

DOORWAYS
for women and families
35th Anniversary

FISCAL YEAR 2012
ANNUAL REPORT

*Celebrating 35 Years of Creating Pathways
to Safety and Stability*





Letter from the Executive Director:

Dear Friends,

I find myself reflecting on another great week at Doorways as I write this letter. Three families moved out of our **Domestic Violence Safehouse** and into safe homes of their own where they will continue on their pathways to safety and stability. With tears of joy in her eyes, one mother showed me the key to her apartment and thanked Doorways for existing. She felt “blessed” to have such a place to escape from violence and to find such supportive and kind people to help her and her children believe in themselves again. Yesterday, at the grocery store, I ran into a family that, last year, moved from our **Freddie Mac Foundation Family Home** into their own apartment via our **HomeStart Supportive Housing** program. The mother told me about all of the great things happening for her and her daughters at work and school. She shared how grateful she remains to Doorways for how different her life is today, versus one year ago when she and her children lived in their car for two weeks.

This year, we celebrate our 35th Anniversary. It’s astounding to me that the stories of people like those above have been happening for three and a half decades. In addition to sharing our results from last year, this Annual Report looks back on those 35 amazing years with more stories of the courageous women, men and children who have changed their lives with Doorways’ help. We also share more of the Doorways story: how we have evolved over the years; growing our services and programs to keep pace with the changing world that impacts women and families working to overcome violence and homelessness. Finally, we look toward the future and share our strategies for creating even more opportunities for those who need our help.

Looking forward, Doorways is entering a new chapter. For the first time in our nation’s history, federal policies are bringing new resources aimed at reducing family homelessness, including strategies specific to survivors of domestic violence. Our clients stand to have more opportunities than ever before to move forward into housing of their own, permanently free of abuse. This public funding focuses on housing needs, yet less so on the life-changing services that are so key to lifting women and families into stable, self-sufficient futures. Meanwhile, major foundations that have supported our services for years are facing challenges of their own. To keep our response going, we need your help.

For 35 years and counting, Doorways has evolved and adapted our response to meet families’ profound and far-reaching needs. With the help of compassionate foundations, individuals, corporations, civic groups, and government partners, we have provided not only safe shelter but permanent housing and targeted services to help adults and children overcome their unique challenges, such as children’s services, counseling, financial skill building, employment development, court advocacy, and housing advocacy. Together, we’ve made a tremendous impact and have transformed thousands of lives. We have created a safety net and a pathway forward for women and families to have the fundamentals on which to thrive. Thank you for making the last 35 years so impactful and for your commitment to continuing the journey with us until we create brighter futures for every woman and family impacted by domestic violence or homelessness.

In partnership and appreciation,

Caroline Jones, MSW
Executive Director

OUR MISSION

Doorways for Women and Families creates pathways out of domestic violence and homelessness leading to safe and stable lives.

OUR VISION

We envision a community where all people live free of violence and have safe and stable housing.

OUR VALUES

Empathy

We seek to understand different perspectives and approaches in our interactions and responses to one another.

Collaboration

We believe working with others through active preparation and participation adds value, increases effectiveness, and improves our impact.

Integrity

We value fairness, honesty, transparency and accountability in our words and actions.

Inclusivity

We are committed to a culture of inclusivity and exercise equality and mutual respect.

Empowerment

We promote personal responsibility and accountability and believe in supporting people to achieve their personal best.

Respect

Through our words and actions we acknowledge the worth and value of each person.

2011 – 2012 BOARD OF DIRECTORS

Officers:

Shelley Goode, President
Nicholas Evans, Past President**
Jim Arnold, Treasurer
Stephen Fedorchak, Secretary
Caroline Jones, Executive Director



*Board President,
Shelley Goode*

Members:

Chuck Adkins-Blanch
Alice Barrett Feeley
Christy Cole
Rebecca Collins**
Alissa Curry*
Monica Gardner**
Eric Gutshall
John Kell*
John Michael-Knowles*
Christine Leonhardt-Kimm
Jeanne Mahoney**
Justin Miller
Emily Nack
Joanne Petty*
Russell Rosenberger**
Lynne Strobel**
Alisa Wong*
Monte Zaben**
Trey Walker*

**Welcome to our newest board members*

***Special thanks to those who completed their terms in fiscal year 2012*

The Doorways Model



Doorways for Women and Families envisions a community where all people live free of domestic violence in safe and stable housing. Since 1978, we have offered a pathway out of violence and homelessness for women and families in our community. Doorways' comprehensive approach provides safe shelter and housing, life-changing support services, and community advocacy, resulting in new beginnings for thousands of parents and their children.

The causes of family homelessness and domestic violence are profound and varied, so there is no single service that universally helps families overcome their barriers to independence. Doorways' three-tiered strategy to meet needs of our clients includes:

1. Immediate and long-term safe housing for women and families fleeing domestic violence and homelessness;
2. Holistic support services that teach individuals the skills and tools necessary to lead safe, independent lives; and
3. Community partnerships and advocacy efforts that lead to political and economic changes designed to eliminate the root causes of violence, poverty, and family homelessness.

SAFE HOUSING

Women and families come to Doorways in the most desperate of circumstances, without basic safety and shelter. They come from unsafe, overcrowded living conditions where the threats of violence, illness, poverty, or hunger are real and immediate.

Emergency Shelter – For women and families facing imminent danger due to domestic violence or homelessness, Doorways operates two emergency-response shelters: an 11-bed **Domestic Violence Safehouse** for women and children fleeing domestic violence, and the 21-bed **Freddie Mac Foundation Family Home** for families who are experiencing homelessness. At both shelters, women, children and families receive more than a bed and a meal. With our intensive services, our clients begin to address the larger issues of chronic poverty, joblessness, and diminished physical and mental health.

Permanent Housing – Doorways' housing-based programs prevent at-risk families from becoming homeless and provide next-step housing and support to families leaving shelter. Together, these programs reach 50 families (150 adults and children) every year. Our **HomeStart Supportive Housing** program provides long-term rental subsidies (18 – 24 months) and supportive services to move families toward permanent housing stability. Our **Homeless Prevention and Rapid Re-housing** program provides shorter-term services and financial support (3 – 6 months) to women and families with fewer barriers to long-term stability.



HOLISTIC SUPPORT SERVICES

Doorways' holistic, family-centered, strength-based services offer women and families the greatest chance of success. These services have been honed over the years by client feedback and have proven essential to long-term stability. Our specially trained staff works with both adults and children one-on-one to address trauma, access community services, set goals, and enhance each individual's strengths and abilities. Women and families residing in our shelters or housing programs receive the following:



Counseling Services – Our highly-trained staff partners with clients to identify needs and establish goals and service plans, and provide referrals to community resources such as employment services, training and educational opportunities, and mental and physical healthcare.

Children's Services – Offers physical, emotional, and social support to help children heal from the traumatic effects of chronic abuse and homelessness, which can profoundly impact physical and emotional development. We teach parents skills to address children's mental health needs, ensure proper medical care, enroll children in school, and find appropriate childcare and enrichment programs.

Financial Independence Track (FIT) – Specially trained staff work with each of our adult clients to help them understand their finances, build or re-build credit, manage debt, begin and grow savings, and create and adhere to individualized budget plans that are based on healthy spending habits and values.

Domestic Violence Hotline – A 24-hour, 365-day hotline that assists people who are looking to escape violence or protect a loved one. Hotline staff provide safety planning, information, and referrals to community resources.

Court Advocacy & Companionship Program – Doorways' Court Advocate, stationed at the Arlington County Courthouse, helps persons seeking formal protection from domestic violence navigate the complex legal system critical to keeping them safe.

COMMUNITY PARTNERSHIPS AND ADVOCACY

Doorways for Women and Families is a strong advocate for the rights and needs of survivors of family violence and homelessness, and we are proud to be part of a larger community that is working together to address these traumas. Together with our community partners and government agencies, we diligently strive to eliminate the many causes of domestic violence and homelessness. We serve as a lead agency for **Project PEACE: A Blueprint for Partnering to End Abuse in the Community for Everyone**, uniting 50+ public and private entities under a unified vision and strategic course for how Arlington will prevent domestic violence and protect and provide services for those affected by it. We are also active participants in Arlington's **10 Year Plan to End Homelessness**, which emphasizes the best practice strategy of "Housing First." This strategy focuses on preventing homelessness, moving people who do become homeless into housing rapidly, and providing the wrap-around services necessary for them to maintain their housing.



Spotlighting the Past: 35 Years of Amazing Results and the Faces Behind Them

In celebrating 35 years of creating pathways out of domestic violence and family homelessness, we would like to take a moment to reflect and appreciate all that Doorways has become in our community. Our history reflects the thousands of amazing, inspirational stories of the women, men, and children we have brought to safety and stability...thanks to you. Looking back on our growth and evolution over the past 35 years, it seems hard to believe just how far-reaching our impact has been. As you read about some of our milestones and meet some of the women and families behind the numbers, take a moment to reflect on your vital role in all we have accomplished together.

Happy Anniversary!

EMERGENCY SHELTER: 35 Years and Counting



Present day Freddie Mac Foundation Family Home



Original Family Home purchased in 1989

Recognizing that a single night in a hotel could only provide a quick fix, our founders opened our original shelter in 1979. In a house donated by St. George's Church, clients were allowed to stay for a maximum of seven days and were charged \$10 per day, per person. A few years later we increased the maximum length of stay to 14 days and ended the fee for service.

In 1982, we purchased our first permanent shelter: a single family home in Arlington to serve as an emergency, temporary home for victims of domestic violence fleeing imminent danger. That home still stands today as Doorways' **Domestic Violence Safehouse** (the only domestic violence shelter in Arlington), serving 11 women and children at a time, and housing our **24-hour Domestic Violence Hotline**. In 2012 alone, the **Safehouse** sheltered 67 women and children, while also responding to 822 calls to the hotline.

In 1989, we purchased our second shelter to serve families who were homeless for a variety of reasons. That home became the **Freddie Mac Foundation Family Home** in 2007 after being torn down and rebuilt to accommodate additional clients. The Family Home is a 7,200-square-foot, two-story, therapeutic home that welcomes 21 individuals (up to seven families) in a family-friendly and program-supportive environment. The **Freddie Mac Foundation Family Home** has served more than 300 adults and children since its opening in 2007 — resulting in 114 families beginning their journeys to safety and stability.

SPOTLIGHT: Lengths of Stay

What began with a single night of shelter has bloomed into comprehensive shelter systems without time limits. When women and families leave our shelters, it is because they have a safe, next-step home and a plan for maintaining their safety and self-sufficiency into the future. While we do not believe in pre-determined lengths of stay in our programs, we strive to move our clients out of shelter as soon as possible because we know that true stabilization can only take root in a permanent home. Unfortunately, in recent years we have seen the lengths of stay grow at both our **Freddie Mac Foundation Family Home and Domestic Violence Safehouse** — peaking at 7.7 months in the Family Home and four months in the Safehouse in fiscal year 2011. While we have been able to bring lengths of stay in both shelters down considerably in the last year, we know this will continue to be a struggle due to the lack of affordable housing. We will continue to work diligently in the coming years to build partnerships with affordable housing providers to open up more housing options for our clients, including those appropriate for victims of domestic violence and large families.

DOMESTIC VIOLENCE HOTLINE: Answering the Call 24/7

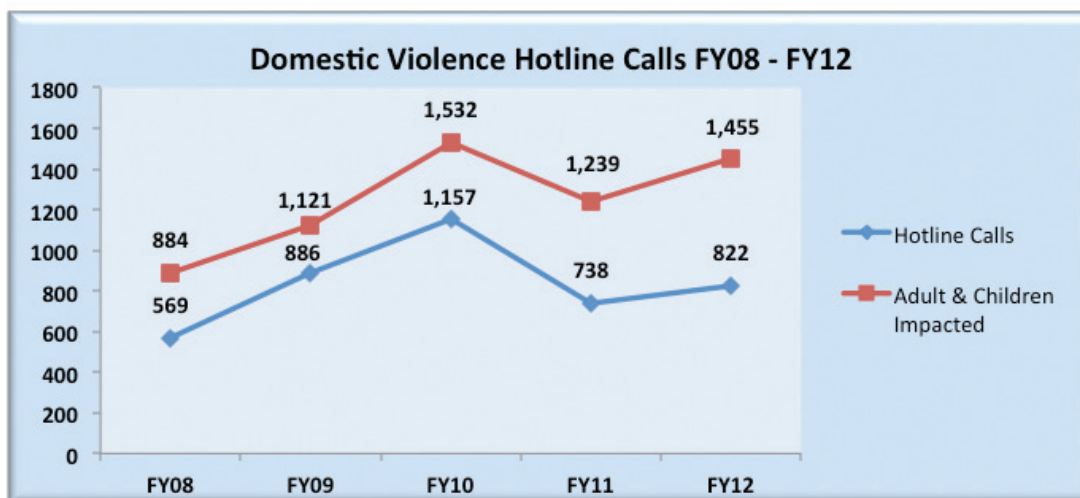


For 35 years we've been on the other end of the line – 24 hours a day; 7 days a week; 365 days a year. Each year, Doorways' **Domestic Violence Hotline** receives calls from hundreds, sometimes thousands of people impacted by domestic violence. Our staff and volunteers hear from women and men facing truly terrifying situations – some are ready to leave; others not. Often we hear from friends and family members looking for advice or resources for someone they truly care about. Regardless of the reason for the call, we are always there to listen without judgment or bias because we know that, on average, survivors try to leave their abusers seven times before they are finally able to break away for good.

In addition to listening, staff and volunteers ensure that callers in immediate danger are provided with crisis intervention and strategies to assist them in becoming safe, including entrance to the **Domestic Violence Safehouse** when appropriate. They also provide comprehensive information on local resources, referrals and safety planning to assist callers and their children. This vital information helps callers become more knowledgeable about the dynamics of domestic violence and learn about resources that are available to them in the community.

SPOTLIGHT: What is Behind the Growth?

In recent years, we have seen considerable growth in the number of calls to the hotline with a 65% increase over the last five years; peaking in fiscal year 2010 with 1,157 calls impacting 1,532 adults and children. Attributing the growth to a single cause is difficult. Likely it is a combination of increased awareness of the hotline and a slight lessening of the stigma associated with asking for help. Additionally, the economic recession has put increased stress on many couples and families, likely resulting in more cases of domestic violence. Regardless of the reason, we are grateful that so many are reaching out to us and seeking help. We remain committed to answering the call.



HOMESTART SUPPORTIVE HOUSING PROGRAM: From 5 to 50



Recognizing the need for women and families to have a safe and stable option beyond emergency shelter, we created our **Homestart Supportive Housing Program** in 1996. Starting with just five families transitioning from our **Freddie Mac Foundation Family Home** and **Domestic Violence Safehouse**, this program has grown and expanded to become an industry leader in Housing First practices, **today housing more than 50 families per year**. Working with each woman and family, we create a plan that will move them quickly into safe and affordable housing of their own – either as a next step from shelter, or if possible, by-passing shelter all together. We combine rental subsidies with life-changing support services to truly prepare families to be self-sufficient,

contributing members of the Arlington community. **Today, two-thirds of the families we serve live outside our shelters with keys to their own homes; where they successfully remain well beyond their graduation from Doorways.**

SPOTLIGHT: Affordable Housing

Of the many barriers our clients face, locating and attaining affordable housing in Arlington County remains one of the hardest to overcome. In 2012, the average rent for a 2-bedroom apartment rose by nearly 5% to \$2,327 per month. While a small number of committed affordable housing units exist that are large enough to accommodate a family, a history of poor or no credit and the possibility of an abusive partner causing damage often leave our clients on the bottom of the list. At Doorways, we are addressing these challenges from multiple angles – by working with affordable housing providers and area landlords, who hope to make existing and future affordable units available to our clients. And by working with our clients to enhance their employability and working with area employers to hire our clients, we hope to see more families able to obtain and maintain a home of their own in Arlington.



Living in Arlington, a person would need to earn **\$83,772** a year to afford an average 2-bedroom apartment while maintaining an adequate budget for necessary expenses such as food, utilities, health care, transportation, and childcare. **In fiscal year 2012, our clients earned on average \$20,600 per year.**

FINANCIAL EMPOWERMENT: 800 and Counting



With the cycles of violence and homelessness comes the cycle of poverty. Domestic violence often includes some form of financial abuse and control by the abuser. For these reasons, many women and families served by Doorways find financial health and stability to be out of their reach. That is why in 2004, we piloted our **Financial Independence Track (FIT)** in our shelters and supportive housing program. Starting with a \$5,000 grant from the Women in Housing and Finance Foundation and one part-time Financial Educator, we began working with our clients one-on-one to equip them with the critical financial education and skills needed to move to self-sufficiency.

Today, **FIT** is part of the core services we provide to every adult client in our programs. **FIT** helps them understand their finances, build or re-build credit, manage debt, begin and grow savings, and create and adhere to individualized budget plans that are based on healthy spending habits. **Since 2004, we have served more than 800 adults through our Financial Independence Track.** And because we know that securing and retaining employment with adequate pay is crucial to our clients' economic stability, we expanded the **FIT** program in 2013 to include workforce development and employment services.

SPOTLIGHT: Lydia

Prior to moving into the **Freddie Mac Foundation Family Home**, Lydia and her four children were evicted from housing that was neither safe nor healthy. They were living in a basement riddled with mold, insects and frequent flooding. Growing up in a home where both parents suffered from severe physical and mental illness, Lydia had only lived in chaotic, survival-focused living environments. As a result, Lydia did not possess any work experience and depended on relatives for financial support.

Working with Doorways' Financial Educator, Lydia learned to balance her budget and develop a savings plan. The Educator assisted her in accessing community resources to pay debt that was preventing her from obtaining independent housing, and helped her find a volunteer position in a field of interest to prepare her for future employment.

Four months after arriving, Lydia and her family moved into their own apartment through the **HomeStart Supportive Housing Program**. The Financial Educator continued to work with Lydia, who demonstrated continued success managing her finances. Lydia successfully graduated from Doorways in 2010 and she remains stably housed today.



CHILDREN: The Key to Ending the Cycle



We often picture adult faces when we think of homelessness and domestic violence. **Yet, more than 50% of the clients we serve at Doorways are children, ranging from newborns to teens.** And often, these are our most vulnerable clients. Homeless children are sick four times as often as middle class children and have higher rates of acute and chronic illnesses. In addition, they suffer from emotional or behavioral problems that interfere with learning at almost three times the rate of other children. Children impacted by domestic violence stand a greater chance of experiencing neglect and more than half are physically abused themselves. They may suffer from a loss of appetite, nightmares, stranger anxiety, temper tantrums, and bed wetting. Often these children develop learning delays, and speech or hearing problems.

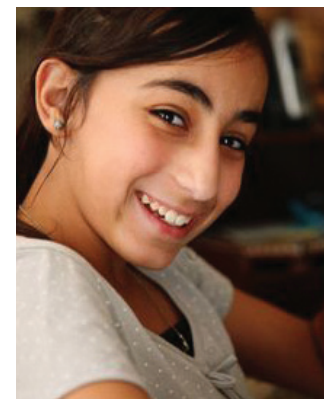
In 2005, with funding from the Boeing Employees Community Fund and the Clark-Winchole Foundation, we officially launched our **Children's Program** to provide dedicated staff and therapeutic best practices to our most vulnerable clients. Since then, with the support of the community, every child in our programs has received this specialized attention. **Over the years, our Children's team has served over 950 children recovering from trauma and instability; ultimately breaking the cycles of violence, poverty, and homelessness for future generations.** Hand in hand with parents, we ensure that children are enrolled in and attending school, have proper medical care (physical and mental), and are actively engaged in recreational and social programs to support academic achievement and socio-emotional development.

SPOTLIGHT: Lily

Lily's mother is from a Middle Eastern country and has resided in the U.S for about eight years. During these years, she was isolated from any social support network, and her partner emotionally and physically abused her. Lily, who is seven years old, and her three-year old brother witnessed many of these events and did not know what to do. They quickly learned to respond by crying and yelling while hiding behind doors. Lily, her mother and her brother arrived at the **Domestic Violence Safehouse** in August 2012.

The transition was difficult for Lily, who seemed to be upset all the time. After a few challenging weeks, staff learned that Lily had a severe hearing impairment and the trauma of what she had witnessed added to the developmental delays she was already experiencing. She had severe difficulties communicating with others and became frustrated very quickly as a result.

The Children's staff worked patiently with Lily to help her decrease her angry outbursts and teach her ways she could manage her anger. Lily started her school year with a new backpack and many new words in her vocabulary. She also started meeting with our Children's Mental Health Specialist. Through play-based activities, Lily has been able to express some of her fears, anger, and mixed feelings about her life. One day, she drew herself and her mother and brother in a little circle and then she colored over it, as if the family were hiding. Lily is also learning what "good touch" and "bad touch" is, so she is learning to be gentle with other children. As a result, Lily has been able to make new friends; now she plays with other children without the need to push them or hit them. Today, the family has transitioned to the **Freddie Mac Foundation Family Home** where they are working hard to secure stable housing.



COURT ADVOCACY: Understanding Our Rights



One of the most crucial requirements for a domestic violence survivor's immediate and long-term safety is the protection of the legal system. Yet our legal system can be arduous, confusing, expensive, and intimidating for those without experience or resources. That is why in June 2005, with funding from the Virginia Domestic Violence Victim Fund, Doorways hired a full-time bilingual Court Advocate in the Arlington County Courthouse to assist survivors of domestic violence. Available to any Arlington County resident, the Court Advocate provides education about the legal system and legal

rights, companionship during the petition and court hearing processes and extensive safety planning for anyone impacted by family violence. **Since its beginning in 2005, Doorways' Court Advocacy program has impacted more than 3,000 adults and children seeking legal protections.**

In addition to providing support and guidance to survivors, the Court Advocate provides education on the dynamics of domestic violence to members of the Arlington County Police Department, Sheriff's Department, and other members of the Arlington County criminal justice system. This combination of education and advocacy has led to more legal protections for survivors: **over the last five years, 72% of the protective orders filed with the assistance of Doorways' Court Advocate have been granted by the Court. That equates to 873 successful petitions to increase the safety of domestic violence survivors and their children.**

SPOTLIGHT: Sandra

Sandra called the **Court Advocacy Program** seeking protection from her boyfriend, Danny, with whom she shared a residence. Sandra shared that the previous day, Danny had held a knife to her throat and told her that if she called the police or anyone else for help, he would kill her. During the call, the Court Advocate informed Sandra of her options, including filing for a protective order, filing criminal charges, and going to a confidential shelter. After discussing her options with the Court Advocate, Sandra decided that she would immediately file criminal charges and petition for a protective order.

The Court Advocate met with Sandra before both hearings to explain the difference between the civil and criminal cases and to help prepare her for the Preliminary Protective Order hearing. Since Sandra was concerned about seeing Danny at his arraignment, the Court Advocate attended the arraignment while Sandra waited in a private setting. After learning that Danny was being held without bond because of his criminal charges, Sandra became more confident about her ability to testify in front of the judge about her case. Later, Sandra was granted the Protective Order and expressed her relief that she could return home without fearing for her safety. Sandra is now awaiting the criminal trial, more prepared and confident of her ability to safely move on and recover from her abusive relationship.



MAKING A DIFFERENCE: Anna Barber



*Anna Barber talking with then
County Board Member Barbara Favola*

Anna Barber had a simple, straightforward approach to serving those in need: if people were in need, we, the community, should help. During her 50 years in Arlington, she applied this philosophy to great ends, ultimately launching the nonprofits AMEN, the Arlington Food Assistance Center, the Arlington-Alexandria Coalition for Homeless, and Doorways for Women and Families.

First inspired to provide food, then financial assistance and transportation to families in need, Anna next turned her attention to providing a safe place to stay. Ultimately, she and her fellow Doorways founders saw the need for an organization that provided comprehensive shelter and care for women and families that did not have a safe place to call home. Thanks

to Anna, Doorways became a place for women and families to rebuild their lives. Anna passed away in 2007, but her vision and spirit of civic engagement continues to guide the agency today as we change, expand and continue to provide support for women and families in crisis.

SPOTLIGHT: You

Doorways for Women and Families is the Arlington community. From inception to present day, we are the embodiment of your compassion, involvement, and generosity. Founded in 1978 by a group of concerned citizens who wanted to create a safe haven for women and families, today we stand on the shoulders of giants. In fiscal year 2012, we served 2,255 women, men, and children escaping domestic violence and homelessness. Over 2,000 donors, 120 active volunteers, and more than 100 community partners made it all possible. In the next five years, we will create pathways to brighter futures for more than 10,000 adults and children; investing in each individual by combining the collective strength of every individual supporter. Your support makes such an impact!





Highlighting the Present: Fiscal Year 2012 Achievements

I. Immediate and long-term safe housing for women and families fleeing domestic violence and homelessness

- D** Provided safe shelter to 24 households (26 adults, 45 children) in our **Freddie Mac Foundation Family Home**. Reduced lengths of stay for these clients from 235 days in 2011 to 117 days in 2012.
- D** Provided safe shelter to 36 households (36 adults, 31 children) in our **Domestic Violence Safehouse**. Reduced lengths of stay for these clients from 82 days in 2011 to 52 days in 2012.
- D** Supported 73 households (100 adults, 103 children) through our Supportive Housing Programs. These families live in homes of their own while receiving Doorways' wrap-around services. Average time in the **HomeStart Supportive Housing Program** from entry to graduation went from 22 months in 2011 to 16.25 months in 2012.
- D** 83% of clients leaving Doorways' programs transitioned to safe, positive housing.



II. Holistic support services that teach individuals the skills and tools necessary to lead safe, independent lives

Counseling Services

- D** 86% of clients met goals of increased stability/self sufficiency in areas of housing, employment and economic wellness.

Children's Services

- D** 351 sessions of play-based therapy were provided for children recovering from trauma.
- D** 100% of school-age children served were enrolled in school or continued in their school of origin.
- D** 98% of children served were linked with a healthcare provider and had up-to-date immunizations.
- D** 100% of children with developmental/educational challenges were linked to services to address those challenges.
- D** 92% of parents reported Doorways **Children's Services Program** incorporated their child/family's needs and also stabilized and strengthened their family.



Financial Independence Track (FIT)

- D** Families participating in **FIT** increased their annual wealth accumulation by an average of \$23,719.
- D** 100% of families participating in **FIT** developed financial goal plans to reduce debt and restore healthy finances.
- D** 100% of clients who participated in **FIT** demonstrated improved financial knowledge, skills, and awareness.
- D** 64% of clients increased savings, with a combined total of \$79,095 throughout the year!

III. Community partnerships and advocacy efforts that lead to political and economic changes designed to eliminate the root causes of violence, poverty, and family homelessness.

Doorways partners with dozens of nonprofits, government agencies, and civic groups to jointly advocate for the rights and needs of survivors of domestic violence and homelessness. Some of these include:

- Project PEACE: A Blueprint for Partnering to End Abuse in the Community for Everyone
- Arlington's 10-Year Plan to End Homelessness
- Arlington County Community Assistance Bureau
- Virginia Sexual and Domestic Violence Action Alliance Regional Task Force
- Stop Child Abuse Now (SCAN) Regional Task Force
- Project Extra Step (Arlington County Public School's Homeless Students Services)



In fiscal year 2012, Doorways staff educated more than **8,000 adults and children** about the prevalence, issues, and responses to domestic violence and family homelessness through presentations, events, and social media.

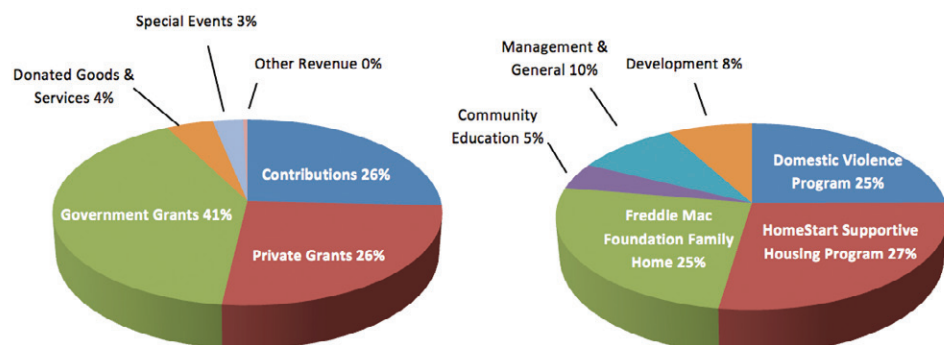
Highlighting the Present: Summary of Revenue and Expenses

Agency General Operating/Program Finances • July 1, 2011 – June 30, 2012

Fiscal Year 2012 was an anomaly year for Doorways. Staff restructuring coupled with five of 34 staff using maternity leave resulted in reduced operating expenses of approximately \$100,000. The Board of Directors and management voted late in fiscal year 2012 to direct this surplus to much-needed maintenance and renovation at our **Domestic Violence Shelter** in 2013. The remaining surplus shown in our financial statements (\$90,532) was fiscal year 2013 revenue received and recorded late in fiscal year 2012.

Revenue		Expense	
Contributions	\$844,992	Domestic Violence Program	\$766,135
Private Grants	\$857,301	HomeStart Supportive Housing Program	\$844,431
Government Grants	\$1,329,564	Freddie Mac Foundation Family Home	\$778,878
Investment (loss) Income	\$(593)	Community Education	\$141,752
Investment in Cameron Commons, LLC*	\$(15,075)	Management & General	\$297,794
Donated Goods & Services	\$144,185	Development	\$247,098
Special Events	\$92,954	Total	\$3,076,088
Other Revenue	\$13,292		
Total	\$3,266,620		

*Investment in Cameron Commons represents a partnership between Doorways for Women and Families and The Arlington Partnership for Affordable Housing to co-own five family-sized apartment units for use by Doorways' clients. For fiscal year 2012 Cameron Commons operated at a net loss, of which \$15,075 was allocated to Doorways.





The Brighter Futures Society is a special giving society of individual donors who recognize the need for ongoing, sustainable funding. As investors, philanthropists, and change agents, members commit to donate \$1,000 or more on an annual basis for a five-year period. This investment in the long-term sustainability of Doorways' programs and services ensures we will continue to be there for those in need, year after year.

Champions for Brighter Futures (\$25,000+ for 5 years)

Caruthers Foundation Inc.
Tom & Raina Rose Tagle
Heidi L. Wagner

Stewards for Brighter Futures (\$10,000+ for 5 years)

Christy & Don Cole
The Ruth Lawrence Fund
Frances Storey

Guardians for Brighter Futures (\$1,000+ for 5 years)

John Andelin & Ginger Geoffrey
Anonymous
Rebecca J. Ault
Denise Bloomfield
Shirley Bloomfield & Dan
Patterson
Rachel Brand & Jonathan Cohn
Robin Buckley & James Olds
Blain & Peg Butner
Kristin Cabral
Richard & Joedy Cambridge
Henry & Susan Cassidy
Ann Cole



Rebecca Collins (pictured above)
Thomas J. Colucci
Cary & Erin Comer
Congregation Etz Hayim
Janet & Ralph Cook
Paula Cruickshank
Pam & Peter D'Ambrosio
Philip Dale Dean, Jr.
Wendy Levenson Dean
Pearl L. Deck Fund
Craig & Tammy Donnelly
Moley & Nicholas Evans

Stephen Fedorchak
& Kristin Gibbs
Alice & Brendan Feeley
Gerri & Glenn Ferguson
Eileen M. Flynn
Lisa G. Foster
Monica Gardner
Shelley Goode
& Thomas Matthews
Julie Goon
Douglas Hamilton
Janice Haub Ryerson
Shawn & Kristine Howard
Dr. Rosemary Hubbard
Stacey Hughes
Caroline & Christopher Jones
Elaine Kendrick
Christine & Terence Kimm
Gary & Vicki Kirkbride
The Kropp Family
Laura Lapin
Peter Lauria & Kathleen Sheehan
Mary J. Mellon
Justin & Laura Miller
Kevin & Judy Moak
(in honor of Evelyn Moak)
James Moran
Randy Morrow
Emily Nack & Josh Peizer
Heather O'Malley
Paul & Angie Pagnato
Mary Pendergast
JuliAnna Potter

Vanessa Procter
Mark & Leigh Ann Rizzieri
Russell & Ellen Rosenberger



Yuri & Michelle Sagatov
(pictured above)
Greg Seitz & Dawn Young
Keri Shull Team
Brad & Diane Smith
Jim & Patricia Smith
Dana J. Snyder
Judith & Frank Stearns
Lynne J. Strobel
Margaret P. Tevis
Sunil & Kristin Thakor
Maureen Thompson
Ellen J. Touns
Janell Tuttle
Kristin Welsh
Jim Whittaker
Douglas Wolf
Al & Laura Young
Monte & Christine Zaben



Leadership Circle members are individuals whose annual cash support of Doorways' mission and services equals \$1,000 or more. This list includes Leadership Circle members from July 1, 2011 – June 30, 2012.

Champions (\$10,000+)

Anonymous
Christopher & Dawn Torti
John & Winifred Silverson

Stewards (\$5,000+)

David & Heather Anderson
Cole Birches Foundation
Jonathan & Susan Etherton
Mary Hennessy
Jeffrey Jackman
& Melanie Nathanson
Louise Lyon & Harold Carroll
Stephen & Beth McNally
Joshua & Joanne Petty
Ruth & Hal Lauenders
Charitable Trust
Wayne & Susan Stocks
Daniel & Linda Vilardo

Guardians (\$1,000+)

Rebecca Aldred
Anonymous
Kevin Baer & Beth Burrous
Anthony & Luz Barbera
LCDR Linda Barbour
Kenneth Bass & Catherine Wang
Geoffrey & Molly Beier
Matthew L. Bennett
& Susan Lambert
Rachel Brand & Jonathan Cohn
Rosebud Brown
Stephen & Jeanette Bruce
Richard & Joedy Cambridge
Connie Cappadena
Caring Neighbor
Quan & Caitlin Chau
Santosh & Natasha Chokhani
Carissa Christensen
Joe & Kris Clarke
Kristen Colston
Ed Creskoff
& Rebecca Fenneman
Margaret Dean
& Thomas Wukitsch
Michael & Sharon Deich
Ed & Rosalie Demoney

Denkler Family Charitable Fund
Craig & Tammy Donnelly
Thomas P. Duke Fund
Mark Edie
Connie M. Ericson
David & Marilyn Falksen
Brad & Janet Fleetwood



Bonnie Flynn & Tilly Smith
(pictured above)
Eileen Flynn
Alta Foster-Gallahan
Frank M. Ewing Foundation, Inc.
Rosemary George
Mary Alice Giarda
Oscar A. Goldfarb
& Christine E. Fisher
Jon & Jennifer Gross
Lisa Grozio
Elisabeth Hagen
Don Hartline
John R. Haskell
John & Ann Heinrich
Horoschak Family Fund
Rosemary Hubbard
Jamie & DeeAnn Jeremiah
Jill Jermano & Steven Mielnicki
Susan Jewett
& Thomas R. Lundquist
Donald & Barbara Jones
Matthew Jones
Celeste T. Kearney
Ingrid Keune
The Kiplinger Foundation
Katherine Kline
Alicia Knight
The Leonard Family Fund
Susan Leverone
Kevin & Randi Mack
Lisa MacVittie & Andrew Ruge
Sachin Maheshwari

Wesley & Laurie Mangum
David Manners-Weber
Helaine Mario,
The Sundial Foundation
Randi Max
Ray & Nancy McKinley
Stephen & Claire Messinger
Amalia Miller & Geoffrey Warner
Erika Miller
Nicholas Mormann
Debra Moss
Meaghan Muldoon
John & Vicki Nelson
Chris O'Donnell
Laura Pennycuff & Sander Glick
Kathryn Peyton
Carol Pickens
Sara Pikofsky & Dan Eisen
Emily Powell
Jeremy & Tamara Preiss
Pregaman Family Foundation
Phillip C. Rogers
Robert & Tobi Rozen
Shannon Rudisill
Kishore Sannidhanam
& Suneetha Budampati
Anna-Maria & Frank Schneider
Katherine Schroder & Joseph
Poellnitz
Cynthia Shanahan
Shooshan Family Fund
Anna Slomovic
Scott & Carol Ann Smallwood
Thomas & Kathalina Stein
Daniel & Jeanne Sweeney
Eric & Dawn Sword
Richard & Linda Tarplin
Nadine Tronick
Michael Turco
Andrew A. Viola
Kenneth & Andrea Weckstein
Whittaker Family Fund
Wilder Real Estate LLC
Liliane Willens
David & Juliana Yaskin
Al & Laura Young
Vance & Jean Zavela

DOORWAYS
for women and families
CORPORATE ★ AMBASSADORS

The Corporate Ambassadors program is a leadership group of businesses that work in partnership with Doorways to end homelessness and domestic violence in our community. Corporate Ambassador giving levels represent a combination of monetary contributions, pro-bono professional services, in-kind donations, matching gifts, and volunteer hours. This list includes Corporate Ambassador members from July 1, 2011 - June 30, 2012.

Platinum Level (\$50,000+)

Caruthers Properties, LLC
Freddie Mac Foundation

Gold Level (\$25,000 – \$49,999)

Hogan Lovells
The Liberty Tavern/Lyon Hall/Northside Social
Madison Homes, Inc.
Matrix Group International

Silver Level (\$10,000 – \$24,999)

Airlines Reporting Corporation*
Allstate Foundation
Baker Tilly
Boeing Employees Community Fund
Deloitte (pictured right)
ECG Management Consultants
ExxonMobil



Keller Williams Arlington Community
Total Support (KW ACTS)
Mack | Crounse Group, LLC
Morrison & Foerster Foundation
Network Data Systems
Venable Foundation
The Verve Partnership, LLC*
Wells Fargo

**Ambassador Level
(\$2,500 – \$9,999)**

BJ's Wholesale Club, Inc
Bogart Associates, Inc.
C. Mack Solutions
Cassidy Turley
Capital One Bank
Coldwell Banker Cares Foundation*
Compass Point Research
and Trading
Dominion Virginia Power
ESI International/Huthwaite
IBM
John Marshall Bank
JSI Research & Training Institute, Inc.



M & T Bank*
Macy's
Minuteman Press
Mount Vernon Printing
Neale Architects
Paradigm
Sagatov Associates, Inc.
Segue Technologies*
(pictured to left)
TJX Foundation
Training Resources Group*
United Technologies Corporation*
Walsh, Colucci, Lubeley,
Emrich & Walsh

* New in FY12

A COMMUNITY OF GIVING

We thank everyone who generously donated last fiscal year (July 1, 2011 – June 30, 2012) to support women and families in need. Due to space restrictions, only cash and gift card contributions of \$250 and above have been listed below. If you have donated through a workplace giving campaign such as United Way or the Combined Federal Campaign and do not see your name listed, please let us know.

We apologize for any omissions, misspellings, or errors and welcome your corrections and suggestions. Please contact Heather O'Malley at HOmalley@DoorwaysVA.org to share any corrections.

Anonymous \$25,000+

Arlington County Department of
Community Planning,
Housing and Development
Arlington County Department of
Human Services
Commonwealth of Virginia
Department of Criminal
Justice Services
Commonwealth of Virginia
Department of Housing and
Community Development
Commonwealth of Virginia
Department of Social
Services
The Geary O'Hara Family
Foundation
May & Stanley Smith Charitable
Trust
The Morris & Gwendolyn
Cafritz Foundation
The Palmer Foundation
United Way of The National
Capital Area
Vicky Collins Charitable
Foundation, Inc.
Washington Area Women's
Foundation

\$10,000 – \$24,999

Ada and Albert Wibel
Foundation
Christ Church of Arlington
Clark-Winchcole Foundation
The Community Foundation
for the National Capital
Region
Harry and Zoe Poole Foundation
The Herb Block Foundation
John Edward Fowler Memorial
Foundation
Washington Forrest Foundation

\$5,000 – \$9,999

Aurora Hills Women's Club
World Bank Community
Connections Fund
Saint Mary's Episcopal Church
Metro Washington Council of
Governments

\$2,500 – \$4,999

Arlington Community
Foundation
Dominion Foundation
LaSalle Hotel Lessee
Temple Rodef Shalom
WHF Foundation
Trinity Presbyterian Church
Philip L. Graham Fund
Faith Lutheran Church
Fannie Mae SERVE Matching
Gift Program
Little Falls Presbyterian
Church
Kiwanis Club of Arlington
The Employees Charity
Organization of Northrop
Grumman
International Monetary Fund

\$1,000 – \$2,499

Arlington Chapter of Links, Inc.
Arlington County Bar
Foundation
Arlington County Tennis
Association
CapitalSource, Inc.
Church of the Covenant
Presbyterian
Doing Small Miracles for Others
Joel & Sara Fagen
First Presbyterian Church
Interstate Management Co. LLC
Marshall B. Coyne Foundation

Mothers of Northern Arlington
Mount Olivet United
Methodist Church
National Conferencing, Inc.
Rock Spring Congregational
United Church of Christ
Saint Agnes Catholic Church
Saint Charles Borromeo Church
Saint Michael's Episcopal
Church
SMI Foundation, Inc.
Wells Fargo Foundation
Andrew A. Viola
Kenneth & Andrea Weckstein
Whittaker Family Fund
Wilder Real Estate LLC
Liliane Willens
David & Juliana Yaskin
Al & Laura Young
Vance & Jean Zavela

\$500 – \$999

Charles & Sara Adkins-Blanch
Terri L. Anderson
& John Hitchingham
Arlington Interfaith Council
Arlington Presbyterian Church
Susan Auerhan
Jeanette Beers
Howard Bierman & Jill Coleman
Georgette Blanchfield
BM Smith & Associates
George & Margaret Bolash
Theresa & Michael Bratt
David W. Briggs
Blair Brooks
Diane Buckley-Maidt
& Dave Maidt
Mark & Gita Budd
Virginia Burton
Caring Hands Animal Hospital

\$500 – \$999 *(continued)*

Stephen & Monica Carlin
Eva Marie Carney & Alan Cohen
Evalyn Carter
Sandi Chesrown
Classic Concierge
Susan A. Clyde
Shaun & Surekha E. Cohen
Mark A. Cole
Cox Farms
Chris & Susanna Crowder
Susan Roth Cunningham &
Philip Greenleaf Eliot
Porter & Lisa Nye Dawson
Arnold & Susan Dean
Sandra Slaughter Dent
Melissa Devnich
Laurie Effron
Doug Elliott
Denise M. Elliott
Executive Travel Associates
Kyle Fahrback
Thomas & Meghan Fatouros
Katie Fellin
Andrew Ferguson
Gail Franck
G Group International, LLC
Gannett Foundation, Inc.
Peggy A. Gartner
Shanda Georg
Amy Goldwasser
J. Beth S. Goss
Cheryl Gregory
Edward & Suzanne Griesmer
John Griffiths
Laurie Hall
Doug Hamilton
Mark Hidalgo
Gary & Elizabeth Hughes
Tod & Allison Ibrahim
Independent Project
Analysis, Inc
ITT Visual Information Solutions
Laura Jackson & Timothy Cleary
Bob & Susan Rodis-Jones
Judith Kaufmann
& George Moose

Misha Kazhdan & Maryann
Wolverton
Sheila Kirby
Krista LaBelle
LCG, Inc.
Edward V. Lewandowski
Mary Logan & A. John Stellberg
Lowell & Jean Lynch
Jasper Lee & Marty Mathis
Anne McCulloch
Melodee A. Melin
Stacey Meyer
C. Preston & Morgan Miller
John & Taylor Moots
Myania Moses & Andrew
Schmitt
Ms. Molly Foundation
William Nack & Carolyne Starek
Barbara V. Nicholas
Tracy & Rod O'Malley
Charlotte Oswald
Katie Pahner
Steve & Harriet Pearson
Dian K. Petty
Plave Koch PLC
Potomac Harmony Chorus
Resurrection Lutheran Church
Selena Roberts
Rocklands BBQ
Judy Rosemeier
& Salvatore Salzillo
Julie F. Schauer
Meredith Jr. & Susan Senter
Loretta J. Shogren
Jeffrey H. Smith
Marcia S. Smith
Michael Stein
William M. Stevens
Marilyn E. Stone
Sue & Clement Swisher
Ultrasound Associates
Elizabeth Redmond VanWinkle
Gopi Vatsavayi
Ryan & Jennifer Wagener
Watt, Tieder, Hoffar &
Fitzgerald, LLP
John & Kathleen White
Patty Wideman

Leslie Wilder
Wiley Rein LLC
Margaret M. Willingham
Tor & Linda Winston
Winston Partners Group, LLC
Women of Temple Rodef
Shalom
Alisa Wong
Christine Worrell
Damon Wright
Craig R. Wulf & Diana Warmann
Zonta Club of Arlington Area,
District III

\$250 – \$499

A Wider Circle
Matthew & Mary Adams
Julia R. Aerni
Diane S. Allemang
Barbara Allen
Alpha Chi Omega – Alpha
Epsilon Alpha Alumnae
Chapter
Bernard & Patricia Alter
Stewart & Carla Conover Aly
Arlington Church of the
Brethren
Ashlawn Homemakers
Avendra LLC
Andy & Nina Bacas
Annette E. Baker
BalletNOVA
Rita J. Bamberger
Thomas & Donna Banks
Sally Barnes
Frederick & Gladys Barrett
Douglas & Carri Berenson
Suzanne Berkey
Marcel Bernard
John C. Beyer
Charlene & Harlow Bickford
Lizbet Boroughs & David Tyahla
Mary Brasler
Diane Burstein
Jacky Casumbal
Clarendon Child Care Center
Computershare
Jane Tyler Cushman

Artur & Tara Davis
 Richard & Cheryl Deem
 Patricia L. Deloatche
 Deirdre A. Dessingue
 Takako Dickinson
 Timothy & Albion Dickson
 Chong Doh
 Cheryl Duffy
 Deborah A. Duffy & John
 Whitesides
 Brian & Lauren Duncan
 Emily Elliott
 Erika Elvander
 Robert & Paula Evans
 J. Noel Fahey
 Fairfax ENT & Fairfax Hearing
 Center
 James & Elizabeth Folsom
 Moira Forbes
 Kenneth & Kathryn Fredgren
 Morton & Ann M. Friedman
 Margaret M Gaffen
 Carla Garrett
 Robert Aaron Garza
 Jill Gatti
 Francis & Barbara Gilligan
 Girl Scout Troup #396
 Give With Liberty
 Laurel W. Glassman
 Nena Goozner
 Linda Gouaze
 Christopher Guest
 Brandon Gulley
 Erik & Renee Gutshall
 Jane W. Gwinn
 Eduardo & Lynda Gyles
 Linda Hadley
 Kristin Haldeman & Jason
 Papacosma
 Patricia E. Haman
 Laura Hanna-Bergen
 Scott & Jennifer R. Helsel
 Kare Lynn Herlihy
 Highlands Swim Team
 Stephani Hildebrandt
 William & Jayme Huleatt
 Stephen & Barbara Huntoon
 Bernie & Nancy Hyde

Infant Toddler Family Daycare
 of Northern Virginia
 Anne Inman
 Steven D. Ivins
 Marilyn Jarvill
 Christine L. Jennings
 Kathy Lanita John
 Vina Jordano
 Arthur & Vivian Kallen
 Jessica Kaplan & Joseph Youcha
 John & Bowman Kell
 Melissa Kenney
 Kathleen Kenyon
 Kinhaven Pre-School
 Karl & Susan Klauck
 Liesel Kuhr
 Anica Landreneau
 Roslyn Latto
 Wendy Leben
 Rhonda Lees
 Rebecca Leet
 Matthew & Geva Lester
 Little Falls Presbyterian Church
 Candy Lumpkin
 Daniel & Marian W. MacGilvray
 Bruce McDonald
 Peter McKenna
 Lena Mikulak
 Dana Milburn
 John & Eileen Miller
 Kevin & Judy Fiske Moak
 Erin & Sharon Moore
 Marie B. Morris
 Katherine Mullins
 Brenda Nardone
 Scott & Kirsten Nathanson
 National Petroleum Council
 Dan & Alice Nicolson
 Maeve O'Higgins & John Harris
 Olivet Episcopal Church
 OTM Partners
 Kathryn Peters
 Sheila Petri
 Dennis & Marion Phelan
 Pink
 David & Paula Potts
 Elizabeth Preston
 Razoo Foundation

Gretchen A. Redmond
 Sandra Redmore
 Lee & Jenny Roahen Rizzo
 Negest Rucker
 Saint Andrew's Episcopal
 Church
 Janet Sanderson
 Beverly Schlotterbeck
 Tanya Schneider
 Dawn Schon
 Kathy J. Schwartz
 Kathleen Gilles Seidel
 Sarah E. Sheafor
 Amy Falk Sheldon
 John Shideler
 Deborah J. Short
 Sebastian Sobolev
 Linda Sparke
 Jean T. Strobel
 William J. Swedish & Linda
 Griggs
 Sara Taylor
 The AES Corporation
 The Meridian At Courthouse
 Commons
 Lesley K. Tillier
 Christy Tinnes
 Ruth Towers
 Robert & Susan Trice
 Andrew Trice
 Amy Tsuchitani
 Peiti Tung
 Jeff Turner
 Colleen Vossler
 John J. Wall
 Anne Webb
 Terri Welter
 William & Linda D. Wharton, Jr.
 Sally S. White & Robert Drucker
 Marilyn W. Wilson
 Anne H. Wittenberg
 & Gregory Acs
 Carole Woodward
 Dennis & Kathleen Wright
 Hillary Zahm

IN-KIND SUPPORT

Through the generosity of in-kind donors, our families receive household supplies, holiday gifts, and back-to-school supplies; our shelters remain stocked with essentials like laundry detergent, baby wipes, and paper towels; and our expenses are reduced with donations of professional services such as printing, graphic design, and web hosting. Thank you for all you have done to forward our mission!

We apologize for any omissions, misspellings, or errors and welcome your corrections and suggestions. Please contact Rachel Dove at RDove@DoorwaysVA.org to share any corrections.

Advanced Resources
Pamela Ahn
Vanessa Aliaga
Yukimo Almasov
Alpha Chi Omega - Alpha
Epsilon Alpha Alumnae
Chapter
Rita Alvarado
Amphora Catering
Steven & Elisa Joseph Anders
Melissa Anderson
Anonymous
Caren Appel
Arlington Food Assistance
Center
Arlington Metaphysical Chapel
Arlington Public Schools
Arlington Temple United
Methodist Church
Arlington Women's Civic
Alliance
Arlington Young Democrats
Artisan Confections
Andy & Nina Bacas
Barcroft Civic Association
Jose & Gina Becerril
Belvedere Condo
Doris Bennett
Amy Bigart
Elliott Black
BM Smith & Associates
Tracey Bonita
Booz Allen Hamilton
Lizbet Boroughs
Mary Elizabeth Boyd
Amy Butler
Cabot Creamery Cooperative
Richard & Joedy Cambridge
Jenny Capone
Courtney Carbaugh
Eva Carney
Carmen Carper
Kristine Chaze
Sandi Chesrown
Cloe Chin

Church of God & Saints of Christ
Church of the Covenant Presbyterian
Clarendon Child Care Center
Clarendon United Methodist Church
Classic Concierge
Susan Clyde
Rebecca Collins
Lisa Colon
Congregation Etz Hayim
Ryan Corcoran
Carrie Cox
Maureen Critchley
Michael & Janine Crocker
Carlton & Dana Croyle
Susan Cunningham
George & Jan Defalco
Deloitte
Deltex Inc.
Carol Dieterle
Mary Donnelly
DeChane Dorsey
Lauren Duncan
Gabriel Durr
Tim & Angie Elder
Paul & Janet Elman
ESN, Inc.
Nicholas & Moley Evans
Joel & Sara Fagen
Kate Fairchild
Faith Lutheran Church
FedEx Express Capital District
Gayle Fleming
Elizabeth Floyd
Melissa Forrow
Jim Fox
Stacey Fridley
Mary Jo Fungal
Katie Gaughen
General Federation of
Women's Club
Gifts for the Homeless Inc.
Girl Scout Troop #6902
Girl Scout Troop #3220
Girl Scout Troup #396
Willie & Veronica Glover



*Girl Scouts dropping of donations at the
Freddie Mac Foundation Family Home*

Rose Goldstein
Shelley Goode
D. Gordon
Sarah Gottschall
Jen Graham
Greater Washington Area
Reading Council
Eduardo & Lynda Gyles
Jacques Hachane
Linda Hadley
Jamie Hagerbaumer
Laura Hanna-Bergen
Cathie Harmon
Susan Helmick
Jennifer Hemingway
Carolyn Heyer
Nan Hooven
Bernie & Nancy Hyde
Tod & Allison Ibrahim
IDB - DC Solidarity Program
Robert & Sang Im
Elizabeth Ingram
Mark & Melissa Isakowitz
Ivy Foundation of Northern
Virginia
Shariff Jackson
Jared the Galleria of Jewelry
Sue Jaskin
Holly Jeffreys
Christie Johnson
Lily Johnson
Caroline Jones
Donald & Barbara Jones
Heidi Jones

Junior League of Washington, Inc.
 Al & Joanne Kaberline
 Madge Karickhoff
 Goldie Kaszub
 John & Bowman Kell
 Keller Williams Arlington
Community Total Support
 (pictured below)



Patricia Kellogg
 Melissa Kenney
 Elizabeth Keys
 KEYS for the Homeless
 Foundation, Inc.
 Kinder Haus Toys
 Kinhaven Pre-School
 Alicia Knight
 Marissa Kocamann
 Krista LaBelle
 Terence & Laura Lapin
 Francillia Laville
 Allison Lax
 Kenneth & Joanie Lehman
 Mary Lehrer
 Jessica Lembke
 The Liberty Tavern/Lyon
 Hall/Northside Social
 Light Squared
 Dhanya Limaye
 Little Falls Presbyterian Church
 Kristin Lochhead
 Mary Logan
 LRG Inc.
 Lucy Activewear
 Melissa MacGregor
 Mack Crounse Group
 Manila Consulting Group
 Laura Mann
 Maren Mapp
 Steven & Uuganbayar Marder
 Kerri Martin
 Matrix Group International
 Leigh Mayrhofer
 Kerensa McConnell
 Chris & Nicole McGarrigal
 Kathleen McSweeney
 Mark Merriman
 Amanda Milam
 Minute Man Press
 Jay & JoAnne Missal
 Conchita & David Mitchell

Mommy Relief
 Jolene Moore
 John & Taylor Moots
 Mothers of Northern Arlington
 Mount Olivet United Methodist
 Church
 Mount Vernon Printing
 Company
 Muslim Women's Coalition
 Scott & Kirsten Nathanson
 National Automobile Dealers
 Association
 National Coalition of 100 Black
 Women
 National Guard Bureau
 Networking Executive Women
 Jennifer Nielsen
 Northern Virginia Co-Op
 Northern Virginia Junior
 Women's Club
 NOVA Catholic Community
 Center
 Leila Nowroozi
 Oakridge Elementary School
 Chris O'Donnell
 Office of the Commonwealth's
 Attorney
 Abby Okeeffe
 Heather O'Malley
 Omega Wealth Management
 Origin's
 Jeanne O'Shea
 Kristin Oswald
 Pacers
 Katie Pahner
 Pajama Program
 Laura Pennycuff & Sander Glick
 Joshua & Joanne Petty
 Phi Sigma Sigma NOVA Alumni
 Julie Phillips
 Pink
 Pinkberry
 Karen Powell
 Project Fin
 The Reading Connection
 Restoration Anglican Church
 John & Elizabeth Rinaldi
 Rocklands BBQ
 Len & Karen Rogers
 Stacy Rosenthal
 Elisa Rosman
 Ann Ross
 Shalla Ross
 Shannon Rudisill
 Heather Russell
 Saint Agnes Catholic Church
 Saint Charles Borromeo Church
 Saint John's Baptist Church
 Saint Mary's Episcopal Church
 Simone Schonenberger

Gary & Laura Schroeder
 Jennifer Scotti
 Segue Technologies
 Anahita Shafa
 Anita Shankar
 Jill Shanteau
 Charles & Mary Shea
 John Sherman
 Ian & Julie Shifrin
 Arden Shutt
 Noah Simon
 Miriam Smith
 Sebastian Sobolev
 Vanessa Speight
 Sweeties
 Stefane Sydnor
 Sara Taylor
 Temple Rodef Shalom
 The Boulevard Woodgrill
 The Duffy House
 The Meridian At Courthouse
 Commons
 The Shooshan Company
 Michelle Thompson
 Beth Thorowgood
 Bill & Danielle Todd
 Trader Joe's - Arlington
 TrialGraphix
 Trinity Presbyterian Church
 Tuckahoe Elementary School
 Michael & Lori Turner
 U.S. Postal Service
 Ultrasound Associates
 Verizon
 Julie Verry
 Victoria's Secret
 Virginia Cancer Specialists
 VZ Legal Department Arlington
 Tom & Karen Wang
 Washington-Lee Key Club
 Louis Wasse
 WB Mason Company
 Weichert Realtors
 Wells & Associates
 Wells Fargo Corporate
 William & Linda Wharton
 Whole Foods Market
 Star Wilbraham
 Leah Wilkinson
 Brian Williams
 Carole Woodward
 Elizabeth Wray
 Aida Yamine
 Christie Yang
 Al & Laura Young
 Young Lobbyists Network
 Zonta Club of Arlington Area,
 District III

PHENOMENAL VOLUNTEERS

Doorways' volunteers contributed 5,904 hours of volunteer service in fiscal year 2012! Our incredible volunteers answered the **24-hour Domestic Violence Hotline**, organized in-kind donations and storage, tutored clients, provided interpretation, shopped for groceries, provided coverage at the shelters, baked for client birthdays, tabled at events, provided childcare, and more. Thank you Volunteers!

We apologize for any omissions, misspellings, or errors and welcome your corrections and suggestions. Please contact Mattie Colborn at MColborn@DoorwaysVA.org to share any corrections.

100+ HOURS

Susan Arnold
Chris DeRosa
Holly Herman
Melissa Kenney
Eileen Miller
Carol Rogers
Alison Senold
Janet Stout
Elizabeth Williams

50 – 99 HOURS

Tanya Balsky
Lauren Boston



April Volunteer of the Month Mary Brasler

Mary Brasler
Jacky Casumbal
Ken Christenson
Mattie Cohan
Allison DeLand
Naina Dumera
Jessica Easton
Jessica Ferro

Bonnie Flynn
Susan Helmick
Steve Holt
Dienna Howard
Jessica Lembke
Jen Little
Megumi Makisaka
Kathy McEneaney
Jill Medhus
Kristen Michaud
Lyda Mitchell
Megan Moyerman
Shannon Noble
Hope O'Keeffe
Peyton Palmore
Stan Rubler
Jennifer Schick
Vanessa Speight
Michelle Van Lare
Jenna Watson

10 – 49 HOURS

Alanna Adams
Blanche Anderson
Patricia Ani-Adjei
Monica Baumeister
Elizabeth Bewley
Leslie Brettschneider
Jan Burke
Sheri Burns
Peg Butner
Joedy Cambridge
Carmina Carper
Jennifer Cervantes
Carolyn Clark
Shaina Croom

Tanna Curtin
Dawn Dangel
Melissa Dearborn
Libby Derting
Heather DeSomer
Tazeen Dhanani
Jennifer Disharoon
Emily Elliott
Veda Engel
Paige Erkins
Dan Falk
Andy Ferraro
Kim Ferraro
Catherine Fisher
Ellie Flaherty
Buddy Gray
Emily Halle
Jessica Hang
Nichole Holohan
Janice Horlock
Kate Hurley
Marissa Jacobus
Claire Jazwick
Deanna Jenkins
Kelly Kaelin
Alex Karam
Alyssa Ketterer
Maureen Klovers
Katie Kranz
Susanne Leslie
Angela Lesnett
Dania Liebersgesell
Sarah Lokerson
Victoria Long
Tani Lublin
Tracie Marshall
Taffy Matinenga



Volunteers from AUPHA giving our Freddie Mac Foundation Family Home a "deep clean."

Michael May
 Rachael McClure
 Jean Meek
 Stacey Meyer
 Lynisa Michalski
 R. Schantal Montgomery
 Shiraz Nerenberg
 Logan Osgood-Jacobs
 Terri Pilkerton
 Laura Rickloff
 Rena Sampat
 Christine Sequenzia Titus
 Noel Shadowen
 Tenopra Shepphard
 Monique Spain
 Anne Sullivan
 Sara Taylor
 Kristin Thakor

Isabelle Tilghman
 Raffaella Toselli
 Arcia Tuck
 Jeanne Veraska
 Rachel Warbelow
 Jesse Weisshaar
 Heather Wiley
 Karen Wilson
 Tamesha Woulard

GROUP VOLUNTEERS

AUPHA
 Cardinal Bank
 Church of God and Saints
 Congregation Etz Hayim
 Deloitte
 Ernst & Young
 IBM

Junior League of Washington
 Keller Williams Arlington
Community Total Support
 Kiwanis Club of Arlington
 Metaphysical Church of Arlington
 National Automobile Dealers
 Association (NADA)
 NV Juniors
 Segue Technologies
 The Shooshan Company
 Zonta Club of Arlington

LOOKING TOWARDS THE FUTURE: The Path Forward

Dear Friends,

It is with enthusiasm and commitment that we present Doorways for Women and Families' fiscal year 2013 – 2015 Strategic Plan. For much of the past decade, Doorways has been the fortunate beneficiary of a thriving economy that generated opportunities to expand and evolve our efforts to help women and families escape crisis and achieve safety and stability. We enhanced our services to become more comprehensive in addressing the root causes of domestic violence and homelessness. We broadened our reach into the community; where we now serve over two-thirds of our clients in housing that is theirs. We expanded our Family Home to serve 21 parents and children.

These advances helped shape a continuum of life-saving and life-changing responses that support people to escape violence and go on to achieve long-term stability. The personal stories of triumph and the pathways taken towards self-sufficiency are inspiring. We remain steadfast in our commitment to doing what generates the best outcomes for the women and families and our community.

As Doorways moves into our next chapter, we face a new landscape in which to meet our mission. This landscape includes a challenged economy, changing funding streams that have historically supported our operations, and new opportunities to serve homeless families and survivors of violence in even more impactful ways. Our strategies must adapt and our operations must be stable to ensure our ability to be responsive to the rising numbers of women and families seeking our help.

This plan brings together input from our staff, volunteers, community partners, experts in the field, supporters, and board members. While we listened to feedback and ideas from this vast group of stakeholders, we were struck by the focus and alignment in their responses – the collective voice was clear. Doorways plays a vital role in ensuring the safety and well-being of women and families in our community. We need to ensure our response is available to people as long as these needs exist.

This effort is larger than any single agency can meet alone. In the coming years, we will reach out to identify new partnerships and collaborations. We will identify new ways in which we can meet the needs of our clients in the most effective and cost-efficient manner. We will take steps to secure sustainable practices and resources to uphold our commitment to the community. We will ensure our infrastructure supports the work and workforce needed to carry out our mission.

We thank those who helped us achieve our plan. Your time and effort has yielded a roadmap that is essential to guide us through a new chapter in our organization. We are truly excited to begin the work of this plan. In the next three years, we envision adapting successfully as we passionately assist women and families to secure safe housing and become strong, stable, and contributing members of our community.

In Partnership and With Gratitude,



Shelley Goode
Board President



Caroline Jones, MSW
Executive Director

DOORWAYS FOR WOMEN AND FAMILIES

Fiscal Years 2013 – 2015 Strategic Plan Priorities:



Create a Sustainable and Diversified Funding Model

To ensure the sustainability of the programs we know lead to safety and stability for the women and children we serve, we will look to increase the diversity of our funding sources and further eliminate dependency on any one source of revenue.



Deliver Mission- and Results-Driven Communications

We will thoughtfully communicate our mission to the community, donors, volunteers, and policymakers to raise consciousness, build awareness and trust, enhance commitment, and increase our shared impact.



Ensure Programs Address Community Needs

We will continue to assess the needs of the women and families we serve, as well as the emerging trends in the domestic violence and homeless services fields; including a continued emphasis on housing-first strategies including rapid re-housing and homeless prevention efforts that reduce length of stays and waitlists at shelters. We will look to foster public and private partnerships that maximize our effectiveness and efficiency and improve community outcomes.



Continue to Demonstrate Financial Health

We will place priority on improving systems, processes and tools for financial planning, management, and analysis.



Implement Best Practices for Human Resources

We value the critical contributions of our employees and volunteers in accomplishing our mission and place a high priority on establishing the infrastructure to support the development of exceptional human resource practices.



Enhance and Improve Operational Efficiency

We will assess and improve our information technology infrastructure, internal communications, and business continuity.



Grow Governance Structure

We will strengthen the effectiveness of our governance practices, including recruitment, orientation, and utilization of board membership.

“ Our family crashed hard. But Doorways, they gave us the hope to live! They made us feel equality, respect and dignity by understanding our pain. The Doorways team has been a fundamental and important part in our development as a family and in integrating us into productive society. ”

– Doorways' Client

DOORWAYS for women and families

CONTACT INFORMATION:

ADMINISTRATIVE OFFICES

PO Box 100185
Arlington, VA 22210
703-504-9400

DOMESTIC VIOLENCE PROGRAMS

Safehouse & 24-Hour Hotline
703-237-0881

Court Advocacy and Companionship Program
703-244-5165

FREDDIE MAC FOUNDATION FAMILY HOME
703-907-0022

HOMESTART SUPPORTIVE HOUSING PROGRAM
703-504-9400

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