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www.APartnershipForChange.org

A Partnership for Change (APFC)

Annual Report for Fiscal Year: July 1, 2023 – June 30, 2024

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 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 community and state-wide resources, and to empower people with practical information on how to safely and effectively support family members, friends, colleagues, co-workers, employees, clients or themselves.

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 in 2020* 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. We have recently learned the Attorney General's office will be updating the UCR with the most recent numbers.

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, training 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.

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 at least ten hours a week to APFC. This fiscal year, we had five (5) full-time and four (4) 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
- LEO (Law Enforcement Officer)/In-Service
- 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 **3,615 officers from 272 departments** in 20 counties in NJ.

- Classes are 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 **met or exceeded performance measures** on every metric: 100% of goal in number of workshops, 138% over goal on attendance, and 410% over goal on number of departments.

Quantitative Outcomes for PREP in this Fiscal Year			
Number of Workshops Presented	12	Number of Police Departments Participating	82
Number of Officers in Attendance	250	Number of NJ Counties Represented	17

Qualitative Outcomes

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

- 74% of the officers in attendance have responded to a domestic violence call, and **only 23%** of officers could identify their county's domestic violence agency or other resources for referral and support.
- 33% 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 we exceeded all of our performance measures (set at 90%):

- 99% could identify resources for support
- 97% felt better prepared to help victims
- 96% better understand risk factors of leaving
- 96% 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.
- 78% prefer to participate in an "in-person" training and 99% said our presenters were prepared and knowledgeable.

Systemic Change: This year, 12% 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:

- *Thank you for all the valuable information. I feel I have much more information to share.*
- *Discussion of modern types of abuse, such as how cell phones can be used to stalk, track, or control victims was great.*
- *Ms. Gleason's presentation was awesome. It is clear that she has a wealth of knowledge and experience in the area.*
- *Class should be an 8-hour class and be made available for County training.*
- *Very informative and well-thought-out class. I loved how Allison kept the energy in the room!*
- *Excellent resources, video, motivation & info was clear. Overall awesome class.*
- *The planning with victims and children was not something I thought about during my 15 years of LE. I really think that's something that needs to be addressed with all officers.*
- *Great class. Better understanding of the victim and how it's not that easy to just walk away.*

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:

- 39% of the officers said they had witnessed domestic violence as a child.
- 28% said they were a victim of abuse in a past relationship.
- **83%** said they would use the information learned in PREP to **personally** help a friend or family member.

LEO/In-Service

LEO (Law Enforcement Officer)/In-Service is a new program launched in July 2023; it's an expansion of PREP in that it provides the same effective, comprehensive training on domestic violence but "on-site" at police departments. This allows more officers to get this critical information by relieving departments of the burden of sending officers to the academies for training, which they often cannot do due to staffing and scheduling conflicts.

LEO/In-Service is supported by the **STOP VAWA** grant program through the NJ Department of Law & Public Safety.

- Classes are free; we provide materials, certificates and light refreshments.
- Departments may choose their topic from our offerings of: *Understanding the Victim of Domestic Violence, Teen Dating Abuse, Insights on Batterer Behavior, Non-Fatal Strangulation, and Effects of Domestic Violence on Children.*
- This year, we **met or exceeded performance measures** on every metric: 100% of goal in number of workshops, 162% over goal on attendance.

Quantitative Outcomes for LEO/In-Service in this Fiscal Year			
Number of Workshops Presented	16	Number of Police Departments Participating	11
Number of Officers in Attendance	259	Number of NJ Counties Represented	6

Qualitative Outcomes

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

- 97% of the officers in attendance have responded to a domestic violence call, and **only 7%** of officers could identify their county's domestic violence agency or other resources for referral and support.
- 30% 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 we exceeded all of our performance measures (set at 90%):

- 100% could identify resources for support
- 99% felt better prepared to help victims
- 100% better understand risk factors of leaving
- 100% 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 LEO/In-Service to colleagues.
- 95% prefer to participate in an "in-person" training.

Comments from confidential evaluations included:

- ✓ *The best DV training class I've had in 23 years. Allison kept the class interesting and interactive.*
- ✓ *The class made you think in a different light.*
- ✓ *Great and informative training - excellent! Thank you, Susan.*
- ✓ *This class should also be provided to AP's in all counties so they're encouraged to authorize and grant complaints regarding strangulation.*
- ✓ *Slide shows and the video on non-fatal strangulation are great for our learning. Thank you for taking time with us.*
- ✓ *Excellent course, instructor had a wealth of knowledge and spoke from personal experience which made the topic relatable.*
- ✓ *I have a better understanding of the different types of abuse & reasons why victims don't leave. Better ideas for when responding to an incident or questions from victims.*
- ✓ *Great information should be taught to all LEOs in NJ. Great resources for patrol officers.*
- ✓ *Very informative and provided me with tools and resources for me to better perform my job.*

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:

- 26% of the officers said they had witnessed domestic violence as a child.
- 20% said they were a victim of abuse in a past relationship.
- **83%** 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, health education teachers and administrators 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 had **843 participants from 290 high schools in 20 counties**. All attendees 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	11	Number of Schools Represented	107
Number of Attendees	198	Number of Counties Represented	20

- We **exceeded our performance measures** by 11% for number of classes; by 32% for attendance; and by 435% 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 169 "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 conduct a survey to gauge the counselors' level of knowledge and experience:

- 57% 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 24% felt prepared to respond** and only 17% 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:

- **42%** of attendees said they were a victim of abuse in a current or past relationship
- **34%** were exposed to domestic violence as a child
- **74%** 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:

- ✓ *This was amazing. Information is relevant to my practice. Case studies help me understand the impact of DV in children. Allison is a wonderful presenter and educator.*
- ✓ *10/10, cannot wait to share the Student Handbook with my students tomorrow; I know this will be a vital and powerful tool.*
- ✓ *Very informative! I feel much more prepared to handle any teen dating situations that may arise.*
- ✓ *I loved the very practical and specific wording that I can use with students, as well as how to elicit responses.*
- ✓ *This was very informative. Thank you for clarifying how to handle and steps to take for reporting in a school.*
- ✓ *I found the course very informative – knowledge and materials will be a positive addition to my toolkit as a clinician. I would highly recommend it to my colleagues.*
- ✓ *I liked the fact that the handout had spots for notes and all the information on it. I also liked the fact that it was interactive (we could communicate) instead of being talked to the entire time.*



PowerBack & PowerBack Plus: Teen Dating Abuse Outreach Programs

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. Both programs are supported by **VOCA (Victims of Crime Act)** funds via the NJ Dept. of Law & Public Safety. For both, we met or exceeded performance measures put forth in the grant applications.

PowerBack operated in two (2) schools in FY23-24: Garfield HS & New Milford HS. Activities included:

- 1) Forums: A Dating Abuse “101” presentation for 11th graders (with handouts, resources and confidential survey).
- 2) Peer Leader Component: Recruit, educate and prepare a cadre of teens to plan and implement awareness activities including school-wide events, social media assignments, and presentations to 9th grade health classes.
- 3) School Club Outreach: Conduct smaller, personalized presentations to school-based student clubs.
- 4) School Awareness Event: Conduct a tabling event or other student-led activity to reach entire student body.
- 5) Community Outreach: Conduct presentations to teen-focused organizations in northern New Jersey.
- 6) Teen Support: Provide crisis support (Drop-In Days) and individual psycho-educational sessions for teen victims.
- 7) Adult Outreach: Conduct presentations to adults on campus to secure a wider safety net for teen victims.

PowerBack Performance Measures:

- Conducted three (3) forums reaching 258 11th graders.
- Conducted 15 peer leader sessions with 25 teens earning their certification.
- Staff and Peer Leaders conducted 17 health class presentations reaching 405 9th graders
- Provided four (4) school club presentations, reaching 46 students.
- Conducted five (5) tabling awareness events, reaching 433 students.
- Conducted three (3) community presentations reaching 345 teens in Bergen County.
- Held two (2) adult presentations reaching 164 faculty members at Garfield and New Milford HS.
- Held six (6) Drop-In Days and provided 12 teens and one adult with Information & Referral.
- Provided 31 individual support sessions for 17 teen victims.

PowerBack Evaluation Results & Student Feedback

Garfield HS 11th Graders:

- 82% of girls and 74% of boys disclosed experiencing dating abuse in a current or past relationship.
- 84% of all 11th graders said dating abuse is happening on campus and 55% personally know a victim.
- 30% of 11th graders report witnessing abuse at home.

New Milford HS 11th Graders:

- 56% of girls and 55% of boys disclosed experiencing dating abuse in a current or past relationship.
- 68% of all 11th graders said dating abuse is happening on campus and 47% personally know a victim.
- 32% of 11th graders report witnessing abuse at home.

Selected Comments:

- *The forum made me realize how many red flags and things my ex did that were abuse [sic], but I didn't realize it.*
- *This was amazing! This is so helpful for people who really don't know about this and are in an abusive relationship.*
- *I know some people were in a bad situation and now I think I can help.*
- *In the PTA group, I was able to speak out about my own issues and feel supported in doing so and I found a passion in helping others who may be going through tough times.*
- *I liked how we got resources on where to reach out if anything escalated. I liked that they showed us examples.*
- *It was very educational and mature as it should be and I'm sure this can help a lot of people including people I know.*
- *PowerBack opened my eyes. It helped me adapt to different signs I did not know from before getting into a relationship.*

PowerBack Plus is an expansion of PowerBack – it’s designed to reach more schools and more students by providing an abridged program, as follows:

- 1) **School-based Presentations & Victim Support:** Funding supports activities in twelve (12) schools within the two-year grant period; each school receives:
 - Dating Abuse “101” forum(s) to reach all 11th graders.
 - One (1) Tabling Event to disseminate information and provide I&R support.
 - Two (2) School Club presentations.
 - One (1) Drop-In Day for teen victims to receive support, information and referral.
 - Individual Psycho-Educational support sessions for teen victims.
- 2) **Community-based Presentations:** Funding supports 18 presentations over the two-year project period to community groups, businesses, schools and other non-profit agencies that serve teens.

Participating Schools in FY23-24:

- | | |
|--------------------------------|----------------------------------|
| 1) Union HS | 4) David Brearley HS, Kenilworth |
| 2) Thomas Edison HS, Elizabeth | 5) New Egypt HS |
| 3) Bound Brook HS | 6) Abraham Clark HS, Roselle |

PowerBack Plus Performance Measures for Schools:

- Provided nine (9) forums reaching 910 11th graders.
- Conducted six (6) tabling events, reaching 1,630 teens.
- Provided twelve (12) school club presentations, reaching 183 teens.
- Provided six (6) Drop-In Days and provided support to 12 teen victims.
- Provided 24 psycho-educational counseling sessions for 14 teen victims.

Community Presentations in FY23-24:

We reached an additional 547 teens at these community events:

- 1) American Dream Mall, East Rutherford; Tabling Event to Reach Teens.
- 2) Clean Slate, Edison; Presentation to juvenile first offenders. Clean Slate is a program that helps put these young people back on the right path. 45% of teens told us they witnessed domestic violence at home.
- 3) Cranford High School; Tabling Event at their Annual Health Fair.
- 4) Westfield High School; Tabling Event at their Annual Health Fair.
- 5) Hudson Pride, West New York; Tabling Event Tabling at their Annual Fair.

PowerBack Plus Evaluation Results & Student Feedback

All high schools combined:

- 40% of students disclosed experiencing dating abuse in a current or past relationship.
- 80% of all 11th graders said dating abuse is happening on campus and 66% personally know a victim.
- 21% of 11th graders report witnessing abuse at home.

Selected Comments:

- *This was very helpful to me. I love how they gave tons of information. I'm sure this educated all the girls that were here.*
- *This presentation was helpful. It made me gain understanding on topics that I didn't know was [sic]abuse.*
- *I liked this presentation because it was very helpful and it taught me a lot.*
- *I think that they went in depth instead of just scratching the surface. I would recommend it. 10/10.*
- *It was helpful because now I know how to feel towards stuff that might've made me uncomfortable.*
- *Yes, it was helpful. I learned about things that are abusive that I thought were normal.*
- *I loved the presentation. The people were genuine and great speakers. The topics were very relevant and important for people our age.*
- *The topics discussed helped me learn what to do and what not to do when helping someone in an abusive relationship. I thought this should be addressed more in our daily lives and not so normalized.*

PowerBack at AHA

Since 2016, the Academy of the Holy Angels has funded PowerBack on their campus. They are committed to raising awareness and providing their young women with the knowledge and skills necessary to identify dating abuse, support friends and family, and become advocates for healthy dating relationships. This past year, we conducted eight (8) peer leader sessions and certified 22 peer leaders; presented an informational forum reaching 86 9th graders; and implemented a school-wide awareness event.

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 and offers counseling sessions to program participants.

The target audience for DV-SOS are front-line workers from various social service agencies throughout New Jersey who have disclosed to us that they do not feel prepared to help victims of domestic violence or their children because this issue is not the focus of their respective agencies.

Since 2019, we've conducted 216 presentations reaching 2,969 people from 130 social service agencies; 45% of them identified as a current or former victim; all received information, resources and referral.

The program includes 2-hour webinar presentations on "Domestic Violence 101", and the "Effects of Domestic Violence on Children".

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 of:

- *Recognizing* all types of abuse
- *Identifying the warning signs of abuse*
- *Understanding the behavioral, emotional effects of DV on children*
- *Ways to support a non-offending parent*
- *Understanding* the restraining order process
- *Applying* for VCCO (Victims of Crime Compensation Office) benefits
- *Developing* a safety plan
- *Identifying* resources for support

At the end of each presentation, we let all participants know that we offer short-term counseling and inform them on how to reach us to schedule sessions.

Program Outcomes for DV-SOS for this Fiscal Year	
Number of Webinars Held	39
Total Number Attendees	523
Total Number of Participating Social Service Agencies	31
Percent of staff that are currently working with victims of domestic violence	75%
Percent who disclosed on evaluation as Primary victim of domestic violence	45%
Percent who disclosed exposure to domestic violence as a child	44%
Number of counseling sessions provided	44

Confidential Evaluations

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

- ✓ *This presentation had a lot of wonderful information to share with the families we serve.*
- ✓ *It hit home for me, for sure. I've lived through domestic violence as a young child and an adult.*
- ✓ *Excellent presentation. A lot of realistic examples and tips for supporting youth and their families. Will definitely be recommending this program to others.*
- ✓ *Great webinar! Allison delivers a fantastic presentation! Loved that it was interactive, too.*
- ✓ *Thank you for all the information, this gave me great feedback on some of my own family members' situations.*
- ✓ *This webinar gave me a better understanding of restraining orders and the process.*
- ✓ *This presentation is great for anyone who is unfamiliar with DV. I myself am a victim of DV so everything presented today, I could relate to.*

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, we conduct 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 Assoc. of Social Workers-NJ Chapter; they may take classes individually or register for the series. Information and registration information is on our website. The series includes five classes:

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

IPVA Certification Series for this Fiscal Year	
IPVA - Number of Participants:	30 unduplicated / 157 duplicated number (took more than one class)
Net Revenue:	\$10,476, a 26% increase from the prior FY

Other Fee-for-Service Projects

Throughout the year, APFC received requests from organizations to conduct personalized presentations for their students or 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) Women's Rights Information Center (5-class IPVA series; 12 attended all classes)	12
2) Newark Board of Education (5-class IPVA series; 31 attended all classes)	31
3) Family Service League/SAVE (5-class IPVA series; 9 attended all classes)	9
4) Morris Knolls High School/Counseling Staff (Teen Dating Abuse Class)	11
5) Roselle Park High School / Teen Forum	66
6) North Hunterdon High School / Teen Forum	280
7) Passaic County Community College/Counseling Staff (Teen Dating Abuse Class)	8
8) The Lukin Center / DV102	23
9) Voorhees High School / Teen Forum	183
Total Participants:	623
Net Revenue:	\$17,767 138% increase from FY23

The demand for presentations skyrocketed this year and feedback from our fee-paid work is overwhelmingly positive. 100% of attendees said they recommend us to colleagues. Comments on confidential evaluations include:

- ✓ *I will now be better prepared to support families who may be dealing with a DV situation. Especially in dealing with those who are not ready to leave yet.*
- ✓ *Feeling desensitized from your DV-related job? Then Allison and her IPVA course is a must.*
- ✓ *Allison is passionate and knowledgeable. She shares both in a way that kept me actively engaged.*
- ✓ *This was wonderfully presented and there is a wealth of excellent information.*
- ✓ *I feel way more comfortable dealing with my clients who are victims of intimate partner violence. Thank you.*
- ✓ *Excellence at its best... THANK YOU!*

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.

Outreach & Pro Bono Presentations

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.

New Milford's Annual DV Symposium:

APFC Co-Founder Allison Bressler continues to participate as a panel member at this annual symposium, which focuses on a different aspect of DV every year and is presented in-person and live streamed on YouTube. This year, 150+ members of the New Milford community and beyond tuned it. The event is hosted by the town of New Milford, the New Milford Police Department and New Milford Public Schools.

CNA Meetings (Community Networking Association):

We continue 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.

Annual Conference for New Jersey Women in Law Enforcement:

We continue to participate as a vendor to show our support for women in law enforcement and to promote our PREP and LEO/In-Service programs. Many of the officers stop by our table to ask questions about resources and how to provide support to the public as well as family and friends.

Additional Events:

Allison Bressler attended the NJ4S (NJ Statewide Student Support Services) meeting to discuss our programs and services, and Susan Gleason attended the annual Union County Juvenile Officer's Association meeting to promote PREP along with all APFC's programs.

Challenges

We had an 8% *decrease* in revenue in this fiscal year due to the loss of the VOCA Fix Act special one-time funding that was secured FY22-23. To address this challenge, one staff position was terminated, and we implemented a salary freeze.

In the coming year, we are bracing for a 40% cut in VOCA funding due to decreased deposits into the CVF (Crime Victims Fund), which is financed by fines and penalties from convictions in federal cases, not from taxpayer dollars. This cut (resulting in a \$165,000 loss for FY24–25) not only affects operations, but our ability to serve those in crisis. Historically, these VOCA grants funded critical prevention work, education programs, and early intervention services that have been proven to reduce violence in communities.

To address these challenges, we are actively seeking new corporate and foundation funding—an effort we recognize will be difficult, as prevention work is often overlooked in favor of crisis response. However, robust data from *JAMA Pediatrics* and *ScienceDirect* demonstrate that community-based communication strategies are highly effective in significantly reducing the risk of domestic violence. Early investment not only saves lives but also reduces the long-term financial and social costs of violence. Prevention is not a luxury—it is essential to protecting lives and breaking generational cycles of abuse.

We will also work toward more direct fundraising solicitations via social media; we launched a blog on our website this year where people can learn more about what we do and connect to our PayPal account to make a tax-deductible donation. Senior staff will discuss closing the Clark office at the end of the lease in August 2025.

Currently, APFC does not have the staffing to conduct fundraising events, and efforts at an annual appeal have not resulted in significant donations because our contact database is comprised primarily of social workers, counselors and police officers – populations that are struggling during these difficult economic times.

Statement of Financial Activities: Fiscal Year Ending June 30, 2024

Revenue	Total
Government Support (VOCA/VAG grants, STOP VAWA grants)	\$581,363
Academy of the Holy Angels (grant to operate PowerBack on campus)	\$7,081
Focus for Health Foundation (general operating funds/final year)	\$17,500
Individual Contributions & Gifts	\$5,171
IPVA Series (remote fee-paid training series)	\$10,477
Other Fee-Paid Presentations, Conferences	\$17,767
Fundraiser (we do not hold fundraising events)	\$0
Interest Income	\$118
Revenue	\$639,477
Expenses	
Program Expenses	
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.	\$621,384
Management & General Operating Expenses	
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.	\$27,480
Expenses	\$648,864
<i>Net Income or Loss from Current Year Activity</i>	(\$9,387)

Notes:

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

Our Administrative/Overhead rate is 10%, well below the accepted standard to effectively operate a 501c3.

In-Kind Goods and Services (not shown in the schedule above), valued at \$130,617, include:

- Services: \$130,617 includes hours donated by APFC’s co-directors and volunteers, and discounts on printing services for program booklets, hotline cards, posters, brochures and other materials.

Year in Review Photos



LEO/In-Service: Allison Bressler at Fairview PD



PREP: Susan Gleason at the Monmouth Police Academy



PowerBack Teen Advocates at Garfield HS



PowerBack Teen Advocates at New Milford HS



Laura Varelas Arroyo at Thomas Edison HS Forum



Jesse Kraft at Union HS Tabling Event



Jesse at David Brearley HS Forum



Lisa Palermo & Susan Gleason at the Women in Law Enforcement Conference



Ryan Borchardt at Hudson Pride