**Mission**
Empower those affected by domestic violence and advocate for social change through support, education, and outreach.

**Vision**
A nonviolent community that actively promotes safety, peace, justice, and hope.

**DAIS 2017 Executive Leadership**
- Shannon Barry, *Executive Director*
- Kristin Burki, *Director of Services*
- Megan Cooley, *Director of Strategic Partnerships*
- Brad Hinkfuss, *Director of Operations*
- Kelly Kleven, *Director of Finance*
- Monique Minkens, *Director of Residential Services*
- Faye Zemel, *Director of Community Services*

**DAIS 2017 Board of Directors**
- Melanie Schmidt, *President*
- Lynda Merrill, *Vice President*
- Ryan Behling, *Secretary*
- Jim McNulty, *Treasurer*
- Pamela Bean
- Lisa Hoffman
- Jeane Kropp
- Jodi Raczkiewicz
- Rachel Rasmussen
- Mary Schunk
- Yolanda Shelton-Morris
- Eva Solcova Smith

**DAIS 2017 Trustees**
- Calyn Ostrowski, Chair
- Sue Bakke
- Holly Berkenstadt
- Jeff Beckmann
- Melinda Ferraro
- Leigh Mills
- Boo Mortenson

*Indicates current members of DAIS Executive Leadership Team*
A Note from the Executive Director

I am pleased to share with you the impact of DAIS in the lives of survivors of domestic violence in Dane County last year. Over the past few years, DAIS has continued to see a strong need for our services, and that trend continued in 2017. We served 2,022 survivors face-to-face and fielded a record 18,388 calls on our Help Line. These numbers reveal that domestic violence is an issue that continues to affect the lives of so many in our community — our family members, friends, neighbors — people we see every day.

DAIS spent time last year examining the barriers our clients — particularly shelter clients — face in achieving long-term safety, as well as how our services address those barriers. We support survivors of domestic violence as they work to liberate themselves from the cycle of violence. In this Annual Report, you will read about some of the ways DAIS assists those already impacted by domestic violence, as well as our prevention and education efforts. We’re also pleased to share with you a few stories of clients who worked with DAIS in 2017.

DAIS relies on the community to make our work possible, and in 2017, you helped impact the lives of thousands of women, children, and men in Dane County. Through your support of DAIS, you are investing in the resiliency of survivors of domestic violence and their children. Your impact starts here at DAIS and can be felt throughout our community as our clients work to live their best lives. You play an important role in ensuring that Dane County is a safer, more just, more equitable place for people who have experienced domestic violence, their children, and the people who love them.

Shannon Barry, MSSW
Executive Director

A Note from the Board of Directors President

At DAIS, we talk about how domestic violence as a community issue. We do this because domestic violence affects all of us in Dane County and it is our shared responsibility to work toward ending it.

DAIS relies on our community to help raise awareness about domestic violence and DAIS services. Over the past few years, DAIS has witnessed more and more people reaching out for help. At DAIS, we may never know how someone gets to us, but we know that victims of domestic violence rely heavily on strong community connections to get help and support when they need it most. Our clients hear about DAIS from service providers, from their friends and family members, through PSAs on the radio, DAIS billboards, and flyers posted in public restrooms. Survivors arrive at DAIS because someone in our community believed them and their story and made sure they knew that DAIS was a resource to help them.

As a board member, I hear numerous stories about survivors DAIS has served first-hand, and I’ve learned that survivors are incredibly resilient, but unfortunately cannot do it alone. I would like to thank all of you who helped support and share information about DAIS each year. Thanks to your efforts, we are building a strong network that will support survivors beyond DAIS’ doors. Together, we are making sure that our community is one where survivors can thrive. You and DAIS. One. And for All.

Ryan Behling
2018 Incoming DAIS Board President
2017: A Year in Review
DAiS
DOMESTIC ABUSE INTERVENTION SERVICES
One. And for All.
The Shelter Program

A Healing Community
The DAIS shelter strives to create an environment where residents can do their best work and begin to heal from the trauma of the abuse they’ve experienced. Clients work one on one with a Family Advocate, or case manager, to outline their needs and goals for their shelter stay, and the Family Advocate supports them in working towards those goals by providing information, resources, and referrals to community partners.

Job Readiness and Financial Literacy
The Shelter Program offers weekly career workshops to support clients looking for employment through support with resume and job application writing, interview preparation, and financial literacy.

DAIS Family Advocates also receive training in financial literacy to better support clients during one on one case management.

Housing Support
Family Advocates work with clients to secure housing through advocacy with local landlords, or collaborations with housing programs in Dane County. In 2017, DAIS staff began attending bi-monthly Single and Family Placement Meetings organized by the Homelessness Services Consortium. This collaboration has allowed DAIS to better connect clients with housing opportunities that are offered in the community. Attending these meetings has increased the number of DAIS clients who found housing in 2017.

99% of shelter clients earn less than $18,000 a year. That’s a monthly income of just $1,500. Here’s how that income compares to the average cost of living in Dane County.

<table>
<thead>
<tr>
<th>Projected Monthly Income</th>
<th>$1500.00</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rent</td>
<td>$1070.00</td>
</tr>
<tr>
<td>Childcare</td>
<td>$1005.00</td>
</tr>
<tr>
<td>Utilities</td>
<td>$107.50</td>
</tr>
<tr>
<td>Transportation</td>
<td>$65.00</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>-747.50</strong></td>
</tr>
</tbody>
</table>

19% of DAIS shelter clients report **chronic homelessness due to domestic violence.**

53% of shelter residents are **unemployed or under employed.**
Nicole*, a mother of a young daughter stayed in the DAIS shelter twice in 2017. Nicole had a great job, but was having a tough time securing housing on her own because living with her abuser over the past several years had left her with a poor rental history. During her time at DAIS, Nicole was accepted into a housing program that would provide a rental subsidy but had to find a landlord who would be willing to work with her. Nicole worked with her advocate to find a way to explain her rental history and secure a meeting with a potential landlord. Nicole went into the meeting confidently and was accepted for housing the very next day. A few months after her shelter stay, Nicole got in touch with her advocate to let them know that she and her daughter are doing very well in their new home.

*The client’s name and identifying details have been changed.
The DAIS Children’s Program provides age appropriate programming centered around helping children process their experiences with family violence, while providing them with safety and structure. The program also promotes non-violent conflict resolution and provides trauma-informed, family-centered programming that focuses on strengthening the bond between the protective parent or caretaker, and the child.

At DAIS, the children we serve are considered to be primary clients of DAIS, just like their parents. The Children’s Program collaborates with all other programs at DAIS, providing support to children staying in shelter, as well as those who accompany a parent to support groups and meetings with a community response or legal advocate.
Tara* came to shelter with her two-year-old son. Tara and her son were both struggling with the trauma of the abuse they faced. Tara’s confidence as a mom was damaged, and her son was withdrawn and quiet. In addition to the goals of securing housing and a job, Tara also worked with the Children’s Program at DAIS to get support with everything from modeling healthy discipline for her son, to potty training. Her son started going to Kids’ Space, playing with the other kids in shelter, and getting to know the Children’s Advocates. After a while, he became comfortable with the shelter environment and would run to greet volunteers at the start of Kids’ Space. Tara stayed focused on the vision she had for her family, and even though she had to come into shelter several times, each stay got her closer to achieving her goals. During her last shelter stay, Tara finally obtained housing, and was able to provide a home for her family.

*The client's name and identifying details have been changed.
Community Services: Help Line

Meet Jenna Gormal,
Crisis Intervention Coordinator

What is the Help Line? The Help Line is the gateway through which clients gain access to DAIS services. Help Line Advocates are there to provide clients, as well as family, friends, and community members, with support, information, and referrals to other community agencies, in addition to safety planning.

How long have you been involved with DAIS? I started at DAIS in January 2015, when I became a Help Line and Support Group volunteer. Since then, I’ve been a Lead Shelter Advocate, Family Advocate, and now the Crisis Intervention Coordinator.

What are some of the biggest barriers you see for DAIS clients? Our clients face so many barriers to leaving; I would say that one of the biggest barriers that they face is access to safe and affordable transitional housing. Domestic violence affects individuals in a number of complex and complicated ways; impacting financial security, employment, housing, and healthy development so it is important that survivors are paired with a case manager and housing at the same time. This holistic support provides the survivor with the strongest chance to change their own lives for the better.

What is challenging about your role at DAIS? The most challenging part of my role at DAIS is informing clients on the Help Line that the shelter is full and that we are running a waitlist. Informing clients of this when they are in danger with few options, is heartbreaking.

What is rewarding about your role at DAIS? The most rewarding part of my job is being witness to our clients successes, even if they don’t see it themselves. Success is facing an abuser in court, walking outside with less fear, ignoring scary emails from an abuser and even just dressing their kids in the morning despite feeling that they would rather not get up out of bed at all.

What’s one thing you want people to know about the work you do? If I could wish for everyone to truly understand one aspect of this work, it would be to understand that coercive control is insidious and real and should be taken seriously.
Who Calls the DAIS Help Line?

- Survivors looking for support and information about DAIS services
- Concerned friends or family members who want to support a survivor in their life
- Other service providers who want to learn more about DAIS services for someone they’re working with
Community Services: Community Response Program

Community Response meetings are an opportunity for clients to receive face-to-face support from an advocate. In these meetings, Community Response Advocates are there to provide emergency safety planning, basic restraining order assistance, housing information, support, and referrals to community resources. Advocates also connect clients with other services and resources at DAIS, like the Legal Program, Support Groups, or Shelter.
Karla contacted DAIS after an incident in which her abuser had caused a lot of damage to the apartment where she lived with her children. After talking to a Help Line Advocate, Karla set up a Community Response appointment to discuss housing resources, safety tips, and to gain additional support. Karla had been with her partner for many years, and they had children together. After a lot of hard work and preparation, Karla left her abuser and obtained a restraining order about a year before this most recent incident. Karla felt completely defeated, she was working two jobs to support herself and her children and was able to maintain a comfortable life for them, but unfortunately had very little money to spare.

Karla had filed a police report after the incident, and despite this report, the restraining order, and a good rental history with her landlord, she was still responsible for the property damage, which was near $1,000.00. Karla had worked hard to save up $300.00 but told the advocate she was in the position of having to choose to pay for the damages, or pay for rent, utilities, and groceries – she couldn’t do both. She was stuck and didn’t know what to do.

Karla’s advocate worked with her to contact local organizations who could help her pay for the damages. Her advocate was also able to help her with a lock change to secure her apartment. They reached out to a few different organizations, and after a week, Karla’s advocate found out that one of them would pay for the remaining amount Karla owed. The advocate called Karla, who cried with relief and said that a weight had been lifted from her shoulders. She said that she would be eternally grateful, because despite what her abuser did, she would not be ruined financially, and would be able to continue to provide a good life and a safe home for her children.

*The client’s name and identifying details have been changed.*

**Community Services:**

**Legal Advocacy Program**

Legal Advocates help clients file for restraining orders, and provide in-person support during hearings, as well as support and advocacy in civil court and family court proceedings. Legal Advocates are not attorneys and do not provide legal advice, but they are there as resources to clients who may need support navigating the legal system.
Support Groups help clients feel less isolated, more connected to ways to stay safe as well as other DAIS services and the community resources they may need.

“Support group is my surrogate family. It’s where I find commonality and understanding. I enjoy the camaraderie of the women here and how we help each other through our own experiences. To see how others have healed has taught me that I can heal, create a new story, and regain my life back.”

– DAIS Client

In 2017, DAIS offered six support groups:

1-2. Two community-based support groups

3. One support group in Spanish

4. Women with Vision Group for women age fifty and over

5. Survivors of Violence Support Group, a collaboration with Rape Crisis Center, for survivors of domestic violence and sexual assault

6. A monthly support group for Friends & Family of Survivors
Prevention: MENS Program

The Prevention Program is a community-based, collaborative program that seeks to eradicate domestic violence and sexual assault through social change and community building. The program works with young men and the adults who interact with them to identify and eliminate the root causes that contribute to abusive behavior.

MENS (Men Encouraging Nonviolent Strength) is DAIS’ main prevention initiative. MENS is a peer-based group for high school and middle school aged male youth facilitated by a DAIS staff member and a representative from the partnership site. MENS provides a minimum of 10 sessions that focus on gender roles and expectations, communication, conflict resolution, and healthy relationships through guided activities and group discussion.

High School Sites
- West High School
- LaFollette High School
- James Madison Memorial High School
- Sun Prairie Phoenix Academy

Community Center Sites
(includes both middle school and high school aged participants)
- Goodman Community Center
- Kennedy Heights Community Center
- Lussier Community Education Center

“...It just comes naturally, honestly. Like a lot of the things that y’all taught me, I don’t know why but it’s kinda locked in, kind of like a reflex now...like usually back in the day, you see fights and go there and record it [on your cell phone] or you go watch it with your friends or stuff like that. I don’t like, I stop it, like if I see it happen I’m gonna stop it... I don’t question, like if someone comes to me in a time of need and says like ‘I just really need to let something out, but it’s kinda like sensitive’ I’m just you know, ‘let it out, man!’ I see the world kinda differently now. I come at things in a different aspect.”

– LaFollette High School Senior answering the question, “How do you think you will apply what you learned in MENS to the rest of your life?”
Training & Education

By the Numbers

232
Presentations

3,472
Number of Audience Members

279
Hours of Training & Education Provided

Training & Education

DAIS offers workshops and presentations tailored for different groups, as well as community education events to raise awareness about domestic abuse and promote healthy relationships. Skills based training for various professional groups are also offered.

2017 Empower Sessions

In 2017, DAIS hosted three free events aimed to educate the community about the issue of domestic violence.

• The first event focused on the work teens have been doing in the community, and featured a diverse representation of speakers from LaFollette High School MENS Club, GSAFE, and Operation Fresh Start.

• The second event, “Ally” is a Verb: A Conversation on Allyship & Bystander Intervention, featured interactive conversational presentations by DAIS, Dane County Rape Crisis Center, the Wisconsin Coalition Against Sexual Assault, and UW-Madison’s LGBT Campus Center around what it means to be an ally.

• The final educational event was a panel discussion with DAIS and the UW Extension Learning Lab, discussing how learning apps could benefit DAIS clients.
## Statement of Financial Position

### Assets

<table>
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<tr>
<td>Cash</td>
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<tr>
<td>Accounts Receivable</td>
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<td>Unconditional Promises to Give Restricted for Capital Campaign</td>
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<td>Prepaid Expenses</td>
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<td><strong>TOTAL CURRENT ASSETS</strong></td>
<td><strong>981,609</strong></td>
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| PROPERTY AND EQUIPMENT-Net                          | 5,618,648      |

**OTHER ASSETS**

- Long-term Unconditional Promises to Give Restricted for Campaign: 150,000

**TOTAL ASSETS**: 6,750,257

### Liabilities and Net Assets

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<thead>
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<th>CURRENT LIABILITIES</th>
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<td>Accrued Expenses</td>
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<tr>
<td>Current Portion of Notes Payable</td>
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<td><strong>TOTAL CURRENT LIABILITIES</strong></td>
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<table>
<thead>
<tr>
<th>LONG-TERM LIABILITIES</th>
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<tr>
<td>Note Payable less Current Portion</td>
<td>621,128</td>
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**TOTAL LIABILITIES**: 824,218

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<tr>
<td>Undesignated</td>
<td>748,278</td>
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<tr>
<td>Designated for Property &amp; Equipment Fund</td>
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<tr>
<td>Total Unrestricted Net Assets</td>
<td>5,708,219</td>
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<tr>
<td>Temporarily Restricted</td>
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<tr>
<td><strong>TOTAL NET ASSETS</strong></td>
<td><strong>5,926,039</strong></td>
</tr>
</tbody>
</table>

**TOTAL LIABILITIES AND NET ASSETS**: 6,750,257

*This year’s deficit was planned in the organization’s multi-year operating budget, which is being supplemented by funds from an operating reserve established during the capital campaign. The reserve supports the organization as it builds its capacity to respond to an increase in community needs. The organization will spend down the reserve over the next several years, as it works to increase revenue from other sources.*

## Statement of Activities for Fiscal Year 2017

### Support & Revenue

<table>
<thead>
<tr>
<th>Grants</th>
<th>$1,125,972</th>
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<tbody>
<tr>
<td>United Way of Dane County</td>
<td>226,269</td>
</tr>
<tr>
<td>Other Contr. &amp; Events</td>
<td>1,387,166</td>
</tr>
<tr>
<td>Investment Return</td>
<td>682</td>
</tr>
<tr>
<td>Other Income</td>
<td>1,511</td>
</tr>
<tr>
<td><strong>TOTAL UNRESTRICTED SUPPORT AND REVENUE</strong></td>
<td><strong>2,741,600</strong></td>
</tr>
</tbody>
</table>

### Expenses

| Personnel                           | 2,523,466    |
| Space Costs                         | 443,938      |
| Operating Expenses                  | 491,404      |
| Special Costs                       | 122,209      |
| **TOTAL EXPENSES**                  | **3,581,017** |

Net Assets Released from Restrictions: 265,124

**CHANGE IN UNRESTRICTED NET ASSETS** (574,293)

| Contributions                       | 180,000      |
| Net Assets Released From Restrictions| (265,124)     |

**CHANGE IN TEMPORARILY RESTRICTED NET ASSETS** (85,124)

| Change in Net Assets                | (659,417)    |
| Net Assets - Beginning of Year      | 6,585,456    |

**NET ASSETS - END OF YEAR**: $5,926,039

The 2017 Statement of Financial Position and Statement of Activities have been approved by BDO USA, LLP. Copies of the Complete Audit Report are available upon request. DAIS complies with all applicable state and federal reporting requirements.
You Make Our Work Possible

In 2017, DAIS served over 1,600 individuals and fielded over 18,000 calls on our Help Line. Here’s how you helped us do it.

**How people gave:**

- Made a one-time gift
- Supported a program through a family, corporate, or community foundation
- Hosted a fundraiser at their business or organization
- Secured a matching gift for their donation
- Set up a monthly donation
- Set up a Facebook fundraiser
- & More!

**DAIS Volunteers**

- Fielded Help Line calls
- Met with survivors one on one at Community Response appointments
- Worked with children in our Children’s Program
- Cooked dinner for shelter residents
- Worked with clients to find job opportunities
- Facilitated DAIS Support Groups
- Helped plan DAIS events
- Helped with service projects on site at DAIS
- Served on DAIS’ Board of Directors or committees of the board
- Helped forge community connections as a DAIS trustee
- Represented DAIS in the community as Ambassadors
- Helped sort donations in the Donations Room
- Greeted those who came to DAIS as a front desk reception volunteer
- & More!

**190 Volunteereers**

**DONATED 10,150 HOURS OF SERVICES**

2,089 GIFTS FROM 1,593 DONORS RAISED $1,166,800

A 2017 donor list is available in the web version of the Annual Report.
THANK YOU!
Thank you to our donors, volunteers, and funders
Thank you to our donors, volunteers and funders who help support survivors of domestic abuse throughout the Dane County community. Your generosity ensures that survivors have the support, tools and resources they need to feel safe and empowered. Domestic violence is not an issue that will solved by DAIS alone – it requires us all. Together, we can build a nonviolent community that promotes safety, peace, justice, and hope.

You and DAIS. One. And for all.

Domestic Abuse Intervention Services, Inc. is a nonprofit 501(c)(3) organization serving domestic violence survivors and their families in Dane County, Wisconsin.