2010 Annual Report

Providing hope and safety to survivors of domestic violence in Dane County.

One. And for all.
About the Organization

Domestic Abuse Intervention Services, Inc.

Our mission is to empower those affected by domestic violence and advocate for social change through support, education and outreach.

Our vision is a nonviolent community that actively promotes safety, peace, justice and hope.

Our values include:

Mutual Respect. We believe the basis for our effective working relationships, within the organization and with our external stakeholders, is a shared knowledge and appreciation for individual differences. We believe individuals have the right to make their own choices concerning personal safety and how they live their lives. We strive to create and foster relationships based in understanding and appreciation for both self and others.

Openness. We believe that in serving the community and each other, we benefit from being receptive and responsive to ideas, behaviors, cultures, peoples, environments and experiences. We are accountable not only to our funders and donors, but also to each other as well as the people we serve and the community as a whole. We strive to foster an environment where people feel at ease to share opinions and ask questions.

Collaboration. We believe in the equal distribution of power and privilege throughout society and believe that by working together with each other and with our community partners, we can achieve more than working independently. We strive to create an environment where people exchange strengths and complement others' weaknesses without judgment and with a shared commitment to the purpose.

Shared Responsibility. Domestic abuse is a community issue. All members of the community, including abusers, must take responsibility. We work with volunteers, individuals, co-workers, community groups and systems to fulfill our mission and strive toward our vision. We believe that we all have a part to play in creating a safe and peaceful community.

Thanks to our Volunteers

DAIS could not provide exceptional services without the assistance of dedicated volunteers. Volunteer opportunities at DAIS fall into two categories: direct service volunteers who work directly with domestic violence survivors, and non-direct service volunteers who assist with marketing, event planning and crucial behind-the-scenes efforts that keep our office running smoothly. DAIS is also grateful to our one-time volunteers who provide much needed updates and maintenance to our facility each year. In 2010, over 280 volunteers donated over 5,800 hours of their time to our organization. DAIS’ volunteers are always ready to lend a helping hand and are crucial to the success of each of the services we provide and the organization as a whole. We thank them for their unwavering passion and dedication!

Domestic Abuse Intervention Services, Inc. is a nonprofit 501(c)(3) organization serving domestic violence survivors and their families in Dane County, Wisconsin. Thanks to the help of loyal funders, donors, volunteers and community partners, DAIS is able to serve its clients with respect, compassion and the services they need to achieve safety.
Dear Friends,

It is always my honor to share the many accomplishments of DAIS (Domestic Abuse Intervention Services, Inc.) with our supporters and the community at large. Throughout 2010, an incredibly busy and exciting year, DAIS reflected on our organizational goals and strategies, planned for our future, and continued to ensure that the crucial, life-saving services that we provide remained the center of our focus.

At DAIS, we pride ourselves on the fact that the services we offer are grounded in research-based best practices in our field, and we are constantly engaged in self-assessment to ensure that our services remain cutting edge and effective. As part of that effort, in 2010, a Strategic Program Committee comprised of members from the Board of Directors and staff conducted an intensive analysis of current research. Their efforts culminated in "white papers" on different topics relating to the various services offered by DAIS. These white papers had three main goals: to identify best practices for domestic violence related services based on national research studies, to examine DAIS’ services through the lens of that research, and to make recommendations for areas of growth for the organization. The committee discovered that DAIS’ services continue to keep pace with national best practice standards and that the primary limiting factor for accomplishing more in the Dane County community is our current facility, which houses all of our programs, including the only domestic violence shelter in Dane County.

The work of the Program Committee helped inform the work of our Facilities Committee who was charged with identifying key elements of a future facility that would meet the needs of Dane County. This committee worked with an external consultant to investigate and craft recommendations on the following considerations: the ideal size and location of a future DAIS facility, and whether or not a future facility should be in an undisclosed location. Building on the work of the Program Committee, the Facilities Committee did extensive research into these two main questions. This research encompassed reviewing national studies, making site visits to other domestic violence shelters across the state, and soliciting feedback from staff, volunteers and clients. The recommendations developed as a result of this research were enthusiastically adopted by the DAIS Board of Directors and will guide their work as they move forward with their planning for a new facility.

Finally, a Marketing Committee was convened to work with the marketing firm, Good for Business, on developing a rebranding strategy for DAIS. The committee and Good for Business engaged with the DAIS Board of Directors, Board of Trustees and staff to understand the values of the organization and create a branding strategy that truly encapsulates all that DAIS is about. The new branding that came about as a result of this committee’s efforts was revealed in early 2011. You can see our new logo on the cover of this report.

I hope you will take the time to read in greater detail about each of our programs and our many achievements last year. Thank you for continuing to stand alongside us to support domestic violence survivors and their children in Dane County. You and DAIS: One. And for all.

Shannon Barry, MSSW
Executive Director
2010 Services

The Help/Crisis Line provides support, information, referrals, and safety planning 24-hours-a-day to survivors of domestic violence, concerned family members and community members. Our goal is to increase access to community resources and safety and decrease the isolation many callers are experiencing. In 2010, there were 4,583 calls made to the Help/Crisis line and advocates spent 40,402 minutes on the phone with these calls.

The Help/Crisis Line operates 24-hours-a-day, seven-days-a-week and is staffed through a combination of paid staff, trained volunteers and work-study students.

"I picked up the phone six times before I actually called and when I did someone was there to talk to me and on top of that they actually listened to me."—Help/Crisis Line Client

Crisis Response advocates provide face to face support, personalized safety planning, and information and referrals to community resources for survivors of domestic violence. In 2010, we received Recovery Justice Assistance Grant funding from the Madison Police Department to increase the capacity of our Crisis Response and Legal Advocacy program. This funding allowed DAIS to hire an additional full-time, limited term Crisis Response/Legal Advocate. In 2010, the Crisis Response program served 281 unduplicated women and men through a total of 388 face-to-face appointments.

"I now have a bucket list of everything he always told me I couldn’t do. I was told I could never hold a job, I was told I could never get my own apartment, I was told I could never raise my 3 boys on my own, with your help I now have my own apartment and a steady job and I am raising my kids, I can do this, thank you for everything."—Crisis Response Client

The primary function of the Legal Advocacy Program is to provide support, information, advocacy, and court accompaniment to people who are experiencing intimate partner violence or stalking. DAIS’ Legal Advocacy Program services include assistance with restraining orders, family law, criminal law, immigration, and other legal matters. Legal Advocates work with survivors by phone, email, in individual meetings, and in court. They also provide clients with information and referrals to community partners. Legal Advocates are not attorneys and do not give legal advice. Two of the Legal Advocates are bilingual in Spanish.

In 2010, the DAIS Legal Program provided assistance to 551 unduplicated people and had 630 face-to-face meetings with clients, including accompaniments of clients to court hearings. It is not unusual for clients to note that they may not have gone through with the restraining order process if it were not for the support of a Legal Advocate.

"I am thankful for your organization – the services it provides. You helped me stay focused, strong and ‘not alone’."—Legal Client
2010 Services

DAIS operates the only domestic violence shelter in Dane County. This 25-bed Emergency Shelter serves women and their children who have immediate safety risks because of domestic violence. In 2010, DAIS sheltered 524 adults and children. Thanks to generous support from the City of Madison Community Development Block Grant office, DAIS was able to offer hotel vouchers when the shelter was full or when we had male clients seeking shelter. Between January and October 2010, we were able to provide safety to 106 households (259 people in total) in the hotel, instead of putting them on the wait list.

“I wake up every day with positive thoughts, and I have not had this feeling in years...and I cannot say what a huge part DAIS had in my journey because there’s no doubt in my mind that I would definitely not be here, definitely not here where I am, but probably not even here on earth, if it weren’t for you guys.” — Shelter Resident

The Children’s Program offers programming for children residing in the shelter, as well as children from the community whose mothers are attending one of the support groups. Programming includes recreational, educational and support groups. One aspect of the Children’s Program is providing theme-based activities for the children that help them learn positive coping skills for dealing with the experience of witnessing domestic violence. Of the 90 children who participated in such activities, 66 were able to identify non-violent conflict resolution strategies and/or positive things to do when they were feeling sad or mad. Additionally, DAIS makes a concerted effort to recruit men to work in this program, which offers children an opportunity to connect with healthy and safe adult-male role models.

Additional services include parenting support, family safety planning and individual advocacy provided to children and families by shelter staff. Also, Children’s Advocates are available to attend Crisis Response appointments.

In 2010, DAIS served over 300 unduplicated children through the Shelter (including hotels), Crisis Response and Support Group Programs providing them with over 3,000 hours of direct service.

“I’m glad you’re here. We have a good time together.” — Child Shelter Resident to a Children’s Advocate
Support Group

Support Groups are offered to women residing in the DAIS Shelter and to women in the community. DAIS also offers technical assistance for support groups for male victims at Outreach. In 2010, we saw a dramatic increase in demand for the group, which resulted in the need to run a waiting list. To address the increased need, we added a second weekly evening support group. In 2010, Support Groups served a total of 99 unduplicated women in 2010.

"Thank you so much for the additional group, it broke my heart when the one group was continually full, now I can come each week and continue to form friendships with women who support me unconditionally."—Support Group Client

The DELTA Project

The DELTA Project, funded by the Centers for Disease Control (CDC) and the Wisconsin Coalition Against Domestic Violence (WCADV), was in its 7th year in 2010. Since 2004, DAIS has been a recipient of this groundbreaking grant that has been working to establish proven primary prevention initiatives that address the root causes of adolescent dating violence and sexual assault in Dane County. The project’s main overarching focus is reducing risk factors that increase the likelihood of male perpetration.

Currently, the DELTA project is fine tuning evaluation tools and finishing up the program manuals for its two main initiatives focused on working with men ages 13-22. Men Encouraging Non Violent Strength (MEN’S) Clubs and Greek Men For Violence Prevention (GMVP) have both proven their success over their six years in existence. These two “best practice toolkits” will include DELTA’s theory of change, a training protocol for facilitators, group curricula, and evaluation tools and findings. These manuals will be complete by the expected expiration of the DELTA grant in January 2012.

"This is a good club because it makes me think about things I used to ignore, but now I’m more aware...about the importance of how men should be allies to women."—MEN’S Club Participant

Outreach & Education

As part of our mission to advocate for social change through support, education and outreach, DAIS staff and volunteers are actively involved in providing community education and trainings, as well as serving on various committees, work groups, and task forces in the community. These efforts work to ensure that the community is working together to maximize resources and improve safety for domestic violence survivors and their children. In 2010, staff and volunteers were involved in over 250 outreach and education efforts throughout Dane County. Additionally in 2010, DAIS provided more than 200 hours of training to law enforcement and healthcare professionals.

"I feel more knowledgeable about barriers to leaving for victims and will carry this with me as I work with future patients."—Community Education Participant
### Statement of Financial Position
for fiscal year 2010

#### ASSETS

**CURRENT ASSETS**
- Cash $273,730
- Cash designated for the Capital Campaign 2,503
- Promise to Give 2,235
- Accounts Receivable 72,070
- Stock 4,313
- Prepaid Expenses 13,329

**Construction in progress** 59,604

**PROPERTY AND EQUIPMENT - NET** 116,600

**TOTAL CURRENT ASSETS** 368,180

**TOTAL ASSETS** $544,384

#### LIABILITIES AND NET ASSETS

**CURRENT LIABILITIES**
- Accounts Payable $8,328
- AP-construction in progress 10,724
- Accrued Salaries & Related Expenses 56,242
- Deferred Revenue 1,500

**TOTAL LIABILITIES** 76,794

**NET ASSETS**
- Unrestricted 430,408
- Temporarily Restricted Net Assets 37,182

**TOTAL NET ASSETS** 467,590

**TOTAL LIABILITIES AND NET ASSETS** $544,384

### Statement of Activities
for fiscal year 2010

#### SUPPORT & REVENUE

- Grants $732,745
- United Way of Dane County 204,534
- Donations & Events 349,727
- Other Revenue 25
- Investment Return 1,139

**TOTAL SUPPORT AND REVENUE** 1,288,170

#### EXPENSES

- Personnel 904,354
- Occupancy 52,312
- Operating Expenses 217,036
- Direct Client Aid 51,496

**TOTAL EXPENSES** 1,225,198

**INCREASE IN NET ASSETS** $62,972

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### 2010 Revenue Sources

- City of Madison 15%
- Dane County 18%
- United Way 17%
- State of Wisconsin 14%
- VOCA 7%
- DELTA 4%
- Small Grants 3%
- Fundraising 22%

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The 2010 Statement of Financial Position and Statement of Activities have been audited by Wegner LLP.

Copies of the complete audit report are available upon request.

DAIS complies with all applicable state and federal reporting requirements.
2010 Donors to the DAIS Annual Fund

Donors listed below made one-time or cumulative donations of $250 or more to the DAIS Annual Fund in 2010.

$1,000 or more

Alliant Energy Foundation, Inc.
Alpha Chi Omega Sorority
Sue & Jim Bakke
Belleville Community Health Improvement Program
Joyce & Larry Beranek
Holly & James Berkenstadt
Terri & Damon Bresenham
Campus Women's Center
Capitol Indemnity Corporation
CG Schmidt
Covance
Covenant Presbyterian Church
Cross Country Cable Corp.
Dane County Bar Association
Endres Manufacturing Co. Foundation
Epic Systems Corporation
First Unitarian Society of Madison
Fletcher Family Foundation
Marie E. Fraser
The Great Dane Pub & Brewing Company, Inc.
Gundlach Family Fund
H&M Distributing Company Inc.
Mary Haag
JoAnn Gruber-Hagen & Doug Hagen
Eileen Hannigan & Christopher Dolan
Sue Harris & Ken Hitzke
Kathleen Hempel
JBI Charities Inc.
Jewelers Mutual Charitable Giving Fund
Kass Kuntz Memorial Fund
Diane & Wendell Keene
Pamela & Noel Keene
Madison Community Foundation
Mary Kay Foundation
Menter Health Services
Messiah Lutheran Church
Sven Midelfort
Morgan Stanley
Mortenson Matzelle Meldrum
Orchard Ridge United Church of Christ
Outrider Foundation
Diane & David Pauly
Plumb Trust Company
James Powell & Kathleen McCormick
Beverly & Michael Robinson

Brenda & Robert Ryan
Betty Scott
Saint Dunstan’s Episcopal Church
Shelter Alliance
Stafford Rosenbaum LLP
The Synergists
Wing Hei Tang
TDS Telecom Service Corp.
Unity Health Insurance
UW Health
Anne Vandenburgh
Verizon Wireless HopeLine Program
Patricia Vogel
Wisconsin Coalition Against Domestic Violence, Inc.
ZONTA Club of Madison

DAIS' staff Meg Sohns and Emily Barnes accepting a donation form the Verizon Foundation.

From left: Erik Gammell, Sondy Pope-Roberts, Fitchburg Police Chief Thomas Blotter and Cecely Castillo at the Celebrate Independence! Luncheon
$250-$999

Baine Brevard Alexander
Heidi Allen-Bregman
Alpha Delta Kappa - Iota Chapter
Brian Alt
American Transmission Company
Antelco
Carolyn Anderson
Bonfyre Grill
Axley Brynelsen
Ellen L. Barnard
Jan & Paul Barnett
Shannon Barry & William Bolz
Becker Law Offices
Steve Bentin
Brenda Blanchard
Karen Blashka
Virginia Bores
Susan Bredemann
Jenny Brehm
Michael Cain
Margaret Carlson
Melanie Carpenter
Cecely Castillo & Matthew Fortney
Brenda Cullen
James B. Dahlberg & Elisebet Lund
Dane County District Attorney - Domestic Violence Unit
Sandra Daniel
Dean Health Systems
DeWitt Ross & Stevens
Douglas Stewart Co.
Ruth & Warren Downs
Carla Draper
Employee Benefits Corporation
Michael Falk & Julie D'Angelo
First Congregational UCC
Deanne Funkhouse
Samantha & Erik Gammell
Jennifer & Andy Giesler
Karen L. & Jerry Gipp
Glenwood Moravian Church
Tamara Hagen, MD
Stacey & Carsten Hartmann
Kristine Heckman
Marion L. Hendrickson
Mark Henry
Anja & Kevin Heppner
Hill Electric
Hooper Foundation
Mary & Christopher Hughes
Peggy Hughes
Susan Indlekofer
Iowa Insurance Agency, Inc.
David Johnson
Letitia L. Jowosini
Deborah Juneau & Jerome Buhman
Jeanne Kinney
Cathy & Ken Knudson
Knupp & Watson & Wallman
Kohl's Department Store
Heidi & Jason Kopras
Thomas Kozlovsky
Shirley Kubly
Kwik Trip Inc.
Ladies Auxiliary of Elks 410
Lake Edge Women of the ELCA
Linda Lambert & Jim Abderhelden
Robert Lamey
Lathrop & Clark LLP
Patti Leavitt
J. J. Linscheid
Jan Loiselle
Lotus Salon
The Madison Concourse Hotel
Andrea Margrudi-Findik & Jeff Findik
Kathleen Marshall
Barbara & Gerald Marwell
Pamela & Patrick McGranahan
Melli Law, SC
Memorial United Church of Christ
Louise Meske
Dani Michels
Marguerite Moeller
MOMS Club of Madison - West
Mortenson Family Foundation
Brenda & Paul Mueller
Judith Munaker
Tina & Blaine Neupert
Melany Stinson Newby
Oakhill Correctional Institution
Optimist Club of Downtown Madison, Inc.
Kathryn & Daniel Paulson
Dale Peterson
Pinnacle Health & Fitness
Sheila Polkneffe
Presbyterian Women
Quarles & Brady
Reinhart Boerner Van Deuren
Andrew Richards
RLS—Amy & Lance Roberts
Dorothy Rodefeld
Jane Sadusky
Saint Dunstan's Church
Patricia Sammataro
Rebecca L. Schumann
Romaine & Ben Shank
Gypsy & Dave Shearer
Rebecca Smith
St. Andrew's Episcopal Church
St Mary's Hospital
Christyn Stephens
Katherine & William Strycker
Michelle & Doran Viste
Vitalite Massage, LLC
Robert Von Rutenberg
Daniel Wagner
WEA Insurance Corporation
Wegner LLP
Linda Welch
Diane Welsh & Gary Radloff
Diane West
Dorothy Wheeler
Women of Grace
Lutheran Church
Women of ELCA Immanuel Lutheran Church
Women of Lakeview
Lutheran Church
Women's Ministries of Bethel Lutheran Church
Deborah Patrick Wubben & Ryan Wubben
Mary & James Yaeger
Laurie Zimmerman
Renee Bauer

Thank you!
Thanks to the following friends and supporters for hosting fundraisers and friend-raisers for DAIS to help us raise awareness about domestic violence!

Legal Association of Women—“I Resolve” LAW Event
Lisa Blanchard and the family of Tracy Judd and Deja Renee—Domestic Abuse Awareness Benefit and the Traja Fall Fundraiser
Zonta Club of Madison—Zonta Zing and the Purple Ribbon Walk
Meet Your Match Speed Dating Committee—Meet Your Match Speed Dating Event
Little Red Wolf and Nellie Wilson & The Hellbound Honeys—Benefit Concert
Christopher and Jessica Duren—Safe at Home Softball Tournament
Bonfire American Grill, Captain Bill’s, The Great Dane Pub and Brewing Company, The Mariner’s Inn—Dine Out for DAIS

Alpha Chi Omega Sorority—Mr. Alpha Chi Pageant

Client Success Story—How Your Support Helps!

“Jennifer” entered the shelter after being in an abusive marriage for many years. She did not have any source of income when she came to DAIS, and therefore, she knew that it was going to be very hard to find safe housing. Within her first week at shelter, she was overwhelmed and felt there was no hope for her to make it on her own. She told her Case Manager that she was thinking about going back to her abuser. However, within just a few weeks, she secured a job that provided her with steady income and with the support of shelter staff, submitted several housing applications. Jennifer was accepted into the YWCA’s program for single women. She was amazed with all that she was able to accomplish in just a few weeks and was so excited to have, for the first time in her life, her very own place. Jennifer told her Case Manager several times that she felt that there was no way that she could have gotten so much done in such a short period of time without the help and support of DAIS. She said that wants all women to know that it is possible to become independent and safe, and that she truly values the encouragement and support of DAIS staff.
2010 DAIS Staff

Leadership Team
Shannon Barry, Executive Director
Kristin Burki, Director of Services
J.J. Linscheid, Director of Business Operations

Administrative and Development Staff
Emily Barnes, Development Coordinator
Jan Loiselle, Capital Campaign Coordinator
Samantha Moore, Administrative Coordinator
Diane Wenzel, Staff Accountant

Legal Advocacy Team
Peter Bennett, Legal Advocate
Ella LeVally, Legal Advocate
Maya Oyarbide-Sanchez, Legal Advocate

Shelter Team
Rebecca Lovell, Shelter Services Coordinator
Karen Larson, Children’s Program Coordinator
Wendy Tougas, Shelter Living Specialist
LuAnn Engle, Family Advocate—Child Focus
Kelly Heller, Family Advocate—Housing Focus
Shelter Advocates:
  Mel Barnes
  Sonja Conklin
  Sonya Evans
  Hattie Griggs
  Elizabeth Hogensen
  Marian Jordan
  Stephanie Jung
  Estella Miranda
  Kinthy Morris
  Rosa Perez
  Julie Wilcox

Crisis Intervention Team
Meghan Sohns, Crisis Intervention Coordinator
Alexandra Cruickshank, Crisis Response Advocate
Sally Jackson, Crisis Response/Legal Advocate
Crisis Response Advocates:
  Maria De Arteaga
  Vickie Bruce
  Andrea Erickson
  Cecilia Goldschmidt
  Marian Jordan
  Kathleen Klein
  Heather Motiff
  Sara Rueth
  Grace Thornton
  Conrad Wiles

DELTA Project
Theresa Kuehl, DELTA Project Coordinator

Volunteer Program
Kira Young, Volunteer Coordinator

2010 Board of Directors and Board of Trustees

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Andrew Richards, Vice President
Tamara Hagen, MD, Secretary
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Cecely Castillo
Chris Freeman
Erik Gammell
Stacey Hartmann
Mary Hughes
Linda Lambert
Boo Mortenson
Lynne Solomon
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Diane West

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Leigh Mills
Boo Mortenson
Amy Roberts
Ways you can support victims of domestic violence:

Share DAIS’ Information including the Help Line

Educate yourself and others about healthy relationships

Call 911 if you witness domestic violence

Talk about domestic violence and break the silence

Volunteer your time at DAIS

Challenge sexist language

Host a cell phone drive

Hold the media accountable for accurately reporting domestic violence cases

Support programs that provide crisis intervention

Believe victims

One. And for all.

DAIS (Domestic Abuse Intervention Services, Inc.)
P.O. Box 1761 * Madison, WI 53701
Business (608) 251-1237 * Fax (608) 284-2134
Help/Crisis/TDD (608) 251-4445 * (800) 747-4045
www.abuseintervention.org