




WOMEN ORGANIZED  
TO MAKE ABUSE  
NON-EXISTENT, INC.

# ANNUAL REPORT 2017

 415)864-4777

 [www.womaninc.org](http://www.womaninc.org)

 26 Boardman Place

San Francisco, CA 94103

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# WELCOME

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On behalf of the W.O.M.A.N., Inc. Board of Directors, welcome to our Annual Report!

The following pages tell our story in 2017 – the year of our 39th birthday as an agency, and the year our Executive Director celebrated her 20th year in the field, her 10th year with us, and her 5th year as our dedicated leader. We celebrated at Galería de la Raza with our inaugural “Dismantling & Rebuilding” event, an evening of coming together as a community of advocates, program participants, donors, volunteers, and friends, and reflecting on Audre Lorde’s powerful observation that “the master’s tools will never dismantle the master’s house.”

Our house at 26 Boardman Place – the home our staff create every day for our participants and their families – sits on a strong foundation of intersectionality and inclusion. We stand with each other, to stand against divisiveness and polarization in our political discourse, as well as senseless violence in places like Las Vegas, New York, and most recently Texas. We stand together to acknowledge that so much brutality in the wider world begins at home, with disempowering domestic relationships and dangerous dynamics of power and control that have exponentially tragic effects across communities.

This reality makes our work more urgent than ever, and our most valuable resource – our people – are up for the challenge of “dismantling and rebuilding” better, more inclusive systems and institutions. Our six core staff members manage a passionate, well-trained pool of over 50 volunteers who are the living embodiment of Margaret Mead’s “small group of thoughtful, committed citizens.” They change the world with the cumulative power of their presence – on support line shifts, in legal meetings, and wherever else a program participant needs support to rebuild an empowered life.

In 2017, on the abundant energy of our staff and volunteers, we’ve fielded more than 9,000 support line calls; managed 20,000 contacts on our online information and referral portal; provided 200 participants with therapeutic support; built up our Latinx Program with a 50-person membership; and deployed over 1,000 hours of training and outreach to scale our services. It’s a low-cost, high-yield model, and our Board of Directors is proud to partner with our capable and dynamic leadership team.

And to you, our readers, we extend our warmest thanks for taking a stake in our work and for caring about our participants and their families as they break the cycle of violence and build healthy, self-determined lives in 2017 and beyond. As you review our work and our outcomes – particularly, the programmatic returns we’ve generated with careful financial management – we urge you to make a gift supporting this important work.

Mary Kate Bacalao  
W.O.M.A.N., Inc. Board President,



# OUR MISSION & GOALS

## MISSION

W.O.M.A.N., Inc. supports those impacted by violence using an innovative approach to services and programs that build stronger, safer communities.

*We believe in collective liberation. Everyone deserves to be safe in their bodies, in their homes, & in their communities.*

## STRATEGIC GOALS

01

Foster innovation & collaboration through scalable, high-performing partnerships

02

Widen the scope of impact

03

Continuously improve quality of care

04

Grow funding in a sustainable manner

05

Develop & capitalize on strength of reputation

06

Maintain vibrant organizational culture and improve capacity





# ACTIVITIES

W.O.M.A.N., Inc. has serviced the San Francisco Bay Area in its mission to end domestic violence since 1978. Over the years, the programs at our organization have evolved as needed to remain aligned with the needs of those we serve.



## PROGRAMS

- 24-Hour Support Line
- Drop-In Peer Counseling Services
- Therapy Program
- Support Groups
- Hybrid Domestic Violence Advocate Training & Volunteer Program
- Community Education
- Latinx Program
- Echando Pa'lante
- Domestic Violence Information and Referral Center (DVIRC)

# KEY COLLABORATIONS

## MOVEMENT MOBILIZATION INSTITUTE (MMI)

### RADICAL ACTION AGAINST DOMESTIC VIOLENCE: A TIME TO FOCUS ON BLACK WOMEN AND GIRLS

Radical Action Against Domestic Violence: A Time to Focus on Black Women and Girls is was culminating effort of the Movement Mobilization Institute (MMI) - a cohort of experienced domestic violence (DV) leaders in California who have undertaken a journey to examine how race, power, and privilege plays out in the DV field - at the personal, organizational and systemic level. Over 60 guests came to the institute to share their stories, ideas, inspiration, and ideas on what the field can do to build space and systems to honor and develop black women's leadership, and create more welcoming, survivor-centered spaces for black women experiencing domestic violence. The work continues.



## LEADERSPRING, SAN FRANCISCO COHORT 2017

LeaderSpring offers a two-year, on-the-job Fellowship Program which is competitively awarded to 15 social sector executives and their organizations annually. The majority of participants are women and people of color. Our Executive Director, Jill Zawisza, recently graduated the leadership development program, and says "LeaderSpring connected me with some of the most talented, passionate, and kind people in my professional life. I am truly grateful to have 15 new allies in the nonprofit world, and hope to become a vibrant addition to their impressive alumni network." Learn more about LeaderSpring [here](#).

***"We understand that domestic violence isn't just one person's issue or a private issue; it affects whole communities on multiple levels."***

*Alicia Padillapaz, Education  
Development Coordinator*

# ART AS LIBERATION

Our Associate Director, Mary Martinez, has been involved in the Art as Liberation project since conversations first began in early 2015--back when Mary was the Peer Services Manager and her time in cohort 3 of the Strong Field Project Leadership Development Program had recently come to a close. The Art as Liberation project explores arts as a medium for transforming community and survivor narratives on intimate partner violence (IPV). The group will accomplish this by 1) appreciative inquiry to identify violence prevention projects that historically and currently use art to shift community perceptions and participant transformation; 2) engaging a team of social justice artists/ linguist/IPV advocates/IPV survivors in a multi-day forum to explore strategies for shifting narratives; and 3) developing a campaign guide with recommended strategies to shift the narrative using art. The purpose is to help shift from a single narrative of IPV to one that recognizes the confluence of multiple experiences and identities of the individual, the advocate, and the collective. This will be in partnership with survivors, advocates, and artists to expand the narrative of IPV from an individual one to one of a community. These 18 months will help prepare for the launch of a larger project that will expand and continue the work of this planning period.

*Project mission: Use art to catalyze social change in communities*

*Project vision: We dream of a California where communities have embraced intimate partner violence as a community response-a-bility, embracing freedom with our fierce spirit and commitment to beloved community.*

***"We can all learn  
from one another  
and work  
together to share  
how important  
art is when it  
comes to  
healing."***

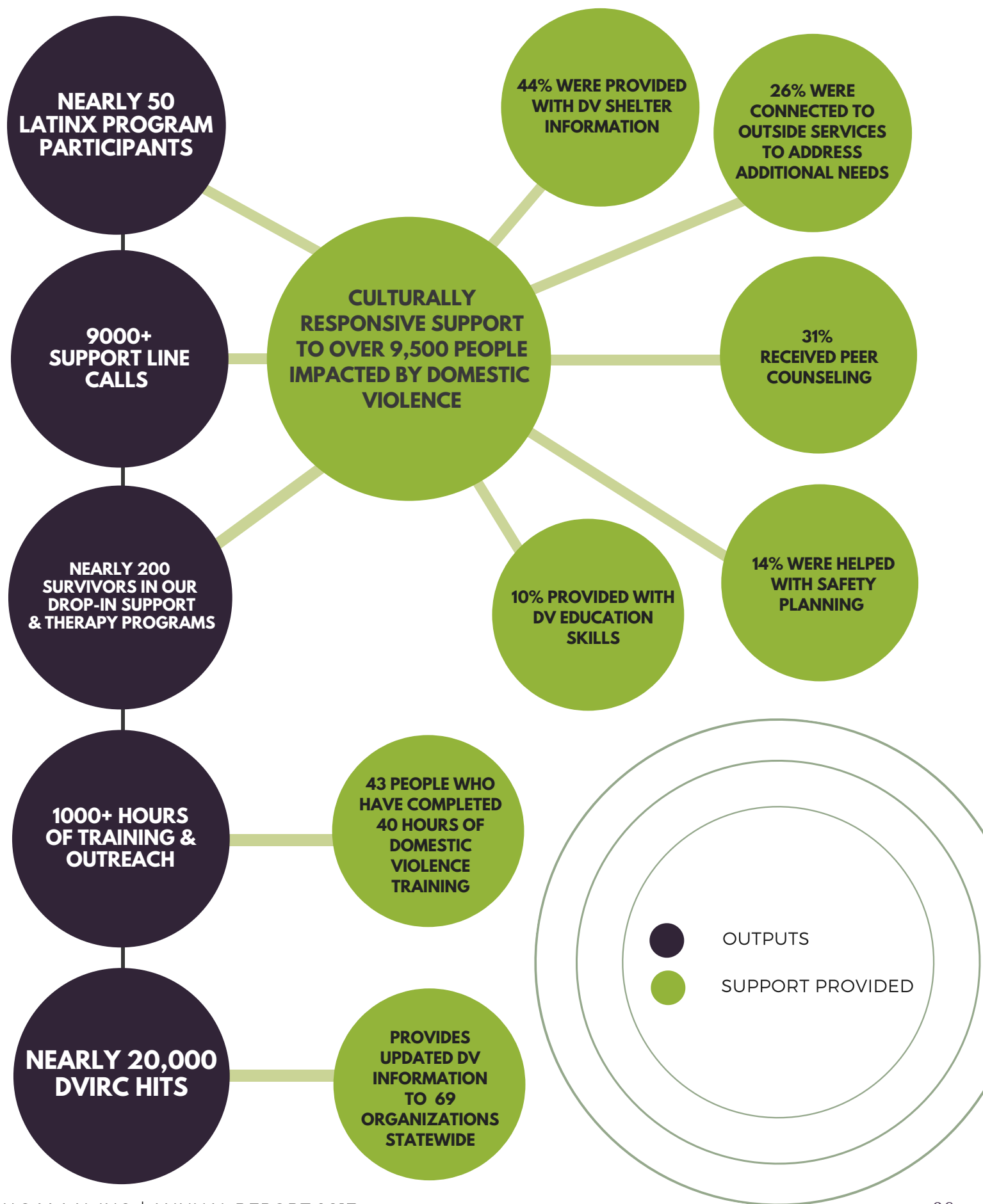
*Mary on the Art as  
Liberation Project*

# NETWORK WEAVING LEARNING LAB

In March of 2017 our Associate Director, Mary Martinez, was invited to be part of the Network Weaving Learning Lab, alongside 24 other participants. The Network Weaving Learning Lab (NWLL) invests in the emerging/growing Strong Field Project Leadership Development Program (LDP) alumni network and strengthens its connections with other networks to identify and achieve common goals.

This Lab deepens and expands our understanding of what it takes to be a successful network leader, spread those learnings throughout the DV field in California, and evolve our common understanding of leadership at the individual, organizational, and networked levels. Convenings look like setting the foundation for learning and co-creation by building relationship-rich learning community and sharing some tools to advance the collective work ahead. Focuses include developing relationships of trust, creating a sacred container for the work, engaging in explicit work with power and privilege (equity), diving into network leadership and impacts of power and privilege in networked contexts, and learning about experiments for change and other frameworks for collaboration.

# OUTPUTS







*"Domestic violence is a subject that people don't want to talk about. It can be triggering for some folks, so we need to learn how to develop more privacy, sensitivity, and understanding."*

*Adilia Preciado,  
Echando Pa'lante Coordinator*

## IMPACT

01

Increases in self-worth and self-esteem, decreased isolation.

02

Development of more extensive support networks, advances in economic standing.

03

Occupational opportunities, the establishment, and maintenance of healthier relationships.

04

Improved physical and mental health, positive outcomes with children.

05

Stronger communities, increased knowledge and awareness about domestic violence, how to support survivors and healthy relationships.

06

Volunteers graduate domestic violence training with a social justice lens.

07

Echando Pa'lante participants report they've rediscovered their strengths and cultivated resilience through friendships with one another.

*"We want to change the way that people are talking about domestic violence and uplift the power of community."*

Mary Martinez, Associate  
Director



## 2017 SUCCESSES

01

2017 Healthy Mother's Workplace Coalition Silver Award

02

2017 Top-Rated Non-profit on GreatNonprofits

03

Over 5,000 followers across social media platforms

04

Saw a 30% increase in folks accessing drop-in support after the addition of evening hours

05

96% satisfaction rating on our 24/7 Support Line

06

Fundraised, connected with the community & celebrated our new office location in the SoMa at our Open House

07

Translated Hybrid Training materials to Spanish

W.O.M.A.N., INC.

## IN THE NEWS

- **7 domestic violence organizations that are making a difference, The Tempest**
- **Thousands Join Multiple Anti-Trump Protests Down Market Street, Golden Gate Xpress**
- **Murder Case Shines Light on Domestic Violence Victims, Golden Gate Xpress**

# RECOGNITION & SHOWING UP IN THE COMMUNITY

## DOMESTIC VIOLENCE TRAINING SUPPORT

Alicia Padillapaz, our Educational Development Coordinator, has presented at the Commission on the Status of Women's 40 hour Domestic Violence Training. She also facilitated a 40-hour Domestic Violence Training entirely in Spanish at Mujeres Unidas y Activas.



***"Never doubt that a small organization can change a community with the right leadership and staff. Love W.O.M.A.N., Inc."***

*- Loren Crippen,  
W.O.M.A.N., Inc. Volunteer*

## KGO.810 RADIO SHOW

We were honored to be invited to KGO 810 to talk with Ronn Owens during Domestic Violence Awareness Month. Jill Zawisza, Executive Director and Mary Martinez, Associate Director, represented W.O.M.A.N., Inc. and shared information about our programs and misconceptions people have about domestic violence. Listen here: [Audio](#)

## HACKING FOR HUMANITY

At an effort organized by Girls In Tech, we were joined by Safehouse with the opportunity to share our work at a hackathon focused on violence against women and girls. Mary Martinez (Associate Director) & Stephanie Colorado (Latinx Program Co-Manager), represented W.O.M.A.N., Inc. by presenting on our program and addressing what tech can do to support the work non-profits are doing in their communities. The 'hackers' then created platforms that would assist women facing domestic violence, sexual assault, human trafficking and/or homelessness. Creators developed app ideas featuring transportation support, chat box features, hidden ways to access local domestic violence organizations, and ones that raised money for organizations.

## COMMONWEALTH CLUB OF CALIFORNIA

Jill Zawisza, W.O.M.A.N., Inc. Executive Director, was invited to speak on a panel at Defeating Domestic Violence: Perspectives for Societal Change. She sat alongside anti-violence leaders addressing ways we could seek to understand domestic violence and address the root causes at the Commonwealth Club. Speakers also talked about racial disparities and perspectives on gender roles. Listen here: [Video](#) | [Podcast](#)



## SURVIVOR STORY: LAURA CHAVERA, MEMBER OF ECHANDO PA'LANTE'S LAS PIONERAS, SPEAKS AT CITY HALL

*In October 2017, helped kick off Domestic Violence Awareness Month at City Hall. W.O.M.A.N., Inc. got to speak alongside leaders, advocates and community members.*

*Our staff spoke about the anti-racism work we're doing within the organization and Laura, a founding member of our Echando Pa'lante Program, shared her experience with W.O.M.A.N., Inc. Here is her story:*

"Years ago, I lived one of the worst experiences of my life, and that was Domestic Violence. I lived through all forms of abuse, from psychological, physical, economic, sexual. My life was a disaster, I couldn't find a reason to live for, I felt guilty for leaving my children in Mexico. Like many other women I migrated to the United States in search of a better life, but things were not what I thought they were. I not only lived through 1 abuse relationship but 2. It was up until the point where I was about to die at the hands of my aggressor that I reacted and that was how I came to W.O.M.A.N. Inc., approximately in 2007 and that is how I was able to push forward. As a survivor, I formed part of the group Echando Pa'lante (Moving Forward), which has given me tools and the necessary training to support other women. I want to use that bad experience, for positive things and make it reach many places. Through the outreach that we do, I am an example that "SI SE PUEDE". I am a stronger person, with a free soul, I know how to say no to things that I do not like, and I love myself. W.O.M.A.N. Inc., has been there at my side in the worst moments of my life, but they have also been with me through my accomplishments. I will never finish thanking what W.O.M.A.N., Inc. has done for me."



# SURVIVOR CENTERED SERVICES

## WHAT DOES THIS LOOK LIKE?

01

**CO-CREATING PATHWAYS TO HEALING:** By engaging survivors of domestic violence to offer service provision, we are co-creating pathways to healing from the trauma experienced in abusive relationships. **We are bringing forward the history of how the domestic violence movement began**, with survivors connecting together to support one another. In the past year, **approximately 60%** of our training participants self-identified as survivors of domestic violence.

02

**SUPPORTING SURVIVORS AS WHOLE PEOPLE:** We are committed to supporting survivors as whole people-- honoring that survivors are not defined by the abuse they've experienced and understanding the unique ways racism, transphobia, homophobia, misogyny, ableism, xenophobia, poverty & homelessness impact the way they experience domestic violence.

## ECHANDO PA'LANTE (EPL) EVALUATION REPORT

Echando Pa'lante (which translates to Moving Forward) is a survivor-led initiative co-created by women who had gone through W.O.M.A.N., Inc.'s Latinx Program (in-depth case management for monolingual Spanish speakers) and the W.O.M.A.N., Inc. team. Initially, EPL provided ongoing engagement and a creative, supportive space for participants post-crisis. Motivated by the participants' desire to get more involved, EPL evolved into a program that includes a comprehensive leadership component where the participants who've survived abuse and worked towards healing and recovery, are trained to be domestic violence advocates themselves. The first year pilot revealed impacts on individual, programmatic and community levels. Through the process of gaining skills needed to work in the domestic violence field, participants created relationships, rebuilt self-esteem and a more hopeful outlook on their futures. Not only did participants rediscover strengths within themselves, they helped cultivate resilience through their friendships with one another. Las Pioneras expressed that they feel more "unified" and that their relationships with one another strengthen them. Along with creating an environment that fosters community building, this evaluation demonstrates how Echando Pa'lante reaffirms "participants as people before they are survivors of domestic violence."

Through utilizing this model, we hoped to demonstrate that "there are strengths in the lives of survivors that can be built upon versus "weaknesses that require uprooting change." Ultimately the hopes for this program are tied in with a big idea: that anti-domestic violence programs along with the movement they are a part of, have room to share power with those they support and to provide services that are both more culturally responsive and shaped by the participants themselves.

**"We are the strength of the program: the participants."**

*Echando Pa'lante Pionera*







***“When my [compañeras] come to me, I can direct them to services that are available. I am more confident in myself. That has been really beautiful for me to be able to help others.”***

*Echando Pa'lante Pionera*

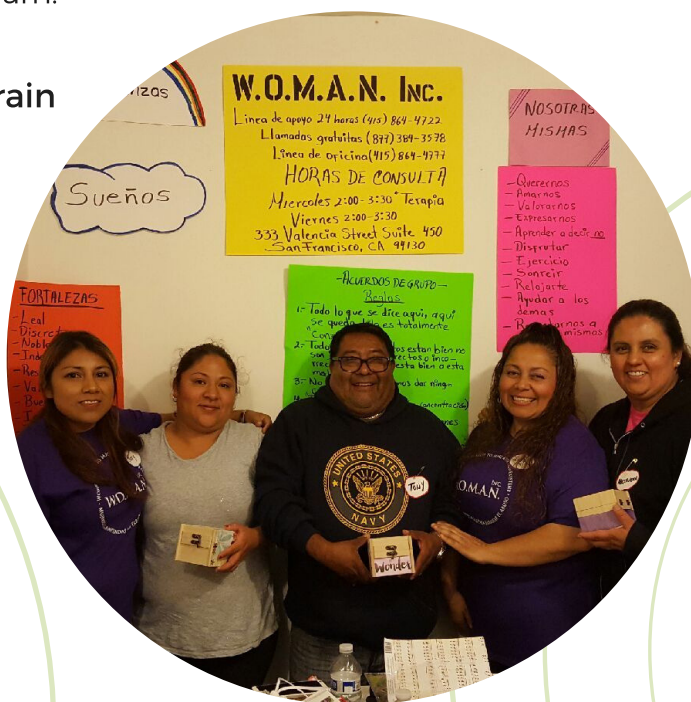
## GOING AGAINST THE GRAIN

This year, the Blue Shield of California Foundation assembled a peer learning circle consisting of representatives from seven innovative domestic violence organizations with survivor-centered projects. W.O.M.A.N., Inc. was proud to be asked to serve as member of this peer learning circle.

To be survivor-centered, we need to understand that survivors have a variety of options, stories, strengths and challenges. When we truly center survivors, we are mindful of how our power as gatekeepers and advocates shows up in our relationships with survivors. There is not one specific practice to inform this work, however, members of the peer learning circle created helpful evaluative questions and tools to implement this approach: ‘Setting the conditions so that survivors can act on their expertise (not simply be recognized for it) is...a promising practice that was identified in the learning circle”

- survivor strengths are activated in the process-dependency is not encouraged
- start where survivors are- do not assume that they are empty vessels, but do not assume they do not need guidance and concrete tools they can use
- services and supports are a response to survivors, not the other way around
- share power and responsibilities, and
- act from principles of dignity and respect that honor survivor voice and choice
- testimonials from survivors that reveal that people feel seen, heard, respected;
- survivors take initiative (people with more power)
- culture of willingness to listen and learn.

**You can access the Going Against The Grain report [HERE](#).**



# CULTURE OF SHARED POWER & LEADERSHIP

## WHAT DOES THIS LOOK LIKE?

01

**INVESTMENT IN STAFF DEVELOPMENT:** *We invest in our staff because we are committed to our values when on-boarding new folks and operating. This strengthens the commitment of our staff to do good work here at W.O.M.A.N., Inc. as all voices are heard and considered in decision making processes. This liberated structure helps us keep our minds and hearts open to community need as well, we share power with our participants and let them take the lead.*

02

**ANTI-OPPRESSION FRAMEWORK:** *In our direct service, we center marginalized survivors, for example, survivors who are people of color, who identify as queer or trans, and those who are not yet ready to leave their violent relationships. Our advocacy and messaging appeals to some survivors who feel as though they are not going to be welcome or accepted at other mainstream domestic violence organizations whose messaging focuses on cisgender, straight, women, is offered in English only, or is geared to speak only to survivors instead of also including their potential supporters such as family and friends.*

## HOW THIS SHOWS UP IN PRACTICE

W.O.M.A.N., Inc. has created a culture of community care. We currently have a professional development line item in our annual agency budget. On a yearly basis, we allot a discretionary amount of funding to staff development. We determine the training, conferences and other learning events we can attend based on the programmatic budget, staff interest and organizational need, particularly considering service trends and emerging topics in the field. In addition to attending trainings that build administrative and technical skills such as facilitation, grant writing and financial skills, we make it a priority to attend events that strengthen our ability to foster safe, courageous and liberating spaces for our staff, volunteers and participants..

For example, we are planning well in advance to attend the Facing Race conference in November 2018. This experience centers race, which speaks to our Cultural Praxis, including our values and our approach to service delivery, and it provides space to connect with other advocates doing nonprofit work within a best-practices framework. In 2017, we sent two staff to be trained on centering race in facilitation. These trainings help us all develop as staff present the information they learned during these sessions; as a result, our staff have implemented new skills not only at staff meetings, but also in our volunteer training sessions.





# PROGRAM HIGHLIGHT: HYBRID TRAINING

W.O.M.A.N., Inc. has modernized the way we offer our 40 hours domestic violence training. In December 2015, we received a grant from The Joseph and Vera Long Foundation to help develop a hybrid training that combines the use of online modules paired with intentional in person gatherings

After surveying multiple organizations throughout California W.O.M.A.N., Inc. decided to revamp the way we train our volunteers and community members. The traditional style of training required participants to attend up to ten in person sessions, many of them lecture based. Because of the required in person sessions, many volunteers were unable to make the commitment.

Using videos, quizzes, discussion forums and articles, each module covers the same content from the traditional training such as DV 101, Supporting LGBTQ Survivors, to Legal sections and Transformative Justice. The modules are broken up into several sections. Participants are given two weeks in between our in person gatherings to complete their modules therefore allowing participants the ease and flexibility to complete the modules at their own pace. The beauty of the online modules has also allowed us more time to talk about social justice and intersectionality. In doing so, we are able to be intentional about centering the experiences of survivors from marginalized communities.

While the in person sessions are still required for training completion, we've cut our in-person time down to 4 in-person sessions, meeting on alternating weeks. Once participants complete their online modules, they come to each session ready to engage in discussion and activities on the topics covered in the modules. Agency representatives from the community also help facilitate portions of training to sharing their insight and expertise. Having participants complete the content portion of training prior to in-person sessions allows for more in-depth discussion on how to apply the knowledge they've gained on supporting survivors from various backgrounds. The hybrid training allows time for more skill building and practice while also being more culturally sensitive. Having the ability to cater to the various styles of adult learning provides each training participant has the opportunity to learn at their own pace and expand on their knowledge, skills, and understanding of how to support survivors of domestic violence.

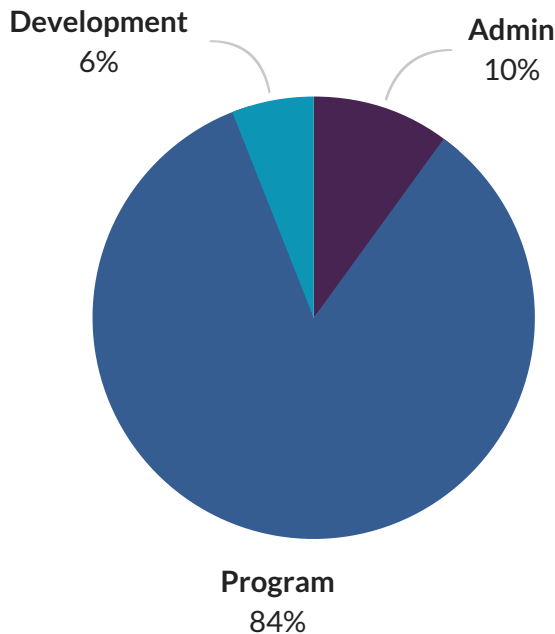
The hybrid approach has proven to be a successful one for us. We recently received a grant which enabled us to translate all our online modules into Spanish. In the coming year, our goal is to further develop these materials and offer our first hybrid training in Spanish. We are currently seeking additional support in achieving this goal.

***“All forms of abuse were clearly and thoroughly reviewed as well as sexism, racism and other oppressions. I was most impressed with how respectful the training was toward DV survivors, stressing meeting them where they are at, without making assumptions and treating all survivors with respect, dignity, showing compassion and mindfulness. This training changed my perspective on many things. The lessons made me think about life in general and has made me a better person.”***

Zalise, W.O.M.A.N., Inc.  
Support Line Volunteer  
Summer 2017 Graduate



# FINANCIAL FLOW



## WHERE YOUR DOLLAR GOES

W.O.M.A.N., Inc. continues to offer innovative services and programs to the community while maintaining strong financial stewardship over its resources. For the last year, \$0.84 of every dollar raised went directly to program services, a considerable achievement for an agency of our size.

## GRANT SPOTLIGHT: VERIZON HOPELINE

W.O.M.A.N., Inc. sees our outreach & education work as critical; not only does it inform people of our services, but it can help prevent violence from happening. One of our goals is to help our guests identify unhealthy behaviors that they may be experiencing or enacting themselves in their relationships.

Another goal is to support survivor's healing through helping others experiencing domestic violence. We are honored to call on an amazing group of past program participants to infuse our educational efforts with their own stories.

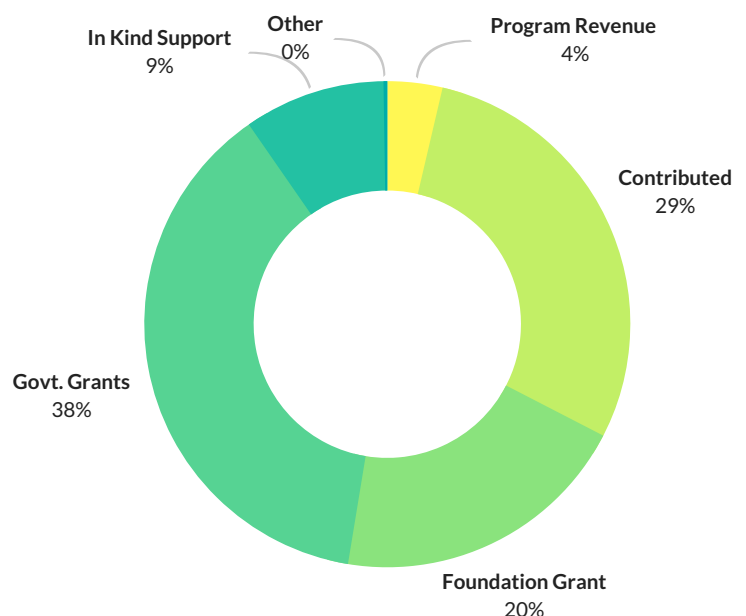
As you can imagine, this work involves much coordinating, training and connection within the community; support from others invested in serving survivors and preventing domestic violence is crucial.

This is just one reason we are so fortunate and thankful for the support of key funders of our outreach program. We are thrilled to share that we recently received support from a Verizon HopeLine to continue this vital outreach. Their support means we will be able to provide more hours of outreach this year, engaging not only with adults but with young folks as well. Many thanks to Verizon HopeLine for their continued investment to support this work.

## SUPPORT & REVENUE FY 16-17

- Government Grants & Contracts: \$389,734
- Foundation Grants: \$206,550
- Contributed Support: \$298,471
- Earned Program Revenue: \$37,789
- In-Kind Support: \$97,028
- Other: \$2,579

Thank you volunteers! W.O.M.A.N., Inc. recorded over \$97,000 in value for over 6,000 hours of volunteer time this year.



# THANK YOU.

Dear Friends,

Thank you for taking the time to read our 2017 annual report. This year saw us trying on a new staff structure, furthering our Spanish training capacity, and making our new space our own. We encountered some bumps in the road this year and spoke with many survivors of domestic violence, sexual abuse and immigrants who are feeling insecure, unseen, and in some cases, threatened due to the results of last year's presidential election results. Yet, we remain optimistic about 2018; it's our 40th birthday after all and the people are coming together to resist hate. It's an exciting, important time and banding together to support each other is more important than it has been in a long time. We hope you will stay connected with us as we celebrate our progress and navigate our challenges into the future. Your support helps us take a bold stand against domestic violence and support those impacted by it. I want to take this moment to sincerely thank our existing donors. Quite simply, we could not do this work without your support. I hope you feel as proud as I do reviewing this report, knowing that your donations play a pivotal role in making all this life-changing work happen. I hope you will continue to support us with a donation, no matter the size. Maybe this is the year you will consider increasing your donation, or encourage a friend to join our donor community? This report illustrates that we are strong fiscal stewards of your support, and every dollar you donate makes a big impact in the lives of the people we serve. If you have yet to make a donation, I hope this report inspires you to do so today.

With many thanks,  
Jill Zawisza



Executive Director  
W.O.M.A.N., Inc.



**WE ARE  
PRO-IMMIGRANT  
PRO-LOVE  
PRO-MUSLIM  
PRO-PEOPLE OF COLOR  
PRO-QUEER  
PRO-REPRODUCTIVE JUSTICE  
PRO-SURVIVOR  
PRO-TRANSGENDER**

**OUR FEMINISM  
WILL BE INTERSECTIONAL.  
WE WILL LOVE  
EACH OTHER,  
SUPPORT  
EACH OTHER  
& WORK COLLECTIVELY  
TOWARD JUSTICE  
& LIBERATION.**



# HOW YOU CAN HELP

## \$1,000

will provide 75 hours of crisis counseling on our 24-hour support line.

## \$500

will enable 30 monolingual Spanish speaking survivors to receive support in their native language.

## \$750

will provide survivors 35 hours of one-on-one or family therapy.

## \$100

will help us to provide 5 hours of community education on healthy relationships.

*"We do what we do, and do it well, but we're not the be-all-end-all, and there isn't just one solution.*

*Never lose belief in the individual power of change. You have the power in you to make a decision.*

*Don't underestimate or undervalue your ability to be involved and make a difference."*

*Jill Zawisza, Executive Director*



**consider making a  
tax-deductible  
donation at**

[www.womaninc.org/donate](http://www.womaninc.org/donate)

# SPECIAL THANKS TO

## OUR AMAZING VOLUNTEERS

|              |              |                   |
|--------------|--------------|-------------------|
| Eileen A.    | Annie F.     | Alena N.          |
| Liuba A.     | Sarah G.     | Karen N.          |
| Jen B.       | Cheryl H.    | Asha N.           |
| Christina B. | Ashley H.    | Riya P.           |
| Loren C.     | Miriam H.    | Ignacia P.        |
| Bekah C.     | Misha H.     | Tammy S.          |
| Jessica C.   | April H.     | Ebtihal S.        |
| Kathleen C.  | Carolina J.  | Gabby S.          |
| Alison C.    | Karen K.     | Poonam S.         |
| Brianna C.   | Mia K.       | Shelley S.        |
| Jody C.      | Jennifer K.  | Juliette-Marie S. |
| Carolyn C.   | Yukiko K.    | Astrea S.         |
| Lauren C.    | Lindsay L.   | Caresse S.        |
| Erin D.      | Jen L.       | Betty T.          |
| Paula D.     | Nabifo M.    | Sabrina W.        |
| Nate D.      | Amparo M.    | Samantha W.       |
| Kirsten D.   | Lauren M.    | Megan W.          |
| Zalise E.    | Genevieve M. | Alice Y.          |
| Jaymie F.    | Rosa M.      |                   |
| Benjamin F.  | Jadma N.     |                   |



## WHO OFFERED OVER 6,000 HOURS OF SUPPORT LAST YEAR



*"Even if I can't make the biggest financial donation or dedicate as much time as I would like, doing something small and regular does make a difference. My motivation to continue the anti-violence work can be summed up by Margret Mead's quote: 'Never doubt that a small group of thoughtful, committed citizens can change the world; indeed, it's the only thing that ever has.'"*

*Samantha Wong, W.O.M.A.N., Inc.  
Support line Volunteer*

# SPECIAL THANKS TO

## OUR GENEROUS DONORS

|                          |                      |                     |                       |                     |
|--------------------------|----------------------|---------------------|-----------------------|---------------------|
| Gyalten Palmo (Janet)    | Emberly Cross        | Misha Hammer        | Lisa Montafia         | Sohail Suleman      |
| Pamela Adams             | Kathleen Cushing     | Emmy Heikkila       | Amy Montano           | Thomas Surette      |
| Liuba Adar               | Nathaniel Davenport  | Sherryl Hellenga    | Elizabeth Moresco     | Meredith Swackhamer |
| Jo An Aguirre            | Ellie Day            | Blase Hents         | Greg Myers            | VT                  |
| Dandré Allison           | Darina Denkova       | Kristin Heryford    | Asha Nagrath          | Mariya Taher        |
| Jennifer Altadonna       | Kat DiMercurio       | Nicole Hiles        | Alena Nikulina        | Beatriz Tejeda      |
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Current: Mary Kate Bacalao, Kathy Jeffery, Elida Margarita, Jadma Noronha, Alice Yom

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