

Inspiring change
to break cycles of
violence since 1981.



Center for Nonviolence



Annual Report 2018



*2018

overview

By: Zdenka Ljubic

2018 was a year of deepening and settling into ourselves and our roles at the center. It has been a year of slow and steady transformation. We collectively investigated our biases and how they affect the way we interact with each other and the world at large. The work of dismantling these deeply rooted societal and personal biases has required us to look at ourselves with uncompromising honesty and compassion. Doing this work, although challenging, is integral to our ability to better serve the people we work with in our community in a deep and more authentic way.

This has also been a year of softening and growing in our care for ourselves and each other. The work we do can be taxing and we have found ways to be aware and present for each other by providing an environment of support and kindness. We have grown in our understanding of how essential it is that we are able to be there for each other in a genuine way; not only for the well-being of the center but for all of us who put in so much time and energy in service of the healing and betterment of our community.

The Men's Program has been through many changes this year; this has brought challenges, but has also left us with a team that is strong and coherent in their mission and commitment. A full time member and valuable part of the of the team, Manuel Bernal Jr., left in the summer of 2018 and some rearranging of group staffing had to be done in order to accommodate for the change. Joel Alvarez has also become an integral part of the team. He has been able to share his unique experience and perspective which has helped to enrich the program. His willingness to learn as he goes has been a huge asset as he steps more fully into his co-facilitation role. Parvielle Riggins has also grown into her role as the only full time woman staff member in the Men's Program and has shown great skill in her ability to hold men accountable in the program. She is both powerful and gentle in her presence and is also an invaluable member of the team. The sharing of power and perspective has been vital to the individuals who form the Men's Program. An appreciation for each person's unique dimension and perspective allows for a diverse blend of people to work and value each other through the ups and downs. This year alone we were able to serve 455 participants and 171 of them successfully completed the program. We hope that through the programs we offer we are able to equip the men with the skills they need to have healthy and nourishing relationships.

The Women's Program was also able to make great strides this year. The Women from Burma program was able to come off of hiatus and moved into a new space, all under the leadership of Ruaxoi Non. We also gained a new Latinx advocate, Rose Marquez-Llamas. We are proud to have such a richly diverse and powerful team of women leading us into the future of nonviolence. The Latinx support groups, Mujeres Unidas, with help from the youth support staff, hosted the first summer picnic with a cookout for Mujeres Unidas participants and their children. It was a huge success and enjoyed by everyone in attendance. We also had a big shift in moving all the support groups to a new space at Rudisill Plaza so that both the youth and adult support groups could be held in the same place to allow more ease and comfort to the women we support. The English support group showed a steady increase in attendance, and advocacy and the LGBTQ+ Program grew as a whole and even started a parent's support group. 2018 was a year of crisis and adversity for clients in Women's Program Intervention programming. In addition to personally devastating losses, several clients experienced the loss of family members and loved ones who had been murdered. It was a difficult and challenging time for them and many wanted to give up; however, with the encouragement and support of their group members, and skillful trauma-informed care from their facilitators, they were able to use strategies taught in the program to persevere.

This year the Youth Program went to a Conscious Discipline training which they found to be powerful and transformative. As a whole, the team feels more informed about the impact of trauma on youth participants and are more intentional about how they facilitate groups. As a result, no two groups look the same when it comes to facilitating curriculum. The FACES team has seen a steady growth with participants this year. There has been a lot of ingenuity in creating new ways to work with the children, allowing for more peer guided activities and ideas. Youth intervention programming has undergone some changes that have allowed staff to better meet the needs of court-ordered youth participants. This involved making some adjustments to curriculum based on participants' age and development level. The benefits have been impressive. Youth program staff has been able to successfully work with these young people by meeting them where they are and offering a hybrid program of youth/adult groups.

Finally, the administrative team also gained a bright new light and force for change, Shanel Turner. Shanel has been a welcome addition, bringing fresh ideas and insight. Already we are seeing the results of having a staff member whose skills in marketing and development align with our core values, principles, and philosophy. The admin team also worked incredibly hard in 2018 to shore up the Center's technology, funding, and security, with an eye toward the future health and well-being of the entire organization.

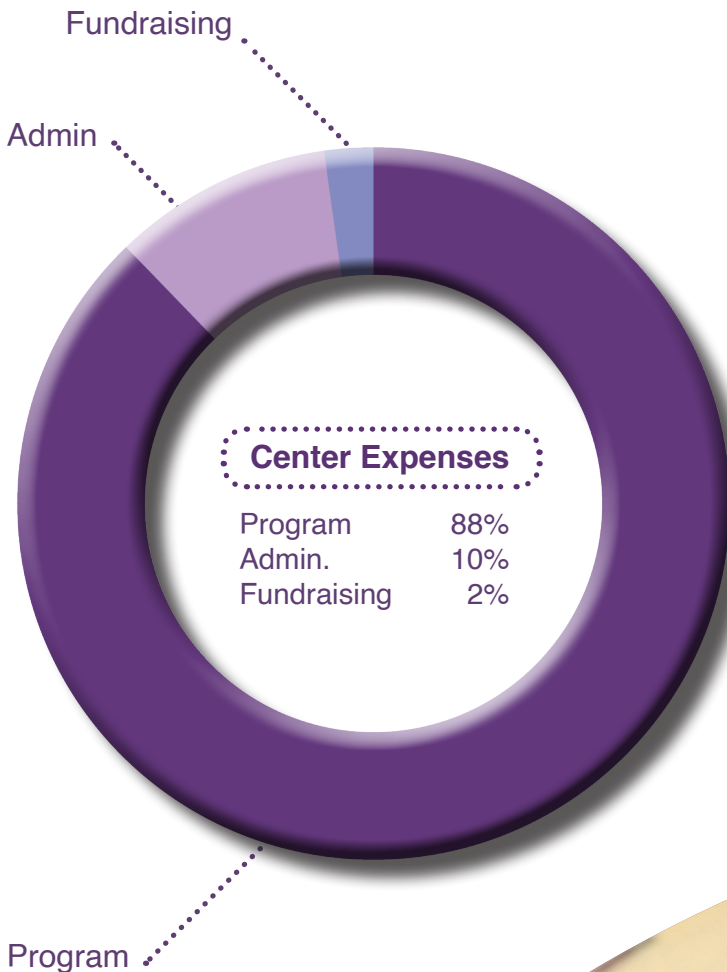
All in all, this has been a year of both challenge and progress, and as we all know those things often go hand in hand. We are all honored to work in an environment that allows for so much personal growth and transformation. As we work with our clients to help them to change and grow, we are also constantly challenged in a positive way to grow and heal alongside the people we serve.

* financials

Income

| | |
|--------------------------------|---------------|
| Contract Services | \$ 9,228.00 |
| Fees for Services | \$ 279,172.00 |
| Foundation and Trusts | \$ 197,500.00 |
| Govt Grants & Contracts | \$ 383,769.00 |
| Individual Support | \$ 13,626.00 |
| Mis Income | \$ 912.00 |
| Special Events | \$ 0.00 |
| Training for Professionals | \$ 11,028.00 |
| United Way Support | \$ 26,183.00 |
| Worship, Corporate, Club Gifts | \$ 3,920.00 |

Total Income: 925,338.00



Expense

| | |
|-------------------------------|---------------|
| Accounting, Legal, Prof. | \$ 8,185.00 |
| Bank Charges | \$ 5,046.00 |
| Business Insurance | \$ 14,875.00 |
| Savings/Depreciation | \$ 18,000.00 |
| Dues, Subscriptions, Gifts | \$ 1,337.00 |
| Misc/Other Expense | \$ 827.00 |
| Office Supplies | \$ 5,226.00 |
| Postage & Delivery | \$ 1,643.00 |
| Printing & Reproduction | \$ 9,435.00 |
| Program Expense | \$ 21,328.00 |
| Recruitment, Training, & Dev. | \$ 7,519.00 |
| Rent | \$ 10,914.00 |
| Repairs & Maintenance | \$ 12,978.00 |
| S/W/B - Program Staff | \$ 661,754.00 |
| S/W/B - Support Staff | \$ 120,775.00 |
| S/W/B - Contract Labor | \$ 8,000.00 |
| Security, Phone, Utilities | \$ 15,827.00 |
| Special Events/Promo | \$ 666.00 |

Total Expense: 924,335.00

BNA: \$529,919.00
 ENA: \$683,753.00
 TA: \$593,136.00
 TL: \$ 90,617.00

NOI:
\$1,003.00

Thank you to all of our wonderful supporters!

* donors

Parks & Paula Adams
Facebook Anonymous Donors
Denis & Mary Arnold Schwartz
Patrick Ashton & Roxana Rockwell
Rayandre Babbitt
Janet Badia & Lachlan Whalen
Barbara & Mark Beck
Dean & Reba Beery
Staci & Brendan Bougher
Kate Brogan & Bob Bayer
Paul & Tammy Burris
Sean Carroll
Thomas Coursen
John Crawford
Nate & Courtney Davidhizar
Jason Delagrange
Brian Flory & Kimberly Koczan
Kathy Fry-Miller
Rikki Goldstein
Alan Grinsfelder
Bob & Rachel Gross
Cory & Barb Hart
Sally Hayes
Vivian Hernandez
Alyson Hess
Scott Hermance
Mary Huntley
Emily Keirns
Laura & Carey King
William & Judith Lee
Barb Linden
Norman Lowrey
Rosemary Mausser
Kim Miller
Charise & Rick Mitchell
Stephanie O' Shaughnessy
Raymond & Betty Pippert
Ruth Reichard
Linda & Alan Richards
Jane & Joe Reohrig
Stephen Rothberg
Daniel & Judith Smith
Darryl Smith
Evelyn Stirling
Daniel Strayer
Sandra & Michael Stumpf
Kourtney Teegardin
The Trap Door
Linda Troop & Nancy Cripe
Judith Welbaum
Kathleen Weiss
Kris Wise
Lisa Witherspoon
Nancy Yeatter Sare
Kyla Zehr

In Honor Of Ann Frellick

Marcia Frellick, Dan & Eddie Kening
Ross Frellick
Paul Frellick & Grace Baranek

In Honor Of Kris Wise

Scott Tarr

In Honor Of Dawn Witte's Birthday

Anonymous Donors
Christine Morris

In Honor Of John & Beth Murphy Beams

Michael & Jo Ellen Rush

In Honor Of John Beams

Stephen Rothberg

In Honor Of Barb Linden

Jill Koval

In Memory Of Vicki Ward

Joyce & James Larimore
Carol Krull Lupke
Anthony & Susan Zdanowicz
Nancy Ward
David & Juliann Ward
C. Richard Cole
Marcy Daly & Nicholas Wilhelm

In Memory Of Kelly Laine Wiley

Ruth Reichard

In Memory Of Danielle Schreiner- Miller

Donnel Miller

Business Support

The Aerobic Workout, Inc. (Pam Holt)
Hyndman Industrial Products &
Employees
Flamingo Workout, Inc.
Granite Ridge Builders

In-Kind Support

Rachel Hile
The Satanic Temple

Worship Support

Aldersgate United Methodist Church
Beacon Heights Church of The
Brethren
Plymouth Congregational Church
Open Door Chapel

Foundation Support

English Bonter Mitchell
Dyer Family Foundation
Indiana Criminal Justice Institute
Kuhne Foundation
Plogsterth Family Foundation
StaeHL Foundation
Wilson Foundation



FOELLINGER
FOUNDATION



COMMUNITY
FOUNDATION
of Greater Fort Wayne





* coordinating panel

CfN's Board of Directors

Chair
Vice Chair
Secretary
Treasurer

Laura Boyer King
Nate Davidhizar
Fred McKissak
Andrew Henning-Kolberg
Barbara Linden
Joy Justice
Ketu Oladuwa
Marilyn Morgan
Renee Spieth
Kathleen Wehrle
Linda Troop
Kimberly Bowers
Kris Wise
Babra Dadirai Chakanyuka
Maria Diaz
Emily Guerrero

* staff

Joel Alvarez, **MP**
Beth Beams, **WP**
John Beams, **A**
Manuel Bernal Jr., **MP**
Brandon Evans, **MP/SAT**
Ron Furniss, **MP**
Kelly Gary, **WP**
Ana Giusti, **WP/Lx/SAT**
Khalilah Hanan, **WP/FD**
Maria Hogle, **YP/WP**
Corinne Holtzberg, **YP**
Elka Jackson, **WP/SAT**
Jackie Johnson, **YP**
Zdenka Ljubic, **FD/YP**
Mikky Maia, **MP/B**
Angelo Mante, **MP**
Rose Marquez-Llamas, **WP**
Maralee Martin, **WP**
Nicki Meier, **WP/L+**
Mechel Minton, **A/FD**
Juan Navarro, **MP/Lx**
Ruaxoi Non, **WP/B**
Sally Officer, **A/FD/SAT**
Gily Osuna, **WP/Lx**
Parvielle Riggins, **MP**
Jessica Sanchez, **YP**
Tasha Sare, **A/YP/SAT**
Brandy Sechrist, **YP**
Ben Stewart, **YP**

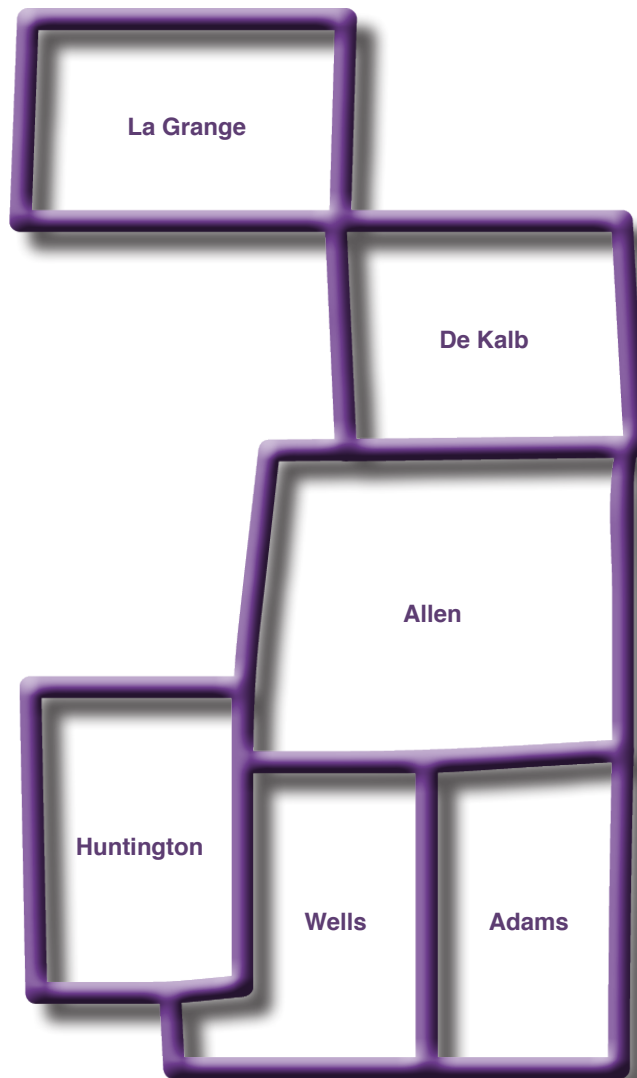
Deb Taylor, **MP**
Yin Thet, **WP**
Drake Turner, **WP/YP/L+**
Shanel Turner, **A**
Dawn Witte, **A/SAT**

WP ----- Women's Program
MP ----- Men's Program
YP ----- Youth Program
L+ ----- LGBTQ+
Lx ----- Latinx
B ----- People from Burma
A ----- Administration
FD ----- Front Desk Staff
SAT --- Staff Administrative Team
(CfN's Executive Directorship)



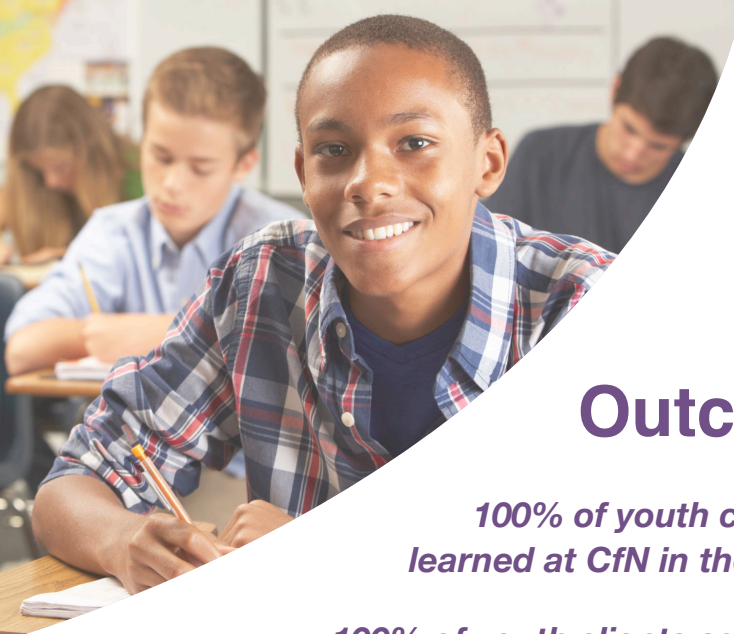


* programs



Clients Served
1,401

Center for Nonviolence programming reaches further than the Allen county limits. Bringing nonviolent leadership training, violence intervention & prevention, and victim/survivor support and advocacy to those in need.



* youth program

Outcomes in 2018

100% of youth clients agree they can apply the things they learned at CfN in their own lives, with 81% strongly agreeing.

100% of youth clients agree overall CfN has had a positive impact in their lives, with 77% strongly agreeing.

98% of youth clients agree that they were treated with respect by CfN staff , with 91% strongly agreeing.

youth served

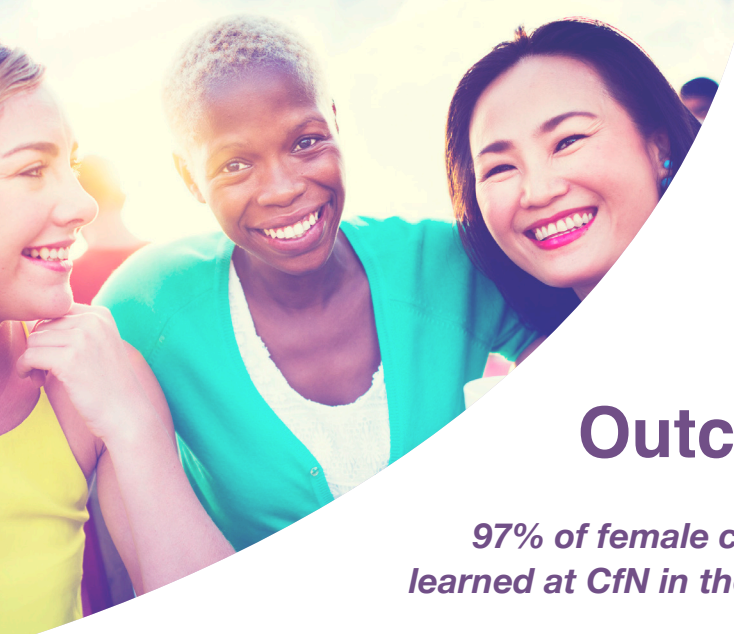
| | |
|-------------------------------------|-----|
| Youth Intervention Program | 82 |
| FACES (K-5th) Nonviolent Leadership | 177 |
| Youth Support | 120 |

“ you have to stand up for what’s right, even if you’re standing alone. ”

“ being violent doesn’t help solve problems. ”

“ made me overall a better person, I think about CfN daily. ”

“ helped me see that no matter what I’ve been through better things are coming. ”



* women's program

Outcomes in 2018

97% of female clients agree that they can apply the things they learned at CfN in their own lives, with 89% strongly agreeing.

96% of female clients agree that overall CfN has had a positive impact in their lives, with 89% strongly agreeing.

99% of female clients agree that they were treated with respect by CfN staff, with 94% strongly agreeing.

women served

| | |
|-------------------------------|-----|
| Women's Intervention Program | 145 |
| Mother's Intervention Program | 24 |
| Support Services | 283 |

“ The center has taught me about self-respect and how to stay calm in many different areas. ”

“ I've learned to redirect my energy into something positive and to not dwell in toxicity. Thank you ladies. ”

“ They are truly amazing women! I needed something like this in my life. Very thankful for a program to help women. Thank you so much! ”

“ Group is definitely a blessing. ”



* men's program

Outcomes in 2018

98% of male clients agree that they can apply the things they learned at CfN in their own lives, with 81% strongly agreeing.

98% of male clients agree that overall CfN has had a positive impact in their lives, with 71% strongly agreeing.

97% of male clients agree that they were treated with respect by CfN staff, with 88% strongly agreeing.

men served

Batterers' Intervention Program (BIP) 455

Incorporated in 1981, CfN was Indiana's FIRST Batterers Intervention Program offered to men.

“ I learned lots of new ways of how to be a better person and how to become a better man. There is nothing I would change. It would benefit to have more of this programming in schools and teach young people to be better human beings. ”

“ I have learned valuable skills here I did not know, so it has opened my perspective on things involving equality! ”

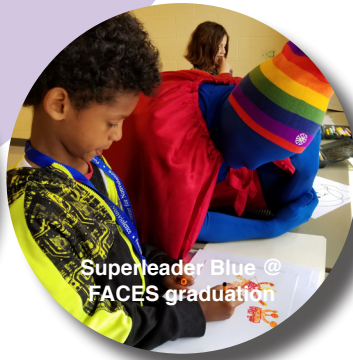
“ They helped me by opening up. Every day I take CfN with me. CfN is the best place to better yourself. ”

“ The power and control/ equality wheel should be given to each newly married couple. ”

* community events



FACES at Tin Caps



Superleader Blue @ FACES graduation



Emotional Support Bunny @ LGBTQ+ Support Group



Latinx Mother's Day Party



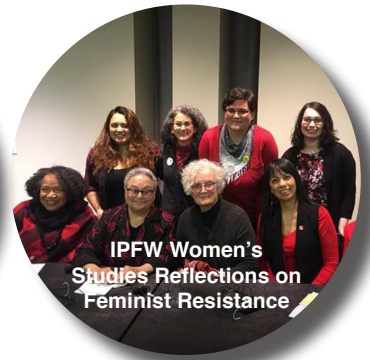
Latinx Yoga Class



Victory Noll Retreat



Women's March



IPFW Women's Studies Reflections on Feminist Resistance



Williams~Woodland Holiday Home Tour



Aldersgate Presentation



Pride March



Community Harvest Serving You Saturday



Trap Door Coming Out



IPFW Women Fear Less Event



LGBTQ+ Art Show @ Wunderkammer Gallery



Tour The Landing Event

* trainings



Community Trainings

Latinx Opioids Training Presentation
Park Center

Positive Resource Training for Latinx
Timothy Price

Partners 1st Training Latinx
Cynthia Villanaera

Presentations on Verbal Violence to the Amish community in Berne & Grabill Indiana
Brandon Evans & John Beams

Signs of DV / DV 101 Training @ IU Medical School
Nicki Meier & Beth Beams

Hormones & Puberty Blockers @ Wunderkammer
Nicki Meier & Mosaic

LGBTQ+ Services for Youth @ Latinx Social Services Network
Nicki Meier

Understanding LGBTQ+ terms & Identity Workshop
Canterbury High School
Nicki Meier & Drake Turner

Dealing with Difficult People & Sexual Harassment
Laotto Library
Beth Beams

Cultural Competency Training
Cornerstone
Nicki Meier & Maria Hogle

Name & Gender Marker Change
Mosaic/Wunderkammer/ILS
Nicki Meier & Mosaic

Moving Towards Racial Equity
ICADV/Wabash YMCA
Nicki Meier, Manuel Bernal, & Ben Stewart

Understanding LGBTQ+ Terms & Identity Workshops
Parkview Hospital
Nicki Meier, Jackie Johnson, Drake Turner, and Joel Alvarez

Working with Marginalized Populations Workshop
Safer Campuses Summit - Manchester University
Nicki Meier

Center for Nonviolence Services
Oaktree Guidance & Wellness
Nicki Meier & Maria Hogle

LGBTQ+ Identities Dialogue with Youth
Allen County Juvenile Center
Nicki Meier & Drake Turner

In Our Best Interest
ICADV/DAIP
Nicki Meier & Beth Beams

Creating Process of Change for Men Who Batter
ICADV/DAIP
Beth Beams, John Beams, Nicki Meier, and Brandon Evans

Proudly trained
over 570 members
of our community

* trainings cont.

* cfn articles

Staff Trainings

BIP Policies, Procedures, and Protocol

DCS Training Standards

Compassion Fatigue and Vicarious Trauma in BIP

Code of Ethics in BIP

Race and Anger

LGBTQ+ BIP Training

Collusion in BIP

Facilitation Strategies for BIP Part 1

Ending Violence and Homicide in Our Community

Moving Towards Racial Equity

Facilitating Closure Letter and Role Play in BIP

Input Magazine Article



El Mexicano Newspaper



John's Letter to the Editor



* advisory groups

Black Lives Matter

Latinx

LGBTQ+

* committees

Building & Maintenance

Community Outreach

Technology

Development

advisory groups and committees are usually held once a month, community volunteers are welcome to participate once volunteer app/bg checks are approved.





Inspiring Change. One Person... One Family... One World...

Fort Wayne Center for Nonviolence
www.centerfornv.org
(260) 456 - 4112

