02  Our Mission, Vision & Core Values
04  Current Leadership & Leadership Letter
06  ADWAS 30th Anniversary
10  10 Years of ADWAS Supportive Housing
12  Linda's Story
14  30 Years of ADWAS Babies
2016 GRATITUDE REPORT

“A Place of Our Own”
September 7, 2006

16 ADWAS PARTNERSHIPS & VOLUNTEER GRATITUDE
18 2016 FINANCES
19 OUR 2016 DONORS & SUPPORTERS
25 HOW TO LEAVE A LEGACY
26 HOW TO GIVE TO ADWAS
27 REACH OUT TO US

Celebrating 30 years
1986 adwas 2016
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.

VISION

ADWAS is striving towards a healthy community that is free of violence and oppression.
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 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 impacts of our actions.
CURRENT LEADERSHIP

CURRENT STAFF
Libby Stanley – Executive Director
Morgan Breese – Hotline Advocate
Paula Clark – Program Director
Heather Daley – Hotline Advocate
Wilma Dennis – Advocate
Nancy Edney – Children’s Advocate
Megan Erasmus – Hotline Coordinator
Chad Ervin – Hotline Advocate
Misty Flowers – Finance Director
Linda Goldman – Positive Parenting/Shelter Coordinator
Rebecca Hoffman – On-Site Support Staff
Emily Leary – Office Manager/HR
Luce LeBlanc – Program | Development Assistant
Olivia Mackey – Hotline Advocate
Kellie Martin – Hotline Advocate
Jeniffer Morales – Advocate
Christopher Samp - Development Director
Kellie Shapard – Property Manager
Nina Tran - Hotline Advocate
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.
In writing this letter today – it is being written from a place of deep appreciation and amazement from the community outpouring of support that ADWAS has received over the past 30 years. This organization has recently seen great strides of transition as we welcomed the third Executive Director, Libby Stanley. In addition we have welcomed new leadership in the roles of Program Director, Development Director and the Hotline Coordinator. Our number one goal has always been - and remains to be - that of providing the best services possible to survivors. This year we celebrate an enormous accomplishment with the recent expansion of our National Deaf Hotline – we are now available to those in need 24 hours a day, 7 days a week. We look forward to continuing to solidify our team of advocates to provide these services to the community.

30 years of providing services is no easy feat for any organization. It takes leadership, belief, hope and most importantly - community support. Thank you for all of your support, belief and hope in ADWAS as we look forward to the next 30 years of working with the community.
Before ADWAS was ADWAS, it had its beginnings as “Abused Deaf Women’s Network”. This is the agenda of the Network’s training schedule from March 1984.

This is the 1987 Annual Report, which reports that 27 Deaf and DeafBlind survivors received services that year.

Right: the very first ADWAS brochure!
Cathy Hoog was ADWAS’ second employee after the founder, Marilyn J. Smith. Cathy served in many roles at ADWAS including advocacy and systems change advocacy. Her ability to educate folks in an unassuming way is flawless. As a brilliant social activist on behalf of people with disabilities, Cathy has removed many barriers for survivors of domestic and sexual violence. All of us here, whether we have a disability or not, are better because of Cathy’s relentless, creative, grounded advocacy and action. She has changed our practices and our minds.
ADWAS has held many fundraisers over the years, from comedy evenings and mystery parties to auction galas. **Middle:** A Live & Silent Auction at the MOHAI in 1993, tickets were only $10! Our annual auction gala has grown to become a much-anticipated social event in the deaf community! Don’t forget to save the date for our 2017 gala! See right.
In 1998 ADWAS was awarded a $300,000 grant from the Department of Justice to train Deaf people, from 15 cities across America, to replicate the ADWAS model. A total of 75 Deaf women received the training over three years. ADWAS is the first agency of its kind, and still today, continues to work to set the standard of domestic violence prevention and education throughout Deaf and DeafBlind communities nationwide.
2005: CONCEPT ART
Concept art for ADWAS Supportive Housing drawn up by Harrison Design.

GROUNDBREAKING 2005
A group of staff and supporters gathered together in 2005 for the groundbreaking ceremony.

MARILYN J. SMITH
A photo of our founder Marilyn J. Smith at the controls of an excavator, ready to break first ground!
The excavator breaking the very first ground!

A photo of ADWAS halfway through construction!

ADWAS today, 11 years after the doors first open!
LINDA’S STORY

A LETTER FROM LINDA GOLDMAN, WHO HAS WORKED AT ADWAS FOR 27 YEARS: THE LONGEST OUT OF EVERYONE AT THE AGENCY!

As the longest serving ADWAS staff of 27 years when I was asked to write something for the 30th anniversary annual report I thought ‘I would be honored’. Honored because being a member of the staff of ADWAS has truly been an honor.

I was hired on at ADWAS in 1990 when the agency was in its infancy. I knew something about the fledgling agency because I had volunteered as a crisis line advocate for the previous 2 years. At the time that I was hired there were only two other staff, Founder Marilyn Smith and Cathy Hoog. We quickly became four with the addition of an office support person and from there the growth has never stopped, today we are 21 strong!

Our first official office space after moving out of Marilyn’s basement was furnished with second-hand desks, makeshift bookshelves and plastic orange chairs in the waiting room that looked like they came from a cafeteria. I will certainly age myself by saying that we logged all of our client contacts by handwriting them in paper files. Early computers with floppy disks came along shortly after.

I have had the privilege over the years to work with SO many compassionate, dedicated women (and a few men) who have a heart and a passion for social justice. There is a sense of team work here that I have never experienced anywhere else. Visitors to the agency often comment about what a supportive work environment we have and how lucky we are. It’s a vibe that is palatable. This is hard work and the subject
matter is not something people want to hear about at dinner parties. It is hard to go home every day and ‘leave it at the office’. But, having a team of people who care about their work as much as I do, knowing they always have my back, and I have theirs, makes it possible and even enjoyable much of the time.

When people ask me “how have you stayed at one job for so long?” I have to stop and think ‘Wow, It has been a long time hasn’t it? It doesn’t feel that long.’ My two beautiful daughters Emma 24, and Hannah 20 are a reminder of how long it’s been as they were the first “ADWAS babies”. Both came to work with me for the first year of their lives to be loved and nurtured by so many hands and hearts. To this day ADWAS carries on the tradition of allowing parents bring their babies to work for their first year. It is good for bonding and it’s good for all of us. Since then there have been 11 “ADWAS babies” with currently 2 more on the way.

Something else that has made it possible to work in one place for so long has been the continuous opportunities to learn and to grow, as a human being, as a woman, as a mother and as a crusader for justice. I can still say I learn something new every day.

ADWAS has always received tremendous support, not only from the Seattle Deaf community, but from the Deaf community nationally and even internationally. Throughout the years the high quality leadership of ADWAS has made it possible for us to expand our services to meet the changing needs of the community and of the survivors we serve while being mindful of the responsibility to maintain financial stability. Financial stability is an art in the world of non-profits where funding ebbs and flows with the ever changing economic and political climate.

Of course the greatest honor of my time here at ADWAS has been getting to know and to work with so many courageous survivors of emotional, physical and sexual violence. Watching them transform themselves and their lives and the lives of their children from a place of fear and vulnerability to a place of strength and independence. I have been inspired every day by the power of the human spirit to overcome, endure and to thrive.

Thanks for asking me to write this article, it has been an honor to serve. There is no place I would have rather spent the last 27 years.
ADWAS Babies: Then and Now!

Emma, Born in ‘93
Linda’s daughter

Hannah, Born in ‘97
Linda’s daughter

Tyler, Born in ‘04
Sheli’s son

Aiden, Born in ‘08
Sheli’s son

THEN, AND NOW...
ADWAS allows employees to bring their babies to work for the first year after they are born. Supporting families and promoting healthy bonding is one of the many ways ADWAS supports its employees.

QUINTON, BORN IN ‘04
Michelle’s son

ISABELLA, BORN IN ‘06
Michelle’s daughter

MARIAH, BORN IN ‘10
Jeniffer’s daughter

XANDER, BORN IN ‘15
Emily’s son
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

- Volunteering for the Washington State Coalition Against Domestic Violence Refuse to Abuse 5K

- Welcoming the Deaf youth program through Children's Hospital

- Supporting 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.

- Partnering with the Hunger Intervention Program to provide meals to ADWAS youth during the summer months and during our scheduled Children’s Program activities.

- Partnering with CHILL to provide skateboarding and snowboarding activities for ADWAS youth.

- Supporting the Deafhood Foundation workshops
One reason that ADWAS has remained such a beacon of light to survivors that need our services is because of the volunteers who have given their time so generously to help. Over 30 years, ADWAS has received an insurmountable amount of support from volunteers and we cannot thank each and every one of you enough!

THANK YOU TO ALL THE VOLUNTEERS THAT GAVE COUNTLESS HOURS TO HELP MAKE OUR KODA AND DEAF KIDS CAMPS A HIGHLIGHT OF THE YEAR!
**2016 Finances**

**2016 Revenue:** $1,203,561.94*

- Other: 7%
- Government Grants: 59%
- Fundraising Events: 9%
- Grants & Contributions: 25%

**2016 Expenses:** $1,240,642.00*

- Depreciation: 6%
- Fundraising: 11%
- Management: 4%
- Training: 3%
- DV: 61%
- SA: 15%

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**Assets**

- Current assets: $375,219.00
- Non-Current Assets: $323,673.00
- Property & Equipment: $5,084,930.00
- Total Assets: $5,783,822.00

**Liabilities & Net Assets**

- Current Liabilities: $174,092.00
- Long-Term Liabilities: $2,278,576.00
- Total Liabilities: $2,452,668.00

**Net Assets**

- Unrestricted Net Assets: $3,054,378.00
- Temporarily Restricted: $215,934.00
- Permanently Restricted: $60,842.00
- Total Net Assets: $5,783,822.00

**Total Liabilities & Net Assets:**

$5,783,822.00

* Financial information provided here was derived from the audited financial statements and a copy of the full report is available upon request.
IN MEMORY OF...
Matthew Starn
Florence Macanka
Donna Mirkes

IN HONOR OF...
The work of Interpreters
George & Melissa Wood Brewster’s Family
Tamara & Gerardo DiPietro
Carol Brown
Jeniffer Morales
Emily Marcus
The 50th Anniversary of Carter & Lavon Hart
All Ladies
Naomi Schwartz

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.

THANK YOU FOR HELPING US IN OUR WORK TOWARDS A VISION OF A HEALTHY COMMUNITY FREE OF VIOLENCE AND OPPRESSION!

INTEGRITY - $25,000 AND ABOVE
Medina Foundation | Employees Community Fund

HEALING - $10,000 - $24,999
Aven Foundation | Leslie & Matt Leber | Norcliffe Foundation | Northwest Children’s Fund | RealNetworks Foundation | Richard Ladner & Ann Sauer

VISION - $2,500 - $9,999
Danielle and Norman Bodine | Karen Carlson and Michael Collins | Kevin Pantzar and Heidi Matter | Lisa Weyerhaeuser | Foster Family Private Foundation | Quil Ceda Village | Schwab Charitable Fund | Sorenson Communications, Inc. | Quintet Investments, Inc | Catherine Holmes Wilkins Foundation | Jeffris Wood Foundation | Microsoft | Seattle Foundation | Charis Fund

2016 DONORS
2016 DONORS CONT...

**JUSTICE - $1,000 - $2,499**
Anonymous | Martha Arellano | J Kent and Dana S Bailey Fund at Seattle Foundation | Jason Behmer | Kenneth and Jan Block | Combined Fund Drive | Melodi Crowley | Misty Flowers | Gary and Karen Flowers | Dianne Girard | Allie Joiner and Estie L Provow | Nancy Kelly-Jones and Clyde Jones | Kathy Leicht-Gregg and Bruce Gregg | Michael Macanka | Philip E. Mirkes | Laurence Schoenberg | Risa Shaw and Sharon Gervasoni | R & C Donovan Family Foundation Inc. | ASL Interpreter Network | Fidelity Charitable Gift Fund | Watson & McDonell, PLLC | Maple Leaf Management LLC

**PERSEVERANCE - $250 - $999**
Kathleen Anderson | Michael Anthony and Tri Le | John and Valerie Backus | Nani Baran and Jill Bamburg | Judith Bauer | Shandra Benito | Barbara Bernstein Fant | Belinda Bradley | Laura S. Brown, Ph.D. | Madelyn Q. Brown | Nathalie B. Brown | Cece Carr | Anne W. Clark | Margaret Cornelius | Judy and L. Gene Craig | Timothy and Missy Crawford | Deb and Marc Crichton | Roberta Crockett | Kathryn Cutler | Anne P. Danahy | Dr. and Mrs. Philip Del Vecchio, Jr. | Anne Del Vecchio and John Plecher | Susan Doughten | Judy and Len DuPree | Susan Duren | Amy Flowers | Liz and Kenneth Gibson | Sienna and Val Gough | Dianne and David Greene | Lorilee Haggerty | Frances Holtman and Eric Peterson | Brenda Johnson | Colleen Jones | Evelyn Kamuchey | Emily and Bryan Leary | Luce LeBlanc | Patty Liang | Holly and Jim Macfadden | Jackie Matthews and Kurt Magnuson | Kenneth Mikos | Stephanie Moore | LeMoyne Mueller | Jan Nicholas | Jane Noland and Thomas S. Zilly | Cristina Peterson | Judy Pigott | Capt. and Mrs. Conrad A. Plyler | Anne Redman | Mr. and Mrs. Darwin Rieck | Dawn and Joe Rose | Robert I. Roth and John A. Berg | Chris and Molly Sano | Mark Sherman and Judith Pile | Theresa B. Smith, Ph.D. | Libby Stanley | Judy Stanley | Steve and Deb Sullivan | Kathryn Sullivan | Jacalyn and Kurt Swanson | Darla and Henry Takayoshi | Judith Van Nice | Joanne and Ed Van Patten | Shari Wadsworth | Martin Wall | Tiffany S. Williams | dov Wills and Joel Bodine | Debra Wills | Nat Wilson | Myra S. Yanke | Truist | United Way of King County | Lucky Seven
RESPECT - $1 - $249

2016 Donors Cont...


2016 Auction Donors

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.
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.

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
There are many ways to give to ADWAS. If you would like to receive recognition in our newsletter and a thank-you note from ADWAS, please include your full name and address when donating.

1. **Donate online** through our secure online donation form at www.adwas.org/donate
2. **Donate online via PayPal** by sending your donation to donatetoadwas@adwas.org
3. **By phone**: (206) 922-7088 VP or by mail: 8623 Roosevelt Way NE, Seattle, WA 98115
4. **Workplace Giving Campaigns**: consider a gift through your workplace payroll deduction program
   - For Federal Employees – Combined Federal Campaign (CFC) #51954
   - For State Employees – Combined Fund Drive (CFD) #0316138
   - For King County Federal Employees – King County Employee Giving Campaign (KCEGP) #9615
5. **Pledges**: a gift paid over the year(s) and may be made to the General Programs at ADWAS.
6. **Stock**: securities may be more convenient to donate.
7. **Bequests**: A gift given through designation in your will.
8. **Car donations** through Donate for Charity, Inc.
9. **You shop**: Amazon Gives. AmazonSmile

For more information about how to give, please contact our Development Director at development@adwas.org
REACH OUT TO US

8623 Roosevelt Way NE
Seattle, WA 98115
Office: (206) 922-7088
Fax: (206) 726-0017
Email: 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 DEAF HOTLINE
Deaf advocates on duty 24/7
Videophone/VP: 1 (855) 812-1001
AIM: DeafHotline
Email: NationalDeafHotline@adwas.org

LOCAL SEXUAL ASSAULT AND DOMESTIC VIOLENCE CRISIS LINE
Deaf advocates on duty 24/7
Videophone/VP: (206) 812-1001
Email: hotline@adwas.org