

# Annual Report

❖❖ 2023 ❖❖



Virginia Sexual and Domestic Violence  
**ACTIONALLIANCE**

# From the Executive Director

This report is a **tribute to the amazing members** (including Governing Body members listed below!), staff and supporters who **generously apply their brilliance and energy to our collective efforts to end sexual and domestic violence in Virginia.**

Sometimes that work means being with a survivor in the aftermath of violence to listen, to care, to guide, to breathe—together. Or sitting with an advocate who is carrying the weight of the stories of literally hundreds of survivors. Or perhaps gathering with directors of local sexual and domestic violence agencies as they navigate the pressures of increased costs and community needs coupled with decreasing funding. The work always begins with listening and caring as we find our way together.

Please take a moment to follow the links in this document to the Advocacy in Virginia report to read more about services to survivors, the Restoryation report if you'd like to read more about the challenges advocates are facing, and the Sustainability report if you would like to see a road map for strengthening our efforts to address sexual and domestic violence in Virginia over the next 10 years.

Our work is also about changing systems and policies that are barriers to justice and healing for survivors and building foundations for preventing future violence.

We launched a first-of-its-kind (for Virginia) campaign in partnership with the Child Advocacy Centers of Virginia and the Virginia Victim Assistance Network to shore up all forms of victim services across Virginia as our respective networks of community partners faced dramatic funding reductions. Put Victims First VA was a resounding success—although there is still more to be done to ensure that we don't lose services in vulnerable areas of the state. In 2023 we honored two champions for survivors as they retired from the state legislature, Senator Janet Howell and Delegate Rob Bell. Both have been strong leaders for justice and healing. We did a reboot of the nationally recognized Red Flag Campaign for campuses, and we spent many hours creating, testing and publishing a groundbreaking Harm and Accountability discussion guide that challenges us to consider how we might respond to violence in a healing manner that actually prevents future violence.

I hope that this report inspires you to make a contribution to support our work, purchase a Peace Begins at Home license plate and "drive peace home," sign up for an Emergence workshop, or make a contribution of time or resources to your community sexual and domestic violence agency (you can find them on our website!) Thank you for being an integral part of our mission; we are grateful that you continue to stand with us to create a future where wholeness and thriving can be a reality for all of us.

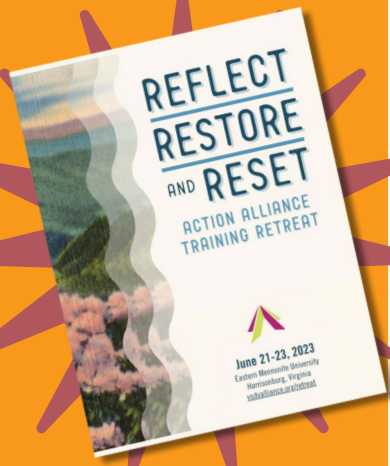
**Kristi VanAudenhove**

Marybeth Adkins  
Samantha Clarke  
Rosalind Cook  
Nikki Duncan-Talley  
Marva Dunn  
Cortney Fisher  
Josephine Gonzalez  
Dina Hackley-Hunt  
Ted Heck  
Beth Leftwich  
Chad Lewis

Angel Mefford  
Katie Mey  
Brad Perry  
Virginia Powell  
Kiesha Preston  
Alejandro Prince  
Shelley Strain  
Laura Beth Weaver  
Ellen Yackel  
Scotney Young

**Governing  
Body  
Members  
2022/2023**

# Spring Training/Retreat



The Action Alliance welcomed more than 100 advocates and preventionists to our Spring Training/Retreat at Eastern Mennonite University in Harrisonburg from June 21-23, 2023. The theme of this year's retreat was *Reflect, Restore, and Reset*.

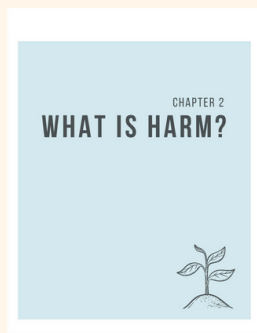
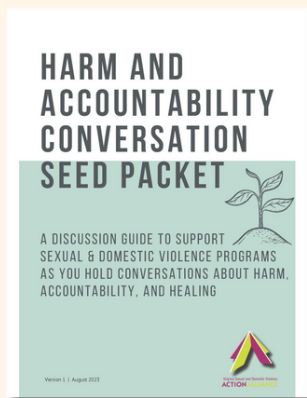
The Retreat featured **2 keynotes**: Dr. Carolyn Stauffer of Eastern Mennonite University presented her keynote on “Amplifying Voices of Healing Justice” and the Action Alliance V.O.I.C.E.S. Leadership Council spoke on the topic of “Innerwork Activism: Dismantling Dichotomies and Mending the Movement from the Inside-Out.” In addition, participants were able to choose between more than **20 workshops** spanning topics as diverse as “Can Sexual and Domestic Violence Agencies Be the Workplaces We Crave?” to “Tools to Prevent Lethal Domestic Violence in Your Community” to “Building the World You Want to See.”

We offered **6 caucus sessions** for the following groups: People of Color, Poor & Working Class People, People with Disabilities, Queer and Trans People of Color, People from Rural Communities, and LGBTQ+ People. Retreat Fun Night included karaoke, a taco bar, and ice cream.

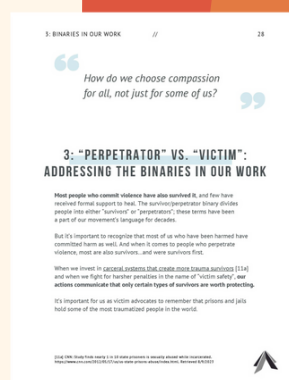
Retreat goers mentioned **connecting with other people; validation and affirmation; learning and resources; and having both the emotional and physical space for wellness as the highlights of the experience.**

These statewide training and connection events lead to both validation and improvements in the work of advocates and sexual and domestic violence agencies, as evidenced by this feedback from participants:

- [Regarding the keynote from the VOICES Survivors Council]:  
“The voices from the panel were amazing. I was both humbled and honored to hear them. **This panel was a gift to those of us who heard them.**”
- [One thing I want to do or plan to do as a result of what I learned today is] “[Move from] org to community – create visibility, integrate, **change systems to improve community involvement.** Also end collaborations if not working.”
- [When I think about this day of the retreat, I feel] “Filled up with **good vibes and stimulated by new information.**”
- [One thing I want to do or plan to do as a result of what I learned today is] “**Add more culturally inclusive options to our shelter.**”



Download the guide:  
[https://vsdvalliance.org/wp-content/uploads/2024/06/Harm\\_Accountability\\_Seed\\_Packet\\_April\\_2024-2.pdf](https://vsdvalliance.org/wp-content/uploads/2024/06/Harm_Accountability_Seed_Packet_April_2024-2.pdf)



# Harm and Accountability Discussion Guide for Sexual & Domestic Violence Agencies

Survivors and advocates have long wrestled with identifying the most effective paths to healing and accountability after harm has been done. The “answers” are different for every survivor and in every community. The national resurgence of restorative justice approaches, alongside the emergence of more and more community-based anti-violence projects are transforming the discussions around accountability and healing. This phenomenon has led us to explore a wide vision of what accountability and healing can look like in the wake of sexual and domestic violence.

After a 2-year development process, which included listening sessions with advocates, directors of programs, and several pilot groups, we are excited to announce the **release of our Harm and Accountability Conversation Seed Packet: A discussion guide to support sexual and domestic violence programs as you hold conversations about harm, accountability, and healing.**

This discussion guide was written to help people working in sexual and domestic violence agencies to think more broadly about what accountability should look like...not only after harm is committed, but also in all aspects of our lives...in our relationships, families, workplaces, and communities.

The 95-page document is divided into 7 chapters. Each chapter offers a set of conversation starters related to a specific topic, **asking us to consider what systems for supporting accountability currently exist, and to imagine new ways of approaching our responses to harm**...approaches that not only reinforce accountability but also strengthen connection and healing.

# Reviving The Red Flag Campaign

The Red Flag Campaign is the Action Alliance's longest-running and most widely known prevention campaign. Since its inception in 2007, it has been implemented in 49 U.S. states and internationally. In 2021, we polled campuses that had implemented The Red Flag Campaign to ask the following question: would they prefer that we update the existing campaign or retire it altogether and start something new? **Campuses responded resoundingly with requests to keep The Red Flag Campaign going!**

Action Alliance staff then set off on a multi-year process to listen deeply to campuses and college students about what is now needed to promote healthy relationships and effective bystander intervention, more than a decade after launching the campaign.

**After 3 years in development, we launched the revised campaign this year!** It features two new poster series and an overhauled Campus Planning Guide. For the first time, the posters also address microaggressions, and the Campus Planning Guide incorporates information about how to promote healthy sexuality on campus. We're excited to see how campuses respond to this revitalization of the campaign! Visit the campaign page here: <https://www.theredflagcampaign.org>.

## THE RED FLAG CAMPAIGN



A few of our new Red Flag Campaign posters, launched in 2023.

# Restoryation Sustainability Needs Assessment

Virginia was one of 25 coalitions from the U.S. states and territories to participate in the national Restoryation project which uses storytelling as a way to understand the collective experience of sexual and domestic violence service providers during the COVID-19 pandemic and to collect data on what is needed to secure workforce sustainability in the years to come.

The Restoryation curriculum **combines oral and visual storytelling to provide a restorative space for processing trauma, healing collectively, and building connection.** Story circles were designed as day-long workshops encompassing grounding practices, visual storytelling, oral storytelling, expressive journaling, and both large and small group discussions.

Along with uplifting the unique experiences of victim advocates during the pandemic, this needs assessment focused on addressing key concerns that emerged from the pandemic: sustainability, retention, and organizational care.

Action Alliance Associate Director, Kate McCord, was one of the 4-person National Restoryation Design Team who created and led the national Restoryation project and coached each of the 25 state coalitions as they implemented their own story circles statewide.

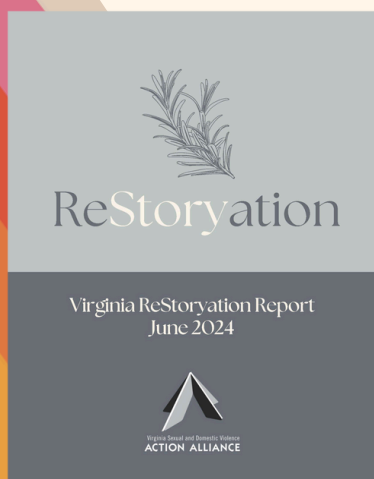
**Between February and May 2023, the Action Alliance conducted nine story circles of our own across the Commonwealth.**

Six members of the Action Alliance team facilitated story circles over four months, utilizing the curriculum provided by the national project planners. A substantial portion of our COVID-19 mitigation funds from the American Rescue Plan Act supported this work.

**More than 100 advocates from the coalition and 7 member agencies across the state participated in the Restoryation project,** representing four regions: Central, Southwest, Hampton Roads, and the Valley.

A research team from Michigan State University collected and analyzed surveys completed by Restoryation participants. Action Alliance project staff are writing a Virginia Restoryation report to describe the findings with recommendations to guide our collective work to create a more sustainable movement. We will also work as part of the National Restoryation Design Team alongside the research team to craft a national Restoryation report in 2024.

Download the Virginia Restoryation report here: <https://vsdvalliance.org/restoryation/>



# Act. Honor. Hope.

We were excited to return to hosting an in-person Act Honor Hope luncheon and program in 2023 after three years of modified gatherings designed to reduce the risk of COVID-19 transmission. Over 160 people registered and supported the 2023 event that brought together advocates, legislators, allied partners, survivors, and youth to celebrate the decades of work across the movement to support survivors. **The event was sold out!**

**We honored two incredible Virginia legislators this year: Senator Janet Howell and Delegate Rob Bell, for their career commitment to working to promote more effective intervention and prevention of sexual and domestic violence as each retired from the state legislature.**

Action Alliance supporters raised funds to gift Lifetime Memberships to Senator Howell and Delegate Bell for their enduring commitment to supporting survivors of sexual and domestic violence.

The **VOICES Leadership Council** delivered a dynamic spoken word performance, and attendees were treated to a live musical performance by some talented young people as well as an inspiring video featuring some of our members' children cultivating hope for the future.



Honoree  
Delegate Rob Bell



Honoree  
Senator Janet Howell



# Project for the Empowerment of Survivors

## A STATEWIDE LEGAL SERVICES PROJECT OF THE ACTION ALLIANCE

Throughout 2023, the **Project for Empowerment of Survivors (PES)** provided **advocacy and legal consultations to a total of 776 survivors**, providing trauma-informed consultations, safety planning, referrals, legal information and legal advice. Most survivors receive a minimum of two consultations, and many survivors receive multiple legal consultations with the staff attorney as their case and legal matters progress. Staff address safety-planning and referrals to trauma-informed services with each caller.

In addition, PES staff **partnered with local sexual and domestic violence agencies to coordinate 7 legal clinics**, providing legal advice, information, and referrals to community and statewide resources. Many of the survivors reached through legal clinics continued to work with PES staff throughout the year. With our legal fund, we **assisted 11 survivors with their legal fees in matters ranging from divorce to immigration**.

Advocates continue to expand the network of referral attorneys who agree to provide a set of specific and limited legal services to survivors at a reduced rate. These are truly life-changing services and we are grateful for their commitment and encourage other attorneys to consider joining in this important work.

## Case Study

PES and Crisis Response Staff provided trauma-informed services and support for a survivor identifying as a recent immigrant from the Philippines. The victim was physically and mentally abused by her husband for many years. She recently fled in fear of her life, seeking safety with her two young sons.

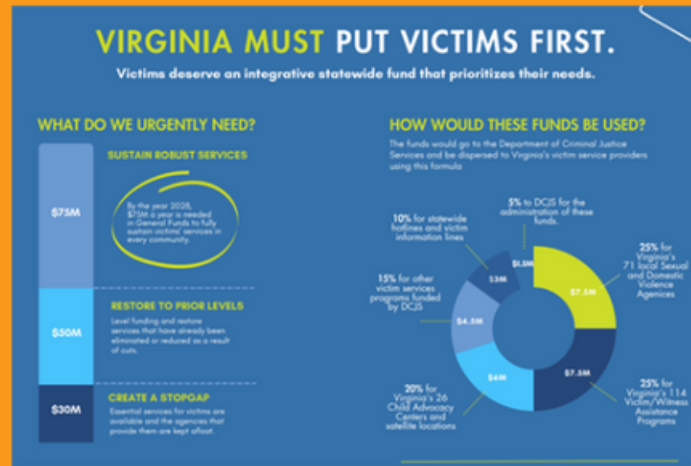
She was in a short-stay shelter, then transitioned to a homeless shelter. Her abusive husband retaliated by seeking a Protective Order against her, but it was not granted. This survivor came to us as a referral from the Asian Pacific Islander Domestic Violence Resource Project (DVRP). Before connecting with us, the survivor's DVRP advocate located an attorney willing to take her case at a deeply discounted rate along with securing assistance for funding, though not quite enough to pay for the cost of this representation.

Representation was critical in this case because the husband was engaging in extensive litigation abuse and the survivor did not speak English. Limited English speaking skills created barriers to accessibility, including the survivor not being able to fully represent herself. Our legal fund provided the resources needed for the remaining amount of the retainer payment. As a result, the survivor successfully secured the representation she required during her divorce trial.



# Public Policy Work

## A SUCCESSFUL FIRST YEAR FOR THE PUT VICTIMS FIRST VIRGINIA CAMPAIGN



In 2023, the **Action Alliance, Virginia Victim Assistance Network (VVAN), and Children's Advocacy Centers of Virginia (CACVA)** came together to launch the **Put Victims First VA funding campaign**. This multi-year campaign calls for an integrative and sustainable fund that ensures all victims of crime can access the services they need in communities throughout Virginia.

Across the state, we continue to see community safety nets strained by increasing victim pleas for help coupled with declining funds for crisis response. **In the past 5 years alone, Virginia's federal VOCA (Victims of Crime Act) funds have been cut by a whopping 47.5%** (more than \$12 million). Additionally, discretionary TANF (Temporary Assistance to Needy Families) funds are expected to be depleted by 2025, creating a deficit of \$56.9 million. Victims deserve better – the Put Victims First VA campaign has a goal of obtaining \$75 million per year in sustainable state funding for essential crisis services by 2028.

Thank you to all who attended our Day of Action and contacted legislators to speak about the need for increased funding to prevent a looming crisis for victim services. As the 2024 General Assembly session came to a close, sexual and domestic violence programs planned to see **an increase of \$7.5 million in state funds over the next two years**. While it is not nearly the amount needed to offset all funding reductions, these increases are amongst the largest investments in state funding that we have ever seen.



The Action Alliance partnered with the Virginia Victim Assistance Network (VVAN), and Children's Advocacy Centers of Virginia (CACVA) to hold a joint legislative advocacy day in February 2024, known as the Day of Action. **More than 100 advocates joined us in downtown Richmond** to speak to their senators and delegates about the urgent need for Virginia's investment in victim services.

# Public Policy Work

## ADDRESSING LETHAL SUFFOCATION AND STRANGULATION LOOPHOLES

Throughout the pandemic, both the frequency and lethality of intimate partner violence increased. Victims reported **alarmingly high rates of suffocation and smothering used against them.** However, Virginia’s criminal definition of “strangulation” did not include language describing the specific act of suffocation, or intentionally restricting oxygen to an individual’s airways.

Thirty-nine states, including federal law, addressed suffocation in their statutes and it was time for Virginia to update its law.

Under the guidance of Delegate Rob Bell and Senator Jennifer Boysko, and with the support of law enforcement, Commonwealth’s Attorneys, and a group of savvy sexual and domestic violence advocates, **we were successful in closing Virginia’s dangerous suffocation loophole.**

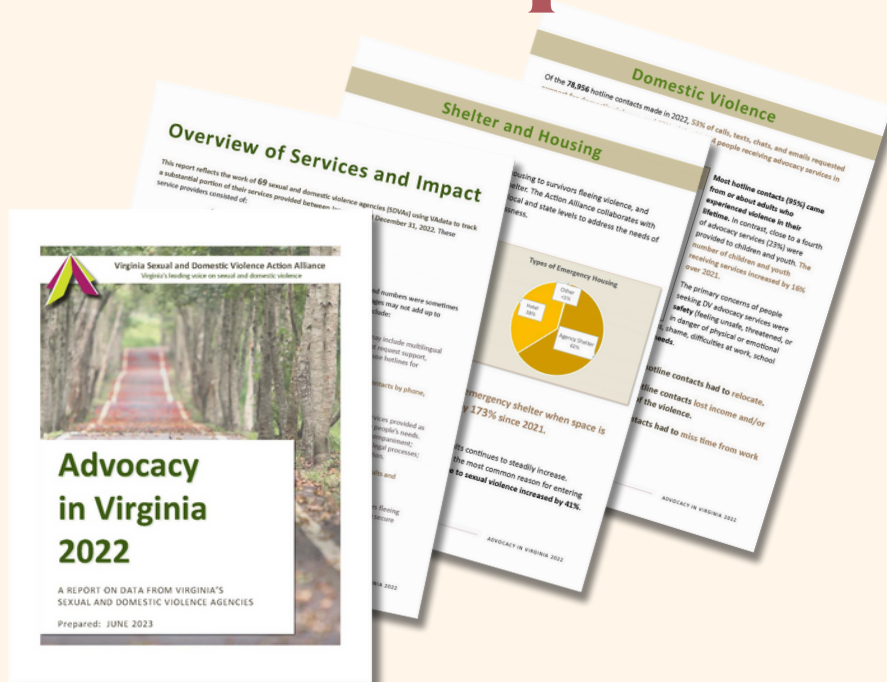
A companion bill, successfully championed by Delegate Karrie Delaney, created **forensic evidence collection and storage protocol** to support the statewide use of Trace Evidence Collection Kits for strangulation and suffocation victims.

The **Action Alliance successfully advocated for a bill to amend Virginia’s strangulation statute** to include the lethal act of suffocation. **Prior to the bill being passed, Virginia’s definition of strangulation did not capture the specific act of restricting oxygen to someone’s airways.** This allowed many people who choose violence to evade criminal charges and prosecution after committing highly dangerous acts.

Our 2023 Legislative Advocacy Day was a resounding success, due in large part to our members and supporters!



# 2022 Advocacy in Virginia Data Report



VAdata, the statewide electronic data system managed by the Action Alliance, is used by sexual and domestic violence agencies (SDVAs) in Virginia to record their services data. The data collected includes demographic information of people served, services provided by agencies, and survivor experiences as they were seeking safety.

**In 2023, we recognized the need to create a more in-depth report as the impacts of COVID-19 had begun to level out from its onset in late 2019.** Agencies and survivors were and continue to be impacted by the pandemic, and we believed it would be helpful to review the kinds of changes that had occurred in service demands and provisions over the past 3 years.

## A few findings from the VAdata report released this year:

In 2022, more survivors requested and received the following types of services than in 2021:

- Assistance seeking family planning services **increased by 74%**,
- Supportive group counseling and advocacy **increased by 24%**,
- Arranging emergency transportation **increased by 27%**,
- Assistance with victim compensation **increased by 27%**,
- Emergency housing/shelter **increased by 25%**, and
- Requests for emergency financial assistance **increased by 24%**.

Alarming, the number of unmet requests for emergency shelter when space was unavailable **increased by 173%** due to lack of available shelter or housing spaces.

You can find the full report on our website at <https://vsdvalliance.org/about/financial-information>.

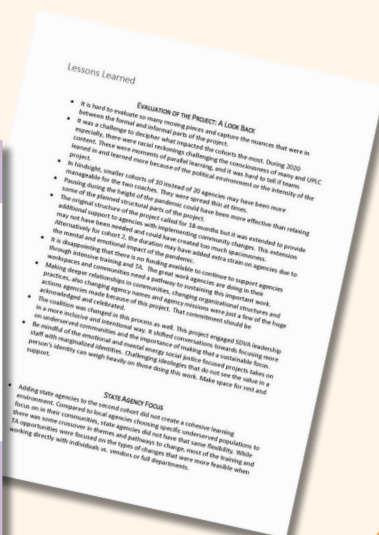
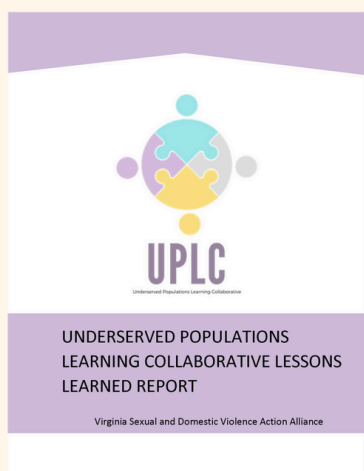
# UPLC Lessons Learned Report

**The 5-year Underserved Populations Learning Collaborative came to a close this year.** The project mission was to support local sexual and domestic violence agencies to become stronger allies for underserved populations and to promote better access to culturally responsive, comprehensive services. **Over the span of the project, 40 of Virginia's sexual and domestic violence agencies worked to create change, build stronger connections in their communities, enhance their trauma-informed practices, and enhance culturally relevant services.** We released a "Lessons Learned" report this year, which can be found here:

<https://www.communitysolutionsva.org/index.php/resources/item/lessons-learned-from-the-underserved-populations-learning-collaborative-pro>

As we move forward into 2024 and beyond, these recommendations from the UPLC Lessons Learned report are particularly relevant:

- Find ways for state coalitions and funders to meaningfully partner on projects that build capacity of the sexual and intimate partner violence field to better serve underserved communities.
- Fund projects that incorporate ongoing support for SDVAs to do this work.
- Evaluate both qualitative and quantitative aspects of projects.
- Weave trauma informed, social justice, and culturally sensitive work into the fabric of organization and planning.



# Campus ECHO@edu

In partnership with the Virginia Department of Health, we launched the “ECHO@edu: Campus Violence Prevention” program in 2022 to create a virtual community for campus professionals engaged in sexual violence prevention. Each session includes a case presentation from a campus professional and a didactic presentation related to best practices in primary prevention.

This year, we coordinated a total of 5 ECHO@edu sessions which included the following topics: sex education on campus, social media campaigns, campus policy change, dating safety in the digital age, media literacy-based sexual health promotion, sexual assault prevention programming for college students, and language access and the importance of integrating language justice into prevention work.



## Project ECHO: Amplifying Our Work



## ECHO@edu: Campus Violence Prevention



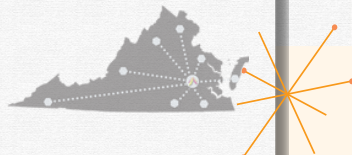
June 6, 2023 | 10:30 am - 12:00 pm EST

10:30 am - 10:45 am | **Welcome & Introductions**

10:45 am - 11:30 am | **Case Presentation:** Sheila A. Ward, Cynthia Burwell, Khaliah Wilson, and Tammy Johnson of Norfolk State University

11:30 am - 11:55 am | **Didactic Presentation:** Adam Dodge, Founder of Ending Tech-Enabled Abuse (EndTAB)

11:55 am - 12:00 pm | **Closing**



“This was my first time attending TeleECHO and it was a wonderful way to connect with other individuals interested in prevention work and to learn more about strategies other campuses are implementing.”

--Session attendee

# Sustaining the Movement

## A 10-YEAR PLAN FOR VIRGINIA'S SEXUAL & DOMESTIC VIOLENCE PROGRAMS

In August 2021, a diverse group of leaders in sexual and domestic violence agencies (SDVAs) convened to begin discussing the significant and ongoing funding and sustainability challenges faced by Virginia's 70+ crisis response agencies. The Sustainability Planning Alliance (SPA) was formed, consisting of six executive directors and Action Alliance leadership. The group represented diverse regions and perspectives across Virginia with more than 100 years of direct experience in Virginia's movement to end sexual and domestic violence.

The SPA collected data from the state and partners in our field to inform the development of a 10-year Sustainability Plan for Virginia's response to and prevention of sexual and domestic violence. Under the group's supervision, a field-wide survey was administered, a series of focus groups was conducted, and a needs assessment funded through the American Recovery Plan Act (ARPA) was successfully linked to our sustainability planning work. **The 10-year Sustainability Plan was released this year, and can be found here:**

<https://www.communitysolutionsva.org/index.php/resources/item/sustaining-the-movement-a-10-year-plan-for-virginias-sdvps>

## A look inside the 10-year Sustainability Plan

### EXAMPLES OF RECOMMENDATIONS BY DISCIPLINE

#### Sexual and Domestic Violence Agencies (SDVAs) and Advocates

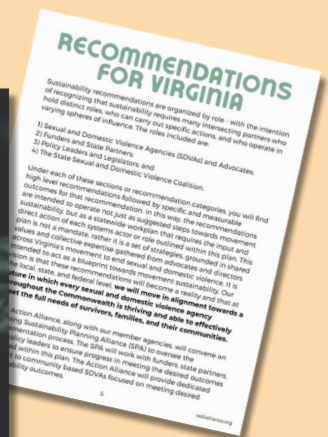
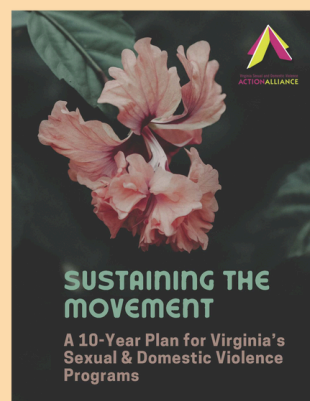
- Build a strong diversified financial foundation for the work.
- Create robust administrative and operational capacity that supports growth, sustains current programs and staff, and is nimble in the face of programmatic and administrative challenges.

#### Funders and State Partners

- Build active, reciprocal, and power-sharing partnerships with sexual and domestic violence agencies (SDVAs).
- Engage with SDVAs to build a strong infrastructure for the field that can access and manage diverse resources and support well-resourced staff.

#### Policy Leaders

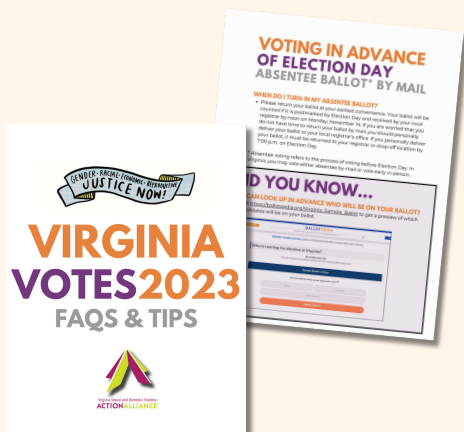
- Increase state and federal investments in community safety and sexual and domestic violence prevention.
- Advocate for the sustainability and growth of Virginia's SDVAs.



# Survivor Voting Access Project

Every seat in the Virginia Senate and House of Delegates was up for election in 2023. These elected officials are the people who will decide the future of victim services funding, abortion access, gun control, living wages, and a host of other issues critical for survivors. **To help facilitate voting access for survivors, we developed Voting FAQs & Tips for SDVAs.**

We offered 1-hour technical assistance webinars to advocates to examine why increasing voting access for survivors is an essential form of survivor advocacy, answer some commonly asked questions about voting, and share how we as advocates can help make sure that survivors' voices are heard in the electoral process. We'll be revising the project for the upcoming 2024 General Election!



## Project Connect

Action Alliance and Virginia Department of Health staff have been engaged in a multi-year partnership to promote effective healthcare responses to sexual and domestic violence. A key activity throughout the partnership has been delivering a 6-hour training called “Sexual and Reproductive Coercion: What Advocates and Healthcare Providers Need to Know.” This year, we also **developed a 6-hour training called “Joyful Sexuality and the Movement to End Sexual and Domestic Violence,”** intended to serve as an introduction to the connections between sexual and domestic violence, reproductive health, and violence prevention and response. In 2023, we delivered **4 trainings** on sexual and reproductive coercion and 3 on joyful sexuality, reaching a total of **78 professionals from 35 SDVAs**, health departments, and other organizations.



# Crisis Response and Statewide Hotline



**In 2023, the Crisis Response Team provided trauma-informed supportive services to almost 10,000 survivors** of interpersonal violence, sexual assault, and trafficking. Survivors reached out for support via phone, chat, and text. 24% of survivors identified as Black, Indigenous, People of Color (BIPOC), 2% of survivors presented with limited English proficiency, 7% of survivors identified as LGBTQ+, 5% of survivors were affected by incarceration, 25% were from a rural community and/or geographically isolated community, and 1% of survivors identified as having a disability.

**30 of Virginia's sexual & domestic violence programs relied on our Statewide Hotline to provide support and coverage for local hotlines** through Memorandums of Understanding (MOUs). Agencies with MOUs were offered the opportunity to connect with the Statewide Hotline through a series of virtual meet-ups. The Statewide Hotline staff facilitated a meeting space just for directors as well as a separate space for advocates and shelter frontline workers. The virtual meet-ups focused on increasing partnerships and learning more about the needs of agencies. These spaces also provided the opportunity for Statewide Hotline staff to build awareness of Statewide Hotline operations and to discuss challenges, highlights, regional updates, and trends.

The Crisis Response Team invited community and national organizations to weekly group supervision meetings to deliver professional development training opportunities. These opportunities increased connections with external partners, increased knowledge and skills centered around trauma-informed service delivery, and offered the opportunity for external partners to learn more about the Statewide Hotline.

The Crisis Response Team offered training and technical assistance to SDVAs to increase collaboration, provide assistance on Hotline operations/logistics, and to increase awareness of trauma-informed advocacy practices. Statewide Hotline staff also participated as trainers in the 2023 Victim Assistance Academy training, which was centered around the “Dynamics of IPV and Trauma Informed Safety Planning.”



# 2023 Financials



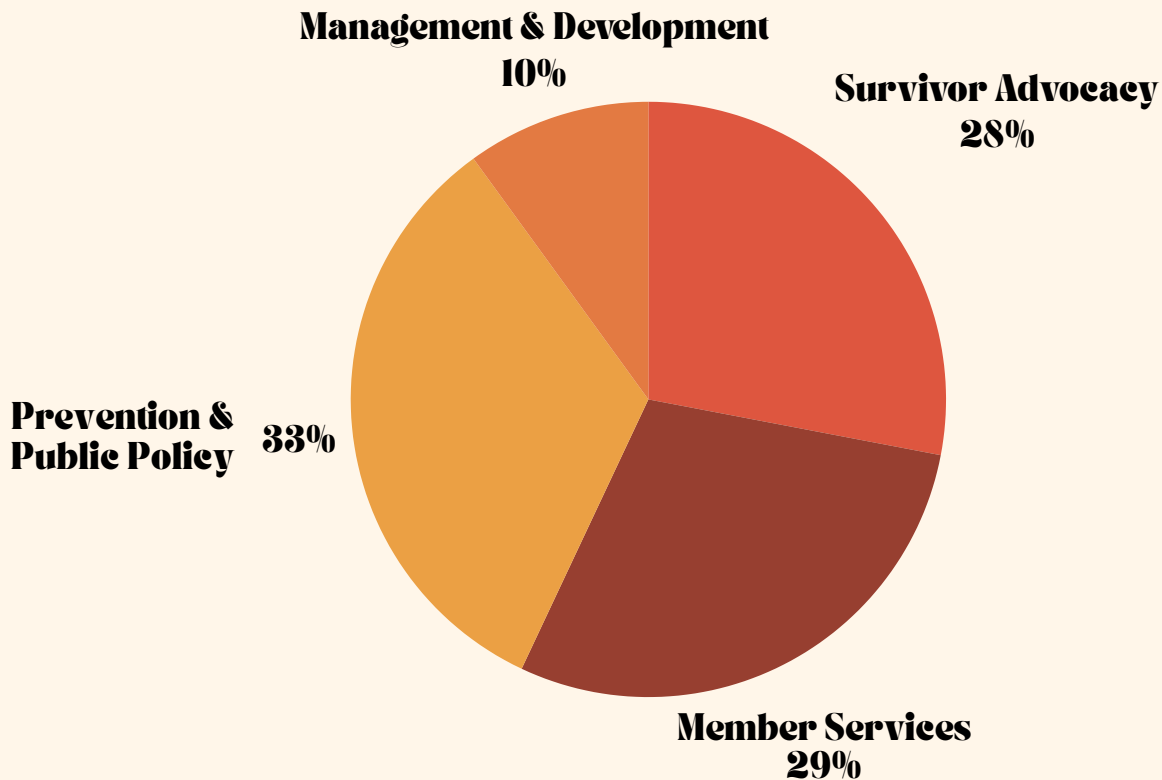
Your membership and contributions are vital to the work of the Action Alliance and to the long-term financial health of the coalition. Thank you for your support!

**2023 Revenue: \$3,128,330**

**2023 Expenses: \$3,168,218**

The Action Alliance is primarily funded by state and federal grants and contracts, which totaled \$2,672,573 in 2023.

## Expenses By Program Area



Copies of our audited financial statements and 990 (tax return) are available upon request. We are also happy to speak with you about your plans for giving to the Action Alliance. Contact our Training and Events Manager [Isantilli@vsdvalliance.org](mailto:Isantilli@vsdvalliance.org) with your requests.

# Emergence

Building robust practices for sustained wellness, connection, and power.



**Our  
Fall/Winter  
2024  
Catalogue  
is now  
available!**

**Emergence: Community**  
The community level of Emergence is an opportunity for sexual and domestic violence advocates and preventionists to learn, organize, and meaningfully implement strategies toward community thriving with partners who have shared visions for community wellness. Please see the following page for more information on how to select members to create your own Community Impact Team.

**Emergence: From Wellness To Impact**  
Strengthen relationships, expertise, information, identity and develop on at least one complex issue. This work may include things like:  
• Address challenges facing your community  
• Develop a plan to implement trauma-informed discipline issues  
• Create an affordable/workforce plan  
• Meet with breakfast and lunch groups

**Emergence: Organizational**  
The organizational level of Emergence will explore what "wellness" really means and help participants develop strategies to practice it within the context of organizational life. Advocates, preventionists, outreach staff, and agency leadership are all invited to participate. SDVAs seeking to bring about organizational change will benefit from identifying a diverse team to participate in attending as many sessions as possible.

**Emergence: Individual**  
The individual level of Emergence will focus on a series of wellness opportunities intended to deepen individual practices for balance, stillness, and health. There will also be opportunities to identify and interrupt habits that prevent us from thriving in our work. Advocates, preventionists, outreach staff, and agency leadership are all invited to participate.

**Register for any or all options**

**We Emerge: Group Session (in-person / virtual)**  
October 6, December 4)  
Sexual and domestic violence  
Your sexual and domestic violence  
will benefit from identifying a  
as possible.  
SDVAs through building practices  
and hope.  
September 26th  
October 16th  
Registration

**Wholeness (in-person / virtual)**  
Sessions for sustained wellness.  
Connection between SDVAs and 1-2  
next page)  
Sexual violence advocates to  
in community partners who  
Practice members (applies if at  
ation Alliance).  
Stigma  
Night lodging for each

**Emergence Wellness Series**  
SEPTEMBER-DECEMBER 2024 OFFERINGS  
REGISTER NOW  
A project of the Virginia Sexual & Domestic Violence Action Alliance  
www.vsdvalliance.org | training@vsdvalliance.org

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# Drive Peace Home

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