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CADA | inspire hope
committee against domestic abuse



2020

WWW.CADAMN.ORG

GREETINGS:

Whew, what a year! 2020 was difficult and turbulent to say the least. Along with the rest of our country and world, our organization faced numerous challenges this year including the COVID-19 pandemic, a much-needed reckoning around systemic racism, extreme political divisiveness, and the biggest threat to our long-term federal grant funding in 40 years.

Despite these challenges, CADA continues to be resilient as we weather the storm. Our ability to adapt and grow this year is due in large part to our dedicated staff, as well as support from our communities. We have transformed our work, taken time for deep reflection, engaged with our communities in new ways, focused on staff wellbeing and organizational culture, increased our financial assistance to clients, and provided education around how federal policy decisions impact thousands of lives across south-central Minnesota. In 2019, we brought on an Assistant Director, Brittany Wojtowicz. This decision and Brittany's leadership have been lifesavers as we navigated the obstacles of this past year. Our previous strategic planning and implementation have helped us to successfully adapt and grow through the pains of 2020.

Amidst all of this, your generous support helped us provide safety and support to **over 1,500 individuals** this year – and we know that this year, numbers don't tell the whole story. It was truly inspiring to see the ways that our community came together this year. The support we received from individuals, families, businesses, foundations, and other community organizations was outstanding and we are so very grateful. As we look to the future, CADA is focused on continuing to adapt to meet the changing needs of our communities. We are considering how the lessons of this year might shape our services in the future. We are investing in community-based initiatives that will increase quality of life and prevent violence. Finally, we are examining what sustainability looks like in this changing world. As we steer our organization through the storms and look to the future, we hope you'll join us in creating a place of collective liberation that is free of relationship abuse and sexual violence.

In community,
JASON MACK
EXECUTIVE DIRECTOR



2020 IN REVIEW

NEW WAYS TO REACH AN ADVOCATE

As CADA's leadership first started hearing rumblings about COVID-19 and shutdowns around the globe, we quickly went into planning mode. We knew that if victims and survivors were trapped at home with abusive partners, there would be an increase in violence and new barriers in reaching out for help. To make our services as accessible as possible, we began operating a secure text line and web chat so victims could contact an advocate without picking up the phone and possibly jeopardizing their safety. We worked hard to spread the message that advocacy services were considered essential services while the Stay At Home orders were in place. Our goal was to create multiple avenues for a victim to reach an advocate. This is an example of one change we made to our services during the COVID pandemic that was successful and will continue into the future.

VIRTUAL ADVOCACY

Being a direct service organization, we had to make a rather extensive shift in how we provided our services when the pandemic began. One of our highest priorities is to ensure the victims and survivors we support are safe not only from violence, but also exposure to COVID-19. To adapt to the pandemic, we shifted most of our in-person services to a virtual format. Meetings with victims and survivors shifted to virtual and phone meetings when possible. Advocates are still able to meet with victims and survivors in-person if that was the safest option available. When in-person meetings happen, COVID protocols and safety measures are followed. Advocates are also able to continue to support victims in court hearings, as those have been shifted to Zoom as well.

BROADENING FINANCIAL ASSISTANCE FOR VICTIMS AND SURVIVORS

This year, victims and survivors are telling one of the most challenging parts of their experience navigating relationship abuse and the pandemic is the financial impacts. We know that meeting victims' and survivors' economic needs has a positive impact on their overall safety and wellbeing. Understanding this, we made strategic decisions and allocated resources to be able to reduce the number of barriers for victims and survivors to access direct financial assistance through CADA. As a result, in 2020, we granted more client requests for financial assistance than years past. We have assisted in paying for food, housing, childcare, and other things necessary for victim safety. By increasing the amount of money allocated to direct financial assistance and reducing barriers for victims to access financial assistance, we have been able to be flexible and responsive to the complex and increasing financial needs of survivors.

SHELTER ADAPTED TO COVID CRISIS

As the COVID-19 pandemic became a reality in our community, our shelter program quickly adapted and made changes in order to keep all individuals living and working in shelter safe from the virus. CADA leadership stayed in regular contact with Minnesota Department of Health to keep up-to-date with case numbers, best practices, and guidelines for community living environments. To keep shelter safe, we stopped bringing volunteers and interns into the shelter and limited access to only individuals working or staying in shelter. Some staff were able to work remotely at times. Staff schedules and office spaces were re-arranged to avoid multiple people gathering in one space. Individuals accepted into shelter were screened for COVID before entering shelter, we have increased cleaning and sanitizing, and everyone in shelter has been wearing masks.

A SHIFT IN PREVENTION WORK

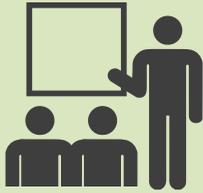
COVID-19, the murder of George Floyd and the following racial justice movement, and our current political climate have devastatingly compounded the experiences of BIPOC survivors and community members. These events led to a major shift in the way CADA engages with communities. Recognizing that violence thrives in inequity and disproportionately impacts BIPOC individuals, CADA's violence prevention efforts shifted to partnering with our community to address oppressive systems. A focus for our organization has been participating in and supporting existing community initiatives. Communities impact individual behavior, so by participating in community mobilization, coalition building, and social norms change, we can build healthier and safer communities for *all*.

CADA'S INTERNAL TRANSFORMATIVE WORK

Much of our world was transformed in 2020 and at the same time, CADA is also walking through a process of transformation. Part of this transformation has been reflecting on the ways that our organization has participated in or perpetuated systems of oppression. In order to show up for our community and support *all* survivors, our agency committed to some intensive internal transformation work. We are doing this internal work through many different, yet intersecting initiatives. To move this internal transformation forward, our agency has devoted time and resources to:

- Examining how CADA's policies, practices, and procedures perpetuate systemic oppression and making changes where necessary
- Defining and updating our agency values to ensure that they reflect our core beliefs and aligning those values to our organizational practices, systems, and culture
- Integrating wellness across our workplace culture to address and build resiliency to staff burnout and symptoms of secondary trauma

This ongoing internal work has been exciting, overwhelming, and messy at times. But through this journey, we have grown stronger as an organization.



At least **124** local professionals were trained on victimization, trauma, and the dynamics of domestic and sexual violence

PROVIDED PREVENTION EDUCATION TO OVER 331 COMMUNITY MEMBERS



EDUCATION

TAUGHT 19 CLASSES on nonviolence and the dynamics of domestic violence to offenders of domestic violence



ON-SCENE CRISIS ADVOCACY WAS PROVIDED 134 TIMES during a law enforcement interview or sexual assault forensic exam



COMMUNITY ADVOCACY

Therapists **PROVIDED 191 FREE SESSIONS OF THERAPY** to victims of domestic and sexual violence

CADA **PROVIDED TRANSPORTATION 623 TIMES** so victims could attend an appointment, go to work, or to meet with an advocate

Advocates assisted victims in obtaining a **PROTECTIVE ORDER 375 TIMES**

CADA **PROVIDED 121 SESSIONS OF SUPPORT** to victims of domestic and sexual violence



CADA

Advocates
**PROVIDED EMOTIONAL
SUPPORT, RESOURCE REFERRAL,
and SAFETY PLANNING**
on the shelter and county hotlines
8,194 TIMES



We **HOUSED 86 WOMEN**
and **76 CHILD**
victims of domestic and sexual
violence in our
Emergency Shelter



SHELTER



CADA
PROVIDED CHILDCARE
350 TIMES
so parents could attend work,
an appointment, or get some rest



**KEEP ME
SAFE**



PROVIDED SERVICES TO
89 children through
1,477 supervised visitations
and exchanges

DA

**ED
NS OF
GROUP**
domestic
violence

CADA'S VALUES

SAFETY – CADA promotes safety through our emergency shelter services and safety planning with victims and survivors

CONFIDENTIALITY – CADA respects and upholds client and organizational confidentiality.

EMPOWERMENT – CADA advocates practice an empowerment-based advocacy model where victims and survivors guide their own journey and advocates assist individuals in maintaining control over their lives and choices.

DIVERSITY – CADA seeks to reach underserved populations through outreach efforts as well as through inclusion and representation at all levels of the organization.

COLLABORATION – CADA works closely with agency partners and community organizations in order to increase safety for victims and survivors and to create healthier communities.

ACCOUNTABILITY – CADA acts with integrity and remains accountable to our funders, the community, and the people we serve.

PREVENTION – CADA believes that domestic and sexual violence are preventable and we practice innovative prevention efforts.

CHANGE – CADA works for community change to individual, societal, and institutional attitudes and behaviors that perpetuate violence.

In 2020 we have transformed our work, taken time for deep reflection, engaged with our communities in new ways, and focused on staff wellbeing and organizational culture. As a part of that work, we are in the process of evaluating and updating our core values. Through this process, we are digging into the deeply held beliefs that guide our organization.

LaDonna, Blue Earth County
Community Advocate, providing
advocacy services over the phone



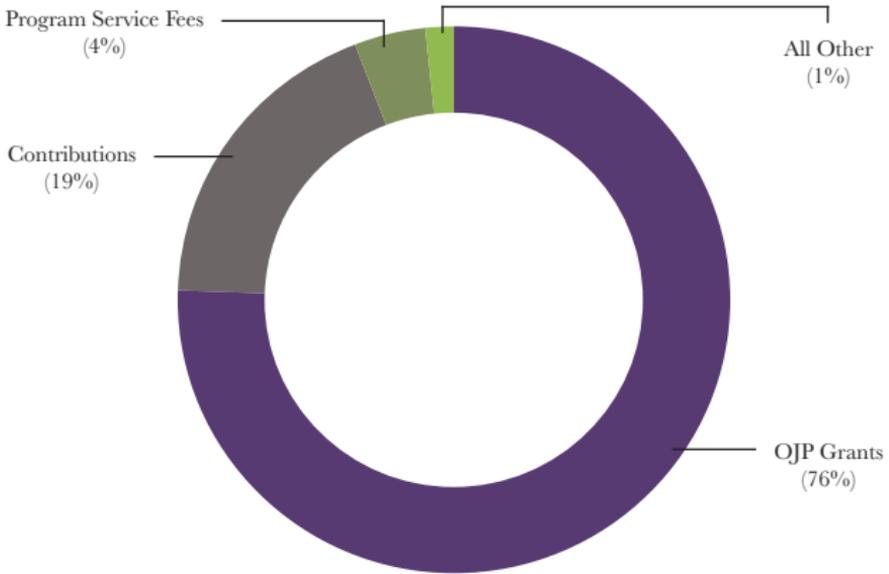
COMMITTEE AGAINST DOMESTIC ABUSE, INC.

Statements of Activities | Year ended June 30, 2020

REVENUE BY SOURCE

2020

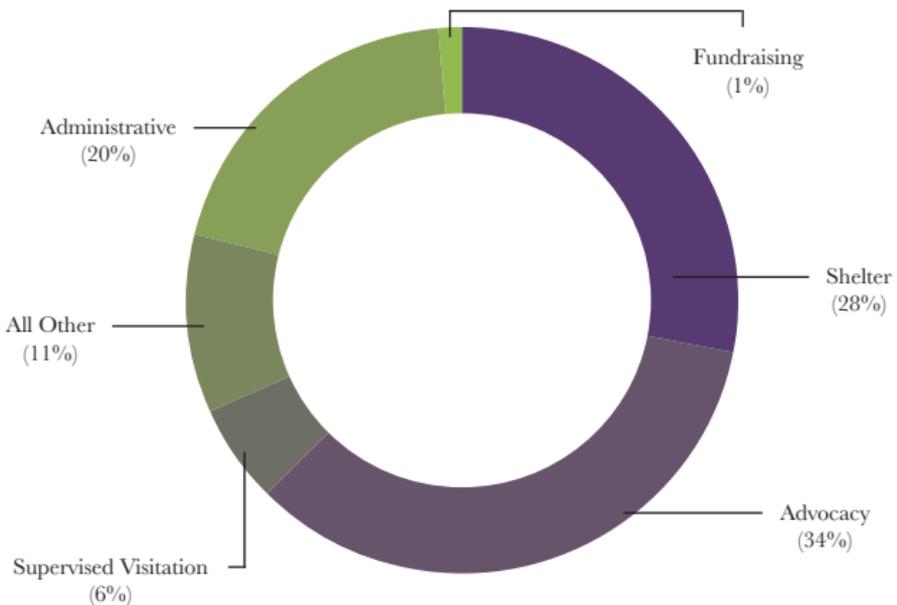
■ OJP Grants	\$1,697,423
■ Contributions	\$415,100
■ Program Service Fees	\$97,378
■ All Other	\$33,367
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Total Revenues	\$2,243,268



FUNCTIONAL EXPENSES BY PROGRAM

2020

■ Shelter	\$551,795
■ Advocacy	\$670,094
■ Supervised Visitation	\$116,060
■ All Other	\$205,751
■ Administrative	\$386,196
■ Fundraising	\$22,087
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Total Expenses	\$1,951,983



BOARD OF DIRECTORS

ROSS GULLICKSON

Chair
*North Mankato
Police Department*

KARI SEVERSON

Vice Chair
*Mayo Clinic
Health Systems*

KATHY MADRID

Treasurer
*Forensic Mental
Health Program*

EMILY BOYD

Secretary
*Minnesota State
University, Mankato*

CANDEE DEICHMAN

Century 21 Atwood

GWEN WOLTERS

*South Central
Service Cooperative*

JOLINDA GRABIANOWSKI

True Real Estate

SKY SMITH

*Live Well
Counseling Center*

SADIE ANDERSON

*Minnesota State
University, Mankato*

LINDA SOLYNTJES

*Bonnie Lyn Mental
Health and Betterhelp*

CADA'S MISSION

Our mission is to provide safety and support to victims of domestic and sexual violence through education, advocacy, and shelter.

CADA VOLUNTEERS

In 2020, CADA had the privilege of working with 39 volunteers and interns. These individuals put in a total of 3,740 hours.

Because of the COVID-19 pandemic, CADA had to restrict the number of volunteers and interns working in our shelter and all offices. We were able to host a limited number of interns who worked remotely and in our offices following COVID protocols.

We certainly miss our committed and enthusiastic volunteers and are excited for the time when we can welcome them back!

THANK YOU

CADA is committed to serving and strengthening our community. We couldn't serve victims and survivors without partnerships with our supporters – donors, volunteers, funders, community systems, and other local nonprofits. We are grateful for the support we receive from our community.

When we work together, we can end violence in our homes and communities!

To stay up-to-date with what's happening at CADA, subscribe to our monthly e-newsletter on our website: www.cadamn.org

