



**2019**

**ANNUAL REPORT**



# REACHING NEW HEIGHTS

This year's annual report theme, "Transformation", reflects the positive impact we aim to achieve in the victim services field and for individual crime victims who access our programs. In short, we strive for **more and better ways to serve crime victims.**

The image on our cover shows the transformation of a caterpillar to a butterfly taking flight. This metamorphosis is nature's powerful reminder that **change ensures growth.** We experienced a lot of change as we grew our programs over the past year!


The whirlwind of activities included launching new homicide survivor support groups, expanding our regional crisis response teams, adding new training opportunities, and planning for a new legal services initiative. There was also plentiful internal growth as we announced a new logo and worked to redesign our website.

In addition to transformation, butterflies are often symbols of **endurance and hope.** Positive change takes time and flexibility. The journey from activities to outcomes, from hurting to healing, is not always a linear progression.

Sometimes it can be slow going, but nature again provides inspiration through the "butterfly effect". This is a theory that small changes can result in large difference. Even if it is just providing a listening ear and encouragement to a victim in need, **small actions can result in a momentous effect.**

We invite you to join us as we celebrate progress made and commit ourselves to more positive transformations in the years ahead.

In partnership,

  
Robin Bostic  
Board President

  
Cristi Lawton  
Executive Director



Where we are  
**TODAY**



**Victim Assist Helpline**  
**855-4-HELP-VA**



**Human Trafficking Infoline**  
**833-INFO-4-HT**

The Victim Assist Helpline was created so crime victims only needed to make one call to understand their rights and options, find information, connect with resources, access referrals, and craft next steps to regain control over their lives. In addition to staff who answer calls during the day, in 2019 the Helpline expanded outreach through other forms of technology such as online chat, text, and a resource lookup feature available on our website.

In addition, the Network also works to provide resources and referrals to victims of human trafficking and has a specialized Infoline for this purpose. The Human Trafficking Infoline is also a resource for services providers advocating for these victims and information for the general public.

There were 409 callers to the Victim Assist Helpline and Human Trafficking Infoline in 2019. Females are three times more likely to call the Helpline than males. Domestic Violence is the most common crime callers report, with adult physical assault being the second most common. **100% of callers surveyed report that the assistance provided was helpful.**



**406**

**Victim calls to the Helplines**

**73% Female**  
**25% Male**



**9% of callers were age 60 or older, and 9% were age 18-24.**

**40%**

**of calls were related to Domestic Violence**

**35 callers were people with disabilities.**



**77% of callers were referred to Victim/Witness Assistance Programs.**

**Helpline Caller**  
**FEEDBACK**

*"You've been more helpful than anyone else I've called."*

*"You are the only person I've talked to who I feel like cares what happened to my granddaughter."*

*"After communicating with (Helpline Coordinator) on the phone this morning, my tense nerves finally relaxed."*

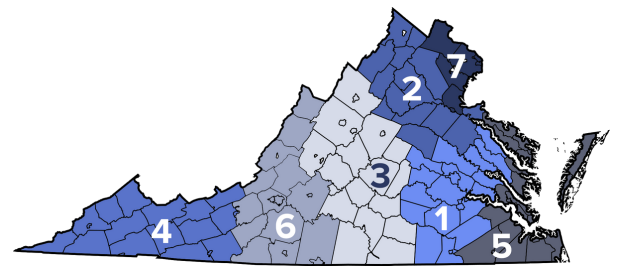


A crisis response team (CRT) provides services to anyone traumatized by crime. There are seven CRTs in Virginia, and they are organized by region to provide coverage for the entire state. Teams can be activated as part of a formal statewide response to mass violence or for regional response to other significant criminal events that impact a community. Regional CRT responses are coordinated by the Virginia Victim Assistance Network.

Crisis Response Team members have a minimum of 24 hours of training through the National Organization of Victim Assistance (NOVA) Crisis Response Team training model. Most are seasoned victim service professionals with experience working with victims of crime.

2019 was an instrumental year in the growth and development of the program. Several trainings were offered over the course of the year, including basic crisis response for new members, advanced crisis response for seasoned members, and quarterly refresher trainings for all regional teams.

Regional deployments included: 1 in Virginia Beach (homicide); 1 in Richmond (shooting with injuries); and 1 in Central Virginia (homicide). In addition, many members provided services as part of a statewide deployment in response to a mass shooting in Virginia Beach.



**CRT Regions**



1 - Richmond:	57
2 - Culpeper:	16
3 - Central VA:	21
4 - Southwest:	20
5 - Tidewater:	40
6 - Roanoke:	16
7 - Northern VA:	32
<b>Total Members:</b>	<b>202</b>

**CRT Members by Region**



**New CRT members that completed Basic training in August, 2019 in Blacksburg**

# Deployment FEEDBACK

*"Our small locally owned restaurant is like family. We were devastated when one of our employees was senselessly murdered...We knew we needed special assistance...Team members met us with compassion, kindness and resources to help us navigate the coming days, weeks, and months ahead."*





## Homicide Survivor Support Groups

Homicide Survivor Support Groups (HSGs) provide critically needed healing resources to those affected by homicide. Studies indicate that participation in these groups is beneficial, and there is a critical shortage of groups specific to homicide survivors. VVAN partners with local Victim Witness programs and other allied partners to ensure awareness and referrals for HSG services. The program specifically focuses on homicide co-victims' complex needs and utilizes best practices, including a Restorative Retelling model.

13 HSGs were launched in regions throughout the state in 2019, and 93 individuals participated in a group. On average, attendees participated in 3 HSG sessions, with 270 total sessions attended. Over 50% completed voluntary evaluations and all indicated that they obtained skills for healing and that the group helped to validate their grief.

As part of ongoing learning and development, 55 HSG facilitators and other partners participated in 9 monthly Zoom meetings to share challenges and successes. 19 HSG partners also benefited from a training with homicide support group expert Connie Saindon. Finally, trainer Shannon Noe provided 7 free traumatic grief trainings that were attended by 191 allied professionals from communities across the Commonwealth.



## HSG Participant FEEDBACK

*"I realized that I am not alone."*

*"The group was welcoming. I found it comfortable to share. I learned about grief."*

*"I met others who are grieving and sharing a sense of injustice. Hearing other's experiences helps me get outside of my head."*



## Training & Technical Assistance

Advocating for the needs of crime victims takes many things: empathy, patience, dedication...and training.

An important part of the Network's mission is to provide these opportunities for Victim Witness and other allied professionals. These efforts are geared toward building advocates' capacity and ultimately, to ensure that victims have needed resources.

Three multi-day trainings were offered in 2019:

- Basic Victim Assistance Academy
- Advanced Victim Assistance Academy
- Basic Intensive Advocacy Training

Two were critical, foundation trainings geared toward new advocates and one focused on topics for seasoned professionals. 91% of participants ranked the trainings as good or excellent.

In addition, initial meet-and-greets with 3 regional Victim Witness Coalitions (Central, Southwest, and Northern Neck/Middle Peninsula) were held to discuss any technical assistance needs and ways the Network can help support regional collaborations.

Finally, the Network partnered with the Virginia Sexual and Domestic Violence Action Alliance and the Virginia Department of Criminal Justice Services to assess the training needs of advocates from a coordinated, statewide perspective.



*Participants from the Basic Victim Assistance Academy come together for group photo*



*Participants in the Advanced Victim Assistance Academy work in teams to brainstorm*

# Attendee FEEDBACK

*"I most appreciated the networking, creating relationships, and sharing about our roles."*

*"It opened my eyes to different ways that I can serve others in our community."*

*"The training was excellent, and the trainers were excellent as well. I took something away from all the topics."*

# 37th Annual Crime Victims' Issues Conference

The Network's 37th Annual Crime Victims' Issues Conference was held November 18 - 20 at the Virginia Beach Hilton Oceanfront. Over 200 attendees enjoyed engaging speakers and sessions, plus valuable networking opportunities to engage with their peers across the Commonwealth. The Network also distributed several awards for excellence as part of the conference's activities. The Conference enjoys a long tradition as a signature event for allied professionals to connect, share, and learn together!



*Speaker Janine Latus with VVAN Program Committee Chairperson and 2nd Vice President, Lindsay Cassada.*



*Kay Bullock, Director of the Virginia Victims Fund, presents an award at the conference.*

## Thank you Conference Sponsors!

### GOLD



**Anonymous**

### SILVER



### BRONZE



## Conference FEEDBACK

*"Excellent networking and choice of sessions."*

*"One of the best speakers I have ever had the pleasure of hearing... so engaging, I could have listened for hours."*

*"I learned a lot of information that I can use to better assist my clients."*



# Membership

Our members provide strength in numbers, and their support is vital to have a collective voice for crime victims' rights and services. **THANK YOU!**

## Locality Victim/Witness Assistance Programs

Accomack County  
Albemarle County  
Alexandria County  
Alleghany County & Highland County  
Amelia County  
Appomattox County  
Arlington County  
Augusta County  
Bedford County  
Bland County  
Brunswick County  
Buchanan County  
Campbell County  
Carroll County  
Charles City County & New Kent County  
Charlotte County  
Chesapeake City  
Chesterfield County  
Clarke County  
Dinwiddie County  
Essex County  
Floyd County & Radford City  
Franklin City & Southampton County  
Franklin County  
Frederick County

Fredericksburg City  
Goochland County  
Grayson County  
Greene County  
Halifax County  
Hampton City  
Hanover County  
Henrico County  
Henry County  
Isle of Wight County  
James City County & Williamsburg City  
King William County & King and Queen County  
Lee County  
Leesburg City & Loudoun County  
Louisa County  
Lunenburg County  
Madison County  
Martinsville City  
Mecklenburg County  
Middlesex County  
Montgomery County  
Nelson County  
Newport News City  
Northampton County  
Orange County

Patrick County  
Petersburg City  
Pittsylvania County  
Portsmouth City  
Powhatan County  
Prince Edward County  
Prince George County  
Pulaski County  
Richmond City  
Roanoke City  
Roanoke County  
Salem City  
Shenandoah County  
Smyth County  
Spotsylvania County  
Staunton City  
Suffolk City  
Surry County  
Sussex County  
Tazewell County  
Washington County  
Winchester City  
Wythe County  
York County & Poquoson City

## Other Allied Partner Organizations

Commonwealth of Virginia Department of Corrections  
Commonwealth of Virginia Office of the Attorney General  
James Madison University Health Center  
The Laurel Center  
Tri-County Community Action Agency  
Virginia Victims Fund

## Individuals

Becky Sirles  
Joyce Walsh  
Kathy Jenkins  
Laurie Crawford  
Michael Shafer

*This list reflects memberships received from November 15, 2018 through November 14, 2019.*

*We have taken great care to ensure the accuracy of this list and deeply regret any errors or omissions.*

*Should corrections be necessary, please contact Crista Lawton at (804) 331-4057 ext. 101*

# Member

# BENEFITS

**DISCOUNTS**  
to trainings  
& Annual  
Conference

**LEADERSHIP  
OPPORTUNITIES**  
serve on committees and  
shape organization's growth

**RECOGNITION &  
INCLUSION**  
in a large and valued Network of allied partners



# Statement of Financial Position

December 31, 2019

<b>Assets</b>	<b><u>2019</u></b>
<b>Current Assets</b>	
Cash and cash equivalents	\$ 95,385
Grants receivable	130,196
Prepaid expenses	<u>13,477</u>
<b>Total current assets</b>	<b><u>239,058</u></b>
<b>Non current assets</b>	
Deposits	1,195
Property, equipment and improvements, net of accumulated depreciation of \$10,055	<u>62,632</u>
<b>Total noncurrent assets</b>	<b><u>63,827</u></b>
<b>Total assets</b>	<b><u>302,885</u></b>
<b>Liabilities and Net assets</b>	
<b>Liabilities</b>	
Accounts payable	\$ 2,900
Accrued expenses	6,362
Unearned income	<u>-----</u>
<b>Total liabilities</b>	<b><u>9,262</u></b>
<b>Net assets</b>	
Net assets without donor restrictions	226,993
Net assets without donor restrictions, property and equipment	<u>62,632</u>
Total net assets without restrictions	289,625
Net assets with donor restrictions	<u>3,998</u>
<b>Total net assets</b>	<b><u>293,623</u></b>
<b>Total liabilities and net assets</b>	<b><u>\$ 302,885</u></b>

INVEST FOR  
IMPACT

84 cents of  
every dollar  
supports programs  
and services

Over \$150,000 worth of  
discounted services and  
donated volunteer time

# Statement of Activities

## Statement of Activities

December 31, 2019

	<b>Net assets without donor restrictions</b>	<b>Net assets with donor restrictions</b>	<b>Total</b>
<b>Support and Revenue</b>			
Grants	\$ -----	\$ 448,771	\$ 448,771
Events	85,373	----	85,373
Contributions	25,017	----	25,017
Dues	4,520	----	4,520
Other revenue	<u>1,680</u>	<u>----</u>	<u>1,680</u>
	<b><u>116,590</u></b>	<b><u>448,771</u></b>	<b><u>565,361</u></b>
<b>Net assets released from program restrictions</b>	<b><u>444,773</u></b>	<b><u>(444,773)</u></b>	<b><u>----</u></b>
<b>Total support and revenue</b>	<b><u>561,363</u></b>	<b><u>3,998</u></b>	<b><u>565,361</u></b>
<b>Expenses</b>			
Program Services	592,104	----	592,104
Management and general	108,014	----	108,014
Fundraising	<u>5,125</u>	<u>----</u>	<u>5,125</u>
<b>Total expenses</b>	<b><u>705,243</u></b>	<b><u>----</u></b>	<b><u>705,243</u></b>
<b>Change in net assets</b>	<b>(143,880)</b>	<b>3,998</b>	<b>(139,882)</b>
<b>Net assets at beginning of year</b>	<b>433,505</b>	<b>----</b>	<b>433,505</b>
<b>Net assets at end of year</b>	<b>289,625</b>	<b>3,998</b>	<b>293,623</b>

Major Program  
**FUNDING**

THANK  
YOU!

DCJS VOCA Victim  
Services Grant

OVC Training & Technical  
Assistance Grant

# Board of Directors, Committees, and Staff

## Board of Directors

Robin Bostic, President  
Lindsay Cassada, First Vice President  
Mary Anne Freshwater, Second Vice President  
Mindy Stell, Treasurer  
Sharron Saunders, Secretary  
Laurie Crawford  
Paul Davis  
Joyce Walsh  
Jon Zug

## Committee Chairs

Legislative: Robin Bostic  
Program: Lindsay Cassada  
Victim Compensation: Patty Strathmann  
Victims' Rights: Judy Holl & Kyanna Perkins

## Staff

Cristi Lawton, Executive Director  
Kathy Ballou, Finance & Office Manager  
Dina Blythe, Homicide Survivor Support Group Coordinator  
Kim Flournoy DiJoseph, Project & Training Coordinator  
Kate Hanger, Victim Assist Helpline & Human Trafficking Infoline Coordinator  
Cindy Yadav, Regional Crisis Response Team Coordinator

*All listings are as of 12/31/2019*

# Guiding PRINCIPLES

### Mission:

To be a voice  
for crime  
victims and those  
who serve them.

### Vision:

A society free of violence  
that empowers and promotes  
respect for the dignity of all people.

### Values:

A victim-centered philosophy, positive  
partnerships, and high quality outcomes



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