



AVALON SEXUAL ASSAULT CENTRE

ANNUAL REPORT

2014 - 2015

*Healing
Empowerment
and Social Change*



AVALON
SEXUAL ASSAULT CENTRE

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WHO WE ARE

>> WE ARE ADVOCATES

The Avalon Sexual Assault Centre is a feminist organization working to eliminate sexual assault/abuse, and to change the current socio-political culture that fosters sexism, social injustice and other forms of oppression.

>> WE ARE EDUCATORS

Avalon Sexual Assault Centre is committed to working with our colleagues, clients, and community using a feminist approach to invoke change and healing at both personal and societal levels.

>> WE SUPPORT EMPOWERMENT

Avalon Sexual Assault Centre uses a flexible, client-centered approach that supports self-determination. We support clients by being non-judgemental, providing information about their options, and affirming their decisions.

>> YOU ARE NOT ALONE

Sexual violence profoundly affects individuals, families and our community. Avalon Sexual Assault Centre is committed to a practice approach that promotes victim empowerment and acknowledges that the person who commits the violence is responsible for their behavior.

>> WE ARE HERE TO HELP

Avalon Sexual Assault Centre provides services for those affected by sexualized violence, with primary emphasis on support, education, counselling and leadership/advocacy services for women and trans* people.

CHARITABLE STATUS

The Avalon Sexual Assault Centre is a registered, community based, not-for-profit organization registered by the Canada Revenue Agency for tax deductible charitable donations.



MODEL OF PRACTICE

USING A FEMINIST LENS TO CREATE SAFER SPACES FOR TRAUMA INFORMED PRACTICE

Avalon Sexual Assault Centre strongly believes that sexualized violence is a gendered and misogynist crime. Avalon Centre's vision is to eliminate sexual assault/abuse and change the current socio-political culture that fosters sexism, social injustice and other forms of oppression. Central to Avalon Centre's model is a feminist analysis of sexualized violence which informs Avalon Centre's approach to education, services, and community mobilization. Feminist analysis asserts that sexualized violence exists because of power imbalances rooted in patriarchy and gender inequality as well as other forms of oppression and systemic inequalities based on gender/sex, age, race/ethnicity, class, ability, and religion, etc. Sexualized violence is regarded as gendered because the majority of those victimized are female (86%) and the majority of perpetrators are male (98%) regardless of the victims gender. People who identify as transgender, gender queer, or who do not identify with a gender at all face disproportionate rates of sexualized violence (50%-80%) and may experience greater difficulty accessing support and services because of their gender identity. Racialized women and women living with disabilities are also disproportionately targeted for sexualized victimization compared to other women. When men and boys are sexually victimized they are targeted through power imbalances and vulnerability or the sexual assault/abuse is done to reduce them to "other" and less than the person committing the assault.

Our counselling program provides therapeutic counselling services for women and Trans* people 16 and older. However, the centre itself is not a female-only space. Information and support services are available for supportive partners and non-offending parents. These programs were borne out of clients wanting support from significant people in their lives. We recognize and support every client's right to safer spaces and we continue to strive to create a positive and supportive environment of healing and empowerment. The Sexual Assault Nurse Examiner Program provides medical follow up, forensic evidence collection, options information, support and referral after immediate sexual assault to all ages/all genders. We work with all members of the general public, victims/survivors, and service providers through our public awareness and community education/training program and by providing information, support, referral, and resource distribution. Avalon Centre strongly believes that in order for systemic violence/oppression and male violence against women to be eradicated we need to work with all populations within our communities and province. While limited resources prevent Avalon from providing direct services to all populations, we are committed to continuing to work with government, other organizations, and the community to address all aspects of sexualized violence.



MESSAGE FROM THE EXECUTIVE DIRECTOR AND THE BOARD CO-CHAIRS

This was a busy and exciting year for Avalon. The 2014-15 year saw an increase in service demand, the introduction of new client services, and an increase in the complexity and specialization of service requests. Unfortunately, over the past year, there have been several high profile cases of sexualized violence in our province. This has led to even more people contacting Avalon in crisis or requesting services for the first time.

These increased service demands have been coupled with an increase in Avalon's public profile. This year, we focused on improving our media presence, our public awareness and social media campaigns, and our involvement in social justice advocacy and legislative change. We have experienced more requests from community partners and other service providers to collaborate in new initiatives and to address gaps in service delivery.

The public is also becoming more engaged around the issue of sexualized violence. Avalon has experienced an influx of inquiries and requests from members of the public interested in community engagement and mobilization initiatives. Avalon Centre has been trying to address the ever changing and growing program and service delivery needs with limited staff, finances, and resources. We have not always been able to keep up with all of the requests and expectations over the year. This has greatly impacted clients, the community, and staff members. Avalon remains committed to looking for new and improved ways of meeting the needs of clients, the community and staff members, while continuing to be fiscally responsible.

Although we are working in a challenging environment, the support we have received from other organizations, donors and the public have reassured us that we are not in this alone. Now more than ever Avalon is collaborating with other community organizations to share expertise, resources, and information. We also know that the provincial government is more engaged than ever before around the issue of sexualized violence. With the release of the province's first sexual violence strategy, *Breaking the Silence: A Coordinated Response to Sexual Violence in Nova Scotia*, Avalon is optimistic that our province is positioned to make significant inroads in reducing sexualized violence.

Just as the province is making changes to better address sexualized violence, Avalon has undergone changes as well. This year, brought us a new executive director, as well as staff and board members. While this has been a learning process and a big change for many of us, including clients, it has also provided an opportunity to reflect on who we are as an organization and identify strengths, successes, areas of growth and learning needs.



Board of Directors: Key Result Areas of Focus

The Board of Directors have identified Key Result Areas of focus that support staff members, strengthen the direct service delivery, and advise the organizational direction of Avalon Sexual Assault Centre. The Key Result Areas include:



FINANCIAL STABILITY

To establish and implement plans that will ensure the financial stability and sustainability of Avalon Centre.



FUND DEVELOPMENT AND COMMUNICATIONS

To develop and implement a plan to raise funds in a sustainable manner, whether through government, business, or individuals and to implement a communications strategy to support it.



HUMAN RESOURCES

To develop, implement and maintain a human resource strategy that strives to ensure sufficient staff resources for effective service delivery and fosters a workplace where employees feel fully engaged and supported.



GOVERNANCE AND NOMINATIONS

To ensure a diverse, engaged and well informed Board of Directors that provides direction for the organization through sound decision-making.

Jackie Stevens, *Executive Director*

Kerry Copeland, *Board Co-chair*

Katie Mallam, *Board Co-chair*



INDIVIDUAL COUNSELLING AND GROUP PROGRAMS

About the Program

The current counselling services offered by Avalon Centre include: Counselling Request Calls, Initial Consultation Sessions, Information Sessions for Non-Offending Parents and Partners, Foundations of Safety Sessions, Relational Healing-Focused Sessions, Wait-List Check-In Sessions and Follow-Up Counselling Sessions. New counselling request calls are responded to within a week and we strive to offer an initial consultation session to each new client of the Centre within four weeks. Those who have experienced recent sexual assault (past month) continue to be prioritized for consultations, which we offer within a one week service standard.

Individual Counselling

The Therapeutic Counselling Program currently serves women and Trans* individuals, 16 years and older. The Program extended its service to become fully inclusive to Trans* individuals at the start of this fiscal year. This represents a key service expansion in recognition of the high level of sexual assaults and harassment disproportionately experienced by Trans* individuals in our community and beyond.

It was the most difficult phone call I have ever made but when I walked in the door and saw a counsellor for the first time I knew I was in the right place. They were so welcoming and kind and made me feel safe for the first time in my life .

361 clients
served which is an
increase of 24 clients
above last year

It has made a huge difference in my life, knowing there are programs/places out there that people like me can access. It makes a huge difference in the community to have Avalon Centre... so people can get the help they need to cope with the trauma.

Group Program Services

We presently offer groups within three broad areas of focus including: "Safety Building Foundational Group Programs", "Relational Healing Focused Group Programs" and "Living Fully in the Present Group Programs". During the 2014-15 programming year, the counselling team once again offered a reduced group program to focus our limited resources towards addressing ongoing high requests from clients seeking individual counselling, along with managing significant staffing related changes. We also needed to postpone a planned winter group due to extreme weather related challenges.

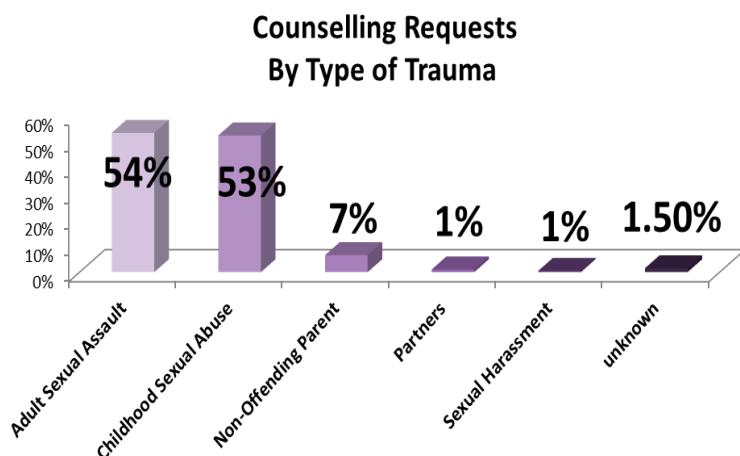
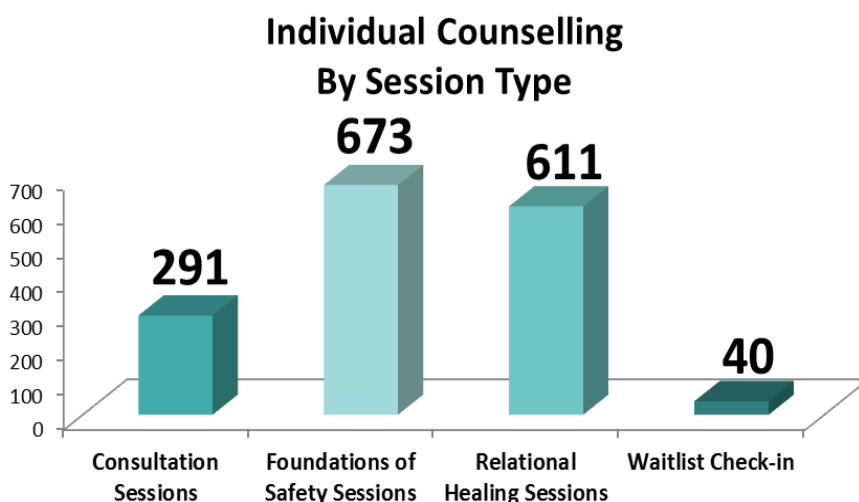


Conceptualizing the Statistics

Bridge funding from DCS enabled us to hire two additional therapists to address our waiting list, therefore we were able to increase the number of clients served. However, factors such as funding delays, staff changes/ illness, and extreme weather conditions resulted in a decrease of sessions provided. For the first time ever, the number of adult sexual assault cases have equalled childhood sexual abuse cases. There has also been an increase in clients who were recently sexually assaulted compared to those who are survivors of historical sexualized violence. This is in part due to the increase in the youth population accessing our services, and the expansion of quicker to access sessions to include clients who have experienced sexual assault in the past 12 months. Our concern is that the decline in adult childhood sexual abuse survivors accessing our services is the result of the lengthy wait list and the complexities of trauma experiences many childhood survivors experience.

Statistically, over the years, former clients return to access further counselling sessions following a mandatory break. This approach assists clients in moving away from survival-based coping responses as well as a gradual processing of significant past trauma and losses. The mandatory break also serves to help manage our wait lists and works for some individuals. However, for many of our clients who experience complex trauma, the requirement of mandatory breaks impedes the building of safety, consistency and trust, which is absolutely necessary to create a therapeutic working alliance. Clients experiencing ongoing crisis are also not in a safe position to take a mandatory break. Therefore, to ensure that we meet the required standard of "do no harm", we determine each client's needs on an individual basis to determine the timing of required breaks. For those individuals who are in a better position to safely manage breaks, we offer occasional "check-in" sessions as needed.

Avalon counselling staff provided a combined total of 1615 sessions



300 new requests for counselling services; The second highest total recording since the professional counselling program began in 1996

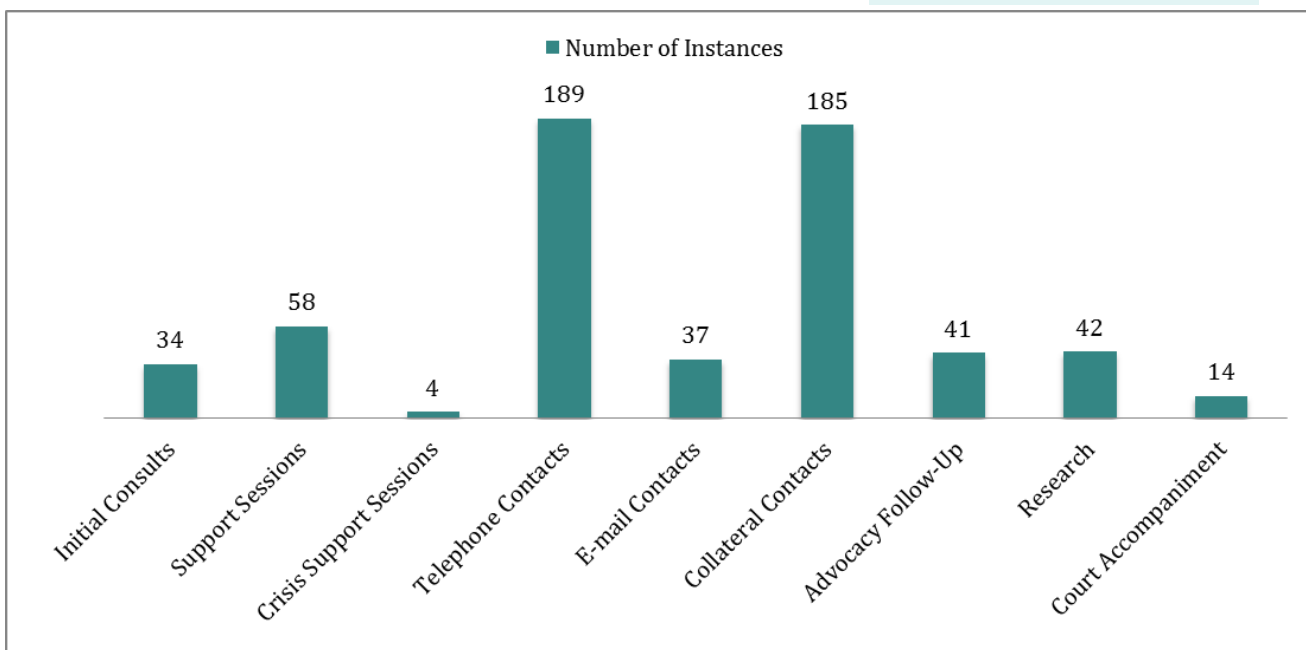


LEGAL SUPPORT/ADVOCACY

About the Program

The Legal Support/Advocacy service initially was offered between 2007-2012 with funding from the Law Foundation of Nova Scotia. When Avalon's continued funding from the Law Foundation decreased as a result of the economic down turn, we were unable to sustain the staff position for this service. We received a one year grant from the Canadian Women's Foundation that enabled us to re-instate this service and hire an Initial Response and Legal Support and Advocate Counsellor between January 2014-March 2015. The following are statistics and summarizations collected from the direct service work and other tasks undertaken by the Advocacy Counsellor from April 2014 to March 2015.

55 new client requests for advocacy counselling



The demand for this service continues as does or search for sustainable funding to re-instate this position. In 2015/16 we are trying to the best of our ability to provide legal support and court accompaniment to clients who accessed these services in 2014/15. This prevents them from having to continue legal processes without adequate support. However, this is difficult to sustain long term without a dedicated staff position. Currently we are unable to accept new requests for delivering Legal Support/Advocacy and are limited in our crisis response to new clients/contacts. This is a huge gap in our services.

163 total clients served this year



DARTMOUTH NORTH PROJECT

The Dartmouth North Project was developed with funding from Status of Women Canada to help prevent violence against women and girls in the Dartmouth North Community. This was a two year community collaboration and mobilization project that began in 2013. Project partners include Avalon Centre, Dartmouth Family Resource Centre, Alice Housing, John Martin Junior High, Bicentennial School, and Dartmouth High School. Residents were concerned about the number of incidents involving harassment and assault towards young women. They were trying to find a way to prevent these issues and also how to deal with them when they happened. If people were more educated as to what behaviors aren't acceptable and what services are available to them in their community, maybe this would help.

It's been a very busy year. Based on the community needs assessment completed in year one, we have taken our direction mostly from the community members and what they wanted to see happen in their community. One issue identified was the lack of communication between organizations and service providers. Many felt that there were gaps in services because of duplication of services and lack of knowledge of services available. We tried to encourage more communication by having community meetings where everyone who offers programs, services or has an interest in Dartmouth North could come together and get to know each other. By knowing what services are out there for women and families, everyone is able to offer more help and guidance when approached by someone in need. We did some Asset Mapping to find out what assets there are in Dartmouth North and where the gaps are. We talked about what services were needed in the community and how to make them accessible to people. We also talked about developing a communication strategy to keep everyone connected. There was a wide variety of people sitting around the table; school principals, women shelters and programs, childcare services, recreation services, funders, 3 levels of government, community groups, Legal Aid, Schools Plus, Mental Health & Addictions and Health & Wellness Navigators.

Another issue identified in the needs assessment was more engagement with youth around issues of violence and healthy relationships. We wanted to get a sense of which community groups in the Dartmouth North area were doing work with boys and girls in the neighborhood. We connected with 4 groups over the summer and facilitated arts based sessions. We have plans to share information about the success of these sessions to encourage teachers, supportive adults and community leaders to continue using creative ways of engaging youth around these important issues. We were able to connect over 30 youth to the MacPhee Centre for Creative Learning this summer. Majority of the youth and community leaders were unaware that this amazing creative space was in their community. Our hope is that the youth continue to utilize this space and other safe spaces in the community that are growing.

We have been out in the community meeting with people and sharing our work. As well as helping people advocate for services. We are involved in many areas of the community such as the schools, community centres, youth groups, committees for special events and family events. We are making connections and helping the community and its residents become empowered. This project will be finishing up in November. We are confident that the communication strategy, the awareness of the MacPhee Centre and the connections made within the community will help to continue the positive work happening.



COMMUNITY/LEGAL EDUCATION AND PROFESSIONAL TRAINING

About the Program

The Community/Legal Education and Training Program is designed to engage in sexualized violence prevention work. This includes ongoing professional development; council and planning meetings, internal and external consultations, networking and committee work; hosting information sessions and table displays; organizing and supporting community events, developing and facilitating workshops, conducting professional training, managing resource development and social media presence, and coordinating students/volunteers/educators as required.

Workshops

This was a busy year for workshop facilitation in the community. Our requests ranged from topics on elder sexual abuse, mitigating secondary wounding for helping professionals, and consent-based education for youth. Questions that often arise at school-based workshops are focused on alcohol and sexualized violence – an area that young people express a lot of confusion regarding consent. This trend was also noted during the Youth Outreach Education project. Discussions on abuse of power and gender oppression were central throughout these workshops. Avalon's prevention efforts include the development of resources to address issues of substance use, alcohol consumption and sexual activity.

**47 workshops
facilitated in schools**

10 professional training sessions

Professional Training

Our First Responder Training is developed to help support professionals and stakeholders to provide response and support to people disclosing sexual abuse/assault and/or calling or presenting in crisis. All of our trainings are custom designed to try and best meet the need of the participants and organization booking our service. Topics include: approaches that staff can use to counter victim blaming and demonstrate they won't tolerate sexualized violence, options after sexual assault, and trauma informed practice, supportive response to disclosures and duty to report, minimizing secondary wounding and understanding vicarious trauma.

Community Consultations

Beginning in June and running through to December we conducted informal community consults with 15 community organizations to further identify priorities and needs of the HRM community. Themes arose such as barriers to youth accessing informed information and services, alcohol and consent information, issues with professional services and more which have been explored in the consultation report. A secondary outcome of these consultations has resulted in further awareness of Avalon's services and programs – as many organizations did not feel they had a good working knowledge of what Avalon does as well as strengthening and creating new partnerships which have resulted in follow up trainings and collaborations.

**126 meetings/
consultations**



PUBLIC AWARENESS

16 community events

Mobilization:

Expel Misogyny: No Reconciliation Without Justice

In response to the rape-threats and hate speech made by male dentistry students, we organized a rally and silent march in protest at Dalhousie University and advocated that Dalhousie respond proactively beyond just the Restorative Justice process. This rally was very powerful, and received national media attention. Over 200 attended, and Avalon's web presence was seen by thousands. Avalon partnered with South House for this initiative building upon partnerships built in the community consult in the summer of 2014. A follow up rally was organized by South House for January 5th. We continued to be involved in systemic and individual consultations and advocacy processes throughout the year.

Thanks so much to the organizers, speakers, and other attenders. This was an inclusive and truly meaningful demonstration of solidarity.

5 new resources developed for youth, community members, and service providers

Campaigns: I Don't Owe You

Avalon Sexual Assault Centre's "I Don't Owe You Campaign" is a sexualized violence/abuse awareness and prevention campaign that focuses on the complexities of sexual consent, misogyny, male entitlement, bodily autonomy, and empowerment. The concepts for the campaign was identified from our work with youth and young adults through our community/school based education programming.

1,369 likes on Facebook
 which is an increase of 564 above last year

Thanks for posting about issues that affect ALL victims and survivors of sexual assault and abuse.

Social Media

This year our social media presence has seen major increases on all platforms. In keeping with our social media policy and best practices, we have been more mindful of posting possibly triggering content and shifting towards messages around healing, empowerment and social change. The highest engagement we have received have been posts related to community events, initiatives, and campaigns.

776 followers on Twitter
 which is an increase of 238 above last year



SEXUAL ASSAULT NURSE EXAMINER PROGRAM

About the Program

The Avalon Sexual Assault Nurse Examiner (SANE) Program provides immediate response to sexual assault victims/survivors requiring medical/forensic/supportive care. Now in its 15th year, the program provides SANE response to 4 health centres within Halifax Regional Municipality: QEII Health Sciences Centre, Dartmouth General Hospital, Cobequid Community Health Centre, and IWK Health Centre for Women, Children, and Families by SANE nurses. A Sexual Assault Nurse Examiner (SANE) is a Registered Nurse with advanced training and education in sexual assault examination and treatment, including medical and forensic examination of sexual assault victims. The SANE Program provides emergency response to all ages and genders within 120 hours (5 days) of a sexual assault.

I liked that they made me feel like it wasn't my fault and that I'm not alone. And that made me comfortable.

209 total response calls
which is an increase of 38 above last year

Professional Development

The SANEs are committed to ongoing professional development and attend education sessions regularly, including community resource education sessions, conferences and regular SANE monthly meetings. Three SANEs were able to attend the International Association of Forensic Nurses (IAFN) Conference. The SANE Coordinator was able to attend the End Violence Against Women International (EVAWI) Conference on Sexual Assault, Domestic Violence, and Campus Assault this year. The knowledge obtained at this conference was both timely and relevant to work being done within our community this year. Several SANEs have pursued additional focused education in forensic nursing to enhance their knowledge and expertise in this specialized field; four SANEs at the Baccalaureate level and the Coordinator at the Graduate level. We currently have 3 SANE's who hold a SANE-A (Adult/Adolescent) Certification. The SANE Coordinator holds both a SANE-A (Adult/Adolescent) and SANE-P (Pediatric) Certification. Certification as a SANE-A and/or SANE-P signifies that a sexual assault nurse examiner has demonstrated the highest standards of forensic nursing practice as recognized by the International Association of Forensic Nursing. A six day orientation/SANE curriculum training was delivered by the SANE Coordinator to 5 new Avalon SANEs this year. Several other SANEs within the program also independently attended all or part of the curriculum sessions as a review for their own learning needs.



**Direct medical/forensic
response was provided to
110 clients**

Education and Professional Training

The SANE Coordinator provides education sessions, principally focused to medical or legal audiences, about the SANE Program, sexual assault response and examination, drug facilitated sexual assault, trauma informed response and sexual assault trauma to specialized groups and learners. Education sessions/lectures were provided by the SANE Coordinator to medical residents and students (IWK Child Protection Team, Dalhousie Emergency Medicine, Family Medicine, Pediatric Medicine, and Medical Students), Emergency Nursing and Paramedicine students, Canadian Association of Physician Assistants, as well as information and educational sessions to community groups, new staff and SANE's. Other educational sessions provided by the SANE Coordinator this year on request include: Halifax Regional Police (HRP) Sexual Assault Investigators Course (acute sexual assault, trauma informed response), Halifax Regional Police, RCMP, municipal police patrol officers (trauma informed response), Department of National Defence military clinicians - physicians/physician assistants (acute sexual assault), Halifax Regional Police/RCMP/NS Department of Justice Victims Services (sexual assault response), Canadian Women's Foundation (acute sexual assault response), and Department of Health and Wellness (acute care services).

**Age range of clients seen
this year was
4 to 71 years old**

This is an essential program! The females are extraordinary, compassionate individuals and I feel heard as well as medically supported.

Community Involvement

Community collaboration remains a crucial aspect of the SANE Program. The Coordinator continues to meet with many community partners with a shared goal to exchange knowledge and ideas to aim to improve response to sexualized violence. In addition to many government meetings, meetings were attended with various groups and individuals, including IWK, Halifax Regional Police, RCMP, St Mary's University, Dalhousie University, SANE Coordinators from across the country, and others. The Coordinator sits on a number of community committees and chairs the Halifax Sexual Assault Response Team (HSART), Making a Difference Canada - Halifax Advisory Group, co-chairs Atlantic Partners in Sexual Assault Response.

YEAR IN REVIEW

Over the past 12 months Avalon has focused on improving services for clients, providing a better working environment for staff, investing in fund development, and engaging in strategic planning.



IMPROVING SERVICES

As demand for Avalon’s services increases, we look for ways to improve the supports we provide to clients and communities. Through the following initiatives we are improving our client services:

Through education, training initiatives, and collaboration with LGBTTQ* community groups, and racially diverse populations, Avalon has expanded its capacity to provide direct services to youth and Trans* people.

Through formal evaluations of the Sexual Assault Nurse Examiners’ Program (SANE), Therapeutic Counselling Programs, and Community/Legal Education and Training Program, we determined how to respond to ongoing client and community needs in a more effective and strategic manner.

Through changing the physical layout of the waiting area, signage, website, and educational resources, Avalon has created a safer space for clients and community partners.



CARING FOR STAFF

Avalon implemented a staff recruitment and retention plan that included developing salary ranges and processes of support/development for full-time, as well as term staff members. This includes acknowledging and addressing vicarious trauma effects of this work and creating an internal organizational process for developing inclusionary and safe staff engagement.



FUNDING

Avalon has long recognized that one of the challenges impacting our ability to sustain and grow our direct programs and services is access to longer-term sustainable funding. We began reviewing our organizational structure, and approach to fund development. We have also begun implementing processes and practices to engage with a broader range of funding sources. Through this process we hope to build, improve, and develop stronger relationships with current, long term, and new funders and donors.



MOVING FORWARD

It is becoming increasingly challenging to balance providing day-to-day critical services, with the increase demands for client advocacy, fund development, and collaboration with community partners. As with most non-profit service providers we have to do more with less – and we are up to meeting that challenge.

Avalon is committed to addressing and meeting the growing demand on services while facing the challenge of limited resources. We recognize that this work will require our organization to create new and evolving solutions which are responsive to the ever-changing landscape of sexualized violence in Nova Scotia. This work will continue into the 2015/16 year as we develop an organizational strategic vision and business plan to maintain existing services and support sustainable growth of the organization.

Nova Scotia and Avalon are positioned better than ever for addressing sexualized violence. Although we are facing many challenges in the 2015-16 year, we know that through collaboration, engagement, and strategic investments, we will continue to provide feminist, trauma informed, inclusive, client services.

Avalon gratefully acknowledges the active contributions and support provided by current and past board and staff members, students, volunteers and friends of Avalon. We appreciate the ongoing support of our funders and donors who enable us to do this important work. We are humbled by the outpouring of community support and engagement over the past year from members of the public, community partners, public service groups, and the people who access our services. You are the inspiration and motivation that keeps Avalon going. We thank you for your courage, determination, insight, and encouragement.



TREASURER'S REPORT

At the Avalon Sexual Assault Centre we spent the 2014-2015 fiscal year trying to balance the demands for our various services with the current funding model. As the Province of Nova Scotia was working on the new model for sexual assault services, we received bridge funding of \$136,000 to support our financial requirements until a more permanent funding/service model is finalized. It has been a difficult couple of years trying to staff the Centre without knowing the future funding as well. We have been unable to offer permanent contracts to counsellors which makes hiring more difficult.

Total revenues recognized during the fiscal year were \$768,000, of which funding from the Province of Nova Scotia was \$479,000. Other funding sources included Status of Women Canada, the Law Foundation and The Canadian Women's Foundation. Avalon is very grateful for the support of these organizations. \$106,000 from the Status of Women Canada was for a specific project aimed at preventing and reducing violence against women and girls in high risk neighborhoods.

Total expenses in the year were \$757,000. Salaries, wages and benefits were \$477,000 and spending on special projects was \$125,000. During the year some long delayed capital equipment was purchased including a new server and access control system for a total of \$25,000.

The 2014-15 fiscal year ended with a small surplus of \$10,000 which has been recorded to the unrestricted reserves and will be used to support the operations of the Centre in 2015-16.

Other projects and programs offered by the Centre during the year included the Sexual Assault Nurse Examiner (SANE) Program which received funding of \$398,000 from the Nova Scotia Department of Health through the IWK Children and Women's & Newborn Health Program. Expenses for the year were \$382,000, consisting primarily of wages for nurses and administration and the year ended with a small surplus of \$16,000. During the year, the SANE Program received \$52,500 from the Department of Justice Canada Victims of Crime Fund to be used to assess the impact of the SANE Program on the progression of sexual assault cases through the criminal justice system. As of year end, \$29,446 of the funding is unspent and included in deferred revenue. This project continues into 2015/16.

Laurie MacKeigan, CA



Avalon Sexual Assault Centre
Summary Statement of Revenue and Expenses
Year ended March 31, 2015

	2015	2014
Revenue		
Province of Nova Scotia	\$ 478,793	\$ 454,257
Status of Women Canada	106,260	38,385
Law Foundation	50,733	50,733
Canadian Women's Foundation	43,689	32,474
Donations/Fundraising	40,588	37,462
Admin Fees and Other Grants	47,909	54,972
	<hr/> \$ 767,972	<hr/> \$ 668,283
Expense		
Salaries and Benefits	\$ 477,160	\$ 405,898
Special Projects	125,059	75,284
Rent	61,877	52,204
Other	93,371	48,756
	<hr/> \$ 757,467	<hr/> \$ 582,142
Excess of Revenue Over Expenses	\$ 10,505	\$ 86,141

Avalon Sexual Assault Centre (SANE Program)
Summary Statement of Revenue and Expenses
Year ended March 31, 2015

Revenue		
Province of Nova Scotia	\$ 372,804	\$ 292,300
Special Project	23,054	-
Other	2,500	27,248
	<hr/> \$ 398,358	<hr/> \$ 319,548
Expense		
Salaries and Benefits	\$ 300,089	\$ 239,090
Special Projects	23,054	-
Other	58,841	105,283
	<hr/> \$ 381,984	<hr/> \$ 344,373
Excess of Revenue Over Expenses	\$ 16,374	-\$ 24,825



AVALON STAFF AND BOARD

CURRENT STAFF

Jackie Stevens	<i>Executive Director</i>
Caroline Kunysz	<i>Office Manager</i>
Glenda Haydon	<i>Individual Counselling and Group Program Services Coordinator</i>
Cindy Knapton	<i>Relational Healing Therapist</i>
Cindy Boland	<i>Relational Healing Therapist</i>
Adrienne Buckland	<i>Initial Response and Foundations of Safety Therapist</i>
Allison Desjardins	<i>Foundations of Safety Therapist</i>
Jane Gavin-Hebert	<i>Community/Legal Education and Professional Training Coordinator</i>
Amina Abawajy	<i>Public Awareness and Social Media Manager</i>
Susan Wilson	<i>SANE Program Coordinator</i>
Tarah Vallee	<i>SANE Program Administrative Assistant</i>
Peggy Mahon	<i>SANE Project Evaluator (contract)</i>
Lameia Reddick	<i>Dartmouth North Project Coordinator (contract)</i>
Robyne Gorman	<i>Dartmouth North Project Coordinator (contract)</i>

CURRENT SANE NURSES

Susan Wilson
 Jane Collins
 Lynn Dorcas
 Sandra Witherbee
 Annette MacDonald
 Paula Nickerson
 Margaret Winstanley
 Jodi Simpson
 Shauna Matheson
 Corinne Thompson
 Connie Harrison
 Melanie Withrow
 Dawn Murphy
 Ruth Campbell
 Margaret Duykers
 Ella Tweedie
 Amy Earnshaw
 Susan Carr Rudolph
 Beth O'Brien

CURRENT BOARD MEMBERS

Kerry Copeland *Co-chair*
 Katie Mallam *Co-chair*
 Laurie MacKeigan *Treasurer*
 Joanne Bealy
 Melissa Furey
 Ann McCabe
 Sylvia Parris
 Shakira Weatherdon

Incoming Board Members:

Alison Delory
 Nicole Doria
 Suman Jha
 Robin Levy




AVALON

SEXUAL ASSAULT CENTRE

Start By Believing

1526 Dresden Row, 4th Floor
Halifax, Nova Scotia
B3J 3K3

Phone: 902-422-4240
Fax: 902-422-4628
Email: info@avaloncentre.ca

 Avalon Sexual Assault Centre

 @CentreAvalon