

## Governance and Leadership of Survivors, Inc.

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Jennifer Hanson

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Janice Rhoads

### Honorary Members and

### Founding Mothers

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Jennifer Weaver

## The Staff of Survivors, Inc.

Terri Hamrick Kessel– *Executive Director*

Kate Colgan– *Supervisor of Direct Services*

Brandy Beltz– *Fiscal Coordinator*

Anna Shafer– *Office Manager*

Amber Frame– *Community Education Specialist*

Betty Crider– *Client Services Specialist/Medical Advocate*

Shirl Peters– *Client Services Specialist/Shelter Coordinator*

Ivy Everson– *Client & Children's Services Specialist/Legal Advocate*

Nereida Ramirez– *Client Services Specialist/Legal & TANF Advocate*

Rachael Schlager– *Client Services Specialist/Resident Coordinator*

Carmen Rivera-Chang– *Client Services Specialist/Quick Response*

Remigia Sandoval– *Client Services Specialist/ Quick Response*

Ashley Andyshak– *Client Services Specialist*

Dawn Edwards– *Client Services Specialist*

Jamie Harner– *Client Services Specialist*

Fredrica Meitzen– *Client Services Specialist*

Colleen Biedenbach- *Client and Administrative Services Intern*

# 2006-2007 Annual Report



**Survivors**  
— Inc.

## Mission Statement

Survivors supports those who experience domestic violence or sexual assault and strives to create a world in which violence against women and children is unthinkable.

## Philosophy Statements

Domestic Violence is one of the most serious crimes faced in society. People have the right to a home in which they do not fear assault. Survivors, Inc. provides non-judgmental support, assistance and shelter to victims of domestic violence, and works for social change to create a world in which violence against women and children is unthinkable. We are committed to reaching out to women and children of all ages, races, national origins, martial statuses and sexual orientations.

All forms of violence and oppression in society are unacceptable. Sexual Assault and Abuse are acts of violence and forms of oppression, which must be opposed. Survivors, Inc. works toward ending assault and abuse in Adams County. We are committed to reaching out to all who are victimized and oppressed in this way.



## Donor Support

✂ Sara J. Gondwe ✂ Esther Goropoulos ✂ Philip & Amy Goropoulos ✂ Beverly Grazulewicz ✂ Kareema Griest ✂ Tammy Gross ✂ Karin Guise ✂ Paul F. Hanlon ✂ Thomas Hendrickson ✂ Sylvia D. Hepler ✂ Sara Hill ✂ Gerald M. Hoffman ✂ Amy Hoffmann ✂ Jacqueline O. Hollabaugh ✂ Holy Trinity Lutheran Church ✂ Susan B. Hood ✂ Janet Hostetter ✂ Joan Jackson ✂ Jane's Market ✂ Dayna Johnson-Moser ✂ Mr. & Mrs. Jacquelyn Kapfhammer ✂ Robert C. Kemp ✂ Kennie's of Gettysburg ✂ Anne Kerr ✂ Brenda Kessel ✂ Brian & Terri Hamrick Kessel ✂ Ken Kimple ✂ Sonja King ✂ Michele Kneasel ✂ Knouse Food Cooperative ✂ Bradley Kopp ✂ Douglas C. Kump ✂ Roann M. Kuykendall ✂ Lake Meade Homemakers ✂ Anne B. Lane ✂ Jane Lordman ✂ Justina Lowenthal ✂ Carolyn C. Lower ✂ Lutheran Retirement Village ✂ Lutheran Theological Seminary ✂ Mary F. McDonagh ✂ The Estate of Hedy A. Mehman ✂ Fredrica Meitzen ✂ Michael Smith Electrical Services ✂ Middle School FFA ✂ Judy Miller ✂ Mary Mitchell ✂ Heidi Moffitt ✂ Motorcyclists for Jesus Ministries ✂ Mount St. Mary University – Department of Sociology ✂ Mt. Joy Lutheran Church Women ✂ Robert Mullins-Mummerts Church of the Brethren ✂ NEMF ✂ New Oxford High School ✂ Donna Nicholson ✂ Carolyn Nicholson ✂ June Nyblade ✂ Lee A. O'Malley ✂ Orchard Springs Fellowship of Assemblies of God ✂ Stephanie S. Phoenix ✂ People Who Care ✂ Pitt Ohio Express LLC ✂ Ronda Polvi ✂ Positive Opportunities, Inc. ✂ Katherine M. Powley ✂ Prince of Peace Episcopal Church ✂ Mr. & Mrs. Bob Rhoads ✂ Rotary Club of Gettysburg ✂ Holly Richute ✂ Holly Riley ✂ Amy L. Rosenthal ✂ Amoret Ruggeri ✂ Salem United Methodist Church ✂ Amayllis Santiago ✂ Judy Sartor-Save Our Liberty ✂ Barbara Schmitthenner ✂ Jennifer Schultz ✂ Carolyn E. Scott-Marjorie Seilhamer ✂ Mr. & Mrs. Frederick N. Shafer, Sr. ✂ Sheetz of Gettysburg ✂ Sandy Sheppard ✂ Mr. & Mrs. Daniel Shinnors ✂ Edith F. Shriver ✂ John Shue ✂ Sixeas Furniture ✂ Jay Sixeas ✂ Lisa Smith ✂ G.B. Smyth ✂ Cathy A. Sneeringer ✂ William L. Solenberger ✂ Spence Farms ✂ St. Francis Xavier PCCW- St. James Lutheran Church ✂ St. John's Church WELCA ✂ St. Paul Lutheran Church ✂ State Street Copy and Press ✂ Suzanne Steinour ✂ Eleanor Stoner ✂ Straley and Associates ✂ Craig Straley ✂ Gretchen P. Stuempfle ✂ Sturgill and Associated LLP ✂ Roberta Sullivan ✂ Temple-Inland Foundation ✂ The Gettysburg Times and Publications ✂ Emily Thomas ✂ Jennifer Thompson ✂ Trinity United Church of Christ ✂ Philip Trostle & Christy Simpson ✂ Turning Point Interfaith Mission ✂ United Way of Adams County ✂ United Way of York County ✂ Utz Quality Foods, Inc. ✂ Pamela D. Waldron ✂ Wal-Mart #1537 ✂ Dawn Walterhouse ✂ Lynn D. Wasley ✂ Margeret L. Weikel ✂ Wenksville United Methodist Church ✂ WGET- Community ✂ Steve Wiley ✂ Lew Williams ✂ Nancy J.Wille ✂ WIN ✂ Kristine Witherow ✂ Bobbi Wood ✂ Debra G. Yocum ✂ York Springs United Methodist Church

## Donor Support

Those in Adams County continue to give generously to Survivors, Inc. in support of our programs and services. Local businesses, churches, and concerned community members gave their resources, their time, their efforts, their money, and other necessary items to ensure that Survivors, Inc. ensure that essential services are available to the individuals and families who seek our assistance.

Many who volunteer and donate to Survivors, Inc. choose to remain anonymous, and respecting that choice Survivors elects to thank those donors collectively for their compassion and assistance during the 2005-2006 fiscal year.

THANK YOU TO EVERYONE THAT GAVE SO  
GENEROUSLY TO THE SERVICES AND PROGRAMS  
OF SURVIVORS, INC. DURING 2006-2007.

Adams County Newcomers Club ✂ Alpha Phi Omega IOTA Omicron ✂ Apple Valley Women's Club ✂ Mr. & Mrs. Rick Beamer ✂ Bairs Flower Basket ✂ Michelle Ballard ✂ Mary Baskerville ✂ Beautifully Designed ✂ Lois Boenau ✂ Paulette Brabender ✂ Sandra Buck ✂ Judith Bullis ✂ Patricia K. Bushey ✂ Cannon Cleaning ✂ Carriage House Inn ✂ William Celio ✂ Chi Omega Fraternity ✂ Child and Family Development ✂ James Codori ✂ Bob and Kate Colgan ✂ Ann Cowden ✂ Sarah Craley ✂ Ruth Craley ✂ Kathy Criasia ✂ Pat Crouner ✂ Laura Dague ✂ Patricia A. Diehl ✂ Michael Dolatoski ✂ Olive K. Donolli ✂ Judith A. Dreyer ✂ Margery Erikson ✂ Barbara Eriksen ✂ Barbara Evans ✂ Yvonne Fair ✂ Martin L. Fausold ✂ Faith Foltz ✂ Food Lion of McSherrystown ✂ Galaxy Media Inc. ✂ Gettysburg Baptist Church ✂ Gettysburg Battlefield Detachment ✂ Gettysburg College ✂ GFWC Women's Community Club ✂ Giant of Gettysburg-Ann Gilbert ✂ Girl Scout Troop 1322 ✂ Miriam G. Glatfleter ✂ Sara J. Gondwe ✂ Beverly Grazulewicz ✂ GFWC Women's Community Club ✂ Giant of Gettysburg ✂ Ann Gilbert ✂ Girl Scout Troop 1322 ✂ Miriam G. Glatfleter →→→

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## Introduction

2006-2007 was an exciting year, one of assessment, challenges, opportunities and positive transition as Survivors, Inc. continues the work of ensuring that the agency continues to meet the needs of those impacted by battering and sexual assault in Adams County.



It has been an honor to provide leadership during this dynamic time, and my goal remains to provide the foundation for Survivors to continue increasing in capacity and to secure the essential resources needed to continue the battle against intimate violence. We do this in the face of shrinking and flattening federal and state funding while continuing our commitment to quality and ensuring ease of access to services. We strive to continue our agency's legacy of providing dedicated, compassionate, competent and unwavering support of those who choose to access the services we provide.

The support of the greater Adams County community is directly responsible for our success, and all of us at Survivors, Inc. cannot express our gratitude enough. Through the continued and ongoing support, volunteerism and other in-kind efforts and financial resources we are able to persevere and overcome our challenges so we may assist those seeking support in triumphing over their personal barriers. The community of Adams County has spoken, and has sent a clear message that battering and rape are not acceptable.

Thank you for your support. We can make a difference, one person at a time.

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## Collaborative Partners

Adams County Assistance Office  
Adams County Children and Youth Services  
Adams County Coalition to Prevent Teen Pregnancy  
Adams County Commissioners  
Adams County District Attorney's Office  
Adams County Domestic Violence Task Force  
Adams County Housing Authority  
Adams County Office for Aging  
Adams County Victim Witness Assistance  
AIDS Community Alliance  
AIDS Planning Coalition of South Central Pennsylvania  
Adams County Chamber of Commerce  
Adams County Children's Advocacy Center  
Borough of Gettysburg  
Families First Task Force  
Family Group Decision Making Task Force  
Gettysburg College Center for Public Service  
Gettysburg College Greek Life Office  
Gettysburg College Women's Center  
Gettysburg Hospital  
HACC Gettysburg Campus  
Hanover Safe Home  
Healthy Adams County  
Housing Task Force  
Latino Services Task Force  
Lutheran Theological Seminary  
Mid Penn Legal Services  
Mount Saint Mary's University  
NOVIS  
Public Relations Committee  
Senator Terry Punt  
South Central Community Action Program

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## Funding Agencies and Foundations

- Adams County Homeless Assistance Program (HAP)
  - Adams County Commissioners– Act 137 Funds
  - Borough of Gettysburg– County CDBG Funds
  - Department of Community and Educational Development
  - Pennsylvania Coalition Against Domestic Violence (PCADV)
  - Pennsylvania Coalition Against Rape (PCAR)
  - Pennsylvania Commission on Crime and Delinquency (PCCD)
    - STOP Grant
    - VOCA– Victims of Crime Act
    - Technology Grant
  - Robert C. Hoffman Charitable Endowment Trust
  - United Way of Adams County
- 

## Accomplishments

Survivors, Inc. is proud of the efforts of the staff, volunteers, Board of Directors, and other community stakeholders that empowered the agency to meet or exceed many of the endeavors we began in the 2006-2007 year.

- Repurposing space at the Administrative Office and at the Claudia House to ensure that that maximum amount of space is available to provide client services and that we have professional, comfortable and healing atmosphere
  - Successful implementation of a technology grant that provided both the Claudia House, its guests, and the Administrative Office with cutting edge hardware and software that makes efforts efficacious
  - Expanding eligibility guidelines to increase access and decrease barriers for those seeking services
  - 24 hour/7day a week/365 days a year staffing of the shelter and of the hotline by trained Survivors, Inc. employees, ensuring that any attempt to seek assistance will be answered and dealt with immediately rather than awaiting a call back after contact with the answering service
  - A new website that is updated frequently (and has more features coming in the 2007-2008 year!)
  - New brochures, resident handbooks, and collaterals that are positive, easy to read, and come from a strength based and client centered perspective
  - Completion of phase one of the new security system of the shelter
  - Securing local funding to repair the shelter into the 2007-2008 year, repairs that include a new fence, painting and new windows and doors, wiring, hot water tanks, concrete work, porch repairs and safety improvements
  - The renovation of the children's playroom that included removal of all mildew impacted material and full replacement of flooring, ceilings, sheetrock, and toys
  - Shift in service and advocacy paradigm that is client focused and empowering while respecting the person's right to self determination
  - Keeping administrative staffing light while focusing on service provision staff
  - Increased training opportunities for staff and new volunteer training curriculum
  - Increased internal controls and increased transparency of process in fiscal management
  - Increased visibility for the agency through media and awareness activities
  - Successful implementation of Board of Director, Volunteer, and Staff listservs to facilitate 'real time' and consistent communication
  - Planning and development of a new volunteer paradigm to be implemented in 2007-2008
  - Revision and adoption of new personnel policies, bylaws, and other crucial procedure and policy/governance materials
-

## Service Provision for 2006-2007

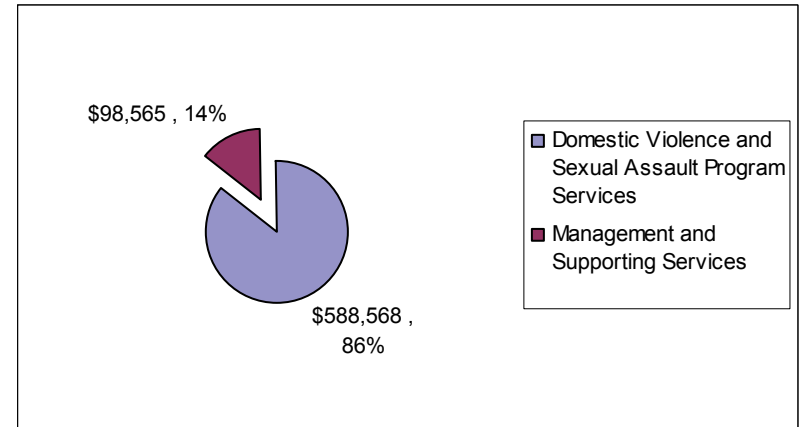
### Domestic Violence

It is estimated that one in three females will experience an abusive relationship in their lifetime. Since 2000, Adams County has had six incidents femicide as a direct result of domestic violence. For each reported incidence of domestic violence countless others go unreported. Survivors, Inc. provides the following free and confidential services for those seeking safety from battering and abuse.

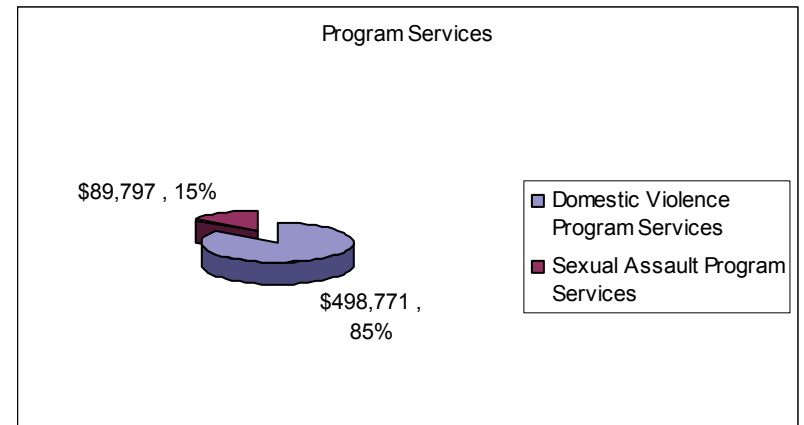
- Hotline Services- available to men and women 24 hours a day which includes crisis counseling, safety planning, and arrangement for shelter, counseling, accompaniment, or other services
- Emergency Shelter Services- women and their children/legal dependents seeking safety and immediate respite from domestic violence may qualify for up to 30 days of emergency shelter each six months. Eligibility criteria do apply.
- Transitional Housing Services- Women and their legal dependents who have left their home due to domestic violence and require additional support to their path of independence may qualify for temporary housing for up to a year. Eligibility standards also apply.
- Supportive Counseling- one on one counseling is meant to provide individuals (men or women) coping skills to deal with any history of abuse, to provide information regarding options, and to empower access to those options so the healing process can begin.

## Audited Financial Statement 2006-2007

### Program Services Expenses vs. Management Expense



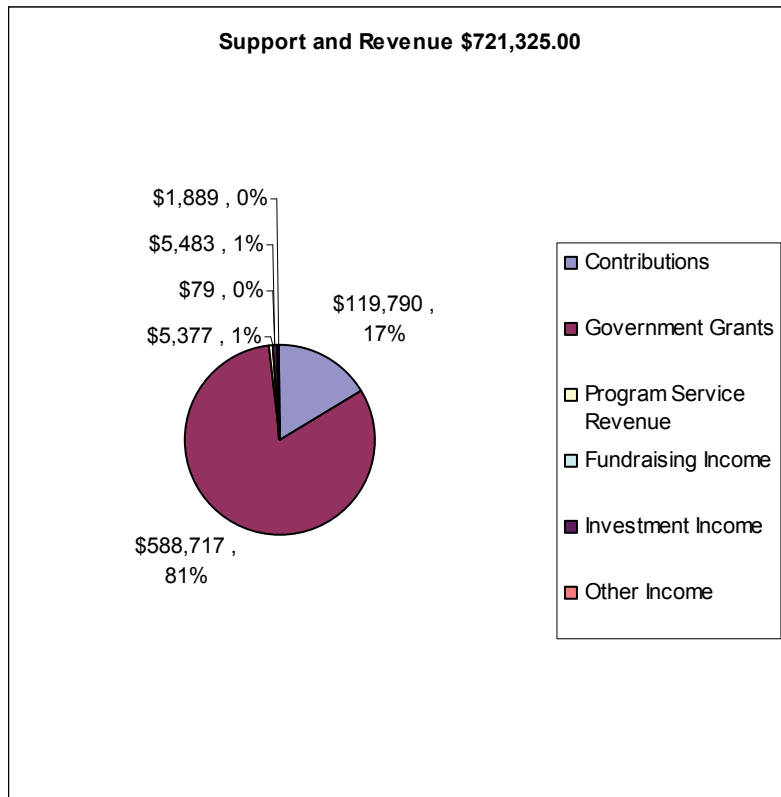
### Domestic Violence and Sexual Assault Program Expenses



## Audited Financial Statement 2006-2007

In accordance with all Federal and State regulations, the financial records of Survivors, Inc. are audited each year at the close of the fiscal year. The accounting firm of Boyer and Ritter, Certified Public Accountants and Consultants completed the audit for the FY 2006-2007. The agency maintained strong fiscal management and controls during the past year and had no significant findings. Below is a representation of the financials as they appear in the audit.

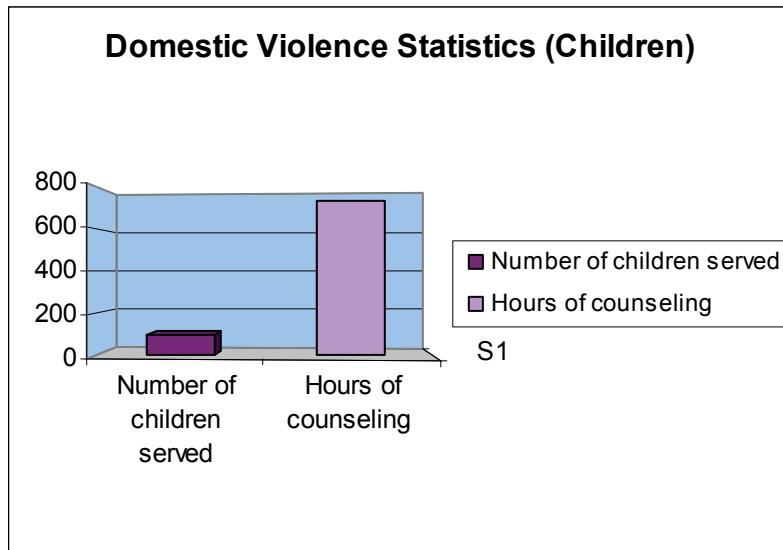
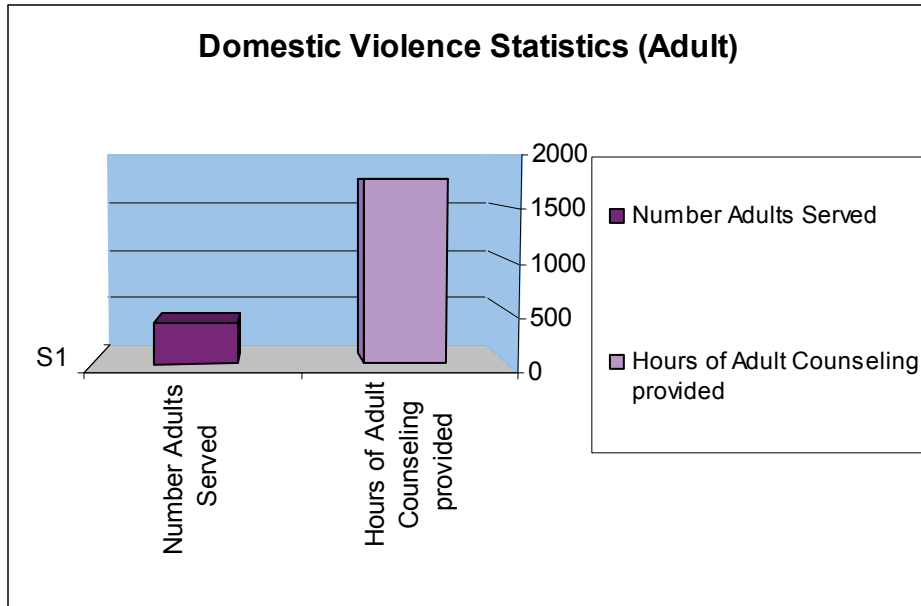
*A complete copy of the FY 2006-2007 Audit is available upon request.*



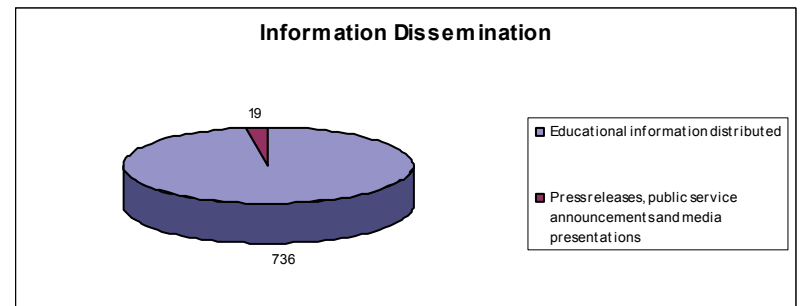
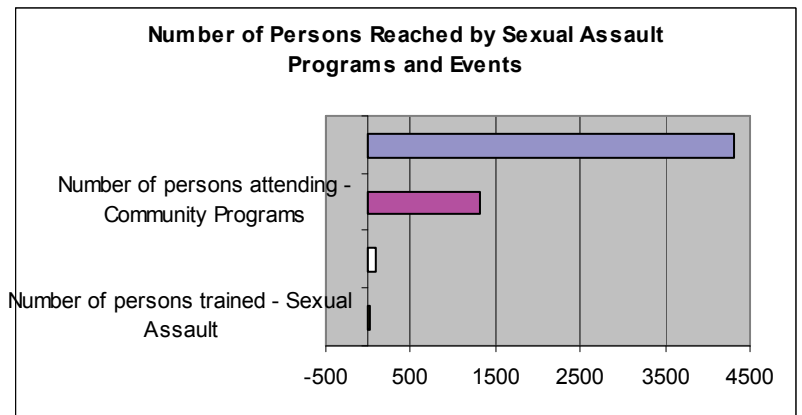
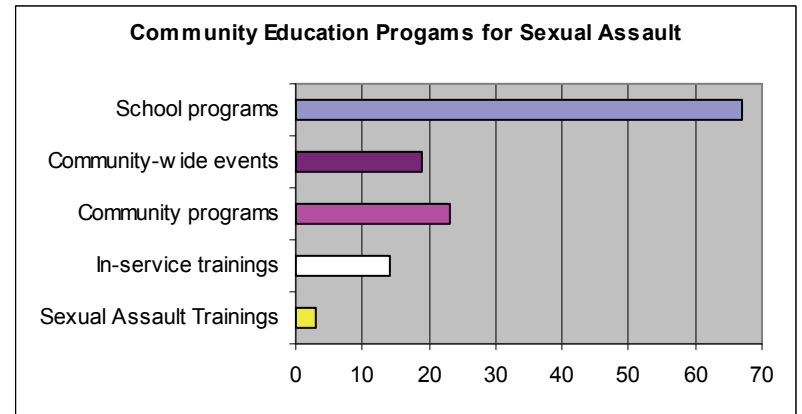
- Children’s Support Group and Activities
- Legal Advocacy– assists those who have experienced battering and choose to pursue a Protection from Abuse (PFA) Order in the preparing of information to be submitted. Information and referral services regarding the civil and criminal legal system and accompaniment services are available and offered.
- Medical Accompaniment– staff will respond to the Emergency Department or other places care is provided by medical practitioners and provide options, support, and safety planning. Medical personnel are trained by Survivors, Inc. staff on protocols and how to screen for abuse.
- Accompaniment– To hearings, to court, to the hospital, to human services agencies as requested and allowed by confidentiality and the individual’s consent.
- Bicultural/bilingual services readily available



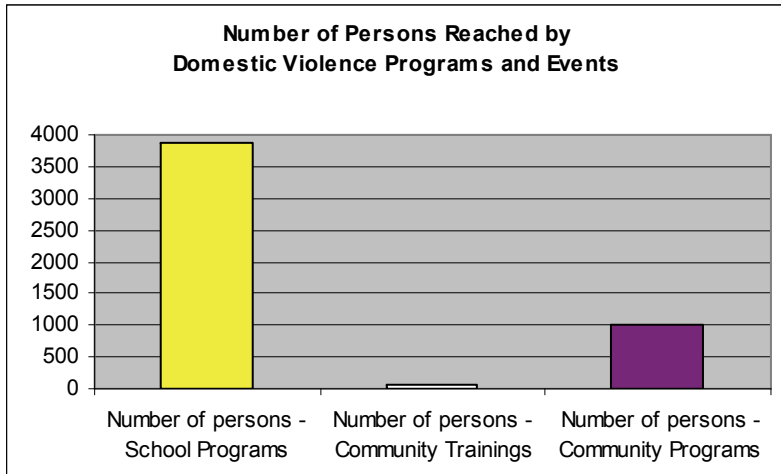
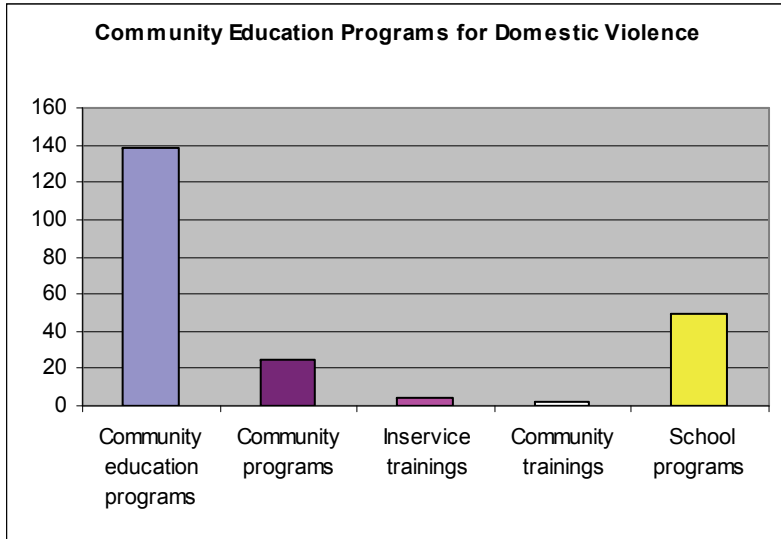
## Domestic Violence Service Provision Levels



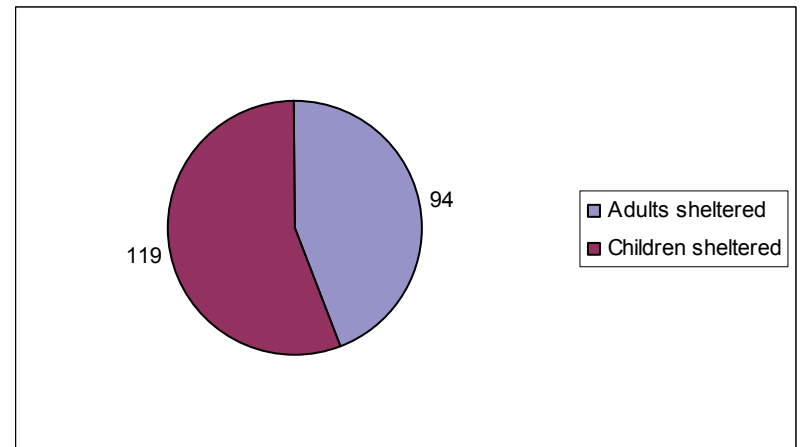
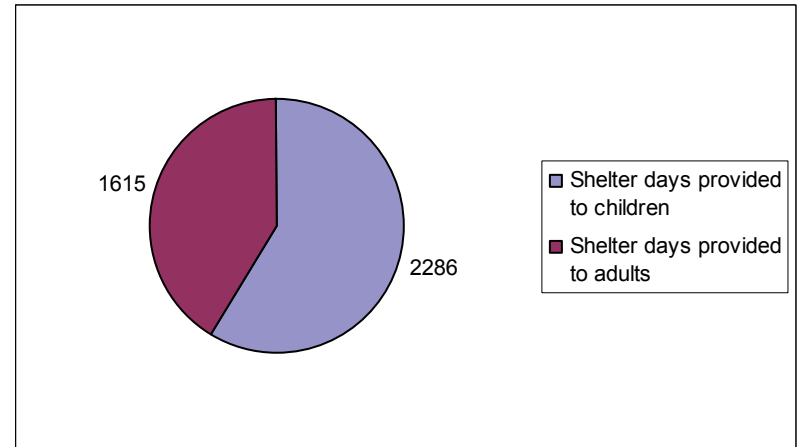
## Education Service Provision Levels



## Education Service Provision Levels



## Claudia House Shelter Indicators

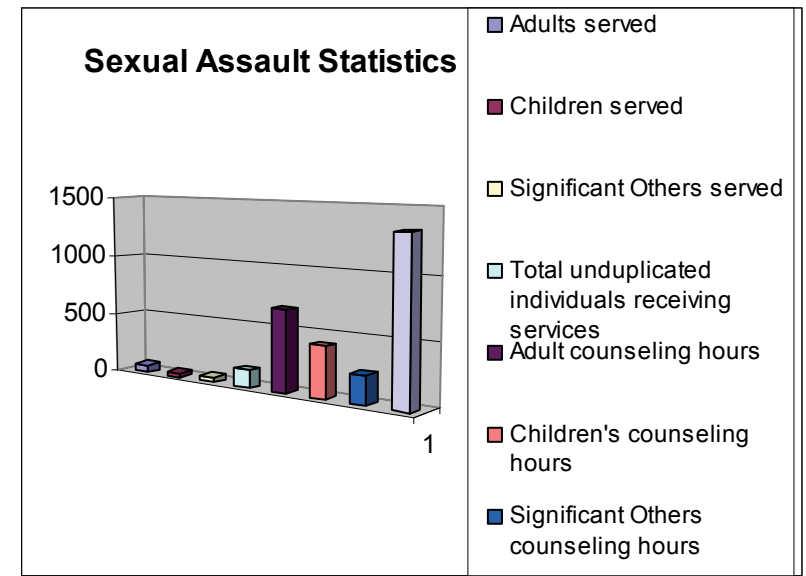


## Sexual Assault

Sexual abuse will impact one in three girls and one in six boys before they reach the age of eighteen. This is another vastly underreported crime and without help, those who have been assaulted and raped find healing difficult. Survivors, Inc. provides the following services to men women and children free of cost with the utmost care to confidentiality:

- 24 Hour Hotline which includes crisis counseling, information and referral, safety planning, and arrangement for accompaniment or other services.
- Supportive Counseling– one on one paraprofessional counseling to assist in the development of coping skills, information about available options, courses of action so the healing process may begin.
- Support Group– offered weekly with childcare offered
- Significant Other Support Group
- Children’s Support Group and Activities
- Legal Advocacy– includes information, options and referral in regards to the criminal system, accompaniment to hearings, court, and other related legal appearances.
- Accompaniment– to the hospital, human services appointments, police departments, etc. as requested and as allowed by confidentiality and the individual’s informed consent.
- Medical Advocacy– Survivors, Inc. staff will meet the person at the Emergency Department or medical practice to offer information and referral, services, and advocacy.
- Bilingual/bicultural staff are readily available.

## Sexual Assault Service Provision Levels



## Education and Outreach

A key function in advancing the mission of Survivors, Inc.; the education staff are busy providing educational and preventative messages, while advocating in the community for systems change. Sexual Assault, stalking, and domestic violence are wholly preventable, it is the sole decision of the perpetrator to inflict such suffering on those the person feels inappropriately entitled to control. Survivors, Inc. collaborative efforts empowered the agency to offer the following: Programs to elementary, middle, and high schools, colleges, fraternities and sororities, youth organizations, church groups, targeted awareness activities during Stalking Awareness Month, Sexual Assault Awareness Month, and Domestic Violence Awareness Month. Trainings have been provided to local law enforcement agencies, clergy, and conferences.