a strong example of the struggle many survivors of domestic/sexual violence deal with daily, moment by moment. I am grateful this survivor has allowed me to share her story.

This particular survivor has been meeting with me for individual therapy sessions and also participating in our weekly support group here at ADWAS facilitated by Frannie. Her story has been a journey of overcoming barriers and breaking free from the control of her abuser.

When participating in the Warrior Dash, the world's largest obstacle race series held on rugged terrain, this survivor braved the 3.14 mile course with 12 extreme obstacles. Through the obstacles of leaping over hot coals, climbing walls and crawling through mud in tight spaces, she tested the limits of what she thought she could do. Crossing the finish line, she achieved a great sense of accomplishment and she discovered a new identity within – a Warrior!

During a therapy session, she made the connection between being a Warrior during the race and being a Warrior in her personal life, facing what sometimes feel like insurmountable obstacles and challenges. As a runner, she climbed ropes over walls, and in her personal life, she was figuring out how to gather enough funds for first and last month's rent in order to secure safety for her and her children. Before the race, people often form teams and support each other in training and throughout the race. But, when it comes down to it, the person running the race ultimately is doing it by themselves. The same thing is true when a survivor leaves her abuser. She may be fortunate enough to have professional support from ADWAS and have natural support like friends and family. But, when it comes right down to it, she is doing the work by herself. We, as her support, can cheer her on, offer resources, and lend a shoulder to cry on, but in the end, she makes the decisions by herself.

My hope is that, through it all, she continues to see herself as the Warrior that she really and truly is!





Nothing Says Summer Like Camp!





By far, outdoor play and connections were the most popular activities!



With the assistance of Shandra Benito, amazing volunteers and former Children's Advocate, Sadie Pile, ADWAS was able to provide two weeks of camp for the young ones! The camp was offered to the children living in our supportive housing program (one week) and the next week offered to Deaf children and youth in the community.





Counselors had fun, too!





-8-



Programs

ADWAS provides comprensive services to individuals and families of domestic violence (DV), sexual assault (SA), and harrassment:

-Advocacy Program - to provide direct services for people who are victims of DV and SA, offering information & options, legal advocacy, empowering survivors to develop a safety plan, and legal advocacy

-Counseling Program - to offer short-term crisis counseling, ongoing individual & family therapy, group counseling, and client advocacy & referrals

-Children's Program - to provide therapy, support groups, advocacy and structured educational and recreational activities for youth who have been affected by violence

-Community Engagement - to develop relationships in the community by creating special events during DV and SA Awareness Months, offering prevention education in schools and providing training to service providers, ally organizations and community members

-Engaging Deaf Men Project - to engage Deaf, DeafBlind and hard of hearing men as allies in ending violence against women through fostering and creating opportunities for men to have safe and effective dialogues with one another

-National Domestic Violence Deaf Hotline - to answer calls, emails and IM for crisis intervention, education, information and referral to survivors, friends, family members and service providers. (VP: 1-855-812-1001)

-Positive Deaf Parenting Program - to offer parenting education and support to all members of the Deaf community

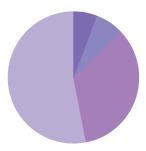
-24/7 local crisis line - to provide DV & SA crisis support for Deaf, DeafBlind and hard of hearing survivors within King County (VP: 206-812-1001)





2013 Financials

Revenue \$1,437,145.00



53% Government Support

34% Grants and Individual Contributions





Expenses \$1,359,468.00







Financial information provided here was derived from the audited financial statements and a copy of the full report is available upon request.



Donations

In Honor of...

Marilyn J. Smith & Karen L. Bosley's wedding - Jessica Almy & Jeff Repanich | Misty Flowers - Dana & Kent Bailey | Jackie Shepard -Anonymous | Ken Block's Birthday - Jackie & Skip Kotkins | Tiffany S. Williams - Kyle Houston | Larry Petersen | Anne Phillips, Jen Phillips, Carol Brown & Kyle Brown-Wollin - Margaret & Gerald Phillips | Anne Del Vecchio - Steve Rovig & Brian Giddens | Melissa Wood Brewster & George W. W. Brewster - Robert Shultz & Deirdre Barton | Marilyn J. Smith - Theresa B. Smith, Ph.D. | Tamara Di Pietro - Gerald & Ilene Spear | Carol Brown - Ms. Elise von Koschembahr| Karen Carlson - Arthur Morrill & Debi Westwood | In honor of all DV/SA survivors and in memory of those who have perished - Gabe Wright

In Memory of ...

Sally Behnke - Jean Bateman Consulting, LLC | JoAnn Brown - Carol Brown & Anne Phillips | Russ "AIR Hoss" Holliday - Tim & Darlene Holliday | Leila Petersen - Julia Petersen & Richard Jacobs | Don Harvey - Susan Safioles





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Leave A Legacy

In addition to making an endowment gift, bequests & planned gifts to ADWAS are another wonderful way to leave a legacy.

While ADWAS needs annual operating support, deferred gifts guarantee ADWAS' services are available for generations to come.

A charitable bequest is one of the most meaningful legacies you can provide for your favorite organization and can be an effective way to make a significant contribution that might not otherwise be possible. When planning or revising your will, you may want to consider making a bequest by:

> -specifying a percentage of your estate for ADWAS -naming a specific dollar amount to ADWAS -giving the residual or remainder of your estate to ADWAS

Allie Joiner & Estie Provow, Mark Hoshi, Rob Roth, Marilyn J. Smith & Karen L. Bosley, Derek Pharr & Michelle DeMey and Kristy Walker have designated ADWAS in their wills. Thank you! If you have already designated ADWAS in your will, please let us know. If you would like to have ADWAS added to your will, please email Carol Brown at carol@adwas.org for further details.

If we have not included your name on this list, accept our apologies. Please contact Carol to make sure that you are recognized for your thoughtful generosity!





8623 Roosevelt Way NE Seattle, WA 98115 Office: 206-922-7088 Fax: 206-726-0017 *E-mail*: adwas@adwas.org

Office Hours: 9am - 5pm Monday - Thursday (closed 12pm-1pm) 9am - 4pm Friday (closed 12pm-1pm)

National Domestic Violence Hotline

Deaf Advocates on duty 9am - 5pm Monday - Friday PST Videophone: 1-855-812-1001 AIM: DeafHotline *E-mail*: Deafhelp@thehotline.org 24 hours - 7 days a week

Local Sexual Assault and Domestic Violence Crisis Line 24 hours - 7 days a week Videophone: 1-206-812-1001



