



ANNUAL  
REPORT | 2019

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Dear beloved community,

Thank you for making 2018/2019 another incredible year! In 2019, the Georgia Coalition Against Domestic Violence focused on **inclusion**. We centered our work on creating authentic relationships where power is shared and collective knowledge is utilized in favor of a world in which **all** people thrive.

Inclusion is integrated across the breadth of our work – advocacy, capacity building, training and technical assistance, economic justice, justice for incarcerated survivors, child and youth work, community engagement, and disabilities work. GCADV has been active in engaging and supporting community-based programs, this has informed our efforts to better support survivors from historically oppressed and marginalized communities. We continued to concentrate on using trauma informed, culturally appropriate strategies to maximize the capacity of all organizations to effectively serve populations in need. Additionally, BRIDGES was developed, to include – for the first time – a Deaf-led domestic violence program in Georgia.

As we continue to work on policy and advocacy, transformative capacity building, and membership and coalition building, we know we can count on your continued support. Together, we can create inclusive communities where our members, survivors, partners, and supporters find equity, wholeness, and freedom.

## WE begins with ME...

*together we're making a difference!*



**Teresa Millsaps**  
Board President



**Jan Christiansen**  
Executive Director



# MEMBER PROGRAMS 2018 - 2019

Ahimsa House Inc.  
 Atlanta Volunteer Lawyers Foundation  
 Camden Community Crisis Center, Inc.  
 Center for Pan Asian Community Services, Inc.  
 Cherokee Family Violence Center  
 Christian League for Battered Women  
 Circle of Hope  
 Colquitt County Serenity House  
 Crisis Line and Safe House of Central Georgia, Inc.  
 DeKalb County Solicitors Office, Victim Assistance Program  
 FAITH, Inc.  
 Family Crisis Center of WDC Counties, Inc.  
 Forsyth County Family Haven, Inc.  
 Gateway Domestic Violence Center  
 Georgia Asylum and Immigration Network  
 Georgia Commission on Family Violence  
 Georgia Latin@s Against Domestic Violence

Glynn Community Crisis Center, Inc.  
 Harmony House Domestic Violence Shelter, Inc  
 Haven House  
 Hope Harbour  
 Hospitality House for Women, Inc.  
 International Women's House, Inc.  
 Liberty House of Albany  
 liveSAFE Resources  
 MACOSH Healing Network  
 New American Pathways  
 No One Alone, Inc.  
 Noor Family Services  
 North Georgia Mountain Crisis Network, Inc.  
 Northeast Georgia Council on Domestic Violence  
 Northwest Georgia Family Crisis Center, Inc.  
 Office of the DeKalb Solicitor General  
 Our House  
 Partnership Against Domestic Violence  
 Peace Place, Inc.  
 Polk County Women's Shelter

Project Renewal DVIP, Inc.  
 Project Safe, Inc.  
 Promise Place  
 Raksha, Inc.  
 Ruth's Cottage  
 SAFE, Inc.  
 Safe Haven  
 Salvation Army Safe House  
 Securus House  
 Shalom Bayit Program  
 Shelter of Love  
 Southwest Georgia Victims Assistance Alliance, Inc.  
 Spalding County Sheriff's Department, Victim Service Unit  
 Tapestri, Inc.  
 Tranquility House  
 Tri-County Protective Agency  
 Wayne County Protective Agency  
 WINGS  
 Women's Resource Center to End Domestic Violence

# VISION, MISSION, VALUES

## Our Vision

GCADV envisions a Georgia free of domestic violence.

## Our Mission

**Collaborate. Advocate. Educate. Empower.**

We **empower** survivors and the programs that serve them, we **educate** the public, and we **advocate** for responsive public policy. Our strength is in numbers, as we **collaborate** throughout Georgia to stop domestic violence.

## Our Values

**Equity** – Everyone has access  
 All have the tools they need to succeed, even as needs change over time

**Wholeness** – Everyone has what they need  
 All can be their authentic selves, feel cared for and are supported to reach their full potentials

**Freedom** – Everyone has agency  
 All are free to fail, to make decisions, to share and to use their authentic, ethical voice

# BOARD OF DIRECTORS 2018 - 2019

## Officers

**President:** Teresa Millsaps,  
 Tranquility House, Cartersville  
**Vice President:** Nancy Bryan,  
 Ruth's Cottage and The  
 Patticake House, Tifton  
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**Secretary:** Clint Walker,  
 Vikan Lab Corporation, Atlanta  
**Secretary:** Manisha Lance,  
 Raksha, Atlanta

## Non-voting Member

**Past President:** Katie Bates,  
 Meunier Carlin & Curfman, LLC,  
 Atlanta

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 Administrative Office of the Courts,  
 Atlanta  
 Autumn Batson, Landmark Christian  
 School, Atlanta  
 Amy Cheng, Nelson Mullins Riley &  
 Scarborough, Atlanta  
 Shandra Dawkins, Forsyth County  
 Family Haven, Marietta  
 Tangela Ferguson, Project Safe, Athens  
 Kelli Farrill, Harmony House, LaGrange  
 Barbara Gibson, Women's Resource  
 Center to End DV, Decatur  
 Monica Khant, GA Asylum &  
 Immigration Network (GAIN), Atlanta

Wendy Lipshutz, Shalom Bayit, Jewish  
 Family & Career Services, Atlanta  
 Joshua S. Nation, Ascension  
 Counseling & Mental Health, Canton  
 Beth Ready, Forsyth County District  
 Attorney's Office, Cumming  
 Dee Simms, Crisis Line & Safe House  
 of Central GA, Macon  
 Michelle Toledo-Cainas, CERAQ  
 Consulting, Cumming  
 Vanessa Wilkins, Promise Place,  
 Fayetteville  
 Morgan Ward, Emory University,  
 Atlanta





# PROGRAMS AND INITIATIVES

The Georgia Coalition Against Domestic Violence is the state leader in the movement to end violence against women and girls. We help to build the capacity of our member organizations, partners, and allies to ensure safe, compassionate, inclusive, and accessible services to survivors and their children exposed to violence. We do this through training, technical assistance, advocacy, and community outreach.

- **Training:** Providing comprehensive survivor-focused training to domestic violence programs, first responders, healthcare providers, and others. Topics include but are not limited to: economic abuse, danger assessment and safety planning, teen dating violence, and trauma-informed care.
- **Technical Assistance:** Providing hands-on guidance and support to domestic violence programs across the state to ensure high quality care as they work directly with survivors of domestic violence and their families.
- **Public Policy and Advocacy:** Ensuring that the interests and rights of domestic violence survivors are protected and upheld through effective policies within Georgia's systems.
- **Statewide Outreach:** Ensuring communities across the state are engaged, informed, and motivated to create change in the prevention, intervention, and response to domestic violence.



GCADV is also engaged in a variety of **statewide collaborative projects** designed to a) support the unique needs of historically marginalized communities; b) analyze and address trends and service barriers; c) assist victims with self-sufficiency goals; and d) provide coordinated access to shelters throughout the state.

- **24-Hour Statewide Hotline:** Providing coordinated access to safety and support.
- **BRIDGES Deaf Advocacy Program:** Connecting Deaf survivors with the community of support they need to build lives free from domestic violence.
- **Community Engagement Project:** Working with marginalized and historically oppressed communities and the programs that serve them to increase access and address program sustainability.
- **Child & Youth Project:** Working with therapists and child advocates to ensure children exposed to domestic violence are receiving services rooted in best practices.
- **Justice for Incarcerated Survivors Project:** Working for the release of incarcerated survivors imprisoned for hurting or killing their abusive partner or committing a crime under duress from their abusive partner.
- **Economic Justice Initiative:** Working with diverse systems, stakeholders, and social justice movements to achieve policies that create greater economic equality for survivors and centers their input towards meaningful, individualized, and financially sustainable futures.
- **Trauma-Informed Capacity Building Initiative:** Supporting domestic violence organizations in the process of creating services and environments that minimize the impact of trauma and promote resiliency, healing and wholeness.

**930** Georgians were killed by firearms in domestic violence incidents between 2010 and 2019.

Georgia ranked **10<sup>TH</sup>** in the nation for the rate at which women are killed by men.

In FFY 2019 Georgia's **47** state-certified domestic violence programs:

Sheltered **7,214** victims and their children

Provided **373,591** bed nights of shelter

Conducted **2,932** community awareness and outreach events with **163,653** participants

**4,176** victims and their children were **turned away** from domestic violence shelters due to lack of bed space.

State statistics provided by the Georgia Criminal Justice Coordinating Council

**12,989 GCADV training hours impacted**  
**3,918 advocates and other helping professionals**

**Flood the Phones**

In 2019, a government shut down led GCADV to change its traditional strategy of lobbying at the state capitol building. GCADV mobilized supporters to “flood the phones” of their legislators and hosted a digital information session on current legislative issues and talking points. The advocacy issues included:

**1) SB 150 - Support measures to increase victim safety and keep firearms out of the hands of domestic violence perpetrators.**

- **Roughly 70%** of domestic violence deaths in Georgia, each year, are committed using firearms.
- **Over 850 Georgians** were killed by firearms in domestic violence incidents between 2010 and 2018.
- Every neighboring state in the Southeast, including Alabama, Tennessee, North Carolina, South Carolina, and Florida, have enacted similar legislation.
- **Over 17 Georgia counties**, have already implemented similar local protocols to remove firearms from domestic violence perpetrators.
- States that have laws which restrict access to firearms by individuals subject to domestic violence restraining orders see an 8 to 13 percent reduction in intimate partner homicide rates and a 25 percent reduction in intimate partner gun homicides in their cities.

**2) HB 227 - Support measures that prevent insurance discrimination against victims of sexual assault.**

- Expanding current prohibitions on discrimination against victims of family violence to include victims of sexual assault would allow victims of sexual assault to access the non-judgmental immediate and long-term health and wellness services they need in healing from sexual violence.

**3) HB 345 - Support measures that show dignity for incarcerated women.**

- Eliminating the shackling or restraint of pregnant women can reduce negative and traumatic health outcomes for mothers and babies.
- Not allowing the restraint or shackling of pregnant women can prevent interferences with care during labor and delivery.
- Practices that demonstrate dignity for incarcerated women take into account their humanity and the trauma many have experienced as victims of domestic or sexual violence.



GCADV offers a variety of trainings to domestic violence programs and other professionals to strengthen our state's response to domestic violence and ensure that victims receive the best advocacy services possible. GCADV provides both on-site training to domestic violence programs as well as web-based courses. Below are some examples of trainings GCADV has developed for advocates and partner organizations.



## Supporting and Promoting Women of Color Advocates in the Domestic Violence Movement

This training illustrates the complex and challenging experiences of Women of Color (WOC) advocates working in the domestic violence movement. The training breaks down the why and how of this troubled history and provides concrete tools and approaches for directors and administrators of domestic violence programs to both adequately support and promote WOC employment, professional growth, and leadership.

## Effective Supervision: Focus on Transparency, Reflection and Staff Development

This training, created specifically for executive directors and staff in supervisory positions, provides an overview of the *Ingredients for Effective Supervisory Practice*. Together, these approaches are trauma-informed and can be implemented by supervisors with their supervisees working in domestic violence programs. Attendees gain an understanding of the three functions of supervision (education, support and administration) and learn strategies for accountability, transparency, and staff growth and development.



## Lesbian, Gay, Bisexual, Transgender, Queer Community (LGBTQ) and Domestic Violence

This training provides advocates and domestic violence program staff with the basic principles of working with LGBTQ victims of domestic violence. A variety of topics are addressed including:

- Definition of terms associated with LGBTQ identities and LGBTQ communities.
- The impact of bias and oppression on LGBTQ domestic violence victims/survivors.
- Issues and challenges that LGBTQ domestic violence victims/survivors may face.
- The Coming Out Process.
- Trauma Informed Care services.

Individuals who are Deaf or hard of hearing (HOH) are at increased risk for domestic violence and experience significant barriers to accessing safe, comprehensive and culturally appropriate survivor services. The Disabilities Project aimed to build on existing collaborations to expand the scope of safe, comprehensive and culturally appropriate domestic violence services for Deaf and HOH survivors in Georgia. GCADV has developed three documents which include: outcomes and lessons learned over the course of the project, recommendations and next steps for continuing to increase access in Georgia, and an Evaluation Report.

To access these materials visit [www.gcadv.org/disabilitiesreports](http://www.gcadv.org/disabilitiesreports)

## BRIDGES

As a program of the Georgia Coalition Against Domestic Violence, BRIDGES provides free and confidential services for survivors of domestic violence including: emotional support, safety planning, systems advocacy to access community resources, education about the dynamics of domestic violence, and collaboration with community partners.

BRIDGES also breaks the isolation of abuse by connecting Deaf survivors to services provided by our partners in Georgia, including domestic violence program shelters, community-based domestic violence programs, and the Georgia Center of the Deaf and Hard of Hearing.



For more information visit [www.bridgesfordeaf.org](http://www.bridgesfordeaf.org)

GCADV's community engagement work mobilizes communities across Georgia in advancing the organization's mission to collaborate, advocate, educate, and empower on behalf of domestic violence victims and their families.

This initiative includes:

- Connecting and building relationships between mainstream and community-based programs.
- Engaging and mobilizing communities at large in public policy advocacy.
- Working with grassroots community-based programs, serving specific populations, to enhance and expand their reach and service capacity.
- Working with communities to develop intervention and prevention solutions that address the root causes of domestic violence in their communities and empowering them to be advocates for community accountability.



## Community RISE

GCADV's Community Relationships Informing Survivor Engagement (RISE) Project, supports Georgia's community-based non-profit organizations, providing culturally relevant services to survivors of domestic violence (DV), who identify as being from communities of color and other marginalized communities. This project is specifically designed to cater to the needs of small, non-traditional, grassroots organizations - who are un-resourced or under-resourced, as they rise in their communities to meet the short-and long-term needs of domestic violence survivors. Selected organizations will receive up to twenty-four months of intense on-site training and technical assistance with the potential for long-term follow-up and support.

## Community Based Organizations

Amani Women Center  
Hurt 2 Heal  
MACOSH Healing Network  
Noor Family Services

Rose of Sharon  
Pearls of Resilience  
Precious Petals Foundation Inc.  
Sisters Empowerment Network

A significant history of racism, discrimination and generational trauma has caused domestic violence to disproportionately impact Black and African American women. Women of color (WOC) survivors of domestic violence face multiple adversities connected to racism and oppression in their journey to experiencing safe relationships. Racism shows up in overt and covert ways in their attempts to survive domestic violence and advocate for others within the domestic violence movement. As a result, WOC are not receiving the support that they need to survive, thrive and progress.

Women of Color are also being pushed out of the domestic violence and sexual assault movements, by not receiving or holding leadership positions or the adequate support to professionally develop within the domestic violence movement. Without the opportunity, support and retention of WOC leadership in this movement, their voices go unheard.

**In doing this work, GCADV recognizes and values the importance of its organizational accountability to historically marginalized populations and communities of color.**

## We believe...



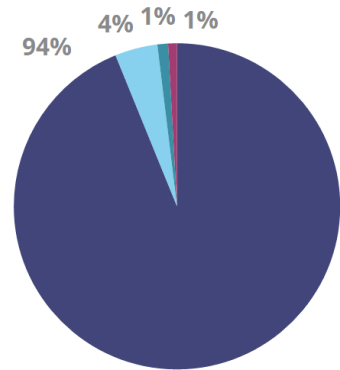
At GCADV, undoing racism is an organizational priority. This includes:

- Supporting WOC leadership
- Ensuring inclusive hiring practices
- Dedicating time to allow White Aspiring Allies to learn and reflect on their privilege
- Creating safe spaces for WOC voices' to be heard



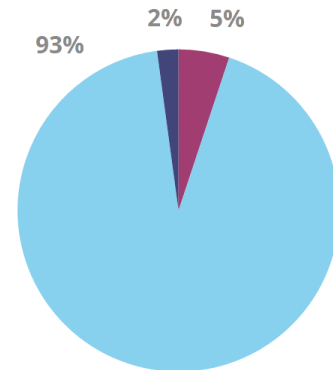
## Revenue

Fed/ State Awards	\$1,506,129	94%
Membership	\$67,815	4%
Contributions	\$16,941	1%
Other Income	\$13,979	1%
<b>Total Revenue</b>	<b>\$1,604,864</b>	



## Expenses

General and Admin	\$80,945	5%
Programs	\$1,472,814	93%
Legislative Advocacy	\$33,838	2%
<b>Total Expenses</b>	<b>\$1,587,597</b>	



## ALLSTATE FOUNDATION

With assistance from the Allstate Foundation, furthering GCADV's Don't Knock the Hustle program, GCADV was able to support 900 advocates and survivors who took part in financial literacy and economic independence initiatives. Through the Promise Place shelter, Amani Womens Center, and Pearls of Resilience - financial health, literacy, and centering survivor skills for entrepreneurship, were made possible in some of Georgia's most underserved communities.



**Thank you to all of our supporters!** Your support makes our programs possible and helps protect the lives of survivors and their families across Georgia. Together we can help to not only transform the lives of survivors but also shift our cultural and systemic response to domestic violence and oppression in our state. #WeBeginsWithMe

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GCADV regrets any inadvertent omission of donor names





The Georgia Coalition Against Domestic Violence  
114 New Street, Suite B  
Decatur, GA 30030