

ANNUAL REPORT 2021-22



Croftonbrook Phase 3
Photo by Concept Photography

***We envision people living free from
poverty, violence and abuse.***

IWAV provides support services and housing to women, inclusive of cis, trans and gender non-conforming women and their children who are impacted by violence and/or abuse.

Message from the Executive Director and Board Chair

The past year was challenging and at the same time a year of extraordinary accomplishments. The demands of the ongoing pandemic and a greater need to support those experiencing violence, abuse, assault and poverty were met by the IWAV team in our day-to-day work. As an organization, we focused on our core service delivery and still plan for future growth in our anti-violence and housing programs.

The key achievements of the 2021-2022 year include:

- The implementation of a new Sexual Assault Response Program that is funded through Ending Violence Association of BC and has two core staff—Sexual Assault Response Coordinator and Sexual Assault Counsellor. This program offers a 24/7 response to emergency sexual assaults, as well as ongoing support for survivors of sexual assault ages 13 and older. There has been a strong focus by staff to raise community awareness of sexual assault and IWAV's services.
- Construction of Croftonbrook's apartment building took place throughout 2021-22, with occupancy taking place in July 2022. This required ongoing work and cooperation of the construction team to navigate the construction, especially with the supply and cost escalation challenges. During this time, IWAV staff worked with 100+ applications to develop a waitlist and begin tenancy selection.
- As part of the redevelopment at Croftonbrook, a renovation was completed for IWAV's new offices. The result is a lovely building with 7 offices, reception, storage, kitchen and 2 bathrooms. This opened in August 2021 and has provided a positive and comfortable space for clients.
- The IWAV staff team grew by 4 new positions—Sexual Assault Response Coordinator, Sexual Assault Counsellor, Croftonbrook Resident Manager and Maintenance Worker. These new roles demonstrate the intentional growth and capacity of the organization.
- IWAV's operational budget also increased by approximately \$400,000 compared to the previous year. This is a combination of the Phase 2 Croftonbrook apartment and the new Sexual Assault Response Program.

- Throughout the year, IWAV's staff have focused on strengthening community engagement by actively participating in community round tables and working groups. This demonstrates our collaborative approach and has resulted in healthier working relationships with key community partners, including RCMP, Island Health, SSI Community Services, MLA Adam Olsen, CRD, Islands Trust and BC Housing.
- With the hiring of a communications consultant, Coreen Boucher, IWAV has been more effective and wider reaching through print, electronic communications and social media presence.
- Transitions Thrift Store completed a renovation and expansion for the store operations and donation station. This creates a better environment for staff and customers and will allow for growth in donations and sales in years to come.

The organization is now 29 years old and was founded through a grassroots approach to violence in our community. It has grown over the years to be a leader in the Southern Gulf Islands, providing compassionate, inclusive and professional support and shelter through a wide range of anti-violence services and affordable housing.

Throughout this journey, IWAV was and is supported in many ways. It is heartwarming and encouraging that so many people and organizations cared and contributed to this extraordinary success story.

Thank you to the hardworking and dedicated staff and board members, to the invaluable volunteers and generous donors, and the whole community—you make this possible!

Kisae Petersen
Executive Director



Sophia vom Bauer Jackson
Board Chair





IWAV Values

Respect: *We demonstrate respect for our clients and each other*

Integrity: *We maintain the confidentiality and dignity of our clients*

Compassion: *We are kind and caring in our work*

Resourcefulness: *We seek out opportunities to achieve our mission*

Safety: *We provide an environment that feels safe for our clients and staff*

Cedars Garden Project

Sarah Cordes, Cedars Program Coordinator

The Cedars Garden is an important program that IWAV provides to residents in our second stage housing. In 2021, we had a great year growing food with residents and creating opportunities for connection and learning. We worked on projects in the garden together such as planting potatoes, rock painting with the kids and starting seeds. Residents harvested food from the garden and enjoyed experiencing local food in their backyard!

In the spring of 2022, IWAV expanded this project and added an additional 4,000 square feet of garden space on the property to begin a new growing project. With this new space, our plan is to grow food and medicinal herbs for seed to sell as a social enterprise. Our hope is that this revenue will be able to provide additional funding, promote local seed security, as well as provide a vocational development opportunity for women receiving our services. Look for our seeds in 2023!

Resident Testimonial for The Cedars Garden:

"I have lived here at Cedars for nearly 18 months and over that time I've enjoyed having access to the garden here. It has provided many benefits—a small relief to my food bill, very important these days as the price of food continues to rise, the simple pleasure of participating in growing my own food, harvesting it and creating delicious meals with it. Also, the psychological benefits gained from being in the garden watching the birds and other wildlife provides a much needed measure of calm in a stressful time in my life. As I have a low income, food security is just as important as housing security and I'm grateful for the hard work that has gone into keeping the garden happening here."

IWAV respectfully recognizes that our organization is located in the traditional unceded territory of the Hul'qumi'num and SENĆOŦEN speaking peoples.

Sexual Assault Response Program: A Welcomed Community Resource

Jessica Terezakis, Sexual Assault Response Coordinator

In July 2021, IWAV launched its Sexual Assault Response Program (SARP) and immediately implemented an outreach effort to connect with people 13 years and older who have experienced a sexual assault.

Salt Spring Island's RCMP releases a quarterly report. It tells us that sexual assault regularly happens here on Salt Spring Island. Fewer than 10% of all sexual assaults in Canada are reported, so Salt Spring's numbers are likely greater than those reported. We knew there was a need here to provide sexual assault survivors with caring support, but we also understood that, for numerous reasons, people can be hesitant to seek help.

Setting the Tone of Our Support

Not only did we need to tell the public about SARP's specific services, but we also had to—perhaps most importantly—share that the SARP offers safe and supportive services rooted in dignity, respect, empathy, and choice. We wanted islanders to know that they'd be believed, listened to, and not judged.

We did this through articles in community print and online media, IWAV's social media, and on IWAV's website. The SARP Coordinator also met with hospital staff, health care professionals, educators and other service organizations to raise awareness of IWAV's Sexual Assault services.

Giving Survivors Options

The SARP provides sexual assault survivors with access to coordinated emergency response by a team of professionals, but it was important for us that anyone who might seek our support know that they have options—that they'd be in charge of the pace of their healing and that they'd have the option to report to police or not.

Survivors of all genders who are 13+ years old could access any of the following: emotional support, free therapeutic counselling, information and resources, referrals to our peer support group, and accompaniment for reporting or medical and forensic exam support.

In terms of options, Third Party Reporting (TPR) was a significant addition to the SARP. In the fall of September 2021, we introduced a simple and anonymous way for survivors to report a sexual assault. TPR means that another agency acts as the third party, which submits

information to the police on the behalf of the survivor. In this case, the SARP coordinator is the third party. She helps the survivor provide detailed information and fills out a simple form in the IWAV office. She submits that information without the survivor's name. In that way, the SARP is a bridge between the survivor and the police.

The SARP's Impact

Between July 2021 to March 2022, the SARP supported over 30 survivors of both recent and historic sexual assault on Salt Spring Island. In the future, we look forward to offering our services and continuing to build relationships with the other Southern Gulf Islands. We also anticipate more community and youth education. We are incredibly grateful for all the interagency and community collaboration that has made our program possible and for the courage of the survivors to come forward for support.

Peer Support Group

In November 2021, IWAV's SARP Coordinator, Outreach team, and the Peer Support Coordinators launched its first Peer Support Group for survivors of gender-based violence in response to long waitlists for mental health services and COVID-related isolation.

With a strengths-based focus, the group is built on an acknowledgement of survivors as the experts of their own lives. Peer support facilitators guide group members through a mix of psychoeducational topics, open sharing, and group support. Topics include recognizing the cycles of abuse, the neurobiology of trauma, responding to triggers, healthy relationships and communication, mindfulness, and self-care. Our Peer Support Group has supported 10 members.

"This peer group has been a lifesaver for me. It has become an important part of my health and recovery routine. I am in my 60s, a survivor of domestic violence. I look forward to the weekly support with other like-minded women; it keeps me sane, especially in this world today."

—D



Cynthia, Finance Manager; Heather, Program Manager; Kisae, Executive Director

Salt Spring Island Transition House & Crisis Line

517 crisis calls

31 women and 10 children served

927 number of bed nights

23 nights for average length of stay

Outreach Services

Education, safety planning, risk management, advocacy, emotional support, education, referrals, transition planning for women whose lives have been affected by violence or abuse.

79 women served

PEACE Program for Children and Youth Experiencing Violence

Prevention, Education, Advocacy, Counselling, and Empowerment through individualized psycho-educational programming for children and youth and support for parents/guardians.

9 women served

18 children served

Stopping the Violence Counselling

Counselling for women who have been affected by violence in relationships, sexualized assault, and childhood abuse.

26 women served

Sexual Assault Response Program

The Sexual Assault Response Program provides support for survivors ages 13+ of all genders for recent or “historic” (in the more distant past) sexual assault. SARP supports come in a variety of forms, including crisis management, accompaniment to hospital or RCMP for forensic exams and reporting, counselling, and referrals to other appropriate services. Now in its second year, the program is very busy with client work as well as community education and prevention efforts.

19 clients – outreach/coordination

19 clients – counselling services

The Cedars Second Stage

Second stage transitional housing and support for women and children who have been affected by violence.

9 women served

9 children served

Croftonbrook

Permanent rental housing for seniors and people with disabilities who can live independently.

42 tenants



New IWAV headquarters



Charcuterie Picnic Fundraiser



New apartments at Croftonbrook

Transitions Thrift Store

Alli Gaines, Thrift Store Manager

Transitions had a very successful 2021-22 year. The summer of 2021 brought fewer COVID restrictions and allowed us to reopen our change rooms. This was a decision that took a lot of consideration but was ultimately positive and increased sales. We also had two lovely summer students who helped to keep the store running very smoothly and allowed us to be open 6 days a week instead of 5. We continued to work out of the shipping container to accept and sort donations. As COVID restrictions were lifted further, we were able to recruit some new volunteers and had one volunteer return who had stopped due to COVID.

In November of 2021, demolition and construction of the adjoining store space began. A few walls needed to be removed to open up the store and prepare it to be retail space. We kept the large room at the back intact; this is now our donation room. The next stage of construction was to open up the wall between the current store and the new portion. This meant that we needed to downsize some of our clothing and houseware sections. The large hole in the wall was cut, and plastic sheeting was put up between the two spaces so the work could continue. All of our staff, volunteers and

customers were patient with the added construction noise and cooler store temperatures.

In mid-March, the space was ready, and we closed the store to customers for a week to make the big move. Staff and volunteers worked hard to pack and move much of the store. We reopened on March 22nd with the new space. We had very positive feedback from the community about the new space.

Our sales have increased, and we have had much better turnover of inventory due to having a larger, more inviting space which encourages customers to shop for longer periods. Also having more space means we can display things more effectively with less clutter so items seem to move out of the store quicker than they used to. Since adding the new space, we have been able to reduce our need to send as many items to the landfill, which is positive for the environment and means lower costs to our organization.

IWAV is grateful to all the donors and customers of the store who make the thrift store successful. As a result of this past year, over \$75,000 was generated for IWAV's anti-violence programs.





Board of Directors

Board of Directors for the 2021-22 year includes Sophia Jackson, Kristi Reynolds, Jayne Lloyd-Jones, Mylene Dammel-Sherrin, Heather Fox, Trysh Turgeon, Natalie Gold and Barbara Casey.

In July 2021, IWAV celebrated the retirement of Simone Fidelman who worked for 13 years as our Stopping the Violence Counsellor. She brought her humour, compassion and wisdom to her work where she supported and inspired many women. In January 2022, we said goodbye to Simone when she passed away. She is remembered fondly.



Allyship

Heather Picotte, Program Manager

Despite some gaps in activity due to staffing shortages, the IWAV communications team had a successful year of community outreach and awareness-raising. The results of our 2021 communications survey made it clear that our community needs education on how violence plays out on our islands and how to be a healthy ally to those experiencing it.

In response, our team developed two digital flowcharts that show survivors how to get support and allies how to give it. These can be found on our website Where to Turn for Help – IWAV. Often we see shows of token allyship by “liking” items on social media or wearing a certain colour on special days. Being a true ally requires effort every day of the year. Here are some basic ingredients for healthy allyship with those experiencing violence:

DO:

Listen

If someone feels comfortable enough to tell you they’re being abused, feel honoured, then listen. You don’t have to say anything; in fact, it’s better if you don’t.

Keep being there

Most people leave abusive situations temporarily several times before leaving permanently. It can take years. You might get frustrated and want to give up on them. Instead, be there when and if they need you, remembering that it is their life, their decision, and they know best when to make that move.

DON’T:

Judge

It takes major courage to disclose an abusive relationship, so being non-judgmental is crucial to maintaining a survivor’s trust. Remember that abuse happens to people from all walks of life, in all types of families. Let the survivor know that you believe them and that they didn’t do anything to deserve the violence.

Give advice

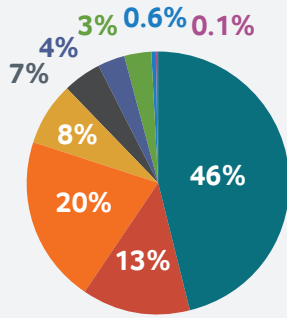
Survivors of violence are the experts on their own situations. No one else knows them better, and likely no one knows their abuser better. Well-meaning advice could also make a bad situation far more dangerous. Let the survivor take the lead on whatever steps they think are necessary.

Mandy

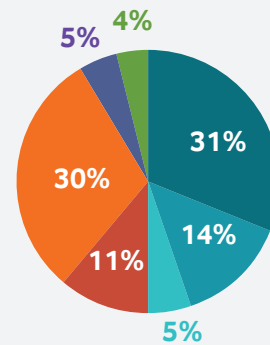
“IWAV has been nothing short of an absolute blessing in my life. Because of their peer support groups, housing support, counsellors, outreach, daily support and their willingness to help in any way possible, my son and I are now able to feel secure, supported and safe.”

2021–2022 Financial Statement

Income



Expenses



Anti-Violence Program Government Funding	\$946,497
Thrift Store Sales	\$274,346
Rental Income	\$418,076
Affordable Housing Government Funding	\$161,685
Donations	\$94,093
Grants	\$70,680
COVID Funding	\$67,907
Fundraising Income	\$11,535
Interest	\$2,211
Total	\$2,047,030

Transition House Program	\$567,004
Counselling Programs	\$247,005
Outreach Programs	\$96,150
Thrift Store	\$197,028
Affordable Housing	\$550,828
Administration and Audit	\$84,671
COVID Programming	\$67,236
Total	\$1,809,922

IWAV's fiscal year is April 1 to March 31.

Donations & Funding

Islanders Working Against Violence is grateful to our funders, government partners, community organizations, local businesses and the many individual donors who support our society's anti-violence and housing work.

In this past year, IWAV received donations from local businesses: Mouat's Home Hardware, Country Grocer, Shopper's Drug Mart, Thrifty Foods and Island Savings—First West Credit Union. In November 2021, IWAV was the chosen charity by 100+ Women Who Care Salt Spring Island whose membership donated a total of \$18,500 towards our second stage program. As well, we received contributions towards

our Croftonbrook Solar Project from 100 Men Who Care Salt Spring Island, Mauro Family Foundation, Salt Spring Island Foundation and VanCity EnviroFund.

IWAV welcomes all donations, which can be made through cheque, credit card, stocks and bequests. Information can be found at iwav.org/donating. All donations are used at the direction of the donor (i.e., specific program) or are used in service delivery to directly benefit women and children who access our anti-violence programs.

IWAV is a registered charity (#89952 7279) and will issue a tax receipt for all donations.



Islanders Working Against Violence

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iwav.org