

**ANNUAL  
REPORT**  
**2021**



**CADA**



# A LETTER FROM THE EXECUTIVE DIRECTOR

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## HELLO FRIENDS,

The New Year is a powerful time for reflection. It feels like we're crawling into 2022 after weathering the storms of the last two years! I don't know about you, but I can see the toll that life has taken on so many faces. While it can be hard to hold out hope in times like these, I see a reason to celebrate amidst the many challenges of our world.

First and foremost, I'd like to celebrate our many supporters. Because of your support, we have been better prepared to face some truly unprecedented challenges! We've seen our communities, partners, and supporters show up in ways that would have been unimaginable two years ago. I offer deep gratitude for the support you've given and the strength it has given us to support those needing our services!

There is no doubt that the past year has brought many challenges: serious funding uncertainties, extreme political and social divisiveness, a vast array of complex community needs, a pandemic that feels to be in the same family tree as the energizer bunny, and global turmoil connected to social and environmental crises. So many people admit to feeling like we're in the intro chapter of a dystopian novel. Despite all of this, CADA

continues to be a beacon of hope and support for people experiencing relationship and sexual violence. 24/7/365.

Along the way, we've also had many triumphs. While developing our new logo, we also reflected deeply on what it truly means for CADA to support survivors and violence free communities. We've taken the time to re-create our values to guide us into this future: anti-oppression, community, survivor-centered, stewardship, and dignity. We've created new evaluation systems to better understand our impact on peoples' lives and be responsive to their needs. We've also invested in our staff by supporting them in dealing with chronic stress and avoiding burnout. I must admit, like so many others, we are tired. And, we're also strong!

Moving into the future, we are committed to assessing our service models and ensuring we are in even deeper alignment with our mission and values. We are also driven to find creative ways to deal with serious budget challenges at a time when the need for our services is greater than ever before. In these efforts, we need our community! As we step up in new ways for victims and survivors, we need you all to continue to step up in support. The future will require increased financial

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support from state and federal grants, businesses, local foundations, and individuals. The future will require new ways of engaging volunteers. The future will require Board members with diverse identities and skills willing to be innovative. We will have the backs of those who need us, and we ask you to continue having ours.



In solidarity and community,

A handwritten signature in blue ink, appearing to read 'J. Mack', written over a thin blue horizontal line.

**JASON MACK**  
EXECUTIVE DIRECTOR

## MISSION

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**CADA's mission is to provide safety and support to victims of domestic and sexual violence through education, advocacy, and shelter.**



# NEW ORGANIZATIONAL VALUES

The last few years have been a time of tremendous change, and CADA has been growing and changing as well. In 2020, our leadership and staff started taking a hard look at our organizational culture, practices, and core values. We recognized the need to update our values to define better who we are, set new standards to be accountable to, and create the organizational culture we strive for.

Throughout 2021, our whole staff embarked on identifying our core values. It was essential for us to collectively create our new values, as these values would define us and will be put into practice in many ways. Some of the ways our values will be implemented is through our job descriptions, our evaluations, our decision making process, and more.



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## CADA'S NEW CORE VALUES ARE:

### **ANTI-OPPRESSION**

We recognize that relationship abuse and sexual violence intersect with all other forms of oppression, and we must work to address all forms of power and control.

### **COMMUNITY**

We believe that inclusive and safe communities are essential for the safety and well-being of all people. We strive to create safe and healthy communities through collaboration and connection.

### **SURVIVOR-CENTERED**

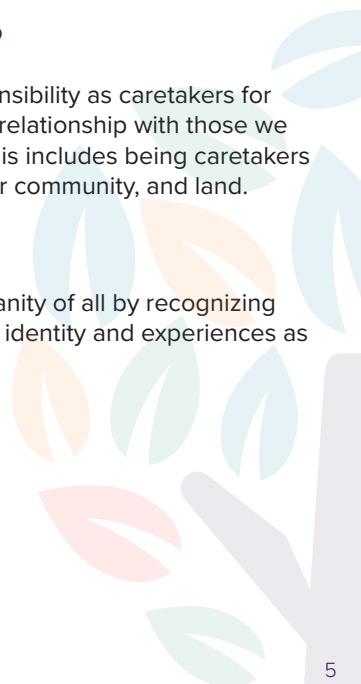
We believe that survivors are the experts in their own lives. We partner with, and center the experiences of survivors to address relationship abuse and sexual violence.

### **STEWARDSHIP**

We honor our responsibility as caretakers for the trust built in our relationship with those we serve. We believe this includes being caretakers of our resources, our community, and land.

### **DIGNITY**

We uphold the humanity of all by recognizing everyone's complex identity and experiences as a whole person.



## NEW LOGO

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As we celebrated CADA's 40th anniversary in late 2019, we spent a lot of time reflecting on our organization's history and imagining the kind of future we wanted to create. Through these conversations, we recognized that our agency is in a transformation stage. We are investing more in community-based initiatives, we are working to improve the ways we center and listen to the voices of those who use our services and are working to make our services as accessible as possible to all who may need our support. It was important to us that our brand adequately represented us and these changes.

In May of 2021, we revealed our new logo and branding, including imagery, fonts, and colors. This was really an exciting time at CADA. We had our previous logo for about ten years. Our new logo is a tree, which is an evolution of our previous logo which included the image of a single branch with leaves. When talking with our team and community about what CADA means to them some words and themes came

up over and over again. Some of those themes were: support, safety, connection, strength, stability, shelter, and growth. We are rooted in our community and rooted in our values. The many-colored leaves represent people from all walks of life who use our services, as well as the variety of services we provide.

In addition to a new image, we have also decided to commit to our organization's name of CADA, rather than being an acronym of the fully spelled out name of Committee Against Domestic Abuse. Moving forward, we will simply be CADA. We are often known as CADA in the community and it was important that we stay recognizable to those who may need our services while also maintaining the reputation we have built with this name. However, we do more than serve victims of domestic abuse. We provide services for victims and survivors of sexual violence, provide supervised visitations, facilitate education programs, and so much more. Simply going by CADA means we are

not promoting the false idea that we only serve survivors of domestic abuse.

Finally, we changed our tagline to “supporting survivors and violence free communities.” We



felt that this tagline explains that at the root of all of our programs is to support survivors. We also picked a tagline that reflected the ways that we engage with the community through violence prevention work and our partnerships.



## PROGRAM EVALUATION

**Someone actually listened to me and took my concerns seriously...she gave me all the time I needed and it was cool. I felt listened to, finally.**

— ANONYMOUS SURVIVOR

In 2021, we partnered with Strategic Consulting & Coaching (SCC) to develop an evaluation plan for CADA's programs. SCC conducted an evaluation of CADA's services, and worked with us to develop tools allowing us to re-vamp our program evaluation efforts for the future.

As a part of this process, SCC conducted client interviews to understand CADA's impact in survivors' lives. SCC also met with program staff, reviewed evidence-based and peer-reviewed research. After conducting research and collecting data, SCC put together an analysis of all the data, and a plan to conduct our own evaluations in the future.



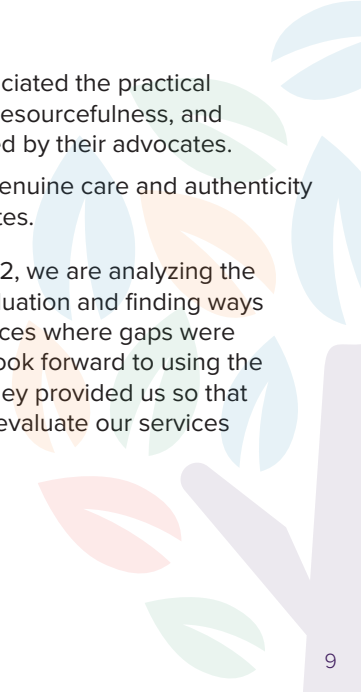


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## TAKEAWAYS FROM CLIENT INTERVIEWS:

- CADA is an essential community resource, providing a safe refuge when help is needed
- CADA staff are experienced and know how to help
- CADA provides a sense of safety – physical, emotional, and psychological safety. 100% of those interviewed reported feeling safe throughout their experience with CADA.
- Survivors found benefit in having a shared experience with other program participants or staff – such as small group meetings or support groups.
- Survivors felt listened to and validated by advocates
- Participants appreciated the practical problem-solving, resourcefulness, and resources provided by their advocates.
- Participants felt genuine care and authenticity from their advocates.

As we step into 2022, we are analyzing the results from the evaluation and finding ways to improve our services where gaps were identified. We also look forward to using the tools and process they provided us so that we can continue to evaluate our services moving forward.



## BOARD OF DIRECTORS

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- Ross Gullickson,  
*Chair*
- Kari Severson,  
*Vice Chair*
- Kathy Madrid,  
*Treasurer*
- Emily Boyd,  
*Secretary*
- Candee Deichman
- Sadie Anderson
- Sara Mennen
- Jolinda Grabianowski
- Gwenn Wolters
- Sky Smith
- Linda Solyntjes

## PROGRAM AREAS

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### COMMUNITY ADVOCACY

Advocates work with victims and survivors across the region by providing non-judgmental support to anyone experiencing abuse.

### SUPERVISED PARENTING TIME AND EXCHANGE CENTERS

CADA's Keep Me Safe Centers are safe and nurturing places where children can visit with their non-custodial parents or parents can exchange children for parenting time without fear of witnessing or experiencing violence or conflict.

### SHELTER

CADA's shelter is an inclusive, family-friendly, and survivor-centered program for women and children seeking safety.

### EDUCATION AND PREVENTION

One of the ways we address domestic and sexual violence is through community education, prevention efforts, and offender education program.

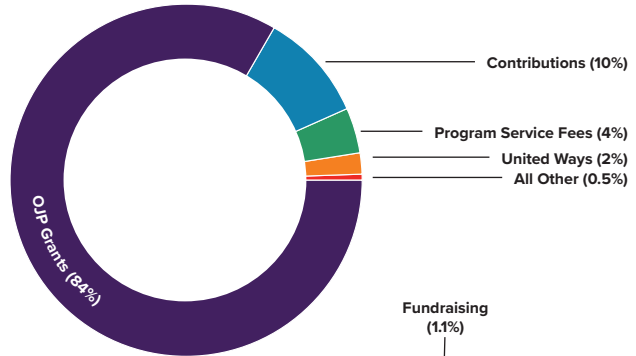
# STATEMENT OF ACTIVITIES

CADA Fiscal Year ending 6/30/21

## REVENUE BY SOURCE

Office of Justice Programs Grants (OJP)	\$1,647,171
Contributions	\$194,601
Program Service Fees	\$75,529
United Ways	\$31,310
All Other	\$9,452

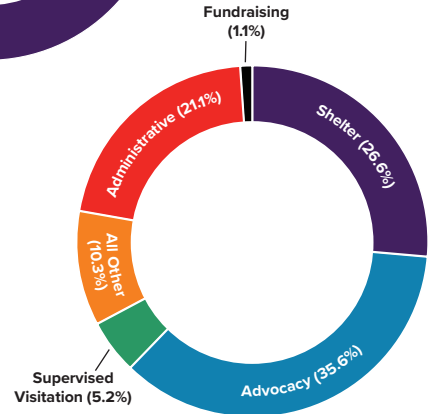
**Total Revenues** **\$1,958,063**



## FUNCTIONAL EXPENSES BY PROGRAM

Shelter	\$545,558
Advocacy	\$730,126
Supervised Visitation	\$106,724
All Other	\$212,064
Administrative	\$432,109
Fundraising	\$23,521

**Total Expenses** **\$2,050,102**



# CADA



At least **1024** local professionals were trained on victimization, trauma, and the dynamics of domestic and sexual violence



Advocates assisted in obtaining a **PROTECTIVE ORDER 432 TIMES**



We **HOUSED 71 WOMEN** and **67 CHILD** victims of domestic and sexual violence in our emergency shelter



Advocates **PROVIDED EMOTIONAL SUPPORT, RESOURCE REFERRAL, and SAFETY PLANNING** on the 24-hour helpline **8832 TIMES**

CADA served a total of **1,971** individuals through shelter, advocacy services, and supervised parenting time and exchange centers



**ON-SCENE CRISIS ADVOCACY WAS PROVIDED 122 TIMES** during a law enforcement interview or sexual assault forensic exam

**CADA PROVIDED CHILDCARE 239 TIMES** so parents could attend work, an appointment, or get some rest



Therapists **PROVIDED 164 FREE SESSIONS OF THERAPY** to victims of domestic and sexual violence



**TAUGHT 36 CLASSES** on nonviolence and the dynamics of domestic violence to offenders of domestic violence



**CADA PROVIDED TRANSPORTATION 444 TIMES** so victims could attend an appointment, go to work, or to meet with an advocate

CADA provided **887 SESSIONS** of support group to victims of domestic and sexual violence



**PROVIDED SERVICES TO 59 CHILDREN** through 899 supervised visits and exchanges



# CADA



[WWW.CADAMN.ORG](http://WWW.CADAMN.ORG)