



CADA

ANNUAL
REPORT

2023



A LETTER FROM THE EXECUTIVE DIRECTOR

DEAR CADA FRIENDS AND SUPPORTERS,

As I reflect on the journey of 2023 and anticipate the road ahead, I am filled with a profound sense of gratitude for each of you who stands alongside CADA in our mission to support survivors. Your unwavering commitment has been the bedrock upon which we've weathered the winds of change and transformation.

This is a pivotal moment in CADA's history, characterized by challenges, opportunities for growth, and a real sense of *what's next?* In recent years, because of a lack of funding, we have been forced to cut our violence prevention program, our offender education program, and made other difficult decisions. In November of 2023, we saw a 21-bed domestic violence shelter close in Minnesota. 2023 also held the record high of domestic-related homicides during my time in the field.

Throughout challenging times, we've maintained a steadfast focus on our mission and core services. I'm encouraged by the dedication of our team, partners, and supporters. Faced with various challenges, we've innovated and adapted our approach. We've restructured, reallocated resources, and revamped our fundraising to ensure vital support for survivors of abuse and trauma. We have stepped into the waters of change and transition, all while using our core values as our compass. We are guided by our mission and our values of *anti-oppression, community, survivor-centered, stewardship, and dignity.*

As we continue this journey, I invite you to join us in our vision of growing communities where survivors are supported, validated, and empowered. Your support - whether through donations, volunteering, or spreading awareness - is integral to the fabric of our community and safer futures for all.



With gratitude,

A handwritten signature in blue ink, appearing to read 'J. Mack', with a long horizontal line extending to the right.

JASON MACK
EXECUTIVE DIRECTOR

MISSION AND VALUES

Our mission: to provide safety and support to victims of domestic and sexual violence through education, advocacy, and shelter

Core values:

- **Anti-oppression**
- **Community**
- **Survivor-centered**
- **Stewardship**
- **Dignity**

STRUCTURE CHANGES

Over the past few years, CADA has undergone significant internal structural changes to better meet the evolving needs of survivors in our region. While our services have expanded, we faced challenges such as limited financial growth and overloaded staff. Feedback from survivors and staff, along with program evaluations, guided our efforts to restructure to enhance our services.

Our goals in adapting our structure included:

- Create **more specialized positions** with less breadth of duties and **reduce staff workloads**
- Create **smaller and more specialized program teams**
- Create **new mid-level manager positions** with fewer direct reports for each position
- Create **more collaboration** between programs
- **Stabilize overall operating costs**

We approached this journey deliberately, by gathering data, collaborating with survivors and staff, and staying informed about industry trends. Now, after years of thoughtful adjustments, we're settling into these changes.

Leadership team changes

Recognizing the need for more managerial support, we added two director-level positions: Director of Advocacy and Director of Community Programming. Additionally, co-manager roles were introduced in our Shelter and Community Advocacy programs. The results of these changes have been positive, with staff having more intentional time with supervisors, supervisors having more manageable workloads, and more time dedicated to program development. These changes have improved supervision, workload balance, and program planning, resulting in better support for survivors.

Shelter program enhancements

In the shelter program, we introduced two new full-time positions and redefined existing roles to better serve residents. Direct Advocates focus on individualized support through safety planning, goal setting, and providing tailored resources. Our Support Advocates oversee the shelter operations and provide crisis support through the 24-hour helpline.

To create and redefine these positions, we eliminated our Child and Family Advocate, Housing Advocate, and Shelter Cook positions. We made these changes after careful consideration and analysis of our shelter evaluation and through listening to staffs' ideas. What we found was that having positions dedicated to children and housing resulted in disappointment. The reality is that the lack of childcare and housing is a structural community issue, and individual staff were unable to meet the vast needs of clients. By placing those job



duties on the Direct Advocates, we are able to help create more pathways for referrals to other providers with long-term solutions. We were able to make these changes without any lay-offs and while retaining the skilled and supportive staff who have a long history with our organization.

Overall, these adjustments have strengthened our ability to support survivors effectively while ensuring staff can thrive in their roles.

LISTENING TO SHELTER RESIDENTS

One of CADA's core values is being *survivor-centered*. We prioritize partnering with survivors and integrating their feedback into our services and decisions. To honor this commitment, we regularly conduct program evaluations, engaging with survivors to understand their experiences with our organization and programs.

This year, we conducted an evaluation of our shelter program, gathering input from current and former residents. We sought feedback on safety, the shelter environment, resources they received, connection with advocates, and the cultural responsiveness of our program.

Clients highlighted the emotional support and validation they received as particularly valuable aspects of their shelter experience. They praised the kindness and helpfulness of our staff and expressed feeling empowered throughout their stay. We also identified areas for improvement in our physical spaces and opportunities to enhance cultural responsiveness.

Through this feedback, we gained insights into critical services and amenities, allowing us to reallocate resources and adjust staffing structures to better meet survivors' needs and enhance the overall impact of our services.



BOARD OF DIRECTORS

- Gwenn Wolters, *Chair*
- Kari Severson, *Vice Chair*
- Kathy Madrid, *Treasurer*
- Nancy Achterhoff, *Secretary*
- Sadie Anderson
- Tasha Moulton
- Linda Solyntjes
- Kerry Diekmann
- Lynn Waterbury

I was supported and felt safe, and that is very much what I needed. Advocates helped me understand that I was being mistreated and they allowed all the space that was needed for me to process this. I felt very supported the entire time.

– ANONYMOUS SURVIVOR

SHIFT IN FUNDRAISING EFFORTS

For years, we've navigated stagnant government funding. Since hiring a Fundraising Director in 2017, we've bolstered community support, diversified grants, and reduced reliance on government funding. Now, we're at a pivotal moment to amplify these efforts. We have set ambitious goals and defined what priorities we must pursue.

A decade without funding jeopardizes our programs. To safeguard survivors, we must enhance non-governmental support, primarily from local donors and supporters. We're dedicated to growing relationships with individuals, businesses, and foundations to sustain our mission.

Here's how you can help:

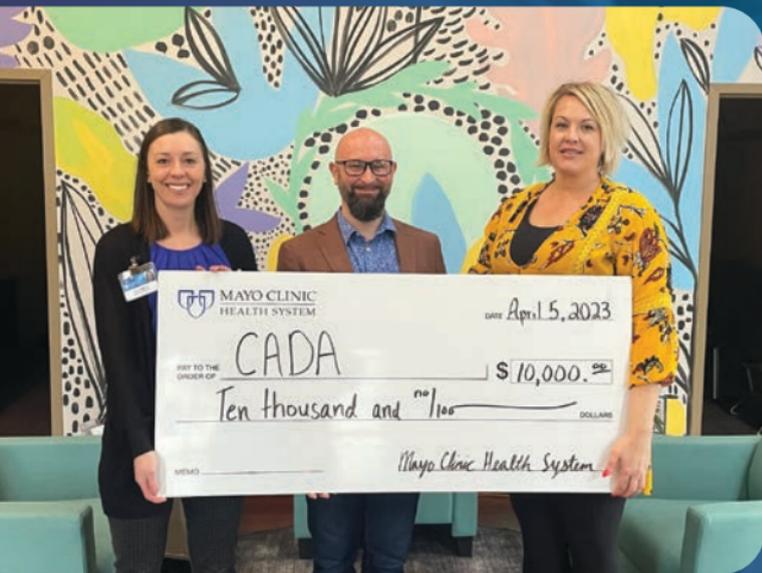
- Make a multi-year financial commitment!
- Direct a contribution to CADA from your Donor Advised Fund!
- Maximize your support by becoming a monthly donor!

Your contribution fuels our mission, ensuring safety and support for victims and survivors. Ready to empower change? Reach out to Kristen Walters, our Development & Communications Director, at kristenw@cadamn.org or 507-625-8688 ext. 124.

Together, we can build safer futures!

**I feel free, and I've never felt free before.
[CADA advocates] made me know I was safe
and that I was cared for.**

– ANONYMOUS SURVIVOR



STATEMENT OF ACTIVITIES

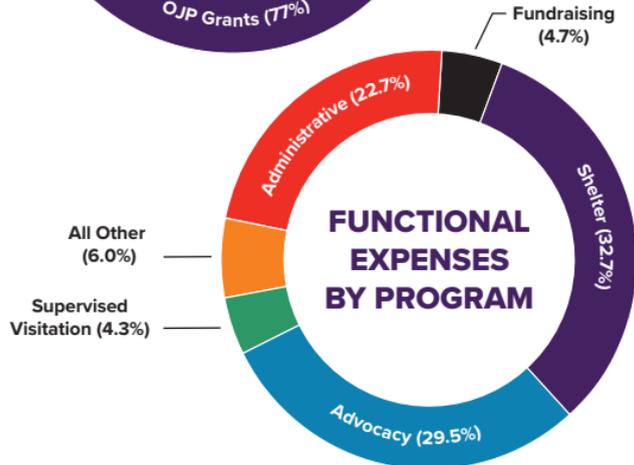
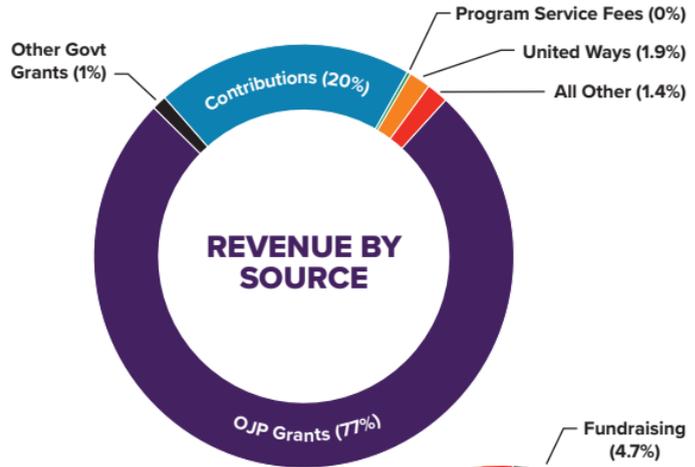
CADA Fiscal Year Ending 6/30/23

REVENUE BY SOURCE

■ OJP Grants	\$1,721,993
■ Other Govt Grants	\$25,557
■ Contributions	\$446,584
■ Program Service Fees	\$6,035
■ United Ways	\$41,876
■ All Other	\$32,725
Total Revenues	\$2,274,770

FUNCTIONAL EXPENSES BY PROGRAM

■ Shelter	\$688,377
■ Advocacy	\$620,477
■ Supervised Visitation	\$91,393
■ All Other	\$126,241
■ Administrative	\$478,524
■ Fundraising	\$98,601
Total Expenses	\$2,103,613



THANK YOU

We are so grateful for the support of our funders, community partners, donors, and volunteers.





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CADA



2023

150 PEOPLE stayed in CADA's shelter. **67** were **ADULTS** and **83** were **CHILDREN**.



CADA PROVIDED CHILDCARE 375 TIMES so parents could attend work, an appointment, or get some rest.



CADA SERVED 1,690 individuals. **17%**, or **240** of those people were children.



CADA PROVIDED COMMUNITY EDUCATION AT 27 EVENTS WITH 1226 TOTAL PARTICIPANTS.



Survivors accessed **FINANCIAL ASSISTANCE OVER 264 TIMES.**



KEEP ME SAFE, our supervised parenting time center, supervised **813 VISITS AND EXCHANGES TO 86 CHILDREN.**



CADA PROVIDED 168 INDIVIDUAL SUPPORT GROUP SESSIONS.



CADA advocates assisted with **244 PROTECTIVE ORDERS.**



Advocates assisted victims in crisis at hospitals or law enforcement centers **111 TIMES.**



CADA PROVIDED TRANSPORTATION ASSISTANCE 463 TIMES.



Advocates helped people **2,867 TIMES** through our 24-hour helpline, text line, and web chat.



CADA

Any significant changes in numbers from year to year is likely due to our new reporting systems.