



Center for Nonviolence
Annual Report 2020



“It is not the strongest of the species that survives, nor the most intelligent. It is the one who is most adaptable to change.”

~Charles Darwin~

It would be quite the understatement to say that 2020 was a year unlike any other the Center has seen in its 40-year history of providing education, support, and advocacy to end domestic and other forms of violence. Like many businesses and organizations across the country, we were initially caught off guard by, and frankly unprepared for, just how life altering the impact of COVID-19 would be. But, unlike many organizations, we survived; and our survival was made up of one-part sheer will and determination and one-part acceptance that almost everything about how we've been operating would have to change if we were going to meet the challenges that lie ahead.

Once we realized the pandemic was not a fluke, not temporary, and not a minor setback, we set ourselves on a course to change what we do and how we do it. Nothing was off the table. Everything from how we deliver programs and services to how we conduct daily operations underwent intense scrutiny and re-examination. This process was long and arduous. As part of that process, our Strategic Planning Committee consulted with board members and staff to develop and implement an 18-month emergency strategic plan that would establish our priorities and guide us through the pandemic. We spent an incredible amount of time, money, and resources researching and preparing for a transition to virtual services and operations and finding funding sources to support this transition. We developed policies, protocols, and procedures to ensure that safety would not come at the expense of quality. And finally, we all worked hard to make sure that we and our clients were prepared for, and trained on, all the changes to come.

Surviving the pandemic has been one of the greatest challenges this organization has faced in 40 years, and our survival did not come without losses. As we battled the COVID crisis, we lost revenue, staff, and clients; we lost a sense of staff cohesion, comradery, and connectedness (one of the unexpected effects of operating virtually); and we even suffered a loss of identity as the twin pandemics of COVID and racism forced us to reckon with, and re-examine, who we are as

* 2020

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an organization and how we can do even better in our efforts to serve the most underrepresented and systemically marginalized populations in our community. But luckily, all these losses have been temporary. Because, like any family that suffers a loss, we grieved, we struggled, and then we banded together. And most importantly, we never gave up. We knew that with perseverance we would, in deed, survive; and not only survive, but thrive.

And so here we find ourselves, in 2021, doing exactly that: surviving, thriving, and rebuilding. As we look back on the year that was, we also look forward to the years ahead. We are on a new journey, with a renewed sense of mission and purpose, and we're excited to invite you to take this journey with us.

AGs & Committees:

The work of the Center's Advisory Groups (AGs) and staff committees has been integral to both our survival and the rebuilding process. Staff committees provide operational support that enables us to complete a wide variety of tasks and projects in-house, minimizing the need to increase staffing or contracting costs. In 2020, the Technology Committee and the Building & Maintenance Committee were literally the backbone of the transition process. The Technology Committee ensured that we were equipped with the technological upgrades, equipment, and support necessary to make a transition to virtual programs, services, and operations possible, and the Building & Maintenance Committee was absolutely critical in the process of preparing the building and ensuring physical spaces followed COVID guidelines and protocols.

Advisory Groups act as accountability bodies to ensure the organization is centering and prioritizing the needs, experiences, and voices of Black, brown, LGBTQ+, and immigrant/refugee populations, so that these communities are represented across all CfN programs, services, operations, volunteer pool, and Coordinating Panel (board) membership. Early in the Center's history, groups like "White People against Racism" and the "GLBT Committee" served a similar purpose. In recent years, those informal bodies have evolved into more formalized Advisory Groups.

The People of Afrikan Descent AG (PADAG): The mission of the People of Afrikan Descent Advisory Group at the Center for Nonviolence is to educate, empower, awaken, and advance the quality of life for Black people and Black communities in Fort Wayne and across the state. In 2020, PADAG saw the need for CfN to be far more proactive in providing programs and services to people of Afrikan descent in Fort Wayne to address the disparities and inequities that exist for Black communities. With that goal in mind, PADAG began a concerted and targeted outreach, education, and awareness campaign focusing on the intersection of violence, Black mental wellness, and COVID impact. Understanding the need to fund this work, PADAG also carried out fundraising campaigns under the direction of the Center's Marketing & Development Team. Additionally, PADAG secured a grant through Everytown for Gun Safety, which gave CfN the distinction of being the first organization in Indiana to receive Everytown for Gun Safety's new COVID19 and DV Mini Grant.

The Latinx AG (LXAG): The mission of the Latinx Advisory Group is to inspire, connect, and educate allies and the community to understand the challenges and embrace the differences within Latinx culture. LXAG works to conserve Latinx heritage, history, and family values as a central part of the Latinx narrative and ensure that Latinx leadership is valued as they challenge patriarchy and machismo. In 2020, LXAG worked hard to make sure Latinx communities continued to receive desperately needed support and services in the midst of the COVID crisis, including providing advocacy, connecting Latinx individuals and families with resources for food, clothing, and

shelter, hosting winter coat and shoe drives, and partnering with entities such as Parkview Health Network, the Ronald McDonald Mobile Care Unit, and Bienestar Sin Fronteras to ensure Latinx communities had access to medical and mental health services.

The Gender & Sexualities AG (GSAG): The mission of the Gender and Sexualities Advisory Group is to ensure that the voices, identities, and lived experiences of LGBTQ+ people are supported and advocated for across all CfN programs and operations. GSAG is committed to transforming our physical and virtual spaces, within CfN and the community at large, into ones that are safe and affirming for ALL people no matter gender or sexuality. In 2020, GSAG focused on providing the extra support LGBTQ+ people (particularly youth) would need to survive the crisis. They were among the first programs at the Center to transition youth groups to a virtual platform to counteract the isolation and fear many LGBTQ+ youth were experiencing. They also provided education, awareness, and support to service providers and the community at-large through participation in events such as Fort Wayne Pride Fest, and by conducting trainings on working with LGBTQ+ adults and youth.

Composition & Membership: AGs are composed of Center staff, Coordinating Panel (board) members, and community members who have completed the CfN volunteer process. Membership is usually by invitation (this is to honor the unique work that AGs do in representing historically marginalized communities and the need to do that work with and among affinity groups); however, allies play a critical role in the work of AGs and are often asked to partner on special events and projects.

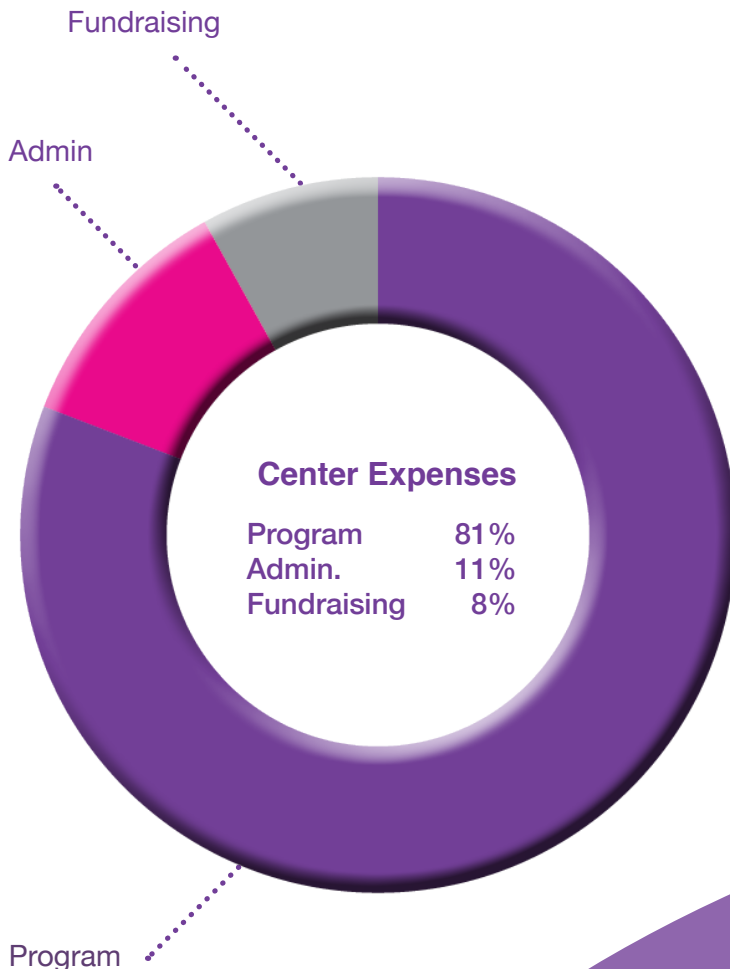
If you're interested in joining or partnering with an AG, or would like further info on the work AGs are doing in 2021, please reach out to us at info@centerfornv.org.

* financials

Income

Contract Services	\$	0.00
Fees for Services	\$	152,346.09
Foundation and Trusts	\$	211,124.30
Govt Grants & Contracts	\$	450,455.43
Individual Support	\$	32,461.15
Mis Income	\$	40.66
Special Events	\$	317.55
Training for Professionals	\$	0.00
United Way Support	\$	20,000.04
Worship, Corporate, Club Gifts	\$	11,701.40

Total Income: 878,446.62



Expense

Accounting, Legal, Prof.	\$	12,413.15
Bank Charges	\$	3,243.12
Business Insurance	\$	14,035.03
Savings/Depreciation	\$	18,000.00
Dues, Subscriptions, Gifts	\$	1,044.12
Misc/Other Expense	\$	266.55
Interest Expense	\$	82.93
Office Supplies	\$	2,205.50
Postage & Delivery	\$	286.12
Printing & Reproduction	\$	5,609.29
Program Expense	\$	22,414.15
Recruitment, Training, & Dev.	\$	903.09
Rent	\$	2,510.00
Repairs & Maintenance	\$	25,336.25
S/W/B - Program Staff	\$	715,403.93
S/W/B - Support Staff	\$	186,109.82
S/W/B - Contract Labor	\$	6,383.76
Security, Phone, Utilities	\$	20,056.76
Special Events/Promo	\$	971.19

Total Expense: 1,037,274.76

NOI:
\$ -158,828.14

Grant and Foundation Support

3Rivers Foundation
Allstate Foundation
Bowker Foundation
Community Foundation of Greater Fort Wayne
Domestic Violence Prevention & Treatment Grant
English, Bonter, Mitchell Foundation
Everytown Domestic Violence Mini Grant
Family Violence Prevention & Services Act Grant
Foellinger Foundation
Fort Wayne Health & Education Foundation
Indiana Coalition Against Domestic Violence
Lilly Endowment
Lincoln Financial Foundation
Plogsterth Foundation
United Church Of Christ Benevolence Grant
PNC Charitable Trusts
Rikki Goldstein of Goldstein Family Foundation
Services, Training, Officers, and Prosecutors Grant
St. Joseph Community Health Foundation
Tammy & John Dyer of Dyer Family Foundation
United Way of Allen County
Victims of Crime Act Grant
Wells Fargo Foundation
Wilson Foundation

In Kind Support

ARC Printing
Fleurtogether
Karah Elington with Tuff Girl Gang
Kay AllDay Tattoos
Olivia Fabian with Ofabz
Wunderkammer

Individuals & Household Support

Aimee McClure
Alan Grinsfelder
Anita Medsker
April Dodds
B.A. Black
Barbara & Mark Beck
Bill & Evelyn Kilgore
Bob & Rachel Gross
Brindha Hariharan

Carly Comparet
Cleve Graham
Cory & Barb Hart
Courtney Heiser
Daniel & Judith Smith
Darryl & Sharon Smith
David Meriwether
Della Licious / Brendan Blaettner
Denis & Mary Arnold Schwartz
Herb & Laurie Weier
Inna Livchitz
Jenny Nash
Jessica Roach
Johnathon Cheesebrew
Joseph & Jane Ann Roehrig
Kaitlin Johnston
Kara Hawley
Karen Goins
Katie Jo Dilling
Keileigh Dantzer
Lesa Van-Meter
Linda & Alan Richards
Linda Troop & Nancy Cripe
Liz Monnier
Lowell & Judith Beineke
Lyndy Bazile
Maggie Crampton
Marsha Banicki Graham
Mary Huntley
Maureen Carruthers
Mechelle & Matthew Petrill
Melani Wilson
Melissa Earls & Barry Levy
Nancy Yeater-West
Nate Davidhizar & Family
Nick Ferran
Palermo Galindo
Pamela Martin-Diaz
Pam Holt
Patrick Ashton & Roxana Rockwell
Raul Perez
Rebeca Gonzalez
Richard Spice
Robert Anthony Ford
Ruth Reighter
Sean Carroll
Shanel Turner

Sherwin & Mikki Kepes
Tabitha Gray
Zac Bloxson
Zoe Zefo

Business Support

Big Apple Pizza
Bird and Cleaver
Boyden & Youngblutt
Hyndman Industrial Products & Employees
KS Goins and Associates LLC
Kyah Nite, LLC
The Find
Redwood Inn
The Aerobic Workout, Inc.
Fort Wayne Mancino's
The Brass Rail
The Trap Door, LLC

Worship Group and Club Support

Beacon Heights Church of The Brethren
Open Door Chapel
Plymouth Congregational Church Of Fort Wayne

Community Programs

KROGER Community Rewards
Amazon Smile

In Memory/Honor Support

In Memory of Danielle Schreiner-Miller
Donnell Miller

In Memory of Virginia Blackburn
Harriet Miller & Monica Wehrle

In Honor of Ann Frellick
Ross Frellick

In honor of John & Beth Beams
Joseph Roehrig III

In Honor of Shanel Turner
Jennifer Fox

With the support from our donors we have been able to adapt to the many curves 2020 threw at us.

The shifts we have made allowed us to continue bringing nonviolence education and survivor support and advocacy to the Northeastern Indiana area.

We will be here for our community in the years to come, creating homes, communities, and a world free of violence and oppression.

* staff

* coordinating panel

- 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)

- Ana Guisti **WP/Lx**
- Ben Stewart **YP**
- Beth Beams **WP**
- Brandon Evans **MP/SAT**
- Corinne Holtzberg **WP**
- Dawn Witte **A/SAT**
- Deb Taylor **MP**
- Drake Turner **YP/L+/SAT**
- Elisiana Diaz-Martin **A/MD**
- Elka Jackson **A/SAT**
- Gily Osuna **WP/Lx**
- Jessica Sanchez **YP/A**
- Joel Alvarez **MP**
- John Beams **A**
- Juan Navarro **MP/Lx/SAT**
- Kelly Gary **WP**
- Khalilah Hanan **WP/SAT**
- Maralee Martin **WP**
- Maria Hogle **YP/WP**
- Mechel Minton **A**
- Mikky Maia **MP/B**
- Nicki Meier **WP/L+/SAT**
- Parvielle Riggins **MP**
- Rebecca Parker **A/MD**
- Ruaoxi Non **WP/B**
- Shanel Turner **A/MD**
- Tasha Sare **YP/A/SAT**
- Zdenka Ljubic **A**

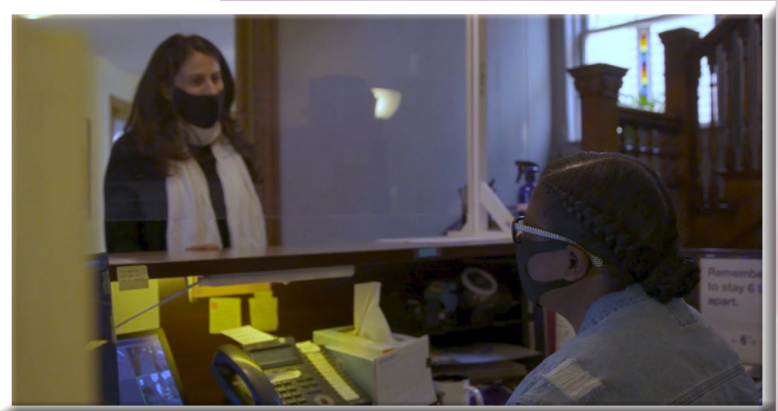
CfN's Board of Directors

Chair
Vice Chair
Secretary
Treasurer

- Nathan Davidhizar
- Linda Troop
- Staci Bougher
- Linda Troop
- Babra Chakanyuka
- Laura King
- Ketu Oladuwa
- Antonette Payne
- Tonya Samuels
- Angela Stanley



#MaskUpHoosiers



* programs

Center for Nonviolence programming reaches further than the Allen county limits. In 2020, the transition to virtual services allowed us to bring nonviolent leadership training, violence intervention & prevention, and victim/survivor support and advocacy to those in need, no matter where they may reside.

Clients Served

928

2020 Counties Serviced

Adams County
Allen County
Blackford County
Boone County
Cass County
Cook County
DeKalb County
Douglas County
Dupage County
Grant County
Hillsborough County
Huntington County
Jay County
Kern County
King County
Kosciusko County

Lagrange County
Madison County
Mercer County
Miami County
Noble County
Paulding County
St Joseph County
Wabash County
Wayne County
Wells County
Whitley County

* youth program

youth served

Youth Intervention Program 83

FACES (K-5th) Nonviolent Leadership 144

Youth Support 27



Program Outcomes

Increased Ability to Communicate Nonviolently

Very good to Excellent	22 out of 27	81%
Fair to Good	2 out of 27	7%
Poor	1 out of 27	5%
N/A (Individual Sessions)	2 out of 27	7%

Increased awareness of violence and nonviolence and the effects of each

Very good to Excellent	25 out of 27	93%
Fair to Good	2 out of 27	7%
Poor	0 out of 27	0%
N/A (Individual Sessions)	0 out of 27	0%

Youth Program Participants

Don't let others choose your path for you. Stay focused and become the best you can be.

Don't let bad influence change YOUR life.

I had a great time attending classes. They were very respectful and understanding I was angry going into starting these classes but as I did it more and interacted more and more I loved it and am happy with myself and the staff for teaching me so many things and helping me better myself as a person.

* women's program



Program Outcomes

women served

Women's Intervention Program 134

Women's Support 242

Latinx, Women from Burma, English Speaking, LGBTQ+

96% of female clients agree that they can apply the things they learned at the CFN in their own lives, with 85% strongly agreeing

100% of female clients agree that overall CFN has had a positive impact in their lives, with 81% strongly agreeing

92% of female clients agree that they were treated with respect by CFN staff, with 77% strongly agreeing

Women's Program clients

Overall it was a positive experience each class makes you think about your choices you make in your daily life.

The only thing I can say is that this program has helped me tremendously. I'm glad I was sent here.

I feel more positive in my life now then when I first started.

I have been working towards a better me. I plan to continue my growth.

This place truly help and encourages to do better and seek better decisions in your life. Makes you realize your mistakes and how you are responsible for each and every outcome in your life. Love yourself then others will love you.

* men's program

Program Outcomes

men served

Men's BIP Program 408

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

100% of male clients agree that they can apply the things they learned at the CFN in their own lives, with 70% strongly agreeing

100% of male clients agree that overall CFN has had a positive impact in their lives, with 70% strongly agreeing

100% of male clients agree that they were treated with respect by CFN staff, with 78% strongly agreeing

Men's Program client

"I really enjoyed and learned a lot from this class, I use it in my everyday life."

"I started the program thinking I wouldn't change. Everyday I do better learning there is a new way to handle myself. I love the program."

"Since I've been in this program I've learned a lot about what it's going to take for me to be a real man and not use violence in my life anymore."

* cfn in the community



Latinx Advisory Group x Parkview Health Latinx 101 Training



CFN x CYF Landing Mural



Domestic Violence Awareness Month 2020



NeighborLink x CfN C19 Update Video



Parkview Health Ronald McDonald Care Mobile

* cfn people





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

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

