

# 2015 Gratitude Report





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# Vision

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

# Mission

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.



# Our Core Values

## **BEING DEAF-CENTERED**

ADWAS acknowledges its unique and valuable position as an organization from 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 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 inequity 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 hold 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 impacts of our actions.

# Current Leadership

## STAFF

Tiffany S. Williams – Executive Director  
Shandra Benito – Donor Development Coordinator  
Morgan Breese – Hotline Advocate  
Paula Clark – Advocate  
Rhonda Cochran – Hotline | Outreach Coordinator  
Nancy Edney – Children’s Advocate  
Misty Flowers – Business Manager  
Kim Fulwiler – Advocate  
Linda Goldman – Positive Parenting | Shelter Coordinator  
Emily Leary – Office Manager  
Luce LeBlanc – Program | Development Assistant  
Jeniffer Mendoza Morales – Advocate  
Kellie Shapard – Property Manager  
Libby Stanley – Program Director  
Nicole Tingler – Onsite Housing Support  
Allan “AJ” Williams – Community Engagement Coordinator  
Dov Wills – Therapist

## BOARD OF DIRECTORS

Liz Gibson, Chair  
Karen Carlson, Finance Chair  
Richelle “Richie” Frantz  
Cristina Peterson  
Annette Quiroga  
Dawn Rose  
Reggie Scott

## ADVISORY GROUP

Anne Baldwin  
Ken Block  
Richard Ladner  
Leslie Leber



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



Tiffany S. Williams  
Executive Director

*Tiffany S. Williams*



Elizabeth Ayers Gibson  
Board Chair

*Elizabeth Gibson*

## Dear Friends:

*Resilience* – the capacity to recover from setbacks, and keep going in the face of adversity.

Let's reflect on survivor resiliency. These are folks who are taking steps while feeling the urge to take flight (run away), fight (physically react), or freeze (implode). **Every one of us** will experience traumatic events in our lives and our responses to that trauma are uniquely individual.

Our job at ADWAS is to encourage, support and stand with people who are experiencing violence of any form and provide them with options, resources, ideas, and choices. The goal is to get people to a feeling of resilience. Focusing on strengths and looking at **what happened** instead of **why it happened** helps to foster hope. In order to be resilient, we need hope.

Here's resilience:

Escaping a violent situation, a mother and child who had been living in a car for a long time contacted us and moved into our supportive housing. In addition to living in supportive housing, she and her child have benefitted from bus passes, children's advocacy, and therapy.

A mother who had been in alcohol treatment for several months, now clean and sober, was able to get her daughter out the foster system in order to live together in ADWAS' supportive housing.

Thank you to all who make this possible: the survivors, volunteers, staff and donors.

# A New Beginning...



Teachers in the area were on strike which meant schools weren't open and she knew she could take the kids and run. Driven to the office by a friend helping her out, she unpacked the car. It was hard to believe that the things she thought most important, aside from her

children, could fit into two suitcases and a large grocery bag. She had left an apartment full of things that they called home. In her haste to flee her abusive partner, she'd left behind the kids' coats and winter shoes.

Arriving at ADWAS right as the office opened, she was met by one of the advocates. Her most immediate need was food for the kids and a place to stay. The advocate was able to give the family a prepaid gift card to get food for the kids and diapers for the baby. When they returned from shopping, Mom had to fill out paperwork to see if she qualified for housing. She did and ADWAS had a vacancy!

During their time here, the children's advocate helped enroll the children in school. Their highlights included participating in the homework club and after school art activities. The mother's advocate helped her find permanent housing in Tacoma and within three months of their stay, they planned to move out. With the advocates working together and using emergency funding, beds and bedding were purchased for their new home. Transferring schools was the last step to starting over. The children's advocate stepped in to support making that happen.\*

(\*Special note: this situation is unusual. Why? Because it's rare these days to be able to find low income affordable housing. People are on waiting lists for years for Section 8 vouchers/housing, and less and less low income housing is available in Seattle.)



# In 2015

**104** Deaf, Deafblind and hard of hearing adults and **58** children accessed housing, advocacy, therapy, children's programming and positive parenting.

**4,578** individuals were reached as part of our outreach and education programs.

The National Deaf Hotline responded to **1,353** videophone calls, instant messages and emails from survivors, their families and service providers.



## KODAS at ADWAS

Did you know here at ADWAS there's a KODA (Kids of Deaf Adults) group for the children in supportive housing? This is an excerpt from what some of the kids shared at one of our KODA gatherings:

“Sometimes we forget that we are not the only ones that have a Deaf mom. Our life looks a little different than other kids at school. We know two languages! We can talk through windows and still understand each other and we know a lot about Deaf Culture that's the good part. But, sometimes we have to interpret for Mom when an interpreter doesn't show up for an appointment. Sometimes we have to explain what the teacher is saying because she doesn't know American Sign Language (ASL). Sometimes we get stared at when we go out to eat or when we get picked up at school. Sometimes they mock us by flapping their hands in front of our face. But you know what we think? We think they're embarrassed because they don't understand and their only response is to make fun of us.”

In the KODA club we get to discuss all of this with other KODAs - just like us! We learn ways to explain to our classmates about ASL and learn fun ways to teach it to them in school and on the playground so that they can be cool too. We love knowing ASL. We love our families and we love being with other KODAs that feel the same way!

# Social Justice Hours



In 2015, ADWAS began to set aside time once a month to focus on Social Justice.

After nine months of “Racial Literacy” training by Dr. Heather D. Clark, PhD, we began January 2015 with a review of our 2014

trainings, and then launched our internal social justice trainings. Some of the highlighted topics included “Why/How do people protest?” addressing non-judgement about how marginalized groups choose to protest; movie day with “Anita: Speaking Truth to Power” addressing sexual harassment, victim blaming, racism and politics; “What are Micro-Aggressions?” as they apply to our interactions with staff, survivors and community; “Repeal Mandatory Minimums: A Racial Justice and Domestic Violence Issue (A Free Marissa Now Campaign Statement)”, addressing the criminalization of survivors of domestic and sexual violence (learn more at [www.survivedandpunished.org](http://www.survivedandpunished.org)); and an all-day staff training on 11/6 by Najma S. Johnson and De’Lasha Singleton about

intersectionality and being survivor-centered. In addition, Najma and De’Lasha provided a community outreach and education workshop titled, “Community Accountability: Recognizing Intersectionality in our DDBDDHH\* Community.”

Our staff is committed to social justice, and will continue to discuss related topics on a monthly basis in 2016.

\*Deaf, DeafBlind, DeafDisabled, & hard of hearing



# Engaging Deaf Men Project



In 2015 the Department of Justice's formal funding\* for our Engaging Deaf Men Project concluded, but the project is still active and continues to make an impact. At the end of the fall, the documentary and accompanying

toolkit were completed and approved by the Department of Justice.

Here's the background to our project: ADWAS started the Engaging Deaf Men Project (EDMP) with the purpose of starting conversations with Deaf men about violence. The goal was to develop an awareness and understanding amongst EDMP participants that--in order to address and eliminate violence in our communities--one must become actively involved in understanding systematic oppression, privilege, and how culture shapes attitudes and behaviors. In particular, our culture does not actively teach and encourage men to practice peaceful ways to handle difficult emotions and feelings; this is one of many reasons that the cycle of violence continues.

We wanted to address this lack in our culture, so we developed a curriculum that we believed would educate Deaf men about violence, and facilitate a discussion about the role of men in the effort to prevent violence before it starts. We strove to accomplish this by providing a safe and accessible space; this was done in a variety of different ways: meet and greets, workshops, and retreats. We felt that it was important for Deaf men to have the space to be vulnerable, to open up and share, to connect with one another, and to develop a better understanding of emotional intelligence. Engaging in this type of emotional work is a necessary step towards becoming positive male allies to the anti-violence movement. We hope that participants will take with them the tools necessary to examine their own attitudes, beliefs, and behaviors.

The Seattle men's EDMP group has plans to continue to meet on their own with support from ADWAS.

\*Department of Justice, Office of Violence Against Women, Grant award #2012-WM-AXK010

# Marilyn J. Smith Inspirational Award



ADWAS congratulated our 2015 Marilyn J. Smith Inspirational Award winner, Melissa “echo” Greenlee, at the annual ADWAS breakfast in March. The nominator wrote: “In order for Deaf, hard of hearing, and DeafBlind individuals to receive deaf-friendly services that they rightfully deserve, echo launched [...] deafREVIEW.com enabling Deaf, hard of hearing, and DeafBlind customers to provide reviews. In addition, this allowed businesses access to a knowledge base that assists them in transforming how their business treats Deaf people.” The company has since been rebranded as deaffriendly.com. Echo inspires with her friendly and charismatic presence. Her own personal mantra and inspiration when founding deaffriendly was ‘patience, understanding, and education.’ It’s driven her passion to create her own business while opening the business world to all possibilities related to Deaf customers.

**About deaffriendly:** deaffriendly.com is the new face of crowd sourcing: bringing awareness to deaf-friendly businesses, and corrective feedback to deaf-challenged businesses. Reviewers fit a number of categories: Deaf, DeafBlind, hard of hearing(hh), friends/family of the Deaf and those with a special interest in creating a deaf-friendly world. Consumers are encouraged to do reviews of businesses. Sharing insights is what slowly improves both your experience as a consumer and the business’ customer service. Unlike mystery shopping, as a Deaf consumer, you make “deaf reviews” every day of your life. Two-way education is deaffriendly.com’s mantra: “Both businesses and consumers need to learn how to work together.” Reviews are one educational resource, and others are shared on the website in the form of expert interviews, how-to articles, and helpful tips for both businesses and consumers. Visit the website at: [www.deaffriendly.com](http://www.deaffriendly.com)

# Partners in the Community



During the year, we've had a great opportunity to partner with businesses and organizations in the community. This list represents those who have provided in-kind services to ADWAS. To our partners, we would like to say "Thank you!"

- Purple Communications for allowing us to use your conference room for our Community Accountability: Recognizing Intersectionality in our DDBDDHH\* Community" workshop.
- Hearing Speech, and Deaf Center for the use of the conference room for Soul Food Saturday.

- Moon, Paper, Tent and the WAM (Words, Art and Movement) program for serving the children in ADWAS supportive housing.

- CHILL (Burton Snowboards, Skateboarding) Program.



- Google for spending the day with us on GooglersGive Day.

- Soma and their customers for donating intimate apparel to survivors.

- Cornish School of the Arts for donating the proceeds from the Vagina Monologue reading.

- Quilts from the Heart for the handmade quilts for survivors and their children.



# ADWAS Partners, Too!



Here are a few ways ADWAS partners in the community:

- Sending ADWAS staff members annually to Seabeck Retreat for DeafBlind adults sponsored by the Seattle Lighthouse for the Blind
- Helping Childhood Deafness and Hearing Loss support Deaf Biz Town!
- Participating as volunteers in the Washington State Coalition Against Domestic Violence Refuse to Abuse 5K
- Welcoming the Deaf youth program through Children's Hospital
- Supporting Deaf Teen Leadership Camp
- Sponsoring Deaf Spotlight
- ADWAS Children's Program Staff presents to Madrona's Vineyard in partnership with Madrona School K-8 Program D/hh Staff, families and community empowering its Deaf and hard of hearing elementary and middle school students to maximize social and emotional growth, demonstrate positive self-image as a Deaf/hh person, and responsible citizenship.



# Thanks!

Volunteers  
gave an  
impressive  
**5,285**  
total hours  
of their time  
in 2015.

## *Cheers for Our Volunteers!*



The ADWAS advisory group gave 30 hours of time committed to reviewing fundraising plans, helping to identify sponsors, and hosting a table at events.



Our Children's Program volunteers helped to create two amazing summer camps this year from making lunches, guiding crafts, and creating folly with science to helping and providing hugs. They gave 1,367 hours of their time.



Volunteer Advocates staff our 24-hour local crisis line. You all covered 3,328 hours of overnight and weekend support to people in crisis. We are grateful to YOU!



Our auction volunteers were prepared for anything! Your efforts equaled 120 hours of time just for the auction. The auction revenue you helped to raise goes to operating ADWAS. **Thank you!**



Thank you to our board members who tirelessly give their time (440 hours) to help keep ADWAS operating by reviewing budgets, policies and procedures, and running the auction.

A HUGE THANK YOU to all of our volunteers!

# Help Someone Survive Abuse



- Believe the survivor and what they share with you.
- Listen without judgement (the survivor may have been assaulted by a close friend, family member, teacher or clergy person. Shocking yes, but it does happen.)
- Help find resources. Go with them to seek out resources if they ask.
- If you are able, offer your home or a place to escape to temporarily.
- Give options, not opinions.
- Refer them to a local domestic/sexual violence organization like ADWAS.
- Let them know it's not their fault.
- They might not be ready to leave the relationship, be there anyway.
- Keep in contact with them. Check on them frequently.

Listen  
Believe  
Survive  
Friendship  
HUG *shelter love*  
Home *helping hands*  
Safety *healing*  
Resilience



# Programs and Services



Advocates are there when you need information and options, legal advocacy, or if you need to create a safety plan or get a restraining order, etc.



Counseling/Therapy for when you need someone to talk to about what happened to you and support groups for when you don't want to feel so alone



Children's Program for when your child needs help with their homework, you need to register them for a new school, or to engage in art therapy to "get their feelings out"



Community Engagement and Education when you have Deaf students in your classroom and you want someone to come and talk about healthy relationships, cyberbullying and stalking in order to keep them informed and make safe choices



Local Crisis Line when you have no place to turn for help and you need to talk or get out of your situation immediately!



Positive Deaf Parenting Program offers parenting education and support to all members of the community (you don't have to be a client or a survivor to take part in the workshops and classes)



National Domestic Violence Deaf Hotline provides crisis intervention, education, information and referral for survivors, friends, family members, and service providers. Deaf Advocates on duty 9:00 AM to 5:00 PM, Monday – Friday, Pacific Standard Time (PST)

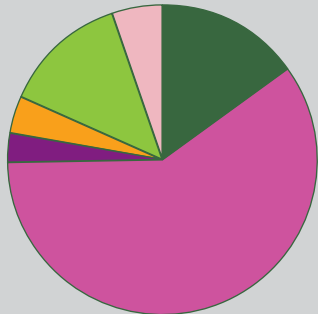
# Financial Report

**2015 Revenue:**  
**\$1,470,027.00**



- 17% Other
- 49% Government Grants
- 11% Fundraising Events
- 23% Grants & Contributions

**2015 Expenses:**  
**\$1,300,503.00**



- 59% DV
- 15% SA
- 13% Fundraising
- 4% Management
- 3% Training
- 5% Depreciation

## ASSETS

Current assets.....	\$390,705.00
Non-Current Assets.....	\$840,901.00
Property & Equipment.....	\$2,082,081.00
<b>Total Assets.....</b>	<b>\$3,313,687.00</b>

## LIABILITIES & NET ASSETS

Current Liabilities.....	\$122,217.00
Long-Term Liabilities.....	\$510,652.00
<b>Total Liabilities.....</b>	<b>\$632,869.00</b>

## NET ASSETS

Unrestricted Net Assets.....	\$2,388,775.00
Temporarily Restricted.....	\$231,201.00
Permanently Restricted.....	\$60,842.00
<b>Total Net Assets.....</b>	<b>\$2,680,818.00</b>

## TOTAL LIABILITIES & NET ASSETS:

\$3,313,687.00



### IN MEMORY OF..

Percy, Rita & Frances Bernstein  
Ed Eschlman  
Austin O'Regan  
Leila Petersen  
Matt Starn

### IN HONOR OF..

Mother's Day  
Carol Brown  
Dan Brubaker  
Donna Mirkes  
Larry Petersen  
Marilyn J. Smith  
Dov Wills

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.

# Donors and Supporters

Thank you for your investment in a healthier community!

**INTEGRITY** - \$25,000 and above  
Medina Foundation | Nancy Nordhoff

**HEALING** - \$10,000 – \$24,999  
Anonymous | Community Foundation of Greater Memphis | Leslie and Matt Leber | Moccasin Lake Foundation | Northwest Children's Fund | RealNetworks Foundation | Wells Fargo |

**VISION** - \$2,500 - \$9,999  
The Foster Family Private Foundation | Richard Ladner & Ann Sauer | Judy Pigott | The Seattle Foundation | Building Changes | Karen Carlson & Michael Collins | Catherine Holmes Wilkins Foundation | Charis Fund | Combined Federal Campaign | Continental Mills | Google | Kawabe Memorial Fund | KeyBank Foundation | Microsoft | Quintet Investments | Schwab Charitable Fund | Sorenson Communications | Tiffany S. Williams

# Donors and Supporters, cont...



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## PERSEVERANCE - \$250 - \$999

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## RESPECT - \$1 - \$249



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# Auction Item Donors

## AUCTION ITEM DONORS



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# Auction Item Donors, cont...

| Michael Anthony & Tri Le | Microsoft Matching Gifts Program | Mighty-O Donuts | Misty Flowers | Mithun | Mountain to Sound Outfitters | My Gym | Nancy Edney | Nani Baran & Jill Bamburg | Northwest Outdoor Center | Northwest Puppet Center | Nyle DiMarco | Oregon Shakespeare Festival | Outerwall | Pagliacci Pizza | Patty Liang | PCC Natural Markets | Pearl Liang | Pelmeni Dumpling Tzar | Pike Brewing Company | Playful Potter | PM Shore | Polonova | Pyramid Ale House | QE Home | Rainforest Cafe | Raw Design | Razzis Pizzeria | Redhook Brewery | Reggie Scott | Rheinhaus | Richard Hall Art | Richard Ladner & Ann Sauer | Rob Roth & John Berg | Robert Chamberlain | Ron Trumble | Rook Collection Seattle | School of Acrobatics & New Circus Arts (SANCA) | Seattle Boulderling Project | Seattle Majestics | Seattle Seahawks | Seattle Theatre Group | Sheraton Seattle Hotel | SIFF | Silver Moon Brand | Silver Reef Hotel Casino Spa | Sorenson | Spin Alley | Sterling & Steel | T. Williams Party Planner | Talarico's Pizzeria | Teatro Zinzanni | Three Dollar Bill Cinema | Tiffany Williams | TMT Sweet Bakery | Totally Twisted Trees | Tulalip Resort Casino | Tutta Bella Neapolitan Pizzeria | ULT Wealth Advisors | Velling Dental | Vios Cafe at Third Place | Walls That Rock | Waylon Mathern | Wayne Langbein | Wing Luke Museum of the Asian Pacific American Experience | Winkshop, Inc | Wood-Cider House & Brewery | Woodland Park Zoo





# Gifts in Kind

## GIFTS IN KIND



Jamie Almer | Anna Bracilano | Kelly Brunson | Pamela Erickson | Anna Farr | Anna Farr | Michelle Gibson | Kathy Leicht-Gregg & Bruce Gregg | Jeff & Denise Knoth | Jackie Matthews & Kurt Magnuson | Morgan McClellan | Sharon Nagel | Elizabeth Nesbitt | Penelope Nichols | Dawn Ovesen | Katherine Package | Shannon Murello-Plyler & Conrad Plyler | Malcolm Reed | Brian Rietfors | Robert I. Roth & John A. Berg | Carly Starn | Kristi Stephen & Swisher Kellen | Stephanie Terrien | The Vail Family | Liza Dinh & Corey Wilson | Cynthia Beaulaurier | Barbara Bernstein Fant | Carol Brown & Anne Phillips | Karen Carlson & Michael Collins | Combined Fund Drive | Elizabeth Davis | Haller Lake Community Club | Kelsey Hamilton | Sarah Heath | Danielle Jennings & Tyler Shannon | Andrea Kurs | Christa Lawson | Emily & Brian Leary | Jeanette Lee | Office of the Deaf & Hard of Hearing | Olympic View Church | Katherine Package | Donna Peha | Annette & Jeremy Quiroga | Elizabeth Sato | Lori & Howie Seago | Kate Sinon | Slalom | Theresa B. Smith | Sorenson Communications | Sorenson Communications – Seattle Center | Lindsey K. Whitney



# Leave a Legacy

By making a legacy gift you are ensuring Deaf and DeafBlind survivors continue to receive critical services. In addition, to making an endowment gift, bequests and planned gifts to ADWAS are a 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 organizations and can be an effective way to make a significant contribution that might not otherwise be possible. When planning or revising your will, please 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

# Thanks!

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](mailto:Development@adwas.org)  
and someone will help you with the details.

# To Reach Out to Us:

8623 Roosevelt Way NE  
Seattle, WA 98115

**Office:** (206) 922-7088

**Fax:** (206) 726-0017

**Email:** [adwas@adwas.org](mailto:adwas@adwas.org)

## **Office Hours:**

9:00 AM to 5:00 PM Monday – Thursday

(Closed for lunch 12:00 PM to 1:00 PM)

9:00 AM to 4:00 PM Friday

(Closed for lunch 12:00 PM to 1:00 PM)

## **National Domestic Violence Hotline**

Deaf advocates on duty 9:00 AM to 5:00 PM Monday – Friday (Pacific Standard Time)

**Videophone/VP:** 1 (855) 812-1001

**AIM:** DeafHotline

**Email:** [NationalDeafHotline@adwas.org](mailto:NationalDeafHotline@adwas.org)

## **Local Sexual Assault and Domestic Violence Crisis Line**

24 hours – 7 days a week

**Videophone/VP:** (206) 812-1001

**Email:** [hotline@adwas.org](mailto:hotline@adwas.org)

