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ANNUAL REPORT

2016-2017

Sexual Assault Centre Kingston

A Message from the Chair

What a year it has been since the Board's last report to the membership! There have been many successes, changes, challenges and a lot of effort put in by dedicated staff and Board members. The past year has seen our Centre continue to grow and evolve to meet the needs of our community.

This year we continued to see a rise in awareness in our community about the importance of supporting survivors of sexual violence and challenging the attitudes that permit it. This rise helps us find volunteers to support our vision, supporters to enable our work, and helps reduce the stigma of seeking support.

STRATEGIC PLANNING - In November, we had a staff/Board retreat facilitated by Radha Nayar from Nayar Consulting. It was a great opportunity for the staff and Board to get better acquainted, as well as working hard to develop our strategic plan. Thanks to Radha and everyone at SACK, we now have a vision and clear areas to work towards until 2020.

The three overarching directions that resulted from our work are:

- To extend SACK's reach through community engagement and capacity building.
- To deepen SACK's response to priority populations.
- To strengthen SACK's capacity using an anti-racist and anti-oppressive lens.

These three directions will guide SACK to the strategic outcome of being recognized as a leader in ending sexual violence.

With our new mandate of serving all survivors, we were fortunate to have significant service user, volunteer and community input to drive our visioning conversations. The Policy committee has been working very diligently, as have many volunteers and students, to change language in our by-laws, which we will ask you to approve tonight, as well as our policies and procedures. The Board has had conversations, such as the role of all genders throughout the organization, and of course, providing ongoing training opportunities for the staff, students, and volunteers, including Board members. Other priority discussions for the Board have included pay equity, and ensuring we are meeting our obligations, looking at our mission, vision and values to make sure they reflect SACK in 2017, and challenging ourselves to ensure our anti-racism and anti-oppression framework is a regular focus.

A CHANGE IN LEADERSHIP - Another significant event this year has been a change in leadership. We were very fortunate to have Elayne Furoy in the role Executive Director for several years and wish her the best as she returns to the place she started, and one that claims her heart, women's justice. Congratulations Elayne on your new role as Executive

Director of Elizabeth Fry Kingston.

While losing Elayne was difficult, I must strongly applaud the SACK staff team, especially Theresa Metcalfe who stepped in to fill the role of acting ED. The entire team demonstrated their dedication to all those they serve, as well as the organization itself, with their efforts to pull together and keep the office working smoothly while we searched for the new Executive Director. After a thorough search that began last May the Board invite Brea Hutchinson to fill the role as Executive Director. She started this role on August 28th.

Brea comes to SACK with 10 years of experience throughout Ontario in the non-profit field. Most recently, she worked as the Executive Coordinator of the Ontario Public Interest Research Group in Kingston. There, she led and launched the ***We Believe In A Campus Free Of Sexual Violence*** - a community-based research project and campaign which sought to organize and build a grassroots and feminist-based movement to challenge sexual violence at Queen's University. We are all excited about the energy Brea brings to the role and new directions to which she will lead the organization and we warmly welcome her to this role.

We also say goodbye to several Board members, Jennifer, Brynn, Ray, Michelle McCaugherty, Lindsay, and Nancy. But the Board Recruitment Committee has successfully recruited many new and valuable members who are excited to continue the work that has led to the success of SACK in this past year.

THANK YOU TO OUR SUPPORTERS - We sincerely appreciate our many funders: The Ministry of the Attorney General, the Ministry of Health and Long Term Care through the LHIN and Addictions Mental Health Services - KFLA, the United Way, and Queens University through student fees, thank you all. It is with your support year after year that we are enabled to support survivors and to build towards a community free of sexual violence. Additionally, we are grateful to receive generous donations from community members, and this year, 100+ Women Who Care was able to raise over \$20,000 for the Centre. This donation has allowed us to increase services to youth, who have been identified as one of our priority populations. Thank you so much 100+ Women Who Care.

I too am leaving after this AGM, as I have moved to Ottawa and returned to school. It has been my honour and pleasure to work with this truly special organization. The staff, the volunteers, the leadership and the people we serve, all contribute to making SACK what it is – a valuable community resource, a place that makes change, and an excellent support for those in need.

Chair of the Board,
Deb Kinder

Our Mandate

For forty years we have been providing services informed by a feminist, anti-racist and anti-oppressive framework. We do this through:

A feminist perspective - We believe in gender equity and equal access to resources and opportunities for people of any gender.

A trauma-informed perspective - We aim to provide specialized services that are safe and client-centered to the needs of those affected by trauma due to sexual violence.

An anti-oppressive perspective - We strive to include and empower marginalized groups that are underrepresented and underserved, giving a voice to those whose stories go unrecognized.

Our goal is to provide services that are fully inclusive and accessible to all survivors, regardless of gender, race, ethnicity, and abilities. Have we achieved this goal? Not yet. Do we have challenges? Yes. But we remain committed to cultivating more diversity throughout the entire organization and ensuring equal opportunities for everyone. Diversity leads to more meaningful and effective services, creating better outcomes for all.

Our Values

- We understand that the resiliency and bravery of survivors is the foundation of all our work. We are guided by the voices of survivors in all aspects of our work, and we respect and honour all the decisions they make about their lives;
- We ground everything we do in a feminist, anti-racist, anti-oppressive framework, including learning from struggles and movements against racism and other oppressions. This means we are committed to recognizing and challenging the lack of accessible, appropriate services for survivors of sexual violence. We particularly recognize the impact of colonization and racism on Indigenous girls and women;
- We seek to identify and remove barriers that might exist for the communities we serve in accessing our program and services;
- We know that our greatest partner is our community; they are a key target for change and we can't achieve our goals without them;
- We use a trauma-informed approach to our work, in recognition of the profound effect of sexual violence on survivors.

Our 2016-2017 Staff

The Sexual Assault Centre Kingston is powered by wonderful and capable staff. Our staff bring varied backgrounds, skills, and approaches making our organization more dynamic and better able to meet the needs of our services users and community.

During the 2016-2017 year we employed:

Elayne Furoy - Executive Director
Theresa Metcalfe - Coordinator of Counselling Services
Jennifer Byrd - First Response Counsellor
Trina Martin - Counsellor
Jolie Brant - Indigenous Counsellor
Arshina Kassam - Counsellor
Kristy Chase - Counsellor
Kim Graham - Community Education Coordinator
Sarah Perras - Volunteer and Crisis Line Coordinator
Maryann Clayton - Financial and Administration Coordinator
Jennifer O'Neill - Neurofeedback Practitioner
Sarah Eves - Community Education Coordinator

Our 2016-2017 Board of Directors

The Centre is governed by a volunteer Board of Directors. Directors bring their dedication, wisdom, passion, and lived experiences to the Centre. They promote feminist, anti-oppression values, and seek diverse, equitable representation that is reflective of our service users.

During the 2016-2017 our Board included:

Deb Kinder - Chair	Michelle McCaugherty - Director
Denise Lamb - Co-Chair	Nour Mazloum - Director
Karina McInnis - Treasurer	Lindsay McAllister - Secretary
Michelle LaMarche - Director	Jennifer Mallon - Director
Krista Videchak - Director	Brynn Harlock - Director
Raye McAvoy - Director	Nancy Brar - Director

214
NEW
INDIVIDUALS
ACCESSED
ONE-ON-ONE
COUNSELLING

1390
HOURS OF
ONE-ON-ONE
COUNSELLING
PROVIDED

0
HIGH SCHOOL
AGED YOUTH
ON OUR
WAITLIST

Our Counselling Services

Our counselling services are free, confidential, individualized and flexible. We understand how hard it is for survivors to come into the Centre, so we try to help ease any fears or discomfort. We strive to ensure our counselling services are available in both official languages. We can also arrange translation services in over 300 other languages including ASL. We help by offering on-site child minding services as well as transportation subsidies for those in need. We offer a space for survivors to build coping skills and strengths, help reduce the impact of trauma and to explore avenues of self directed healing and recovery.

Our counsellors are experienced in trauma informed care with a speciality in working with those who have experienced sexual assault and abuse. Our counsellors are educated in social work, counselling, and child and youth services.

Group Counselling

Group counselling can be a very powerful way to break free from the tremendous shame and isolation that survivors of sexual violence often feel. Year round we offer a variety of informative and healing groups covering issues survivors commonly face: coping skills, emotion regulation, managing depression, mindfulness, self-compassion, shame, resiliency, and substance abuse.

On-site child minding services and transportation subsidies are often available.

Serving All Genders

As was shared at last year's AGM, SACK now serves survivors of all genders. Since that announcement twelve months ago, SACK has committed to exploring how best to serve men, trans identified folks, and survivors who identify as non-binary or with no gender. We have committed to increase training for our counsellors and staff and have begun to review our processes for seeking and supporting our volunteers.

Youth Services

We offer counselling to youth at whatever location they prefer - at their school, at the Centre, or one of our satellite locations. Referrals can be made by schools, caregivers or youth themselves. Last year we supported youth in 11 schools. Further, we deliver workshops focusing on consent, bystander intervention and healthy relationships.

Indigenous Services

We provide one-on-one sexual assault counselling for Indigenous peoples who are seeking supportive services. Our Indigenous Counsellor takes a holistic approach when working with Indigenous individuals or in a group atmosphere. The Indigenous Counsellor incorporates traditional Indigenous healing approaches and traditions based on Medicine Wheel Teachings which focuses on spiritual, emotional, physical and mental balance. Medicine Wheel Teachings encourage and facilitates growth, belonging and identity.

In working towards services that are inclusive and accessible to all survivors, we value the importance of Indigenous specific programming. This program provides Indigenous individuals with the opportunity to facilitate healing through traditional Indigenous teachings.

This program includes:

- One-to-One counselling using a holistic approach utilizing traditional teachings and through Indigenous frameworks
- Group circles from an Indigenous perspective
- Teachings regarding the lasting impacts of colonization
- Educational workshops and community engagement regarding violence against Indigenous peoples

We know the importance of building relationships and that it is critically important to meet the needs of Indigenous people in our community.

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INDIGENOUS
IDENTIFIED
INDIVIDUALS
ON OUR
WAITLIST

220

HOURS OF
SUPPORTING
SURVIVORS
THROUGH
ACCOMPANIMENTS

75

YOUTH
ATTENDED
COUNSELLING

9957
VOLUNTEER
HOURS
CONTRIBUTED
TO THE
CENTRE

694
CRISIS CALLS
ANSWERED

8%
INCREASE IN
CALLS TO THE
CRISIS LINE IN
THE LAST
YEAR

Volunteer Contributions

We are proud to work with a team of over sixty volunteers - all of whom bring diverse experiences, strengths, and skills to the Centre. Whether engaging in crisis line work, public education, court support, or fundraising, our volunteers contribute countless hours towards supporting our agency's mission. It is because of their commitment that we can provide such a wide range of services. We are fortunate to have volunteers who can speak in over 15 languages, offering linguistic diversity for our services users. We are so appreciative of their time and contributions as their work is such an integral part of the Centre.

Crisis and Support Line

Our 24-hour, seven days per week Crisis and Support Line provides confidential and non judgemental support for survivors and their loved ones. We offer information, support and coping strategies for our callers of all gender identities. Our crisis and support line covers KFL&A, Belleville, Cornwall, Peterborough and the Four Counties.

Accompaniments

Our specially trained volunteers can accompany survivors while attending legal or medical appointments, meetings and/or proceedings. They assist by helping survivors in accessing and understanding the services they may require after experiencing sexual violence. They provide emotional support, information, and advocacy. Requests for this type of support continues to rise. This year alone, we provided 42 accompaniments, totaling approximately 220 hours. Most of these accompaniments were to a hospital for medical care after a sexual assault.

Community Education

Community education aims to promote social change through advocacy, prevention and awareness initiatives. We offer free education and training to the community by request. Workshops include: sexual violence, consent, alcohol-facilitated sexual assault, childhood sexual assault, bystander intervention and much more. In addition, we develop digital and print resource material, participate in anti-violence coalitions and take part in local and provincial advocacy. Our initiatives are often survivor-centred and we are continuously integrating more volunteers in our programming.

Les Services en Français

Nous continuons d'offrir des services en français de façon régulière et uniforme aux survivants francophones. Nous avons réussi à nous assurer que notre matériel de sensibilisation, notre site Internet et nos documents de gouvernance sont disponibles dans les deux langues officielles.

We continue to work towards providing French Language Services on a regular and consistent basis to French speaking survivors. We have been successful in ensuring our outreach materials, website, and governing documents are available in both official languages.

Collaborations

Working with community partners is critical to our success - challenging violence, supporting survivors, and working towards a community free of sexual violence cannot be done in isolation.

Throughout the year we work with many partners, including:

- The Ontario Coalition of Rape Crisis Centres
- Kingston Area Anti Violence Coordinating Committee
- Kingston Interval House
- Metis Nation Ontario
- HIV/AIDS Resource Services

91

PUBLIC
EDUCATION
AND
WORKSHOPS
OFFERED

OVER

2500

ATTENDEES AT
WORKSHOPS
AND EVENTS

141

MEETINGS
WITH
COMMUNITY
AND
ANTI-VIOLENCE
PARTNERS

Our Funders and Finances

2016-2017 Revenue

Our Centre is honoured to have the support of the Kingston & FLA community, the students of Queen's University, the Ministry of the Attorney General, the Ministry of Health and Long Term Care (through the South-East Local Health Integration Network), and the United Way of Kingston & FLA. With their support we are enabled to support survivors of sexual violence and works towards our vision of a community free of sexual violence.

Our 2016-2017 Revenues were:

- Ministry of the Attorney General **\$343,532**
- Ministry of Health and Long Term Care **\$98,506**
- United Way Kingston - FLA **\$46,951**
- Students of Queen's University **\$45,097**
- Donations and Fundraising **\$12,348**
- Ontario Lottery and Gaming **\$6,883**
- Miscellaneous Income **\$17,677**

2016-2017 Service Expenses

For this year's presentation of the budget our Annual Report is including both our audited statements (found attached with this report) and our Service Expenses. Our full audit can also be found on our website.

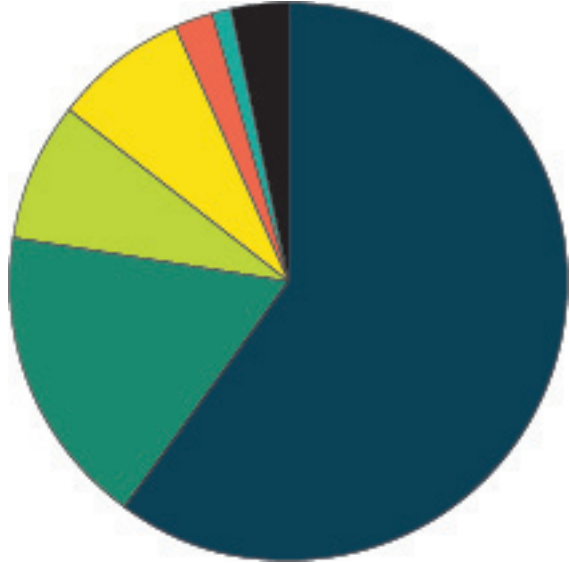
Our Service Expenses (found opposite of this page) demonstrates how our expenses are accounted for within the programs and services at our Centre. This presentation of our 2016-2017 expenses attempts to show how our Centre supported the different services and programs we run.

Our 2016-2017 Service Expenses are:

- **38.3%** Counselling Program
- **17.7%** Crisis Line, Volunteer, Education and Outreach
- **17.8%** Administration
- **12.7%** Occupancy Costs
- **4.4%** Office and Technology
- **5.2%** Membership and Professional Fees
- **1.8%** Travel
- **0.8%** Strategic Planning
- **1.2%** Miscellaneous Expenses

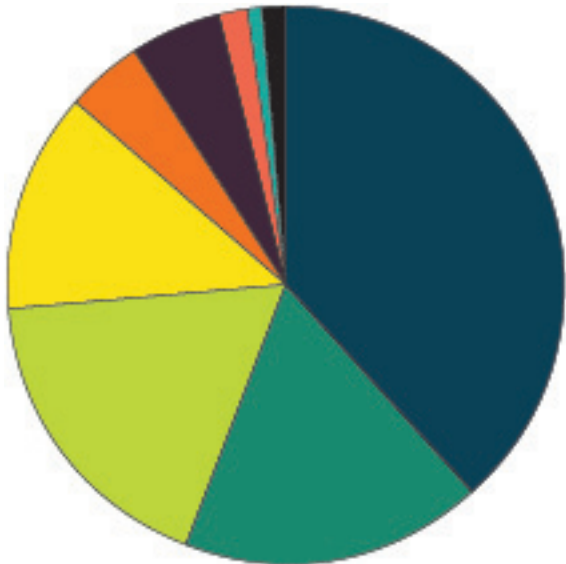
Revenues

- Ministry of the Attorney General
- Ministry of Health and Long Term Care
- United Way - Kingston FLA
- Students of Queen's University
- Donations and Fundraising
- Ontario Lottery and Gaming
- Miscellaneous Income



Expenses

- Counselling Program
- Crisis Line, Volunteer, Education and Outreach
- Administration
- Occupancy Costs
- Office & Technology
- Membership & Professional Fees
- Travel
- Strategic Planning
- Miscellaneous Expenses





The Sexual Assault Centre Kingston is honoured to be supported by the following funders. Their support enables us to support survivors and work towards a community free of sexual violence.



Addiction & Mental Health Services | services de lutte contre les dépendances et de santé mentale
Kingston Frontenac Lennox & Addington

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