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www.APartnershipForChange.org

A Partnership for Change (APFC)

Annual Report for Fiscal Year: July 1, 2024 – June 30, 2025

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 programs. All staff are paid hourly; the co-directors are paid for 25 hours per week but work 35+ hours per week. As co-founders of the agency, they donate any time needed to ensure program goals are met. This fiscal year, we also had three (3) full-time and four (4) part-time staff whose dedication and commitment to our mission helped us to meet or exceed all program performance measures. They are Trisha Espinoza, LPC; Susan Gleason, JD; Lisa Palermo; Ryan Borhardt; Laura Varelas Arroyo; Jesse Kraft; and Joe Mondì.

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
- Fee-For-Service Programs: We conduct our IPVA (Intimate Partner Violence Advocate) webinar series every spring, and we also provide Workshops on Request, which are presentations for community groups, businesses and professional organizations tailored to their needs.
- PowerBack: Teen Dating Abuse Outreach Program
- DV-SOS (Domestic Violence – Support on Site)

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 **3,830 officers from 289 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, 134% over goal on attendance, and 375% over goal on number of departments.

Quantitative Outcomes for PREP in this Fiscal Year			
Number of Workshops Presented	12	Number of Police Departments Participating	75
Number of Officers in Attendance	201	Number of NJ Counties Represented	15

Qualitative Outcomes

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

- 73% 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.
- 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 (goal set at 90%):

- 99% could identify resources for support
- 96% better understand risk factors of leaving
- 100% felt better prepared to help victims
- 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 PREP to colleagues.
- 85% prefer to participate in an "in-person" training and 100% said our presenters were prepared and knowledgeable.

Comments from confidential evaluations included:

- *The training was eye opening and it was beneficial to have all the information laid out in one place.*
- *Great training! This will definitely assist me in my everyday responsibilities as a detective in the new DV unit.*
- *This was a great presentation. As a LEO and a mother of younger kids, I found the information to be useful and relevant.*
- *Allison was absolutely incredible! Engaging, well-informed, funny and articulate. I thoroughly enjoy the training and look forward to attending more. Helpful sharing everyone's experiences and learning different ways of handling them.*
- *The class triggered many buried/repressed thoughts and memories but helped me understand victims and relations.*
- *More LEOs should take this class. Awesome info on how to speak and relate to children who observed DV.*
- *I'll be relaying information to my PD. Thank you for looking at us as part of the team instead of part of the problem.*
- *Susan was excellent. Best presenter for the material due to her expertise.*
- *Understanding how an abuser's mind and control patterns work better equips us as law enforcement to respond and work with victims of domestic violence. This should be mandatory for all officers.*
- *I am very glad PREP continues to offer DV-related training because most of our police force is new.*
- *Very informative. As an AP, I will now be better equipped when cases come through my office.*

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:

- 35% of the officers said they had witnessed domestic violence as children.
- 36% said they were a victim of abuse in a past relationship.
- **85%** 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.*
- Since 2023, we've reached 588 officers from 27 departments in 13 counties in NJ.
- This year, we **met or exceeded performance measures** on every metric: For number of workshops provided, we exceeded goal by 6% and for number of officers served, we exceeded goal by 106%.

Quantitative Outcomes for LEO/In-Service in this Fiscal Year			
Number of Workshops Presented	17	Number of Police Departments Participating	16
Number of Officers in Attendance	329	Number of NJ Counties Represented	7

Qualitative Outcomes

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

- 94% of the officers in attendance have responded to a domestic violence call, and **only 16%** of officers could identify their county's domestic violence agency or other resources for referral and support.
- 45% 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% better understand risk factors of leaving
- 99% felt better prepared to help victims
- 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.
- 99% prefer to participate in an "in-person" training.

Comments from confidential evaluations included:

- ✓ *Thank you, this is so important and should be mandatory in all police departments.*
- ✓ *Allison was tremendous; engaging and knowledgeable. I would recommend it to anyone, not just LEOs.*
- ✓ *Very informative and has made me more confident in handling DV calls.*
- ✓ *This was my first class on DV and it was very informative and well put together.*
- ✓ *Susan provided great detail and real-world experience. Highly recommend it.*
- ✓ *Great information on how to handle victims better and resources to provide for them.*
- ✓ *Excellent presentation. It really gave me a different perspective of the victim's way of thinking and feeling.*
- ✓ *I better understand the DV dynamics now and would very much be interested in taking another class with Susan.*
- ✓ *I tend to use "relax" and "calm down" when speaking with a victim who's in distress. After learning about why this is not helpful, I will try to use another technique discussed in class.*

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.
- 27% said they were a victim of abuse in a past relationship.
- **86%** 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 **1,041 participants from 336 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	10	Number of Schools Represented	100
Number of Attendees	198	Number of NJ Counties Represented	19

- We met performance measures for number of workshops and **exceeded our performance measures** by 32% for attendance and by 500% for number of schools. We track NJ counties represented but it's not a grant requirement.
- It's worth noting that we exceeded our goal in attendance despite having 184 "no-shows" (this is when counselors cancel at the last minute due to absence or 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:

- 43% 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 25% felt prepared to respond** and only 22% 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:

- **45%** of attendees said they were a victim of abuse in a current or past relationship!
- **26%** 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 webinar was fantastic. Allison is so knowledgeable and makes the webinar interesting and not boring at all. Her delivery is easy-going, friendly and confident. I appreciate her webinars and knowledge.*
- ✓ *I love how you gave us an action plan and what to actually do when a student comes to us about abuse.*
- ✓ *This was so affirming and supportive as a survivor of abuse. I am thrilled to receive training that really gets the content and doesn't gloss over the unpleasantness of DV.*
- ✓ *I was able to learn a lot about this topic and was able to brainstorm ways to reach out to the community and my students.*
- ✓ *The use of anecdotes and examples of what to say or not say was very helpful. I can't believe I haven't had a course like this earlier in my career.*
- ✓ *This was a great training. Allison is a very knowledgeable presenter and is clearly very passionate about this subject. The real-life examples were helpful to understanding how real an issue this is.*
- ✓ *This training offered a lot of eye-opening information. It made me realize that my school really needs better and more clear-cut procedures for this.*



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 continued operating in Garfield HS & New Milford HS this year. Activities included:

- 1) **Forums:** A Dating Abuse “101” presentation for 11th graders (with handouts, resources and confidential survey).
- 2) **Peer Leadership:** Recruit, educate and prepare volunteer **PowerBack Teen Advocates (PTAs)** to help peers, and to plan and implement awareness activities, social media campaigns, 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:

We exceeded our goal by **68% - overall reaching 1,516 teens this year**

- Conducted three (3) interactive forums reaching 237 11th graders with information and resources.
- Conducted 23 peer leader sessions with 41 teens earning their **PowerBack Teen Advocate** certification.
- APFC staff and PowerBack Teen Advocates conducted 16 health class presentations, reaching 347 9th graders.
- Provided two (2) school club presentations, reaching 46 students.
- Conducted four (4) tabling awareness events, reaching 474 students.
- Conducted seven (7) community presentations, reaching 371 teens in Bergen County.
- **Support Services:** We held six (6) Drop-In Days providing eleven (11) teens with Information & Referral, and provided 20 individual support sessions for eight (8) teen victims.
- **Adults:** We conducted two (2) adult presentations, reaching 147 faculty members at Garfield and New Milford.

PowerBack Evaluation Results & Student Feedback

Garfield HS 11th Graders:

- 66% of girls and 40% of boys disclosed experiencing dating abuse in a current or past relationship.
- 77% of all 11th graders said dating abuse is happening on campus and 55% personally know a victim.
- 41% of 11th graders report witnessing abuse at home.

New Milford HS 11th Graders:

- 61% of girls and 55% of boys disclosed experiencing dating abuse in a current or past relationship.
- 47% of all 11th graders said dating abuse is happening on campus and 38% personally know a victim.
- 18% of 11th graders report witnessing abuse at home.

Selected Comments:

- *I thought this presentation was so helpful as I've been in an emotionally abusive relationship. I was only 12 and I was with a 15-year-old boy I met online. It is nice to know that I'm not alone and you guys are speaking about it and informing others.*
- *Thank you! This is a topic that really needs to be talked about. Abuse shouldn't be normalized but it IS!*
- *Very helpful! I realize now that my ex was emotionally, verbally, and technologically abusive.*
- *I think this program is fantastic and should be shared throughout the country. Thank you for coming here.*
- *You guys seemed really interested and like you personally care which is good because many don't care about us.*
- *My friend was going through a toxic breakup, and PowerBack helped me in helping her get out the safest way.*

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 FY24-25 – a total of 2,250 teens reached within all components:

- | | |
|------------------------------|---------------------------------|
| 1) Abraham Clark HS, Roselle | 4) Pascack Valley HS, Hillsdale |
| 2) Cranford HS | 5) Mother Seton HS, Clark |
| 3) Lodi HS | 6) Summit HS |

PowerBack Plus Performance Measures for Schools:

- Provided eleven (11) forums reaching 1,121 11th graders.
- Conducted six (6) tabling events, reaching 907 teens.
- Presented eleven (11) school club presentations, reaching 222 teens.

Additionally, we held six (6) Drop-In Days and 11 psycho-educational sessions to personally help 23 teen victims.

Community Presentations in FY23-24:

We conducted an additional **14 community events, reaching 290 teens** in five (5) NJ counties:

- | | |
|--|---|
| ▪ Five (5) presentations at the Essex County Youth Center, East Orange | ▪ One (1) presentation for the Barringer HS Senior Club, Newark |
| ▪ One (1) presentation at Hunter’s World, Jersey City | ▪ Two (2) presentations at Care Plus, Haledon |
| ▪ Two (2) presentations at the Boys & Girls Club of Passaic (Paterson & Passaic locations) | ▪ One (1) tabling outreach event at the Planned Parenthood Teen Conference, Middlesex |
| ▪ One (1) tabling outreach event at the statewide Fearless Girls Conference, Kenilworth | ▪ One (1) presentation for the YES Program, Thomas Jefferson HS, Elizabeth |

PowerBack Plus Evaluation Results & Student Feedback

All high schools combined:

- **56% of students** disclosed experiencing dating abuse in a current or past relationship.
- 71% of all 11th graders said dating abuse is happening on campus and 45% personally know a victim.
- 20% of 11th graders report witnessing abuse at home.

Selected Comments:

- *This presentation helped me with a lot such as thinking emotional abuse is ok after being in a toxic relationship for 3 years.*
- *This was very helpful to me and helped me realize that the things that happened in my relationship weren’t my fault.*
- *I wish I had this information when I was younger to know the difference between a healthy relationship and an abusive one.*
- *This was so helpful. I gave your information to help others who I now realize are in abusive relationships.*
- *I now know when to get help if I feel something isn’t right. I will be careful in the future and not be so scared to help others.*
- *This was very helpful and informative. Keep doing what you’re doing!*
- *I learned a lot of new things about dating, especially what I should look for in a healthy relationship.*
- *This presentation was very helpful, it was interactive and fun. I loved all the questions and conversations.*
- *This presentation was helpful. It is preparing me for things in life that are unfortunately becoming too common around here.*
- *I knew most of this because of my parents, but I can see why in my school teens need it, too.*

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 a broad spectrum of social service agencies in NJ that provide services *other than DV support*, yet their clients disclose DV every day. 50% of staff from these agencies tell us that they do not feel prepared to help victims of domestic violence or their children because they have no training or experience with this issue.

Since 2019, we've conducted **252 presentations reaching 3,464 staff** from 146 social service agencies. The program includes two-hour webinar presentations on "Domestic Violence 101", and the "Effects of Domestic Violence on Children" and we also offer free counseling services to anyone who comes forward.

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	49
Total Number Attendees	702
Total Number of Participating Social Service Agencies	36
Percent of staff that are currently working with victims of domestic violence	61%
Percent of staff who feel equipped to help victims PRIOR to DV-SOS	50%
Percent of staff who could ID resources for supporting victims PRIOR to DV-SOS	37%
Percent who disclosed on evaluation as Primary victim of domestic violence	44%
Percent who disclosed exposure to domestic violence as a child	50%
Number of counseling sessions provided for adult victims	57

Confidential Evaluations

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

- ✓ *This made me realize I never acknowledged my own experiences with DV in the home as a child. It also gives me the ability to help mothers who are DV survivors with their children, many of whom expressed the types of abuse you describe.*
- ✓ *This was such an excellent presentation on a very hard subject. It was given with compassion and with the facts. Thank you for the work you do in helping so many people move forward.*
- ✓ *This was a great presentation and very eye-opening! DV is a subject I tend to try to avoid, however it's so important when working with children and families to be able to provide support.*
- ✓ *This presentation was very engaging and informative, I feel much more equipped to support victims of domestic violence.*
- ✓ *Very useful information that I did not know before! Thanks so much.*
- ✓ *Excellent presentation. I had not heard of VCCO, so this is going to be extremely helpful for the population that we serve.*
- ✓ *You shared very important and impactful information. I will use this information in my professional and personal life.*
- ✓ *Excellent. A lot of realistic examples/ tips for supporting youth and their families. Will recommend DV-SOS to others.*
- ✓ *The safety planning information was great; it gave me the tools on how to assist clients to maintain their safety at home.*
- ✓ *I feel more comfortable helping the many families we serve who live with this every day.*
- ✓ *Letting go of the guilt and feeling heard and understood was so important to me. The free counseling you offered was a really great opportunity that I am happy I took advantage of. Thank you to Trisha, who is wonderful and supportive.*

Fee-for-Service Programs

APFC conducts our annual IPVA (Intimate Partner Violence Advocate) Certification Series every year 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 | 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 | 6) Insight to Batterer Behavior (Optional) |

IPVA Certification Series for this Fiscal Year	
IPVA - Number of Participants:	63 unduplicated / 164 duplicated number (33 people took 2 or more classes)
Net Revenue:	\$12,925, a 7% 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-for-Service Presentations in FY	
Organization	Number of People
1) Academy of the Holy Angels, Demarest, NJ – 9 th grade teen Forum	75 girls
2) The Lukin Center for Psychotherapy, Ridgewood, NJ	23
Total Participants:	98
Net Revenue:	\$1,406 92% decrease from FY24

Last year, our fee-for-service revenue was \$17,676, representing a 138% increase over the prior year. However, this year we experienced a significant decrease. FY24 was somewhat of an anomaly, as we delivered three five-class IPVA training courses for social service agencies, something that had not occurred in a single year before. This year, many social service agencies have been feeling the effects of the economy and no longer had the additional funding available to contract our services.

Although it is not required, we conduct evaluations on all fee-for-service presentations. This year, 100% of attendees said they recommend us to colleagues. Comments on confidential evaluations include:

- ✓ *Allison was a wonderful instructor, and her presentation style was engaging and helped me to really absorb the information. I like how she uses storytelling to teach.*
- ✓ *I am so grateful to have been able to experience these courses.*
- ✓ *I look forward to continuing education with A Partnership For Change, the presenters and peers were all so wonderfully involved and welcoming.*
- ✓ *These courses were hands-down, the best training I personally have ever attended. I appreciate all you do to bring awareness of domestic violence.*
- ✓ *I must say it was an incredibly valuable experience. The classes were well structured, relevant and thoughtfully delivered. Each session felt purposeful and I walked away with practical insights.*

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, 1,000+ of the New Milford community and beyond attended. 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. We engaged 85 officers who stopped by our table to ask questions about resources and how to provide support to the public as well as family and friends.

Additional Events:

Bergenfield's 1st Annual Domestic Violence Symposium

Challenges

Subsequent to our fiscal year end, APFC became aware of a reduction of approximately \$197,500 in government grant awards for the upcoming fiscal year. This reduction is attributable to funding cuts in two federal grant programs passed through the State of New Jersey, that includes a nationwide 43% reduction in Victims of Crime Act (VOCA) funding and a reduction in the number of awards granted by the State under the Violence Against Women Act (VAWA) program.

Since 2009, APFC has not experienced funding cutbacks of this magnitude. These reductions are not related to its programs or performance; the agency has consistently met or exceeded performance measures and has demonstrated effective stewardship of grant funding; rather, these funding decreases are the result of circumstances at the state and federal level.

In response, APFC has implemented several austerity measures, including the closure of our Clark, New Jersey office and reduced hours for the co-directors and part-time employees. In addition, APFC is pursuing alternative funding sources through its first online giving campaign to be launched in the coming fiscal year. We also plan to expand corporate and foundation grant research with the help of volunteers and to add new members to the Board of Directors with an interest in establishing a fundraising subcommittee to strengthen our donor base within our service areas.

While our challenges are financial, it is more than indicated that our programs are relevant as demonstrated by the feedback we receive and document in our quarterly grant reports. Management expresses its sincere gratitude to APFC's staff members, who have chosen to persevere with us through these difficult times. Their dedication reflects an unwavering commitment to our mission, and we remain deeply grateful for their continued contributions to APFC.

Statement of Financial Activities: Fiscal Year Ending June 30, 2025

Revenue	Total
Government Support (VOCA/VAG grants, STOP VAWA grants)	\$536,246
Foundation Support	\$1,000
Individual Contributions & Gifts	\$15,622
IPVA Series (fee-for-service webinar training series)	\$12,925
Other Fee-Paid Presentations, Conferences	\$1,406
Fundraiser (we do not hold fundraising events)	\$0
Interest Income	\$127
Revenue	\$567,326
Expenses	
Program Expenses Salaries; Fringe (Federal and NJ Payroll Taxes and Worker’s Comp Insurance; allocated tech support, utilities, and rent; program supplies and refreshments for students; travel for program activities; and professional development.	\$567,404
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 for administrative purposes; allocated tech support; computer repairs; postage; credentialing fees; design and print for agency brochures and staff business cards; and 7% (admin allocation) of rent, utilities and tech support.	\$22,290
Expenses	\$589,694
<i>Net Income or Loss from Current Year Activity</i>	(\$22,368)

Notes:

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

In-Kind Goods and Services (not shown in the schedule above), valued at \$137,617, 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



PowerBack presentation at the Bergen County Youth Academy



PowerBack Forum at Garfield HS



Staff take questions at Lyndhurst HS



PowerBack Teen Advocates (PTAs) raising awareness on campus



PTA speaking at faculty presentation



PTAs interview survivor, Alexis Ruhlen



PTAs conducting health class presentation



PTAs at Garfield HS tabling



PTA at Teen Dating Abuse Awareness Month



PowerBack Teen Advocates (PTAs) from Garfield & New Milford HS with their peer leader certifications



Jesse, Laura and Ryan at The Clothesline Project



PTA's ready for Teen Dating Abuse Awareness Month



Susan Gleason & Gloria Sgrizzi at the Women in Law Enforcement Conference



Allison Bressler conducts PREP class at Bergen County Police Academy



Susan Gleason (center) with officers from Passaic PD at their LEO/In-Service class