

Pennsylvania Coalition Against Domestic Violence

... dedicated to ending violence

against women and children

and ensuring our right to live

in peace and dignity

1998/99 Annual Report



Principles of Unity

The members of PCADV recognize that the struggle of each battered woman we serve is related to our individual struggles for personal growth and empowerment. We are committed to the ideas and practices of a supportive, non-competitive atmosphere in all aspects of our programs, which fosters open communications, respect, and cooperation among all members of the Coalition.

We help battered women deal with and overcome the oppressions we all face, i.e., sexism, racism, homophobia, classism, and ageism. We support and encourage and will work for the participation of all women – battered, women of color, lesbians, differently-abled, older, and poor women.

We encourage and work for the participation of all people who pursue these goals.

We recognize that all people have power; we strive to help women recognize that power within themselves and we affirm that we will not use the power to divide us.

From the President of the Board



Lynn Snead
President
PCADV Board of Directors

Our work this past year drew us into many new endeavors that further strengthened the capacity of our statewide network of programs and produced more effective partnerships in our mission to end violence in the lives of women and children.

PCADV's ongoing coalition-building both influences and supports the advocacy and social policy efforts at the local, state, and national levels to bring about the systemic changes necessary for women's empowerment and gender equality to become a reality. The results of this work reverberate in communities across the Commonwealth through better understanding of the causes and consequences of domestic violence, enhanced services to battered women, and strengthened legal protections.

As a recognized leader in the Battered Women's Movement, PCADV remains strongly committed to advancing the organization's ability to identify issues and trends of consequence to battered women and their children. To that end, our Planning Committee initiatives this past year included:

- **Implementation of a "PCADV-specific" organizational planning process** to identify priorities and develop a short-term strategic plan that is action-oriented and promotes accountability to battered women. Organizational priorities identified include:
 - Support for Pennsylvania's statewide network of programs
 - Funding
 - Coordinated community response
 - Outcome measures
 - Welfare reform
 - Leadership development
 - Certification issues
 - Board governance
- **Evaluation Criteria that was organized into a Project Rating Form** that prioritizes issues in a way that assures adequate resources to address them while also taking into account the implications for local programs. This new tool for management considers both the allocation of limited resources within PCADV and the potential impact of all decisions on Pennsylvania programs and the battered women they serve – a process the Planning Committee has termed "accountable advocacy."

As we enter the next millennium, we will hold ourselves accountable for bolder actions and louder calls for safety and justice for battered women and their children. That's our commitment. That's our promise.

Sincerely,

A handwritten signature in purple ink that reads "Lynn Snead". The signature is fluid and cursive.

Lynn Snead
President, PCADV Board of Directors

From the Executive Director

***“It isn’t enough to talk about peace.
One must believe in it.
And it isn’t enough to believe in it.
One must work at it.”***

– Eleanor Roosevelt, 1951



Susan Kelly-Dreiss
Executive Director
PCADV

Our unwavering belief that peace in our homes is truly attainable continues to be the guiding force that drives the work of PCADV. Each day, at every level of this Coalition – from our local community-based programs to our statewide office and national projects – we work toward our mission of providing services to battered women and their children and effecting social change.

During the past year, 106,000 victims and their children received help from the statewide network of community-based domestic violence programs.

The information presented in this annual report outlines the extraordinary accomplishments of PCADV’s hardworking staff – a diverse and talented group of individuals truly committed to ending violence against women and children. Two of our staff received notable awards at *The Next Millennium Conference: Ending Domestic Violence*. Barbara Hart, PCADV Legal Director, was honored for her advocacy and Anne Menard, NRC Special Projects Manager, for her vision.

PCADV strengthened the administrative core of the organization this fiscal year through:

- **Expansion and restructuring of the Finance Department** to include a Finance Director/Controller with oversight by a newly-established Finance Committee.
- **Restructuring of the Legal Office** to include a managing attorney.
- **Establishment of a Human Resources Department** devoted to promoting the highest standard of personnel management; the development and implementation of innovative, fair, and effective procedures and protocols; and the recruitment, development, and retention of individuals who are highly skilled and reflective of the diversity that exists among battered women and the movement.

These accomplishments further the ability of staff, the Board of Directors, and Caucuses to pursue the mission we set for ourselves almost a quarter of a century ago. Through both our individual and collective efforts, PCADV remains committed to the vision of peace, safety, and justice for battered women and their children. Our work continues...

Sincerely,

A handwritten signature in blue ink that reads "Susan Kelly-Dreiss".

Susan Kelly-Dreiss
PCADV Executive Director

BOARD OFFICERS

- President:** Lynn Snead, *Alle-Kiski Area Hope Center Inc.*
Eastern Vice-President: Margaret Ruddy, *Women's Resource Center, Inc.*
Central Vice-President: Shirley Tannenbaum, *Survivors, Inc.*
Western Vice-President: Martha Friday, *Women's Center & Shelter of Greater Pittsburgh*
Secretary: Dolly Wideman-Scott, *Domestic Violence Center of Chester County*
Treasurer: Linda Lyons King, *SAFENET*

BOARD MEMBERS

- | | | | |
|---|---|--|---|
| A Safe Place Inc.
Terri Allison | Domestic Violence Center of Chester Co.
Dolly Wideman-Scott | Safe Horizons, Services for Women, Inc.
Martie Lee | Women of Color Caucus
Dawn Adams, Co-Chair
Jonette Sutor, Co-Chair |
| A Woman's Place
Susan Hauser | Domestic Violence Intervention of Lebanon Co. Inc.
Danita Kauffman | SAFENET
Linda Lyons-King | Women's Center and Shelter of Greater Pittsburgh
Martha Friday |
| Abuse and Rape Crisis Center
Jane Moeller | Domestic Violence Service Center Inc.
Ellen Moyle Harris | Schuylkill Women In Crisis
Sally Casey | Women's Center Inc. Bloomsburg
Kathlene Russell |
| Abuse Network
Jane Hollister | Domestic Violence Services of Cumberland & Perry Counties
Deborah Donahue | Sullivan Co. Victim Services
Patricia Colantonio | Women's Center of Beaver Co.
Jill Marsillo Colonna |
| ACCESS-York Inc.
Deb Markel | Family Crisis Center of Potter Co.
Freda Fultz | Survivors Inc.
Shirley Tannenbaum | Women's Center of Montgomery Co.
Maria Macaluso |
| Alice Paul House
Cherie Rolison | Fayette Co. Family Abuse Council
Gloria Mickens | Susquehanna Valley Women In Transition
Margaret Gates | Women's Help Center Inc.
Susan Shahade |
| Alle-Kiski Area HOPE Center Inc.
Lynn Snead | HAVIN Inc.
Linda Mistretta | Tioga Co. Women's Coalition
Carol McCormick | Women's Resource Center Inc.
Margaret Ruddy |
| AW/ARE Inc.
Leah Koon | Huntingdon House
Kathy Whalen | Turning Point of Lehigh Valley Inc.
Pam Pillsbury | Women's Resources of Monroe Co. Inc.
Beata Peck-Little |
| Battered/Formely Battered Women's Caucus
Traci Bletz, Co-Chair
Ceri Curtis, Co-Chair | Lancaster Shelter for Abused Women
Bonnie Glover | Victim's Intervention Program
Michele Minor-Wolf | Women's Services Inc./The Greenhouse
Gillian Ford |
| Berks County Women In Crisis
Rachelle Kucera Mehra | Laurel House
Linda Collins | Victim's Resource Center
Jennifer Feicht | Women's Shelter/Rape Crisis Center of Lawrence Co.
Jeannette Rice |
| C.A.P.S.E.A. Inc.
JoAnne Weyant | Lesbian Caucus
Susan Matties, Acting Co-Chair
Shannon Wanamaker, Acting Co-Chair | Volunteers Against Abuse Center of Butler Co. Inc.
Elizabeth Clark-Smith | Your Safe Haven
Jeannee Mallow |
| Center Against Domestic & Sexual Violence
Ruth Duncan | Lutheran Settlement House Bilingual Domestic Violence Project
Beatriz Vieira | Washington Women's Shelter Inc.
Michelle Robinson-Ritter | |
| Centre Co. Women's Resource Center
Anne Ard | McKean Co. Victims Resource Center
Nancy Chestnut | Wise Options
Lori Swyensky | |
| Clinton County Women's Center
Deanna Kimble | Mifflin County Abuse Network
Jane Hollister | Womansplace
Iris Kelly-McGee | |
| Crisis Center North
Grace A. Coleman | SAFE (Stop Abuse For Everyone Inc.)
Jeri Altenburg | Women Against Abuse Inc.
Nichelle A. Mitchem | |
| Domestic Abuse Project/Delaware County
Anne Wagner | | Women In Need Inc.
Barbara Channing | |
| Domestic Abuse Project/Family Services of Blair Co.
Gwendolyn M. Patillo | | Women In Transition Inc.
Roberta Hacker | |



Our Mission

The mission of PCADV is to eliminate personal and institutional violence against women through programs providing support and safety to battered women, direct services, public information and education, systems advocacy and social change activities. The members of the PCADV work toward this goal through supportive, cooperative practices in all aspects of our individual programs and collective efforts.



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Support & Safety

TANF TRAINING & ASSISTANCE

At the state level...

PCADV staff provided trainings specifically related to victims of domestic violence and Temporary Assistance to Needy Families (TANF):

- Allegheny County Pilots – 514 county assistance office (CAO) caseworkers and supervisors attended one of five trainings.
- Statewide pilots – Attendees at four trainings included 351 staff representing 19 CAOs and 82 observers (task force members, statewide trainers, advocates, and Department of Public Welfare (DPW) staff).
- Statewide training – 478 caseworkers and supervisors representing 31 counties attended one of six trainings.
- Training-Of-Trainers – 78 DPW staff and 53 advocates attended two-day trainings in preparation for the statewide roll-out.
- *Advocating for the Welfare Recipient* – 57 participants attended a session focusing on understanding the CAO process and benefits for immigrant battered women; 59 participants attended a session focusing on the Children's Health Insurance Program, Work Requirement Review, Childcare Work Program, and statewide training.

At the national level...

The National Resource Center on Domestic Violence (NRC) received a TANF Grant to offer support for specific short-term projects to serve the needs of the many disciplines dealing with issue of domestic violence and the new welfare law. The NRC provided:

- technical assistance to 15-30 callers per week
- training to professionals and state administrators
- guidance to three states on the training of state TANF workers
- policy analysis on child support and TANF rules and regulations

CREATIVE APPROACHES TO PROVIDING SERVICES

The NRC Creative Approaches project focused on supporting the needs of those working to establish effective intervention programs that address domestic violence and related issues with a wide variety of populations. The goal is to provide program examples and resource materials that offer a framework for addressing critical program development and service delivery issues. During the next four years, the project will provide resource materials that address innovative program development and service delivery within a broad range of communities, including papers highlighting programs serving women with substance abuse issues and innovative programming in a Latina community.

ENHANCING COUNSELING & ADVOCACY SKILLS

Over 480 advocates attended PCADV's bi-annual Statewide Training Institute and Conference, *Ending Domestic Violence: Strategies for Change*, which challenged participants to "think outside the box" of their respective roles in responding to victims of domestic violence and to be creative in crafting approaches that respond to the needs of individual battered women. The conference showcased new forms of collaboration and promising practices from across the state and throughout the country. Speakers and special presentations included:

- Donna Garske, Director of Marin Abused Women's Services in San Raphael, CA and developer of the project, "Transforming Communities: Creating Safety and Justice for Women and Girls"
- Beth Richie, a sociologist currently teaching in the departments of Criminal Justice and Women's Studies at the University of Illinois at Chicago and founder of the Violence Intervention Program in East Harlem, NY
- Suzanne Pharr, a social justice worker and founder of the Women's Project in Arkansas
- Barbara J. Hart, Esq., PCADV Legal Director and BWJP Associate Director
- *The Yellow Dress*, a powerful one-woman, one-act play presented by the Massachusetts-based, Deanna's Fund, which familiarizes audiences with the patterns of abusive dating relationships
- A candlelight vigil and speak-out in which the names of the 136 victims who lost their lives as a result of domestic violence in Pennsylvania last year were read aloud by participants

The more than 30 workshops explored such topics as diversifying shelter; public education; working with battered women with disabilities, lesbian battered women, and immigrant battered women; workplace violence; legal protections; critical incident review teams; medical and children's advocacy; technology and privacy; welfare reform; and under-served communities.

LEADERSHIP DEVELOPMENT

Over 90 members of the three PCADV caucuses attended two sessions on *Leadership Development*, which were sponsored by PCADV and the Diversity Committee. The sessions featured the personal journeys of leaders from throughout PCADV. Conducted as part of the Coalition's plans for diversifying leadership within the board and committee structure, these sessions provided the first steps toward implementation of a leadership development curriculum.

STRENGTHENING THE CONNECTION

PCADV continues collaborating with Alltel Communications (formerly 360° Communications) on the *Domestic Violence Phone Loan Program*. This project makes wireless phones available FREE of charge to victims of domestic violence in the 35 Pennsylvania counties served by the cellular company. PCADV programs distribute the phones to battered women, based on safety and emergency needs. The cell phones are programmed to dial 911 (or the local emergency access number). The goal of the *Domestic Violence Phone Loan Program* is to enhance the security of women who are being threatened, stalked, or battered by providing quick access to help in emergencies.

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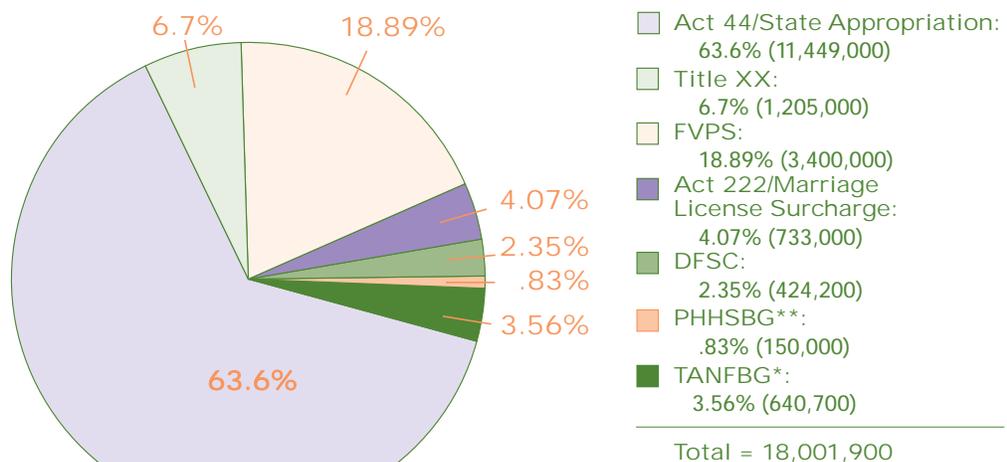
Direct Services

STATEWIDE ALLOCATION

The allocation for the provision of domestic violence services in Pennsylvania increased by 11.43% to \$16,081,200 for fiscal year 1998/99:

- **\$1,205,000** in federal Social Services Block Grant funds (Title XX)
- **\$3,400,000** in federal Family Violence Prevention & Services funds (FVPS)
- **\$424,200** in federal Drug Free Schools & Communities funds (DFSC)
- **\$640,700** in Federal Temporary Assistance for Needy Families Block Grants (TANFBG)
- **\$150,000** in federal Preventive Health & Health Services Block Grant funds (PHHSBG)
- **\$11,449,000** in state funds through Act 44/State Appropriation
- **\$733,000** in state funds through Act 222/Marriage License surcharge

Breakout of Funding for Domestic Violence Services



THE STATEWIDE NETWORK

The statewide network of 65 local programs provided comprehensive domestic violence services in all 67 counties of the Commonwealth through a contract administered by PCADV. These programs offered a lifeline to safety through 92 community-based sites for more than 106,000 survivors of domestic violence and their children – with over 11,500 seeking refuge in PCADV’s statewide network of shelters.

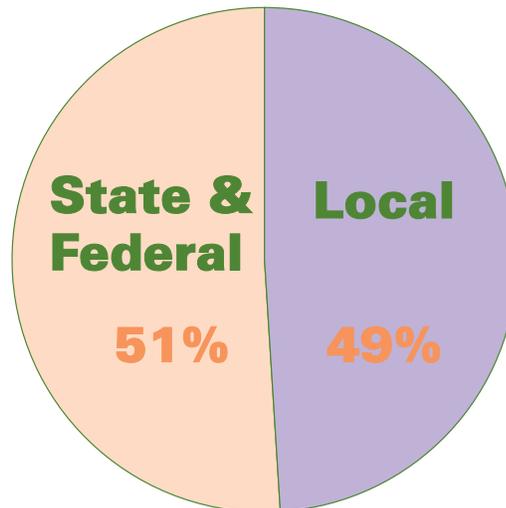
Program services such as counseling, advocacy, shelter and transitional housing, outreach to special populations, and assistance in accessing other community resources included more than:

- 464,900 hours of counseling
- 18,639 community-wide events
- 178,257 shelter days
- 14,382 community education programs
- 228,616 volunteer hours
- 5,397 trainings for over 46,690 individuals

NEED FOR DOMESTIC VIOLENCE SERVICES

The need for critical domestic violence services continues to far exceed available resources at local programs throughout the Commonwealth. PCADV’s funding contract with the Pennsylvania Department of Public Welfare covers just 51% of the total costs to provide intervention and prevention services in all 67 counties. Therefore, the 65 community-based programs must raise nearly half of their operating budgets and expend extraordinary time and resources on local fund-raising efforts.

Sources of Funding for Domestic Violence Services



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Public Information

DOMESTIC VIOLENCE AWARENESS MONTH IN PA

PCADV developed a comprehensive *Domestic Violence Awareness Month* packet to support the outreach efforts of the statewide network of domestic violence programs. The October 1998 materials included:

- fact sheets
- op-ed and media advocacy guidelines
- eight bookmark designs
- four milk carton designs

NATIONAL DOMESTIC VIOLENCE AWARENESS MONTH PROJECT

The National Resource Center on Domestic Violence (NRC) – working in collaboration with the National Coalition Against Domestic Violence, the National Domestic Violence Hotline, and the Family Violence Prevention Fund – continued the *National Domestic Violence Awareness Month (DVAM) Project* initiative. A DVAM packet was mailed to more than 3,300 battered women’s advocates to support local and state efforts to raise community awareness during October.

INFORMATION AND REFERRAL

At the state level...

The state technical assistance team responded to more than 1,000 requests for information, materials, and guidance from programs, the media, educators, health care workers, allied organizations, and the general public.

At the national level...

The NRC public education team responded to approximately 600 requests for information and materials. Requests are generated by state coalitions, professionals such as school counselors and principals, as well as individuals and organizations interested in public awareness and community organizing. The team also created publications on issues such as dating violence, community organizing, and rural programming.

NATIONAL TOLL-FREE INFORMATION LINE

The NRC devoted key resources to responding to over 3,500 requests for information from state coalitions, local programs, government agencies, the media, and funders via the toll-free information line. The NRC technical assistance team also developed information packets that address such issues as battered women and housing, serving women in the African American community, and other emerging issues.



PUBLICATIONS

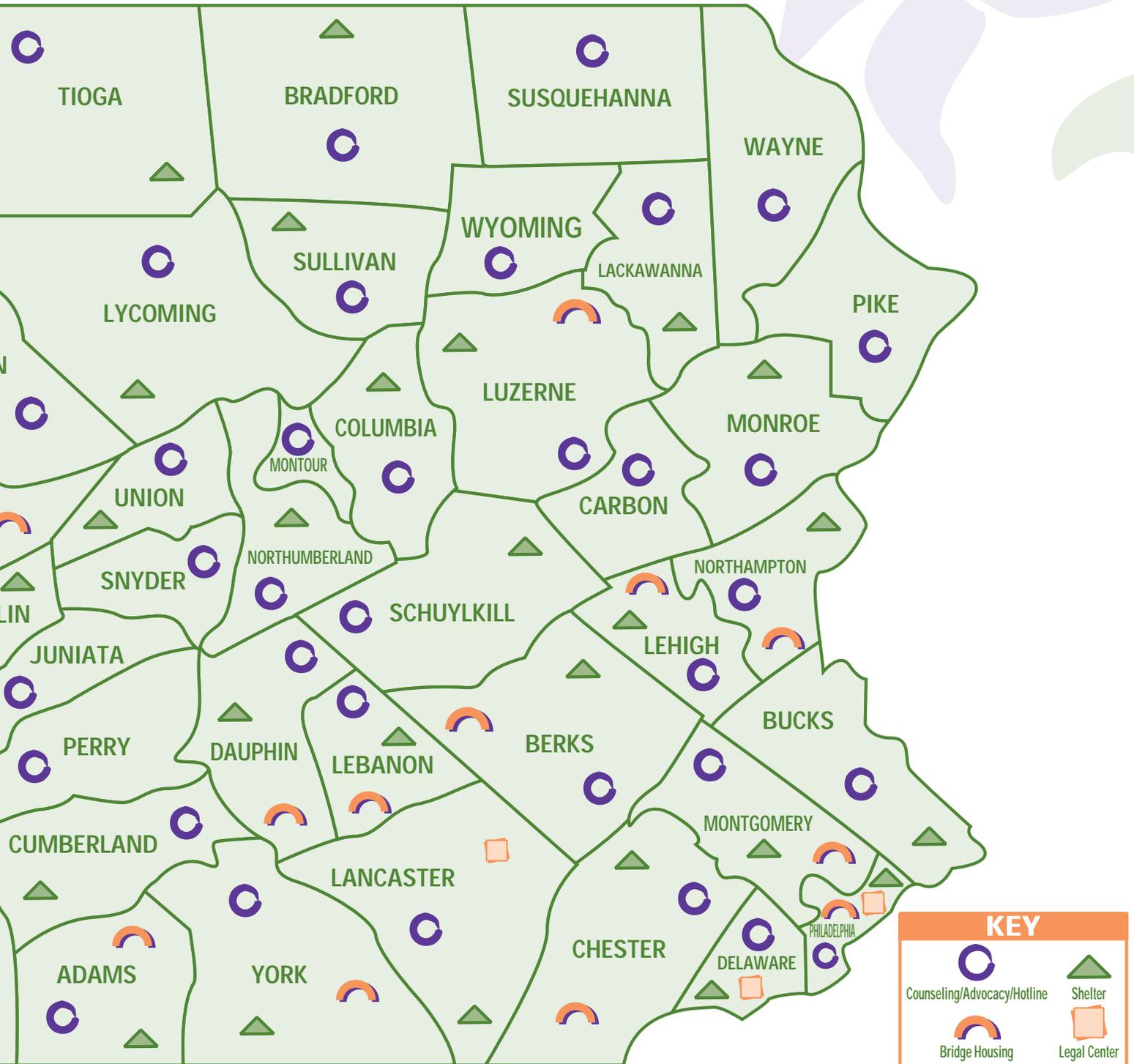
PCADV designed and produced an extensive number of publications:

- *An Empty Place at the Table* Briefing Book and Press Kit
- Outcome Evaluation Strategies for Domestic Violence Programs manual
- *Partners in the Protection From Abuse Process: Systems of Legal Advocacy and Representation in Pennsylvania* manual
- PCADV Advocacy in Action: Community Education update
- PCADV Statewide Training Institute and Conference – Ending Domestic Violence: Strategies for Change materials
- PCADV Strategic Plan: Moving Toward the New Millennium
- PFAD Conference manual
- Public Policy Update: November Ballot Referendum
- Public Policy FYI: Policy Change Makes it Easier for Battered Women to Obtain New Social Security Numbers
- Safety and Self-Sufficiency for Our Clients
- STOP Violence Against Women 1999 Training Brochure
- Quarterly and year-end Domestic Violence Homicide Reports

Working in close collaboration with the Personnel Committee and a consultant, the Human Resources Department produced a number of materials to assure consistency in policy administration. These materials, which also serve as models for local programs, include:

- a standardized hiring process and *PCADV Hiring Process* manual
- a new organizational salary schedule
- an electronic time card/leave tracking system
- streamlined procedures for handling Workers' Compensation claims and updating personnel records

s the Commonwealth



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Systems Advocacy

CRIMINAL JUSTICE SYSTEM ADVOCACY PROJECT

Complementing the Pennsylvania STOP (Services, Training, Officers, Prosecutors) Training initiative, the Criminal Justice System Advocacy Project focuses on expanding the knowledge-base and skills of battered women's advocates through the development of practice guidelines, a statewide training conference, and on-going technical assistance. A project consultant and multi-disciplinary advisory group comprised of 11 individuals identified materials for a conference manual and developed a conference plan including workshop topics and presenters.

PCADV staff provides on-going technical assistance on effective advocacy within the criminal justice system to legal advocates, criminal justice professionals, and others.

FULL FAITH AND CREDIT PROJECT

The Full Faith and Credit (FFC) Project participated in a range of activities to promote and facilitate implementation of the *Violence Against Women Act* (VAWA) in states, tribes, and territories:

- In a continuing effort to provide targeted technical assistance to jurisdictions attempting to comply with VAWA, project staff conducted on-site trainings and workshops throughout the country.
- The FFC Project sponsored a summit for advocates to provide updates concerning full faith and credit activities. In particular, participants reported on promising practices, exchanged information about barriers, and discussed efforts to establish linkages with the National Crime Information Center Protection Order File.
- The FFC Project produced a guide on full faith and credit for advocates who are assisting victims in states, Indian tribes and U.S. territories. The booklet has been distributed nationally and provides guidance on issues including the types of orders covered by VAWA, implementation procedures, responsibilities of law enforcement, prosecutors and the courts, and federal crimes.
- Project staff facilitated a focus group that brought together justice system professionals from states and territories for the purpose of identifying specific tasks that the U.S. Department of Justice needs to pursue to facilitate state compliance with VAWA. The Project also convened a focus group of representatives from Indian tribes to identify problems and potential solutions related to full faith and credit implementation in Indian country.

BRIEFING TO GOVERNOR TOM RIDGE

Demonstrating a continued commitment to ending domestic violence, Governor Tom Ridge addressed the PCADV Board of Directors during the December 1998 meeting and signed the *Domestic Violence Health Care Response Act* into law. PCADV provided the Governor and his staff with a briefing packet that focused on:

- funding that is critically necessary to meet the needs of battered women and their children throughout the Commonwealth
- operating funds necessary to meet the unique challenges of rural domestic violence programs
- the *Domestic Violence Health Care Response Act* and the funding that is necessary for full implementation
- the proposed statewide electronic network of PCADV programs

BRIEFING TO THE HOUSE JUDICIARY COMMITTEE

At the invitation of the House Judiciary Committee, PCADV provided a presentation to committee members, offering an overview of domestic violence, the growth of domestic violence services in Pennsylvania, the progression of legal protections, and the statutory changes still necessary to close gaps in the laws and increase safety for battered women and their children. Committee response was positive and a number of members indicated an interest in taking the lead on new legislative initiatives.

MEDICAL ADVOCACY TRAINING AND TECHNICAL ASSISTANCE

PCADV continued to provide technical assistance to domestic violence and health care professionals in establishing a medical response to domestic violence. PCADV medical advocacy projects provided direct services to 967 adult victims and trained 3,595 health care professionals. The Medical Advocacy Task Force hosted national experts to conduct trainings on:

- domestic violence and legal issues for health professionals
- working with immigrant women who are battered
- medical documentation for domestic violence injuries

PCADV staff and representatives from the Medical Advocacy Task Force conducted three regional "trainings of trainers" for the Department of Health, Injury Prevention Program, Division of Health Risk Reduction. The approximately 100 participants included county departments of health, maternal and child health practitioners, injury prevention coordinators, sexually transmitted disease programs, public health nurses, and chronic disease nurses.

PCADV staff and representatives from two of the PCADV-funded medical advocacy projects participated on the health care sub-committee of the Family Violence Task Force of the Pennsylvania Office of the Attorney General.

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Social Change

PUBLIC POLICY AGENDA

Address Confidentiality Program...

HB 1436, the *Address Confidentiality Program*, was introduced in May by state Representatives Katie True (R-Lancaster) and Andrew Carn (D-Philadelphia) to provide a mechanism for battered women in Pennsylvania to protect and maintain the confidentiality of their addresses. The proposal is modeled after the successful program in Washington State that offers victims of domestic violence the opportunity to use a special address set up through the Secretary of State to receive personal mail and replace their private addresses on drivers licenses and other public documents. PCADV distributed talking points and legislative updates to the statewide network of programs regarding the bill.

Protection From Abuse Act (PFA) Amendments...

PCADV finalized proposed PFA Act amendments that were developed after extensive discussion and review by programs and PCADV staff. The proposed amendments would further enhance the effectiveness of PFA orders in the Commonwealth.

Amendments to Probable Cause Arrest Statute...

PCADV completed drafting a proposed amendment that would change the eligibility factor under the *Probable Cause Arrest Statute* to "family and household member," as defined by § 6102 of the PFA Act. Currently, the *Probable Cause Arrest Statute* applies only in cases in which the defendant and victim are spouses, are living together, or have formerly lived together. This expansion will increase the safety of victims and save time for officers who now must write up an affidavit and go to the district justice to obtain an arrest warrant or summons in order to make an arrest.

Amendments to the Unfair Insurance Practices Act...

State Representative Pat Vance (R-Cumberland) agreed to take the lead on the introduction of legislation that would prohibit insurers from discriminating against victims of domestic violence in property and casualty insurance matters.

Reauthorization of the Violence Against Women Act...

PCADV staff joined with advocates from around the country to review proposed amendments to the *Violence Against Women Act* of 1994. Extensive recommendations have been submitted for consideration.

THE HEALTH CARE RESPONSE ACT

PCADV staff and the Medical Advocacy Task Force worked with Representative Jane Orie (R-Allegheny) on the development and passage of HB 2268, the *Health Care Response Act*. This legislation, passed unanimously by the Legislature, will significantly expand the Coalition's medical advocacy projects.

INSURANCE DISCRIMINATION CHALLENGE

PCADV staff and the Women's Law Project continued their work to eliminate insurance discrimination and domestic violence. Technical assistance has been provided to 31 states that have enacted laws and six states that have introduced legislation to ban discrimination against victims of domestic violence by the insurance industry. The informational booklet *Insurance Discrimination Against Victims of Domestic Violence* won the first award for a "Notable Document" by the American Conference of State Legislators.

PARTNERSHIP PROJECT

The BWJP Partnership Project continued to provide technical assistance on improving civil justice representation and advocacy for battered women. A collaborative effort between PCADV and Legal Services of Oregon and North Carolina, the Partnership Project promotes concerted efforts of legal services, the private bar, law schools, and domestic violence programs as the model for ensuring accessible, affordable, and quality representation in the civil justice system. The Partnership Project hosted a regional conference in Raleigh, N.C., that highlighted Legal Services of North Carolina's "Project Esperanza: Working with Battered Latinas" training.

WOMEN OF COLOR NETWORK

The Women of Color Network (WOCN), a project of the National Coalition Against Domestic Violence, was established to organize women of color activists committed to the elimination of violence against women in their communities. The WOCN developed the *Women of Color Resource Guide*, a directory of contacts and their areas of expertise.

WORKPLACE VIOLENCE TRAINING INITIATIVES

PCADV sponsored a two-day "training of trainers" titled *Forecasting the Storm: Workplace Violence Prevention* for local domestic violence programs. The training offered direction in planning for collaborations and partnerships with the public and private sectors in addressing domestic violence in the workplace. In addition to the workshop notebook, participants received a trainer's packet that included a Polaroid camera, two training videos, and sample personnel policies and protocols for addressing domestic and sexual violence in the workplace. PCADV subsequently conducted systems trainings on domestic violence in the workplace with a number of employers in the state.

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Cooperative Practices

STATEWIDE STOP TRAININGS

The statewide STOP (Services, Training, Officers, Prosecutors) training initiative, is a collaborative effort between PCADV, the Pennsylvania Coalition Against Rape, and the Pennsylvania District Attorneys Institute. Trainings are offered across the Commonwealth for law enforcement, advocates, prosecutors, and other allied professionals. This year, trainings were provided to:

- over 200 individuals in Northumberland, Lancaster, Carbon, and Centre counties
- 135 State Police and municipal police department personnel

A follow-up to the training component included development and analysis of a needs assessment. Upon invitation by the Administrative Office of Pennsylvania Courts, an additional training was provided at Wilson College for over 600 current and prospective district justices from across the Commonwealth and bail magistrates from Philadelphia. This training focused on the *Protection From Abuse Act*, Indirect Criminal Contempt, Full Faith and Credit, and the Protection From Abuse Database system. PCADV staff offered on-going technical assistance to STOP grantees as well as other justice system personnel and advocates in Pennsylvania.

NATIONAL STOP TECHNICAL ASSISTANCE PROJECT

The STOP Violence Against Women Grants Technical Assistance (STOP TA) Project, based in Washington, D.C., assists states with the implementation of STOP Grants under the *Violence Against Women Act*. The project focuses on increasing the quality and effectiveness of state efforts to strengthen the criminal justice system's response to domestic violence, stalking, and sexual assault by providing technical assistance and information to states, territories, planning teams, and over 3,000 STOP sub-grantees.

The STOP TA Project published the comprehensive manual *Promising Practices: Improving the Criminal Justice System's Response to Violence Against Women*, which highlights practices and program examples.

Through an expanded cooperative agreement with the U.S. Department of Justice to enhance the range of technical assistance, the STOP TA Project held a series of regional meetings to build the capacity of state administrators to implement the STOP program. The STOP TA Project also held two site consultations – in Ann Arbor, MI and in Chicago, IL – to highlight communities that have developed effective coordinated community responses to violence against women.

PROBATION AND PAROLE PROJECT

The Probation and Parole Project, a collaboration between the PCADV Legal Office and the Pennsylvania Board of Probation and Parole (PBPP), trained over 500 officers. The PCADV Legal Office, in conjunction with PBPP skill bank trainers, provided training to the entire PBPP staff on the domestic violence protocol. Additional participants in the trainings included battered women's advocates, batterers intervention services providers, educators, other PCADV staff, and county probation officers. This Project also provided national technical assistance on the Pennsylvania domestic violence protocol for the supervision of offenders.

BATTERED WOMEN'S JUSTICE PROJECT

The Battered Women's Justice Project (BWJP) provided technical assistance to more than 2,000 battered women, advocates, attorneys, judicial personnel, and researchers throughout the country. Technical assistance included responding to requests for information, problem-solving, case consultation, focus group participation, training, and on-site intensive assistance. The range of assistance focused on such issues as child support, confidentiality of shelter records, custody, divorce, domestic torts, fatality review, housing, representation, protection orders, relocation, welfare, workplace violence, and the *Violence Against Women Act*. BWJP staff participated in planning and training on two new initiatives for advocates and judges:

- the Advocacy Institute Project, which involves a series of four national trainings for advocates
- the civil justice component of national Judicial Institute trainings

BWJP staff continued to work on two practice manuals for advocates – a child support manual and an updated, comprehensive guide for advocates covering a broad range of confidentiality issues, rules, tips, and forms. BWJP Staff provided training to Pennsylvania advocates in particular on confidentiality issues related to First Response Teams, rural advocacy and service provision, working with minors, and relocation.

VICTIMS WITH DISABILITIES INITIATIVE

PCADV is participating in a three-year public education initiative being led by the Institute on Disabilities at Temple University in Philadelphia. The *End the Silence Project* is bringing together the disabilities, domestic violence, sexual assault, and victim services communities to focus on meeting the needs of victims of violence who have disabilities. The first phase of the project involves the development of an accessibility self-assessment tool for victim service providers.

PA MEDICAL SOCIETY

PCADV staff continued to work with the Educational and Scientific Trust of the Pennsylvania Medical Society to develop a variety of statewide projects that address domestic violence including physician education, school intervention, and a Zero Tolerance media campaign.

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Collective Efforts

PROTECTION FROM ABUSE DATABASE PROJECT

The Protection From Abuse Database (PFAD) is a secured computer archival system for the electronic entry of all pleadings and orders related to *Protection From Abuse Act* (PFA) cases. PFAD automates the entire PFA process, including the data sheet required by the Pennsylvania State Police for entry into the statewide registry.

This year, the software application and security design were completed, and the web-based forms were posted for access by authorized users. Following training and pilot testing, nine counties began using the system for active orders in March.

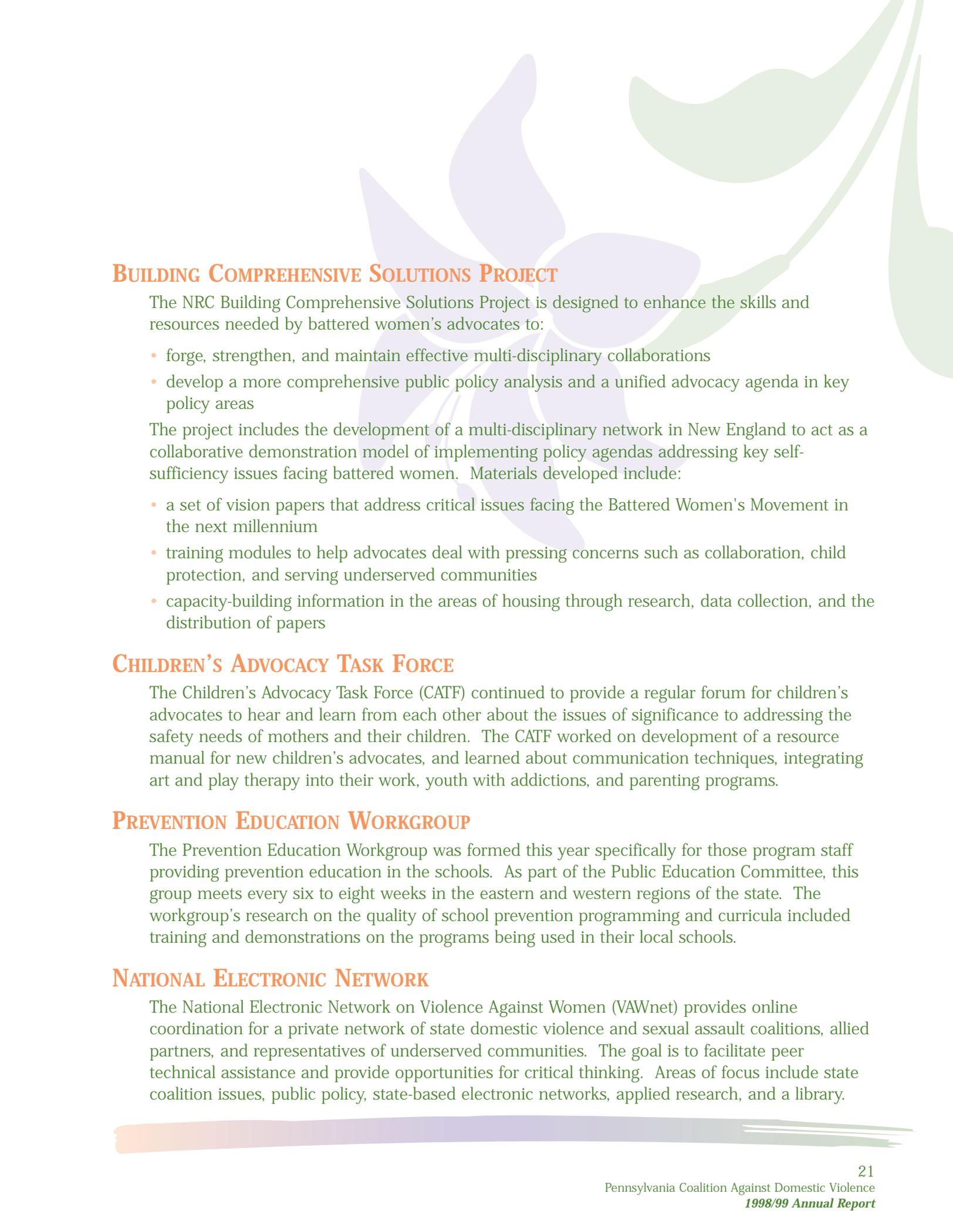
A statewide PFAD conference highlighted the benefits of the database system, including greater efficiency and immediate access to information. Statewide implementation of PFAD then began with training to interested counties. Training will continue throughout the state, and additional forms will be developed to standardize PFA practice.

ATTORNEY GENERAL'S TASK FORCE ON FAMILY VIOLENCE

PCADV staff provided expertise and leadership to Attorney General Mike Fisher's Family Violence Task Force through participation on a number of the working groups set up to identify the myriad institutional responses to domestic violence. The workgroups brought together representatives from major institutions within the community – employers, health care, law enforcement and the judiciary, neighborhood groups and associations, religious institutions, and schools and early childhood development programs – to help develop a blueprint for a coordinated community-based response to domestic violence. PCADV also provided extensive input on the workgroups' final report and recommendations on how each institution can improve its response.

COUNSELOR/ADVOCATE NETWORK

The PCADV Counselor/Advocate Network (CAN), which had been meeting informally for several years, took steps this year to formalize its structure. Now meeting every six to eight weeks in the eastern and western regions of the state, CAN is providing over 20 direct service staff with a regular forum for sharing information and expertise to better equip them for meeting the needs of battered women and their children. Meetings usually include a training component focusing on such issues as working with mental health systems, welfare reform, and worker certification.



BUILDING COMPREHENSIVE SOLUTIONS PROJECT

The NRC Building Comprehensive Solutions Project is designed to enhance the skills and resources needed by battered women's advocates to:

- forge, strengthen, and maintain effective multi-disciplinary collaborations
- develop a more comprehensive public policy analysis and a unified advocacy agenda in key policy areas

The project includes the development of a multi-disciplinary network in New England to act as a collaborative demonstration model of implementing policy agendas addressing key self-sufficiency issues facing battered women. Materials developed include:

- a set of vision papers that address critical issues facing the Battered Women's Movement in the next millennium
- training modules to help advocates deal with pressing concerns such as collaboration, child protection, and serving underserved communities
- capacity-building information in the areas of housing through research, data collection, and the distribution of papers

CHILDREN'S ADVOCACY TASK FORCE

The Children's Advocacy Task Force (CATF) continued to provide a regular forum for children's advocates to hear and learn from each other about the issues of significance to addressing the safety needs of mothers and their children. The CATF worked on development of a resource manual for new children's advocates, and learned about communication techniques, integrating art and play therapy into their work, youth with addictions, and parenting programs.

PREVENTION EDUCATION WORKGROUP

The Prevention Education Workgroup was formed this year specifically for those program staff providing prevention education in the schools. As part of the Public Education Committee, this group meets every six to eight weeks in the eastern and western regions of the state. The workgroup's research on the quality of school prevention programming and curricula included training and demonstrations on the programs being used in their local schools.

NATIONAL ELECTRONIC NETWORK

The National Electronic Network on Violence Against Women (VAWnet) provides online coordination for a private network of state domestic violence and sexual assault coalitions, allied partners, and representatives of underserved communities. The goal is to facilitate peer technical assistance and provide opportunities for critical thinking. Areas of focus include state coalition issues, public policy, state-based electronic networks, applied research, and a library.

Financial Statements

June 30, 1998

STATEMENT OF FINANCIAL POSITION

Assets:

Current assets:	
Cash	\$1,386,879
Contracts receivable	20,200
Accounts Receivable	8,207
Prepaid expense	<u>14,524</u>
Total Current Assets	1,429,810
Office equipment, net of \$219,709 accumulated depreciation	<u>471,617</u>
Total Assets	<u>\$1,901,427</u>

Liabilities:

Current Liabilities:	
Accounts payable & accrued expenses	\$264,135
Unexpended DPW funds	7,996
Subrecipients payable	31,417
Contracts payable	<u>863,339</u>
Total Current Liabilities/ Total Liabilities	1,166,887

Net Assets:

Unrestricted	717,467
Temporarily restricted	<u>17,073</u>
Total Net Assets	<u>734,540</u>
Total Liabilities & Net Assets	<u>\$1,901,427</u>

STATEMENT OF CASH FLOWS

Cash flows from operating activities:

Change in net assets	\$289,124
Adjustments to reconcile to net cash provided by operating activities:	
(Increase) decrease in –	
Contracts receivable	2,789,236
Accounts receivable	(8,207)
Prepaid expenses	(5,528)
Office equipment	(202,523)
Increase (decrease) in –	
Accounts payable & accrued expenses	137,798
Unexpended funds – DPW	41
Subrecipients payable	(2,932,173)
Contracts payable	<u>863,339</u>
Net Adjustments	<u>676,401</u>
Net cash provided by operating activities	931,107
Cash and cash equivalents at beginning of year	<u>455,772</u>
Cash and cash equivalents at end of year	<u>\$1,386,879</u>

STATEMENT OF ACTIVITIES

Changes in unrestricted net assets:

Revenues, gains & other support –	
Contracts with government agencies	18,362,739
Contract administration	247,281
Product sales, net	16,858
Donations	13,584
Miscellaneous	7,887
SECA & Combined Federal Campaign	6,202
Membership dues	5,215
Interest	4,939
Insurance program administration	<u>3,022</u>
Total unrestricted revenues, gains & other support	18,667,727
Expenses and losses –	
Supporting services	289,392
Program services	<u>18,090,137</u>
Total expenses and losses	<u>18,379,529</u>
Change in unrestricted net assets	288,198

Changes in temporarily restricted net assets:

Revenues, gains, and other support –	
Donations	<u>926</u>
Change in temporarily restricted net assets	<u>926</u>
Change in net assets	289,124
Net assets at beginning of year	<u>445,416</u>
Net assets at end of year	<u>\$734,540</u>



Independent Auditor's Report

Karl R. Wilcox, Certified Public Accountant
4800 Linglestown Road, Suite 203
Harrisburg, PA 17112

To the Board of Directors
Pennsylvania Coalition Against Domestic Violence

I have audited the accompanying statement of financial position of the Pennsylvania Coalition Against Domestic Violence (the "Coalition") (a non-profit organization) as of June 30, 1998, and the related statement of activities, functional expenses and cash flows for the year then ended. These financial statements are the responsibility of the Coalition's management. My responsibility is to express an opinion on these financial statements based on my audit.

I conducted my audit in accordance with generally accepted auditing standards and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States. Those standards require that I plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material mis-statement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. I believe that my audit provides a reasonable basis for my opinion.

In my report dated February 11, 1999, I expressed an opinion that, except for the fact that I was unable to analyze all of the subrecipient audit reports for the year ended June 30, 1998, prior to issuing my report, and I was unable to satisfy myself as to the balance of the subrecipient payable at June 30, 1998, by means of other audit procedures, the financial statements presented fairly, in all material respects, the Coalition's financial position and results of its operations on the basis of generally accepted accounting principles. I have subsequently been able to analyze all of the subrecipient audit reports. Accordingly, my present opinion on the financial statements, as presented herein, is different from that expressed in my previous report.

In my opinion, the financial statements referred to above present fairly, in all material respects, the financial position of the Coalition as of June 30, 1998, and the changes in net assets and its cash flows for the year then ended in conformity with generally accepted accounting principles.

In accordance with *Government Auditing Standards*, I have also issued a report dated June 25, 1999, on my consideration of the Coalition's internal control over financial reporting and my tests of its compliance with certain provisions of laws, regulations, contracts and grants.

My audit was performed for the purpose of forming an opinion on the basic financial statements of the Coalition taken as a whole. The accompanying schedule of expenditures of federal awards is presented for the purposes of additional analysis as required by U.S. Office of Management and Budget Circular A-133, *Audits of States, Local Governments, and Non-Profit Organizations*, and is not a required part of the basic financial statements. The accompanying schedules of budgeted, reported and allowable costs are presented for the purposes of additional analysis as required by the Pennsylvania Department of Public Welfare and are not a required part of the basic financial statements. Such information has been subjected to the auditing procedures applied in the audit of the basic financial statements and, in my opinion, is fairly stated, in all material respects, in relation to the basic financial statements taken as a whole.



Harrisburg, Pennsylvania
February 11, 1999, except for subcontractor payable
as to which the date is June 25, 1999

PCADV Staff

Susan Kelly-Dreiss, Executive Director

ADMINISTRATION/PUBLIC POLICY & INFORMATION

Bonnie Fowler, Director of Administration

Anita Cassel	Executive Assistant	Henry Indiazi	Finance Director/Controller
Vicki Cuscino	Communications & Publications Specialist	Cindy Leedom	Finance & Office Assistant
Nancy Durborow	Health Projects Coordinator	Ola Onafowora	Human Resources Manager
Laura Gardell	Health Projects & Human Resources Assistant	Denise Otterbein	Bookkeeper
Kia Hansard	Public Policy & Information Assistant	Brian Ronan	Computer Systems Manager
Kelly Harclerode	Graphic Artist	Linda Straw	Finance & Office Administrator
		Jocelyn K. Sykes	Receptionist
		Judy Yupcavage	Public Policy & Information Manager

LEGAL

Barbara J. Hart, Legal Director

Kelly Bock	Legal Assistant	Mary Malefyt*	Full Faith & Credit Staff Attorney
Emily Bull*	Full Faith & Credit Assistant	Elba Marquez	National Legal Assistant
Greta Ehrig*	Communications Resource Coordinator	Dawn Marron	BWJP Staff Attorney
Susan Emmons	PFAD Project Senior Attorney	Michael O'Donovan	PFAD Trainer
Andrea Farney	Managing Attorney	Megan Parks	STOP TA Office Manager
Angie Moore	PFAD Assistant	Julie Pitassi	Legal Department Coordinator
Jane Hautzinger	PFAD System Administrator/ Information Specialist	Pam Shea*	Domestic Violence Resource Coordinator
Nikki Ker	Legal Resource Specialist	Cindy Southworth	PFAD Trainer II
Crissy Hartman	Legal Assistant	Jo Sterner	Criminal Justice Trainer/ Legal Advocate
Joan Kuriansky*	STOP TA Project Consultant	Mark Zaccarelli	BWJP/STOP Attorney
Sharon Lopez	PA Senior Attorney	Seema Zeya*	Full Faith & Credit Senior Attorney

* Washington, D.C. Office

CONTRACTS

Carole Alexy, Director of Contracts

Arlene Brennan	Contracts Assistant	Barbara Nissley	Technical Assistance/Information Specialist
Roberta Brennan	Contracts Fiscal Coordinator	Carolyn Stevens	TANF Project Coordinator
Sharon Chatman-Lester	Contracts Monitor	Jackie Stutts	Training Coordinator

NATIONAL RESOURCE CENTER (NRC) ON DOMESTIC VIOLENCE

Kathleen Krenek, NRC Director

Mary Allen	VAWnet State Coalition Technical Assistance Specialist	Susan Metz	Librarian
Damita Brown	Women of Color Network/Creative Approaches Project Coordinator	Cathy Nardo	Technical Assistance/Resource Specialist
Donna J. Byrne	Associate Director	Cynthia Newcomer	Technical Assistance/Public Education Manager
Nita Carter	Women of Color Network/Creative Approaches Project Manager	Debbie Reynolds	Public Education Information Assistant
Cynthia Fraser	VAWnet Electronic Resource Specialist	Carmen Rivera	Technical Assistance Specialist
Dorothy Jones	Technical Assistance Information Assistant	Karen Stahl	Publications/Communications Specialist
Christine Marriot	VAWnet Manager	Tobi White	Publications/Communications Specialist

PCADV Special Projects

BATTERED WOMEN'S JUSTICE PROJECT (BWJP)

Provides training, technical assistance, and resources through a partnership of three nationally-recognized organizations. PCADV Legal Office oversees the civil component, which addresses civil court access and legal representation of battered women.

FULL FAITH & CREDIT PROJECT (FFC)

Promotes the timely, universal enforcement of protection orders in state and tribal courts throughout the country in accordance with the federal *Violence Against Women Act*.

MEDICAL ADVOCACY PROJECT

Provides training, technical assistance, and comprehensive information designed to strengthen the health care system's response to domestic violence.

NATIONAL ELECTRONIC NETWORK ON VIOLENCE AGAINST WOMEN (VAWNET)

Offers online interactive communications, networking, and information for state domestic violence coalitions as well as allied national organizations and individuals working to end violence against women and children.

NATIONAL RESOURCE CENTER ON DOMESTIC VIOLENCE (NRC)

Offers comprehensive information and resources, policy development, and technical assistance to enhance community response to, and prevention of, domestic violence.

STOP VIOLENCE AGAINST WOMEN GRANTS TECHNICAL ASSISTANCE PROJECT

Collaborates with the Department of Justice to provide technical support to state teams charged with developing and implementing Services, Training, Officers, and Prosecution (STOP) Grant programs under the federal *Violence Against Women Act*.

PA STOP TRAINING AND PROBATION & PAROLE TRAINING PROJECTS

Provides specialized training to police, prosecutors, probation and parole officers, and advocates to improve the criminal justice system's response to domestic violence.

PARTNERSHIP PROJECT

Develops the capacity for access to justice for battered women by focusing on civil legal representation issues through partnership initiatives between legal services attorneys, private attorneys, and legal advocates in domestic violence programs.

PROTECTION FROM ABUSE DATABASE (PFAD) PROJECT

Enhances the safety and security of victims and assists courts and criminal justice agencies through the maintenance of an electronic statewide database of PA and out-of-state protection orders, in conjunction with the Pennsylvania State Police.

TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF) PROJECT

Provides training, technical assistance, and resources to advocates and PA Department of Public Welfare county assistance office workers who assist battered women in obtaining services, cash assistance, and employment training from the welfare system.

TRAINING INSTITUTE

Provides specialized training, technical assistance, and resources to develop and enhance the skills of domestic violence program staff throughout PCADV's statewide network.



Pennsylvania Coalition Against Domestic Violence

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