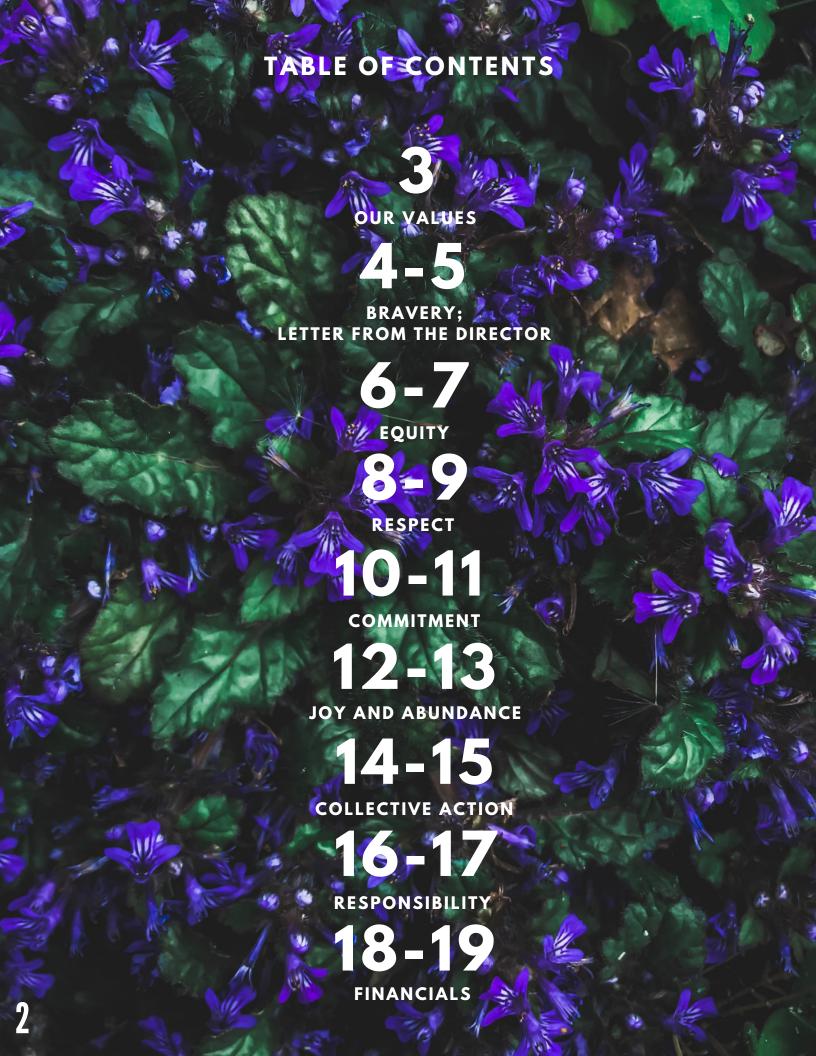


VIRGINIA SEXUAL & DOMESTIC VIOLENCE ACTION ALLIANCE 2019 ANNUAL REPORT





OUR VALUES

We believe that how we go about our work is as important as what we do.

BRAVERY

Taking risks to act boldly in alignment with our values.

COMMITMENT

Understanding that this work is generational; pledging to both stay on task & rest

as needed.

EQUITY

Acknowledging that needs differ & working to ensure those needs are met.

RESPECT

Treating each others' ideas, perspectives, histories, & bodies with care & high regard.

JOY

Taking pleasure
in our work
together, even
through grief &
sadness. Making
space to connect,
nourish, & heal.

ABUNDANCE

There is enough time, capacity, & resources to accomplish our priorities.

COLLECTIVE ACTION

Building relationships to move together in alignment toward a common vision.

RESPONSIBILITY

Being accountable for our successes, failures, harms, & their impact on others; repairing harm & doing better.

BRAVERY

Letter from the Executive Director

Bravery
a young woman laughing on the steps of a house
filled with young

a black man opening the door to his home facing an unknown officer of the law

an immigrant mom cooking a meal for a husband who daily threatens her safety

a trans person exploring a new relationship who risks their

wholeness, their spirit, their life a child releasing their body to sleep in a home in which that body has been repeatedly violated

a strong compassionate believer in the possibility of beloved community who faced with the violence, holds on to hope in Virginia

every survivor,
every black person or brown person,
every young person or old person,
every female person or transgender person,
every person living with a
disability,

every person who challenges the status quo

who faces the morning and chooses to go out into the world

Bravery

-Kristi VanAudenhove

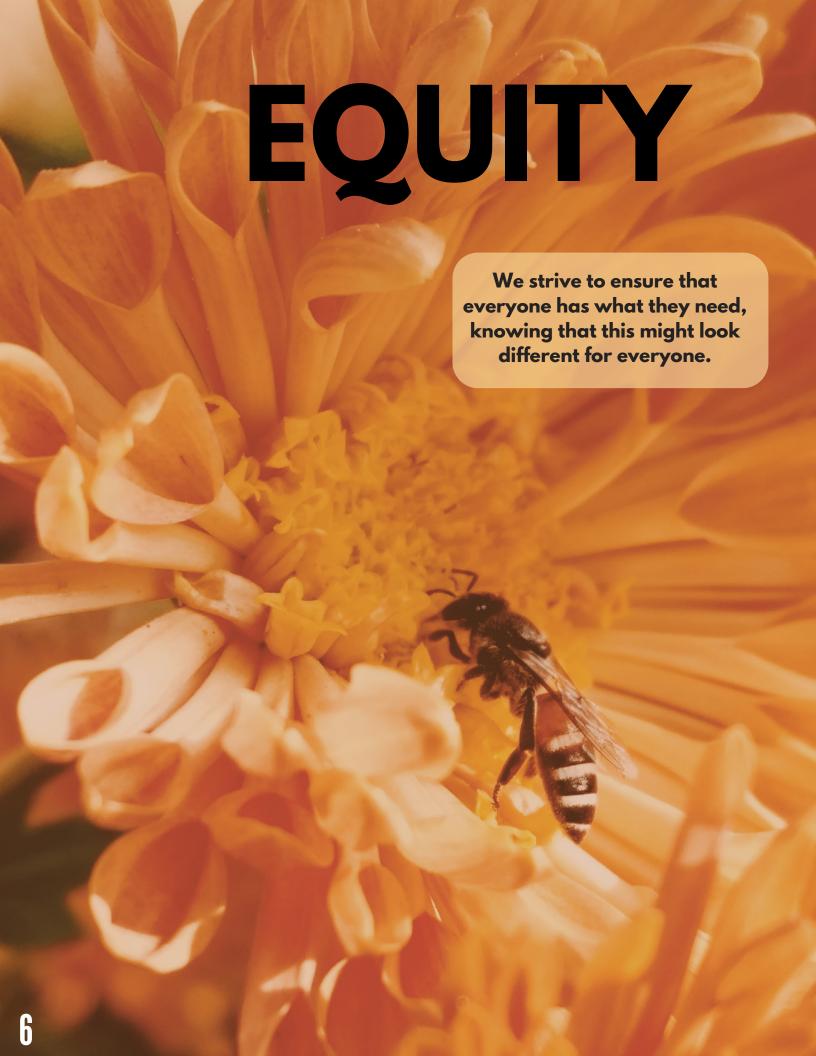
Restructuring

2019 was a year of immense transition for the Action Alliance. We overhauled our entire staff structure, began experimenting with new supervision and coworking processes, saw new faces join the movement and old friends move on, and embarked on a multitude of new projects. We met these exciting challenges not through avoiding fear and uncertainty, but by being courageous enough to move through them together.



^A few of our staff, summer 2019.

Our staff restructure saw us dividing our work into more teams with fewer members on each, moving into group supervision within our teams, and creating cross-team workgroups to work on training, communications, and strategic development efforts, rather than having this work siloed in individual teams. We believe these changes help us live into our values in tangible ways.



Underserved Populations Learning Collaborative (UPLC)

The Underserved Populations Learning Collaborative (UPLC) began with a goal: an 18-month process of examining personal biases, internal/organizational barriers, and community engagement with 20 Sexual and Domestic Violence Agencies statewide.

During 2019, UPLC's first cohort of 20 agencies continued moving through this process that began in 2018.

We're excited to continue engaging in learning opportunities, gatherings, site visits, and ongoing technical assistance with future cohorts.



^Participants at a 2019 UPLC gathering.

Project for the Empowerment of Survivors (PES)

In 2019, the Project for the Empowerment of Survivors provided legal services to over 550 survivors and financial aid to 43 survivors. In addition to discounting their services for Action Alliance clients, referral attorneys (private attorneys in communities throughout Virginia) donated over \$87,000 worth of legal services to Action Alliance clients. PES interns donated over 780 hours of volunteer service to Action Alliance clients in 2019.

The PES team also co-hosted two legal clinics, providing free, inperson legal services to survivors.



We believe that honoring every individual's experience is a core foundation of healing.



"I'm glad this hotline exists. I couldn't tell my family what was going on... and you listened, you really listened to me."

-Hotline Caller

Our hotline team created four new full time staff positions to focus specifically on language access, underserved communities, and the LGBTQ+ community, and engaged in their first team visioning session.



The hotline received contacts via chat, text, email, postal mail, and phone.



According to our 2019 Member Survey, the hotline is one of the top three benefits enjoyed by member agencies, who identified having access to 24/7/365 hotline coverage as one of the greatest benefits of membership in the Action Alliance.

The Hotline supported Side by Side, taking calls on their LGBTQ+ Youth Crisis Line after business hours, on holidays, and on weekends.

Additionally, the Hotline supported the Virginia Anti-Violence Project, Virginia's only statewide LGBTQ+ anti-violence agency.

COMMITMENT

We know that efforts to uproot violence require long-term strategies and mentoring the next generation. That's why we engage youth in our work.

"I am thankful to be given the opportunity to speak truth & voice my opinions."

- Honeycomb Retreat Fellow

The Honeycomb Retreat

In the summer, we hosted our first ever Honeycomb Retreat, which brought together young people from across the state in order to boost their advocacy skills, use art as a tool for social change, and build leadership opportunities within our statewide coalition. Alongside local artists, activists, educators, and organizers, our youth envisioned a world free from sexual and intimate partner violence.



·Honeycomb participants and staff.

Continuing our support of youth leadership in our movement, we launched the Youth Action Council for young advocates and activists ages 18-24. The YAC meets monthly to learn new frameworks and work on projects that grow council members' facilitation, curricula building, art-as-social-change, and prevention skills. In 2020, look for more ways our members will be able to work with and learn from the YAC.

Youth Action Council (YAC)



Cultivate: Our 2019 Biennial Retreat

Our biennial retreat is always an opportunity to connect, reflect, and recharge with coalition members, and this year's was powerful and restorative. The annual Catalyst Award ceremony honored people from across the state doing work to end violence, our caucus groups increased in number and met to share space and strategize ways to build equity in the coalition, and we made room for fun, joyful togetherness, and creative expression, too.



^Top and middle: Staff enjoy Fun Night at the Retreat. ^Bottom: A few Catalyst winners show off their awards.

Act.Honor.Hope.

This annual member celebration luncheon with a holiday theme was an opportunity for us to share space with members and honor those who have taken extraordinary action to make Virginia a safe and equitable place for all to thrive. This year we were proud to honor RISE for Youth, Sgt. Carol Adams, Pat Brown of the Women's Resource Center of the New River Valley, and Delegate Jennifer Carroll Foy.

Goodbye, Linda!

This year, we said farewell to our beloved Linda Winston, who retired after 20 years at the coalition. Though we miss her deeply and can't quite envision the Alliance without her, we nonetheless celebrate this transition with great joy. Linda is a Lifetime Member, a lifetime advocate, and a lifetime friend -- we know we'll still be seeing her. We love you, Linda!

<Linda and friends at her retirement party, 2019.



Our communities thrive when we unite around common goals.

Building Thriving Communities



^ A poster from the Building Thriving Communities toolkit.

Legislative Advocacy Day

In January, advocates and community members from across Virginia joined us at the General Assembly (and virtually!) to advocate for policies that will help ensure that every person has an opportunity to thrive. Advocates also participated in committee meetings, supported/watched the bill process, and gathered in the Capitol House Gallery to be recognized by the Virginia House of Representatives.

We developed and launched the **Building Thriving Communities** Toolkit to help unlock the power of individuals and communities to create a world in which all of us thrive. Building Thriving Communities seeks to transform Virginia's communities through increasing public participation in the voting process, encouraging people to support candidates who align with their values, and promoting civic engagement that builds healthy futures. The core component of the Building Thriving Communities campaign is creating opportunities for authentic connections between people, across differences, and around issues that make our communities healthy, safe, just,



and compassionate for all.

> Advocates wait to be honored in the Virginia House of Representatives on Legislative Advocacy Day 2019.

RESPONSIBILITY We strive towards accountable stewardship, and to be always improving and learning. 16

Project Echo

To address time/cost barriers of inperson training opportunities, we launched our Violence Prevention in Action ECHO. The heart of the ECHO model is its "all teach, all learn" commitment to peer-to-peer learning, which takes place via Zoom.

Prevention Form

This year, we launched our
Prevention Form in VAdata. This
form will enable us to capture
crucial data about primary
prevention activities taking place in
sexual and domestic violence
agencies across the Commonwealth.



Training for Change

A group of approximately 25 staff and faculty participated in a Training for Social Action workshop facilitated by Training for Change. Participants learned the foundations of the experiential learning cycle, how to creatively apply it to workshops/trainings/meetings, and how to plan these events according to group dynamics. Experiential learning has been embedded into our trainings over the years, providing participants an experience different from traditional learning environments. We are committed to continuing the development of our staff and faculty to provide trainings that enhance the capacity of advocates and allied partners to serve survivors across Virginia.

FINANCIALS

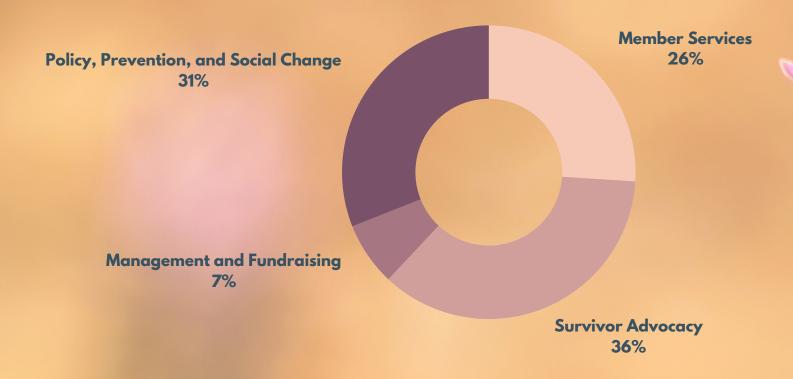
2019 Highlights

Revenues for the year totaled \$3,681,284; Expenses totaled \$3,600,322.

The Action Alliance is primarily funded by state and federal grants and contracts, which totaled \$3,108,076 in 2019.

The Action Alliance had a positive change in net assets for 2019; cash and cash equivalents at year-end totaled \$61,701 due to an unusually high balance of grant and contract receivables. The Governing Body has adopted a plan to increase this cash reserve to an amount sufficient to cover 90 days of operating expenses.

Expenses



Your membership and contributions are vital to the work of the Action Alliance and to the long-term financial health of the organization.

Thank you for your support!

Copies of our audited financial statements and 990 (tax return) are available on request.

We are also happy to speak with you about your plans for giving to the Action Alliance. Contact Coalition Development Director ewong@vsdvalliance.org with your request.

