



PO Box 523, Oradell, NJ 07649

[www.APartnershipForChange.org](http://www.APartnershipForChange.org)

## A Partnership for Change (APFC)

Annual Report for Fiscal Year: July 1, 2022 – June 30, 2023

### Mission Statement

**A Partnership for Change (APFC)** is a 501(c) (3) non-profit organization serving all of New Jersey. APFC's mission is to end the increasing problem of intimate partner abuse through the provision of comprehensive prevention and education programs and by providing crisis intervention and counseling support to victims. Our initiatives are designed to stop abuse before it starts, to promote the community and state-wide resources, and to empower people with practical information on how to safely and effectively support themselves, friends, colleagues or loved ones.

### The Issue

National statistics reveal that one in four women and one in three teenage girls will experience domestic or dating abuse in her lifetime. In New Jersey, intimate partner violence is also a widespread problem: The most recent *New Jersey Uniform Crime Report* reveals that there were 63,058 domestic violence offenses *reported* by the police in our state (a 6% increase from the prior year) and 29 domestic violence-related homicides.

### Our Work

APFC recognizes that many of the critical issues that confront us today – **bullying, teen pregnancy, high dropout rates, gang violence, poverty, homelessness, anxiety and stress-related illnesses, substance abuse, child abuse, eating disorders, depression and street crime** – can be linked to exposure to domestic violence. Through our experience we know that education and awareness programs play a key role in reducing intimate partner abuse, and that all community members are needed to initiate change, hold abusers accountable, and to help in this effort. Together, we can make a difference.

### APFC Management & Staff

APFC was founded in 2007 by Allison Bressler, MA and Gloria Sgrizzi after they identified a gap in domestic violence outreach, prevention and support services in New Jersey. They have 30+ years of combined experience in the field ranging from direct services (counseling, support groups, and crisis intervention) to program development and implementation (community education events, professional training initiatives, and school-based prevention programs).

Ms. Bressler and Ms. Sgrizzi develop, conduct and oversee all current programs; they are paid for 25 hours per week but work 35 hours per week. As co-founders of the agency, they donate ten hours a week to APFC. This year, we had four (4) full-time and seven (7) part-time staff. APFC also engages consultants on an ad-hoc basis to support program operations in PowerBack.

### Board of Trustees

Susanne M. Caruso, *President*; Deborah Schaub, CPA, *Treasurer*; Peter Briggs, *Secretary*; Annie Scully, *Trustee*; Thomas Buchbinder, *Trustee*.

### APFC Programs

- PREP: Police Response Enhancement Program
- DATA: Dating Abuse Training & Assistance
- PowerBack: Teen Dating Abuse Outreach Program
- DV-SOS (Domestic Violence – Support on Site)
- IPVA (Intimate Partner Violence Advocate) Certification Series
- Workshops on Request: Presentations for community groups, businesses and professional organizations

## PREP (Police Response Enhancement Program)

**PREP** is a series of classes designed to help law enforcement personnel effectively identify and respond to victims of domestic violence. PREP is supported by the **STOP VAWA** grant program through the NJ Department of Law & Public Safety. Since 2009, we've reached 3,344 officers from 271 departments in 20 counties in NJ.

- Classes offered via webinar and at the police academies in Bergen, Union, Middlesex & Monmouth counties.
- PREP classes are free; we provide materials, certificates and, when held in person, light refreshments.
- PREP topics include *Understanding the Victim of Domestic Violence, Teen Dating Abuse, Insights on Batterer Behavior, Non-Fatal Strangulation, and Effects of Domestic Violence on Children.*
- We **exceeded performance measures** on every metric: 25% over goal on number of workshops, 63% over goal on attendance, and 220% over goal on number of departments. We track counties served but it's not a grant requirement.

Quantitative Outcomes for PREP in this Fiscal Year			
Number of Workshops Presented	15	Number of Police Departments Participating	64
Number of Officers in Attendance	245	Number of Counties Represented	14

### Qualitative Outcomes

We administer a **PRE-TEST** to gauge the officers' knowledge and response on the issue; this year we learned:

- 78% of the officers in attendance have responded to a domestic violence call, and **only 27%** of officers could identify their county's domestic violence agency or other resources for referral and support.
- 51% of the officers surveyed said they believed that if the "victim just left, there would be no problem" demonstrating a lack of knowledge on the risks associated with leaving an abuser.

**POST-TEST** results showed that the officers increased their knowledge on the issue and on resources for support:

- 99% could identify resources for support
- 98% better understand risk factors of leaving
- 98% felt better prepared to help victims
- 97% increased their knowledge of safety plans

### Evaluation & Feedback

Confidential evaluations provide feedback on course content and classroom experience:

- 99% of officers said they'd recommend PREP to colleagues.
- 83% prefer to participate in an "in-person" training and 17% prefer to take a class via webinar.

**Systemic Change:** This year, 4% of officers took more than one class and have acknowledged that PREP has changed their attitudes towards victims of domestic violence in that they respond to these calls with more empathy and understanding and thus have more positive outcomes with victims following through with obtaining restraining orders and with the court process.

Comments from confidential evaluations included:

- *I learned so much from this class. I think that all officers, AP's, agents and advocates who work with victims of DV should take this class.*
- *This presentation should be required through all police academy classes. Class made me aware of resources for victims. Better understanding of why victims remain in their circumstances.*
- *The signs and symptoms of strangulation were very informational, and I was not aware of all those signs.*
- *I feel more prepared to assist victims when it comes to non-fatal strangulation. I liked the videos they broke down what is happening to your body when being strangled.*
- *Class was informative and gave additional info to help approach and help victims and help give a different perspective to ask questions without victimizing the victim.*

Confidential program evaluations also reveal how police officers have personal experience with IPV; we include a module in each class about self-care so they can understand how their past can impact their response to victims:

- 38% of the officers said they had witnessed domestic violence as a child.
- 33% said they were a victim of abuse in a past relationship.
- **90%** said they would use the information learned in PREP to **personally** help a friend or family member.

## DATA: Domestic Abuse Training & Assistance

DATA is designed to prepare school counselors, social workers, and health education teachers to effectively respond to students in crisis. The program addresses the epidemic of abuse in dating relationships and the prevalence of children in NJ who witness domestic violence at home every day through two classes: *Teen Dating Abuse & Children & Teens Exposed to Domestic Violence at Home*.

DATA classes are free, offer CEU's for social workers, and are provided via webinar on a rolling basis throughout the year. The program is supported by the STOP VAWA Grant program through the NJ Department of Law & Public Safety.

Since 2018, we've reached **645 counselors from 229 high schools in 20 counties**. These counselors emerge with information they need to help students and to enact changes within the school system's policy and protocol to support victims and hold abusers accountable.

Quantitative Outcomes for DATA in this Fiscal Year			
Number of Workshops Presented	9	Number of Schools Represented	87
Number of Attendees	207	Number of Counties Represented	16

- We **exceeded our performance measures** by 13% for number of classes; by 38% for attendance; and by 335% for number of schools. We track number of counties represented but it's not a grant requirement.
- It's worth noting that we exceeded our goal in attendance despite having 85 "no-shows" (this is when counselors cancel at the last minute to attend to a student's need on campus).

### Qualitative Performance Measures

**BEFORE** class, we take a survey to gauge the counselors' level of knowledge and experience:

- 52% had direct experience working with teens being abused in their dating relationship and/or students who are exposed to domestic violence at home, yet **only 19% felt prepared to respond** and only 14% could identify the lead domestic violence agency in their county.

**AFTER** class, evaluations indicated:

- 100% increased their knowledge on the subject
- 100% would recommend the class to colleagues
- 100% feel better equipped to handle disclosures
- 100% could identify resources for support

Victims who disclose anonymously in class emerge with information to help themselves, a colleague or loved one:

- **50%** of attendees said they were a victim of abuse in a current or past relationship
- **27%** were exposed to domestic violence as a child
- **71%** said they would use the information learned in class to help a personal friend or family member

### Evaluation & Feedback from DATA classes

Confidential evaluations provide feedback on course content and classroom experience: 100% said they'd recommend DATA to colleagues, and 100% said the information was clearly presented and materials were useful.

Comments on evaluations include:

- ✓ *All the information was relevant and so helpful. Every teacher, administrator and Board of Education member should go through this training so that they have a better understanding of what some of the children in the schools are going through.*
- ✓ *I will feel more comfortable speaking with student victims. This is such an important topic and so many of the students at my school are witnesses to abuse or victims.*
- ✓ *This was very informational both for personal and professional resources. Touched home a little bit but was very much needed. The presenter was great and I enjoyed the real-life stories.*
- ✓ *This whole course was amazing. Thank you so much for the helpful information. I can't wait to share it with coworkers.*
- ✓ *I thought this webinar was very helpful in understanding more about teenage dating violence. It was clear and to the point. I will be able to take what I learned and apply it to my job.*
- ✓ *I LOVED Allison!!! She was energetic and engaging and friendly. Would highly recommend it to anyone!!!*



## PowerBack: Teen Dating Abuse Outreach Program

PowerBack is designed to (a) reduce teen dating abuse by educating high school students about the warning signs and risks and (b) support teens who are victims of dating abuse or who disclose exposure to domestic violence at home. PowerBack informs both teens *and* adults on how to help victims safely and effectively.

PowerBack grants were supported by **VOCA (Victims of Crime Act)** funds via the NJ Dept. of Law & Public Safety, and by the **Academy of the Holy Angels** High School in Demarest, NJ. Information below combines elements and statistics from all grants. PowerBack components include:

- 1) **Educational Forums & Presentations:** Includes information on the types and warning signs of abuse, how to effectively help a friend or family member, where to go for support, and steps to enhance safety. The forums are held for entire grades and the presentations reach smaller groups. Both provide time for Q&A and our staff provides on-site crisis support to any teen victim who comes forward for help.
- 2) **Peer Leader Education:** In select schools, we meet students throughout the year to prepare them to be peer leaders on campus and to help them plan and implement an awareness event.
- 3) **Adult Outreach:** These presentations provide a wider safety net for students by reaching adults (teachers, school counselors, administrators, coaches, nurses, parents, guardians) with information on helping teen victims.
- 4) **Victim Support:** Individual psycho-educational support sessions are offered to any student who is a victim of dating abuse or who has witnessed domestic violence at home.

PowerBack Performance Measures in FY22-23	
# of Peer Leader Presentations	45
# of Certified Peer Leader Status	52
# of School-wide Forums & Awareness Events	27
# Solo Presentations to Teen-Focused Community Groups	28
# Teens reached in Forums & Events	3,262
# Teen victims served (I&R, crisis support, resources, and individual sessions)	139

### Peer Leader Evaluation Results

- 98% are more aware of resources for support
- 100% said that knowing about the warning signs of abuse will impact their future dating decisions
- 100% feel more confident in their abilities to support a victim
- 80% said they are more likely to reach out for adult support
- 50% said they helped a friend or classmate by making referrals to the resources listed in our PowerBack booklet

### Selected comments from our peer leaders:

- *PowerBack helped me realize the situations I was in and helped me in the future to avoid it and where to call for help.*
- *I was able to recognize warning signs and eventually found someone who was a healthy partner.*
- *There were many toxic behaviors that I would put up with that I didn't even know were signs of abuse.*
- *PowerBack was comforting to me, as a victim myself.*
- *It made me rethink relationships I have seen and realized they were abusive.*
- *Many teens are in abusive situations and don't even realize it. It's important to shine light on this topic in our school.*
- *More people in this school need to learn more about abuse! I'm sure this forum was helpful to multiple people here.*
- *High school is where you see more abuse in relationships so it's good to have the knowledge.*
- *This forum was very helpful. Last year two of my friends were dating but their boyfriends made them feel bad about everything.*
- *I learned so much, I've grown a lot. This program has truly changed my perspective on relationships.*

## DV:SOS (Domestic Violence: Support on Site)

DV-SOS is supported by the VOCA (Victim of Crimes Act) grant through the NJ Dept. of Law & Public Safety. The program provides outreach presentations on domestic violence via webinar.

DV-SOS participants include:

- 1) Front-line workers from various social service agencies throughout New Jersey
- 2) Volunteers from CASA (Court Appointed Special Advocates) of NJ
- 3) Staff from Preferred Behavioral Health of NJ

Since 2019, we've conducted 153 presentations reaching 2,066 people from 94 social service agencies; 45% of them identified as a current or former victim; all received information, resources and referral.

All attendees emerge with critical information to help their clients and, in many cases, to help themselves, friends and family members. Evaluations show that they increased their knowledge on:

- *Recognizing* all types of abuse
- *Identifying the warning signs of abuse*
- *Understanding* the process of restraining orders
- *Applying* for VCCO (Victims of Crime Compensation Office) benefits
- *Developing* a safety plan
- *Identifying* resources for support

FY23 Program Outcomes for DV-SOS				
Performance Measure	Social Service Agencies	CASA of NJ Volunteers	Preferred Behavioral Health	Total
Number of Webinars Held	41	21	13	75
Total Number Attendees	548	294	214	1,056
Percent of staff currently working with victims of domestic violence	64%	52%	91%	69% avg
Percent who disclosed on evaluation as Primary victim of domestic violence	43%	30%	44%	39% avg
Percent who disclosed exposure to domestic violence as a child	39%	33%	53%	42% avg

### Counseling Support for Victims

After each presentation we offer free counseling sessions to any person who seeks support.

- This year, we provided **39 counseling sessions** to eighteen (**18**) victims who reached out for support.

### Confidential Evaluations

100% of attendees said they'd recommend DV-SOS; some comments included:

- ✓ *Allison did a fabulous job. So enthusiastic and passionate when presenting.*
- ✓ *I had no idea of the DV services that were available in my county, but now I know!*
- ✓ *This presentation was very helpful. Previously being in an emotionally abusive relationship, I was able to better understand the situation I was in.*
- ✓ *Thank you! This was the best DV presentation I have ever had, and we are supposed to have many a year, to know I'm not kidding. Thank you for what you ladies do!*
- ✓ *This was very informative, and the resources are great to know about for the clients I serve. I was very fortunate to be a part of this presentation. Thank you so much and you did a wonderful job.*
- ✓ *This was terrific, and I will absolutely tell my volunteers and coworkers to watch for it to be offered again. Thank you very much - I learned a lot.*
- ✓ *I learned a lot of resources and things that I did not know about even as a victim myself.*
- ✓ *The presentation was very educational and well explained. I feel better equipped to help the families we serve as well as my family and friends. Thank you.*

## Fee-for-Service Programs

APFC conducts our annual IPVA (Intimate Partner Violence Advocate) Certification Series each spring and also provides webinars to community organizations or businesses upon request. Revenues from fee-paid projects are used to support administrative costs and some program expenses that are not covered by grants.

### Intimate Partner Violence Advocate (IPVA) Professional Certification Series

Every year, APFC plans and implements the IPVA webinar series, which is marketed to social workers, licensed professional counselors (LPCs), victim advocates, and human service professionals. Attendees are eligible to receive **CEUs** approved by the National Association of Social Workers-NJ Chapter; they may take classes individually or register for the series. Information and registration information is on our website.

The IPVA Series includes five classes:

- |  |   |
|--|---|
| 1) DV101: Domestic Violence Introduction           | 4) Teen Dating Abuse                    |
| 2) DV102: Understanding the Victim/Survivor of IPV | 5) DV103: Advocacy & Community Response |
| 3) The Effects of Domestic Violence on Children    |   |

IPVA Certification Series for this Fiscal Year	
IPVA - Number of Participants:	31 unduplicated / 94 duplicated (took more than one class)
Net Revenue:	\$8,318, a 28% decrease from the prior FY

### Other Fee-for-Service Projects

Throughout the year, APFC received requests from organizations to conduct personalized webinars on IPV for their staff. Fees vary and are based on the length of time of each training requested.

Fee Paid Presentations in FY	
Organization	Number of People
1) Bergen County Dept. of Health & Human Services (one class)	12
2) Newark Board of Education (five classes; same people attended all five)	30
3) The Lukin Center (two classes, same people attended both)	28
4) Rutgers University Behavioral Health (two classes)	70
<b>Total Participants:</b>	<b>507</b>
<b>Net Revenue:</b>	<b>\$7,460</b> 39% decrease from prior year

### Selected comments and feedback from IPVA and workshop attendees include:

100% of attendees stated that they would recommend their colleagues take a class with APFC.

- ✓ *I feel educated and informed on DV as a whole and in what ways we, as clinicians, need to be better and do better for our clients.*
- ✓ *A great course with a great instructor. It helped me understand IPV and most importantly how to offer help to those in need.*
- ✓ *My passion was re-sparked!*
- ✓ *Allison is an excellent teacher. Her passion is what obviously guides her and it's inspiring to see someone advocate for others without apology. I look forward to any other classes she provides.*
- ✓ *This is the only program in New Jersey that SHOWS us how to do the work.*

Feedback from our fee-paid work is overwhelmingly positive yet revenues are down. Inflation and the higher cost of living has had an impact for individuals who want to attend IPVA but cannot afford the fee, and budget and funding cuts have had an impact on non-profits or other agencies that would normally schedule trainings for their staff.

## APFC in the Community

Building partnerships is important to APFC. Throughout the year, we provide presentations, pro bono to community groups, engage with coalitions and networking groups and provide workshops at conferences. All of these activities help to enhance our presence in community and strengthen our mission in reaching victims of IPV and helpers on the front lines.

### Pro Bono Presentations

Name of Organization	Number of People
1) Annual New Milford DV Symposium (In-person and Live Stream)	200
2) Association of Retired Police Chiefs Meeting in Union County, NJ *	100
3) Family Partners of Morris & Sussex County, Lunch & Learn Webinar	16
4) NJ School Counselor Assoc. Conference: Workshop on Teen Dating Abuse	30
5) NJ Assoc. of Student Assistance Professionals Conference: Workshop on Dating Abuse	21
<b>Total</b>	<b>367</b>

*\* We thank the Association of Retired Police Chiefs for a \$300 donation they gave to us after the presentation.*

### Community Partnerships

#### **Women Aware:**

We continue to be a collaborative partner in the new Family Justice Center in New Brunswick, operated by Women Aware, the lead domestic violence agency in Middlesex County. We attend monthly partner meetings and participate in free seminars designed to enhance knowledge on emerging issues on domestic violence.

#### **CNA Meetings (Community Networking Association):**

We continued to participate in monthly virtual CNA meetings to build relationships with other non-profits in New Jersey. These meetings have proven instrumental in boosting attendance and participation in our DV-SOS program as everyone can speak about their agency's services and programs.

#### **New Milford's Annual DV Symposium:**

For the past three years, APFC Co-Founder Allison Bressler has been invited to participate as a panel member at this annual symposium designed to reach members of the New Milford community each year with a focus on a different aspect of domestic violence or dating abuse. The event is hosted by the town of New Milford, the New Milford Police Department and New Milford Public Schools.

### Challenges

While we had an *increase* in grant revenue this year (due to the VOCA Fix Act), we had a *decrease* in our fee-for-service revenue, and a *reduction* of \$5,000 in our annual foundation donation. The VOCA Fix Act funds will not be reinstated in FY23-24, which will result in a \$75,000 loss and a significant challenge to us in FY24.

APFC does not conduct fundraising events (currently, our unrestricted funds are insufficient to hire someone, and these events are labor-intensive). Our efforts at an annual appeal each year have not resulted in significant donations because our contact database is comprised primarily of social workers, school counselors and police officers – populations that are struggling during difficult economic times themselves.

Unrestricted revenue is critical to any organization to sustain a strong infrastructure, to support program expansion, to maintain a healthy cash flow, and to support operating costs and program expenses that are not covered by grant funds.

To meet these challenges, APFC is developing a PSA that we will promote in the coming year on social media to enhance our visibility in the community and attract new donors. We will also work on building a new corporate giving initiative to increase contributions from businesses in New Jersey. As always, we will continue to seek in-kind support and discounts from businesses and vendors.

## Statement of Financial Activities: Fiscal Year Ending June 30, 2023

Revenue	Total
Government Support (VOCA/VAG grants, STOP VAWA grants)	\$619,596
Academy of the Holy Angels (grant to operate PowerBack on campus)	\$6,633
Focus for Health Foundation support	\$35,000
Individual Contributions & Gifts	\$17,379
IPVA Series (remote fee-paid training series)	\$8,318
Other Fee-Paid Presentations, Conferences	\$7,460
Fundraiser (we do not hold fundraising events)	\$0
Interest Income	\$125
<b>Revenue</b>	<b>\$694,511</b>
In-Kind Goods and Services *	\$145,648
<b>Total, including In-Kind</b>	<b>\$840,159</b>
Expenses	
<b>Program Expenses</b>	
Salaries; Fringe (Federal and NJ Payroll Taxes and Worker's Comp Insurance); Program Consultant Fees; allocated tech support, utilities, and rent; supplies, postage, program refreshments for students; travel; and professional development.	\$718,934
<b>Management &amp; General Operating Expenses</b>	
Liability and D&O insurance; audit expense; non-profit annual fees; legal fees; payroll service; meals/per diem; postage; office supplies; travel; allocated tech support; computer repairs; postage; credentialing fees; design and print for agency brochures; security deposit; and 7% (admin allocation) of rent, utilities and tech support.	\$77,675
<b>Expenses</b>	<b>\$796,609</b>
<b>Net Income from Current Year Activity</b>	<b>\$43,550</b>

**Notes:**

Our full audited financial statement is available to funders and other stakeholders upon request.

\* In-Kind Goods and Services, valued at \$145,648, include:

- Goods: \$10,477 includes discounts and materials for printing of program booklets, hotline cards, posters, brochures and other materials.
- Services: \$135,171 includes hours donated by APFC's co-directors and volunteers, and for discounts on design services.

## Year in Review Photos



*PowerBack students in action at Roselle Park HS*



*Laura & Jesse presenting at Essex County Youth Center*



*PowerBack Consultant Jean Semelfort, Jr. at Dwyer Tech HS*



*Susan Gleason (2<sup>nd</sup> left) at Union County Boys & Girls Club*



*Allison Bressler at Academy of the Holy Angels*



*Jesse providing information at Summit HS Health Fair*



*Susan Gleason presenting to police in Monmouth County*



*Jesse (L) & Laura (R) with Highland Park PowerBack students*