

The cover features a central white circle containing the text. The background consists of several vertical bars of varying heights and colors, including dark green, medium green, and olive green. The text is centered within the circle.

ADWAS

2018

**Annual
Gratitude
Report**

Dear Friends,

It is with great pleasure we share with you our 2018 annual report. Every year, this report offers all of us at ADWAS the opportunity to recognize and honor the outstanding work that our staff, board members, and volunteers perform; to applaud our accomplishments, and to look forward to upcoming changes and expansions.

In 2018, ADWAS focused on completing our 2016-2018 strategic plan. During this three-year period, we have accomplished the following:

- Hired an On-Site Support Staff to provide security for the building and support shelter and housing residents;
- Expanded the National Hotline to provide 24/7 access to survivors and the hotline team from two to six staff members;
- Expanded our children's program by hiring second children's advocate;
- Began providing therapy services via videophone within all of Washington state, and we hired a second therapist which meant we no longer have a list of survivors waiting to receive counseling;
- Enhanced our security system within the building to provide additional safety to our staff, and survivors, and residents.

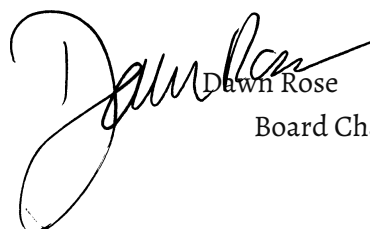
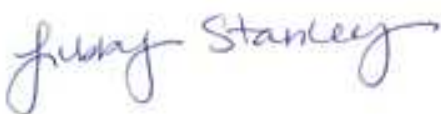
The staff and Board will be working on a new strategic plan to ensure that we provide survivors and their families with resources, working with Deaf and DeafBlind communities on creating a healthy community, and enhancing ADWAS' sustainability.

It is with deep gratitude that we say thank you to all of our donors! We could not have done (and continue to do) our work without your support. Your generous support in 2018 helped ensure that survivors of gender-based violence, as well as their children and families received services, shelter, housing, safety, and support and that our community makes strides towards ending violence.

With special recognition and thanks, this 2018 annual report was produced entirely in-house by our new Development Director, Lore Ameloot.

Warmly,

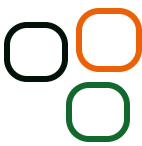
Lizbeth Stanley



Dawn Rose
Board Chair



Vision



ADWAS is striving towards a healthy community that is free of violence and oppression

Mission

Abused Deaf Women's Advocacy Services empowers Deaf & 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 & families, community education and advocacy on systems and policy issues.

Core Values

• **Being Deaf-Centered:**

ADWAS acknowledges its unique and valuable position as an organization run by and for Deaf people. We center our work around a Deaf perspective, creating deep cultural and linguistic capacity for all members of Deaf communities. We recognize the intersectionalities of identities within the Deaf and DeafBlind communities and create fully accessible services.

• **Dedication:**

ADWAS is committed to excellence in all the work we do to end violence in the community. We are invested in working with survivors to recognize their own power while bringing our whole selves to the daily work and to the movement. Survivors' experiences are paramount in shaping our daily work as reflected by our policies, practice, and programs.

• **Social Justice:**

ADWAS recognizes that the liberation of any people is tied to the liberation of all people. We acknowledge the multi-layered inequality driven by oppression and privilege – both systemically and socially. We further acknowledge that this results in divided communities and increased violence. We embrace the richness that comes from operating in solidarity with members of marginalized communities.

• **Confidentiality:**

ADWAS is committed to ensuring safety and self-determination. We understand the privilege that comes with access to highly sensitive information. With the information ADWAS holds in confidence, we respect people's ability to make informed choices about the sharing of their own information.

• **Integrity:**

At ADWAS, we expect honesty from ourselves, our work, and each other with grace. We ensure congruency between our words and actions while we acknowledge both the intentions and the impacts of our actions.

Staff

2018

Libby
Stanley

Executive
Director

Misty
Flowers

Financial
Director

Paula Clark

Program
Director

Linda
Goldman

Positive parenting &
shelter coordinator

Nancy
Edney

Children's
advocate

Wilma
Dennis

Advocate

Megan
Erasmus

Hotline
Coordinator

Christopher
Samp

Development
Director

Kellie
Shapard

Property
manager

Jennifer
Morales

Advocate

Lore
Ameloot

Advocate

Dawn
Ovesen

Facilities
maintenance
staff

Luce
Leblanc

Program/Development
assistant

Jimel
Wright

Outreach
coordinator

Emily Leary

HR/ Office
Manager

Jory
Pedersen

On Site Support
Staff

Kellie Martin

Hotline
Advocate

Heather
Daley

Hotline
Advocate

Dov Wills

Therapist

Morgan
Breese

Therapist

AJ Willams

Children's advocate
& prevention

Marie
Goodman

Hotline
Advocate

Olivia Mackey

Hotline
Advocate

Board of Directors 2018



Advisory Group 2018

Karen
Carlson

Finance
Chair

Liz Gibson

Board
Chair

Dawn Rose

Vice Chair

Reggie
Scott

Board
Member

Annette
Quiroga

Board
Member

William
Linafelter

Board
Member

Cristina
Peterson

Board
Member

Anne
Baldwin

Richard
Ladner

A.P.
Hurd

Do you have leadership, accounting, or fundraising skills you would like to contribute to the community?

Consider joining the board of ADWAS!

For more information, contact adwas@adwas.org





- A repeat client and her family were finally able and ready to apply and move into our housing program. Their connection with our advocates increased self-efficacy and increased self-esteem in order to make the move out of an abusive home.
- With the recent increase of ICE incidents, particular clients were concerned for their safety and futures. Our advocates were able to gather information, and share with these survivors, to ensure access to information, assuage concerns or even create safety plans.
- Our first resilience series workshop was hosted in September, which will happen bi-monthly. The topic of the first workshop was “Healthy Relationships” given by our new Outreach staff, he shared that the response was much more positive than he anticipated. The participants asked for a “Part 2” since he was not able to finish the planned curriculum due to everyone being so engaged!
- We were able to connect a client to community based resources, this is a client who has utilized all of our services, from shelter to housing, and she is now a community client. She faced some serious mental health issues along with housing issues, and with a collaborative effort she was able to secure new housing and re-establish herself once again. She is slowly decreasing frequency of advocacy meetings as she begins a new job and new routine. Our first resilience series workshop was hosted in September, which will happen bi-monthly
- Our advocate was called into a hospital to work with a SA victim, and we were fortunate to have a local Deaf advocate working with us on this case as well. This survivor was able to flee from her home, into a hotel and then into a new apartment, and we were able to support her in advocating for herself in the workplace to avoid any potential termination due to being unable to work for a period of time. She continues to utilize our services to apply for crime victims compensation, and to support her through her trauma.
- A high-need case has been receiving ongoing support through advocacy, therapy and children’s advocacy. This wrap-around approach with this family has helped increase stability and safety, as well as decreasing PTSD and trauma responses.
- Family relocated from another state where she and her children had been fairly isolated due to a lack of resources to serve Deaf. Since arriving here she immediately began taking advantage of our serves including parenting classes, toddler group, DV support group and advocacy.
- A male survivor utilized our advocacy services to get in touch with local LGBTQIA organizations, and through this connection and collaboration with our advocates, he was able to come out to his family and friends.



- Christina Carpenter
- Samantha Porter
- Sonya Rawson
- Katie Sullivan
- Liz Woods
- Jonathan Woods
- Linda Goldman
- Emma Stapp
- Valerie Mannucci
- Jennifer Mathern
- Jacalyn Swanson
- Kurt Swanson
- Marla Albitz
- Mikaela Francis
- Rosie Koppelman
- Marie Massena
- James Massena
- Chris Opie
- Olivia Richardson
- Cindy Block
- Carolyn Monroe
- Sean Chapman
- Jeff Wildenstein
- Pam Parham
- Grace Karkanias
- Ally Robbin
- Amanda Stanley
- Nicholas Harang
- RJ Harris
- Jaiden Lumley
- Kiara Wehrenberg
- Sara Norris
- Deborah Backstorm
- Grace Olsen
- Anabel Blankenship
- Marissa Phillips
- Hannah Stapp
- Ally Robbin
- RJ Harris
- America Murguia
- Neha Talluri
- Sean Chapman
- Google
- Melissa Russell
- Beth Stratton
- Joanna Normandy
- Elaine Sweeney



Our volunteers are so important to us! If you would like to volunteer for future ADWAS events, please email: adwas@adwas.org



ASSETS

Current Assets	\$467,422.00
Non-Current Assets	\$303,088.00
Property & Equipment	\$4,799,889.00
Total Assets	\$5,570,399.00

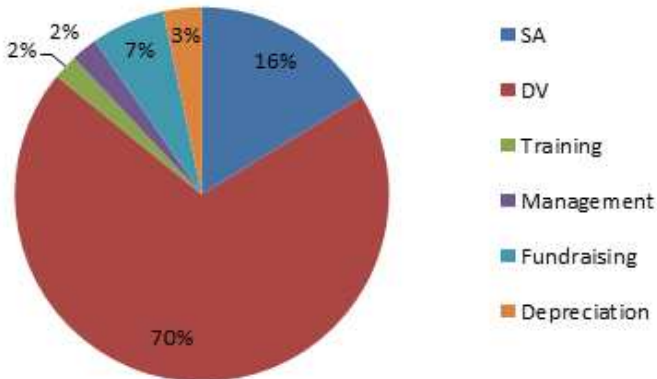
LIABILITIES & NET ASSETS

Current Liabilities	\$243,049.00
Long-Term Liabilities	\$2,217,070.00
Total Liabilities	\$2,460,119.00

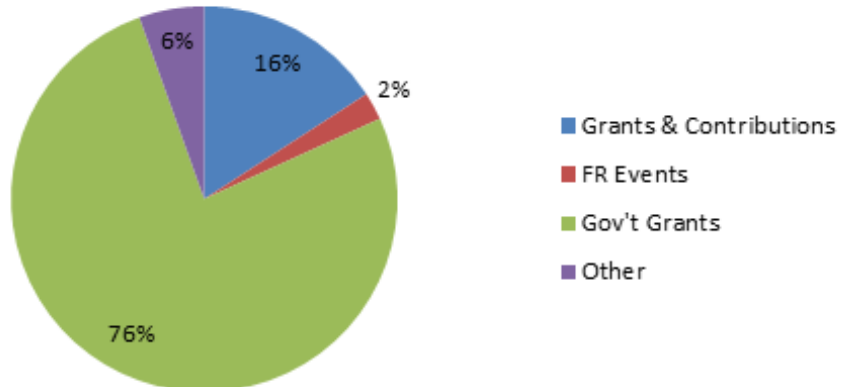
NET ASSETS

Unrestricted Net Assets	\$2,757,819.00
Temporarily Restricted	\$291,619.00
Permanently Restricted	\$60,842.00
Total Net Assets	\$3,110,280.00
Total Liabilities & Net Assets	\$5,570,399.00

2018 Expenses: \$1,785,484.00



2018 Revenue: \$1,821,910.00



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

THANK YOU

2018 DONORS

Integrity \$25,000 and above:

Medina Foundation

Healing \$10,000 – \$24,999:

Aven Foundation- Moccasin Lake Foundation- The Matt and Leslie Leber Gift Fund- The Norcliffe Foundation- Northwest Children's Fund- Horizons Foundation- The Mary Kay Foundation- The Foster Family Private Foundation Inc.- Seattle Foundation

Vision \$2,500- \$9,999:

Lisa Weyerhaeuser- Wilkins Charitable FDN- Jeffris Wood Fund- Lucky Seven Foundation- Heidi & Kevin Pantzar- Google Inc (Benevity Funds)- Microsoft Benevity Funds- Network for Good- Sorenson Communications

Justice \$1,000- \$2,499:

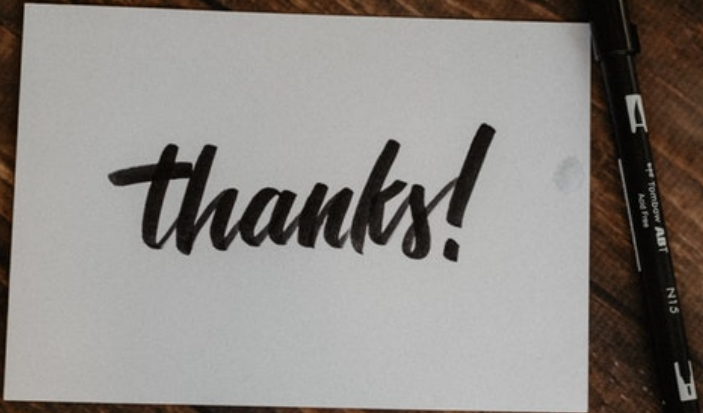
Quil Ceda Village- Suzanne Dally- Nancy S. Nordhoff- Lynnwood High School- Philip E Mirkes- Misty Flowers & Martha Arellano – CFD Donations- Donate for Charity- Beth and Keith Loveless- PayPal Giving Fund

Preseverance \$250 - \$999:

Jean-Loup Baer & Dianne Baer, William Linafelter – Martin J Wall- Nick Abbott- Holly & Jim MacFadden - Katryn Cutler – Minneapolis Foundation - Jill Frost – Evelyn Kamuchey- Diane Reus- Julia Sensenbrenner- Philip & Ursula Del Vecchio - Gallaudet University Survey Donations- Thelma Shroeder- Seattle Foundation- Judith Bauer- Darla J. M. & Henry Y. Takayoshi- Jan Schwenger- Dianne Girard- Coffin Family Foundation- Darwin Rieck- Timothy Crawford- Conrad & Shannon Murello Plyler- Risa Shaw- Paul Bartos- Anh & Martin. J. Wall- Penelope Nichols- Cecelia Carr- William Wrentmore-Dana and Kent Bailey – Eric & Frances Petersen – Amazon Smile Foundation- Benevity Workplace- Boeing Workplace Giving- Combined Federal Campaign- Kathryn Culter- Jeanine Edensword- Edmonds School District- Facebook Donations- King County Employee Giving- Darcie Y. LeMieux- Hollace MacFadden- Lemoyne Mueller- Theresa Smith- United Way of Greater PA and Southern NJ Employee Giving- United Way of KC Employee Giving- Judith Van Nice- Joe Weil- Myra Yanke

Respect \$1- \$249:

John Lenertz – T Bierschneider- Kimberly Shabrz- Breanna M. Dolan-Allison Dworschak – Jackie Matthews- Mannucio Mannucci – Dina Hearst- Jeff Leary- Sooja L Kelsey- Sharron Gianessi- Keith Clark-Kyle Houston- Lisa Karl-Brenda Johnson- AmazonSmile Foundation- Ellen Storm- Jesscia Wolcott- Maria Scott- Lauren Peterson- Olivia Bennett- Victoria Sepand- Brittney Medina- Stanley & Mavis Graven- Pandora Russell- Kathi & William R Gaffaney – Valerie Mannucci- Annie De Vuono- Judy & Len Dupree - Joya A. Adams- J.A. Stanley- Debra & Steve Sullivan – Meri Sulcer – Cristina Peterson- Carolyn Traub- Heidi Blankenship- Anne Del Vecchio- Jennifer Webb - Ty Bacler- Elizabeth M Campbell – Clements Provatakis – Susan M. Safioles – Laurence Schoenberg- Ingeborg West- Ben & Judy Flowers- Robert and Claire Ellis – Lois Kotzmoyer – Catherine Oberg – Tiffany Williams – Angie Diloreto- Monika Moffatt- Matthew Hainje – Bill Collinson- Janis Thor- Holly Thorson – Julie Porter - Roel Valbracht – Lauren Hudspeth – Reba Van Andel- David & Joan Rice – C.E. Dionne- Corina Peterson – Paul Allen- Todd Coburn- Adam Porcelli- Mary Lucchesi- Kim Ford- Ifeuko Idahosa- Lindsay & Joe Klarman- Kevin Draves- Glenis Richardson-Linda Hoyt- Rikki Poynter- Debbie Rodney – Ann Devuono- Lore Ameloot-Adrean Clark- Amy Anderson- Robert Landreth- Darryln McDonough- Peggy Branim- Marc Manzo- Judith & Philip Bravin- Diane Cho-Richard M. Brown- Willian E. Ziegler- Stephen & Debbie Lasky-Fink- Mary E. Post- Kristen L. Johnson- Naomi & Cliff Marcus- Michael & Ann McGovern- Bruce & Janet Edney- Anna Maria Rinaldi – Trish Reutebuch- Aaron Gutzke- Rob Roth & John Berg- Ann Silver-Judy Stanley- Karen M. Atwood- Catherine Ellis- Samantha Barber- Neal H. Clark- Leesa Brown- Jessica Wahlund- Bogyu Kang- Nina Treiman- Marc C Crichton- John J H Aggett- Tad Buhman-Nancy D Wickward-Cheryl Walcutt-Caroline Pettit- Seitel System- Cynthia M. Block- Robert Shultz- Nicole M. Ekle- Barry & Jean Berube- Kendrick Daly- Jacalyn & Kurt Swanson- Nancy Emery- Marcia Zisman- Carolyn V Pearson- Linda Walcutt- Margaret T Johnson- Michelle Demey & Derek Pharr- Jane Noland- Darcie LeMieux- Lindsay Evans- Felix T Sasso-Kevin Murphy- Adrian Blue- Karen Carlson & Michael Collins – Liz & Ken Gibson- Laura & Brendan Gramer- Andrea Kurs- Richard Ladner & Ann Sauer- Tamiko LaFlannme- Patty Liang-Dawn McKenna- Sharon Peak- Anette & Jeremy Quiroga- Dawn & Joe Rose- Karen Royea- Marilyn Smith & Karen Bosley- Paul Thompson- Courtney Velazquez- Laurel Walden- Christine Anderson- Johannes Brinkhoff- Carol Brown- City of Seattle Employee Giving- Erin Conger- Robbi Crockett- Victoria D'Amelio- Myles DeRosse- Ted Drake- Nancy Edney- Buddy Elledge- Expedia Group- Russ Foote- Getty Images Inc. -Paul Glaser- Randy Gow- Rose Guttman- Janelle Hankinson- Sue Harding- Kelea Junc- Karen Graham Kozlowski- Jennifer Laible- Ryan Lane- Cameron Larson- George Lorton- Alvi Marcil- Aida Martinez- Joseph Maza- Lisa McConnell- Monika Miffatt- Florence Moyle- Mike Oliver- Kira Perrigo- Ron Piskel- Rachel Popkin- Kelly Rogers- Dennis Rucker- Christopher Samp- David Sandstrom- Ellie Savidge- Judith Stanley- Starbucks Company- Amanda Stefanin- Jeannie Sternberg- Symetra- Truist Workplace Giving- Kathleen Vesey- Phyllis Vezosa- Kristy Walker- Yiming Wang- Leah Welty- Laurie Wick- Bill Winters



thanks!

2018 Auction Donors

- Ladro Roasting
- Anthony's restaurant
- McMenamins Pubs and Breweries
- Olive Garden
- Macrina Bakery & Café
- Rhein Haus
- Schwartz Brothers Restaurants
- Ethan Stowell Restaurants
- Oregon Shakespeare Festival
- Grant Central Baking Company
- Dawn McKenna
- ADWAS Board of Directors
- Michael Anthony/ Seattle Glass blowing studio
- Hyatt Regency Lake Washington
- Seattle Seaplanes
- Deaf Spotlight
- Sheraton Seattle Hotel
- Banya 5 Urban Spa
- Seattle Repertory Theatre
- The Pacific Jazz Institute
- Century Ballroom
- Museum of POP Culture
- Hoodspout Winery
- Kate McCoy, LMP
- Ladywell's vitality Spa and Sauna
- Paint the Town
- Ride the Ducks of Seattle
- Northwest Outdoor Center
- Argosy Cruises
- Westcity Kitchen
- Emily Hart
- Seafair
- Elinor Maroney
- The Palm
- Mt Spokane Ski
- Ann Silver
- Dawn McKenna and Annette Quiroga
- Premier Cancun Vacations
- William Linafelter
- Elizabeth Rothman
- Seattle Children's Museum
- Emily Leary
- Columbia City's Ark Lodge Cinemas
- Pagliacci Pizza
- Dumpling Tzar
- Peddler Brewing Company
- Corry's Fine Drycleaning
- Razzis Pizzerias
- Nuflour
- Le Reve
- Cakes of Paradise Bakery
- Trophy Cupcakes
- Red Twine Baking Co.
- Fuji Bakery
- Marilyn Smith
- Chuck's Hop Shop in Greenwood
- Paul Thompson
- Tom Douglas Seattle Kitchen
- Pinkabella Cupcakes
- Bakery Nouveau
- Chukar Cherries
- Fonte Coffee
- Beauty and the Bamboo inc.
- Libby Stanley
- Christopher Samp
- Jena Floyd
- Keara Collin Twist
- Dahlia Bakery
- Cristina Peterson
- Hothouse Spa
- Barbara Bernstein
- Full Pull Wines
- Deaf Spotlight
- The Wobbly Ranch
- Patricia Moed
- Wink Shop
- Nuun Hydration
- Liz Gibson & Larry Petersen
- Deafit
- Ashish Arora
- 5th avenue theatre



Gifts in-kind

Marcia Breese- Margaret Adamski Thorpe-Libby Stanley-Sorenson Seattle- Sorenson, Smokey Point-Lillian Adacutt-Mackenzie Weaver-Alicia Yamamoto-Kathy Yamamoto-Cara Mattera- Jennifer Austin- Robert Roth- Catharine & Richard Beyer- Norma Jean Bown- Cinni Shiuta- Laura Gramer- Keni Bailey-Lynnwood High School ASL CLUB- Cloud City Coffee- Diana Caldwell- Martha Rost – Cynthia Beaulaurier- Rogelio Perez- Dan Brubaker- Interpreting Hands - Pam Parham- Jeffrey Wildenstein

Sponsorship

Sorenson Svrs

In memory of:

• Bummy | Judy Kaddoura | Matthew Starn | Adela Peterson | Luce Leblanc | Bart Johnson | Donna Zuk Mirkes | Lou Fant & Geoffrey Mathay | Connie Murello

In honor of:

• Marilyn Smith | Adela Peterson | Karen Carlson | Shannon Murello-Plyler | Lillian Adacutt

ADWAS wants to thank each and every donor. Without your support, we would not be able to provide crucial support services to the survivors we serve.

If we have inadvertently left off or misspelled your name, please let the ADWAS office know so we can fix our mistake. Our apologies to you for any inconvenience this may have caused.

We are one step closer to a healthier community because of you...



Legacies

Many thanks to the donors who have already designated ADWAS in their wills:

Michelle DeMey & Derek Pharr

Allie Joiner & Estie Provow

Mark Hoshi

Rob Roth

Marilyn J. Smith & Karen Bosley

Kristy Walker

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 e-mail: development@adwas.org and we will help you with the details.

Luce Victoria Lazarus

1986-2018



Rest in peace

- Luce had a knack of making people smile with her sense of humor, I loved her creativity, her thoughtfulness and her spirit. She has a way of putting things into perspective especially when dealing with stressful day. We at ADWAS are so grateful to be part of Luce's life.
- Luce has the ability to push ourselves to think out of the box, to see things in different perspectives. I cherish our times together when we talk about Sherlock holmes, which it was one of our favorite shows. We loved to talk together about quotes and could discuss about it forever. I love how she was always positive, her energy and especially her colorful unique glasses. I miss her and her presence here in ADWAS.

**Like as the waves make towards the pebbled shore,
So do our minutes hasten to their end;
Each changing place with that which goes before,
In sequent toil all forwards do contend
-Shakespeare**

- Luce was fiercely loyal and dedicated to ADWAS. I thoroughly enjoyed working with her and her sense of humor & life stories constantly cracked me up. We would giggle and laugh and go on with our work. I always looked forward to her pink sparkly glasses each morning which reflected her personality.
- Luce's presence and contributions continue to be irreplaceable. She was very creative and inspiring, she often would bring ideas to ADWAS that moved us to next level and brought us closer together. There are moments when we do tasks, or create plans, we will be reminded of Luce because she was the one who started them. Her legacy continues to live on at ADWAS.
- Luce was amazingly thoughtful and had such a strong passion for social justice. She partnered with me and the teens so she could show them how to do Bullet journals, something that she was very good at. We met once a month and she shared her mad skills with the girls and showed them how the bullet journals could help with anxiety and organization. She bought them supplies and made it exciting. Some of the teens still keep up their bullet journals, she would be so proud of them. Her spirit and kindness is really missed. I have a picture of her in my office and every day I see her it reminds me that life and love are precious and I feel fortunate to have met her.