

STRATEGIC PLAN 2017–2020



# HEALING THE WHOLE

PERSON  
FAMILY  
COMMUNITY



domestic abuse project

D A P

# Building communities free from family violence

Domestic Abuse Project was one of the first domestic violence agencies in the nation, and has always focused on caring for every member of the family through a unique mix of services. We use counseling, crisis intervention, case management, and community outreach to provide families with the tools they need to end abuse, build healthy relationships, and transform their lives.

We've accomplished so much in the last 37 years. We've evolved our programs to provide a full continuum of care. People come to DAP because there is domestic violence in their lives, but we care for the whole person and all the trauma and hurt they carry. We've become deeply rooted in the community – growing our partnerships with local government, the criminal justice system, and other domestic violence agencies. And we've trained countless community members on how to end domestic abuse.

But our programs must respond to the newest research on trauma, the mind, and the body. Our care must be intersectional and responsive to the various cultural identities of our clients. And our space must encourage healing for our families.

Because we know that for every family member that leaves DAP feeling loved, understood, and with a smile on their face, there are countless more searching for a place to find that same healing and hope. In the next three years we will deepen and broaden our work to make sure every family who needs it finds their way to our open door.



**TRANSFORMATIONAL CARE.** We will continue to provide care that is ever more innovative, holistic, and trauma-informed in order to transform families affected by domestic violence.

**A NEW HOME.** We will match our physical space to our programming needs.

**EMBRACING EQUITY.** We will engage in deep introspection of our own agency, as well as the field of ending domestic violence, in order to ensure our work is anti-racist and anti-oppressive.

**FINANCIAL VITALITY.** We will strengthen our long-term financial stability so that we can effectively deliver on each of the strategic priorities.



## Transformational Care

**GOAL 1:** *We will continue to provide care that is ever more innovative, holistic, and trauma-informed in order to transform families affected by domestic violence.*



**REDUCE CURRENT GAPS IN SERVICE.**

Requests for our services continue to out-pace our capacity. Sometimes we lose touch with people who need healing because they waited too long for an open appointment. We must ensure that families receive the care they need, when they need it.

**OFFER EXPERTISE.** As pioneers in using therapy, trauma-informed care, and case management to end domestic abuse we want to help others provide the same life-saving services that we do. In the next three years we will give increased focus on building our training program and disbursing our curriculum.

**REVITALIZE PROGRAM MODELS.** Our current outcomes speak to our program success, but we know our impact is greater than the numbers. We will refresh our program models to better track our challenges and successes. In this way, our programs will better serve families who come to DAP, and contribute to our community's shared knowledge.

## A New Home

**GOAL 2:** *We will match our physical space to our programming needs.*

**DAP HAS BEEN A SAFE SPACE FOR COUNTLESS FAMILIES.**

But we've outgrown our humble home, and are limited in our ability to serve more clients, and offer an increasingly comprehensive list of services. We will prioritize identifying a new space that is trauma-informed, client-centered, and allows room to grow.

IN 2016 DAP SERVED

**3,254**

CHILDREN, WOMEN  
AND MEN SEEKING TO  
END THE ABUSE IN  
THEIR LIVES

DAP MOVED INTO OUR CURRENT HOME ON FRANKLIN AND PILLSBURY IN 1985. WE ALSO WORK IN SATELLITE OFFICES AROUND THE CITY, EMBEDDED IN THE COMMUNITIES WE SERVE, IN NORTH MINNEAPOLIS, LITTLE EARTH, AND DOWNTOWN.



OVER

**90%**

OF MEN WHO COMPLETE OUR MEN'S PROGRAM DO NOT USE ABUSE AGAIN



OVER

**96%**

OF WOMEN AND CHILDREN WHO COMPLETE OUR PROGRAMS DISCUSS A SAFETY PLAN



## Embracing Equity

**GOAL 3:** *We will engage in deep introspection of our own agency, as well as the field of ending domestic violence, in order to ensure our work is anti-racist and anti-oppressive.*

**REFINE CULTURALLY RESPONSIVE PROGRAMMING.** Healing care can be more deeply engaged with and longer-lasting when it is reflective of one's culture. We must attend to the culture of the families we serve in order to provide the best care possible.

**INTERNALIZE CULTURAL RESPONSIVENESS IN OUR DAILY WORK.** Across the entire organization, DAP board and staff must address issues of race, gender, class, culture, and privilege, as well as grow as a diverse and culturally competent staff who reflect the communities we work with.

**LEAD THE WAY.** The process of growing our cultural responsiveness and revising our programs to ensure they are anti-racist and anti-oppressive won't be simple. We want to work with our partners to share what we've learned and promote racial and socioeconomic equity across the field.



IN  
**2016**

DOMESTIC ABUSE PROJECT PARTNERED WITH CENTRO TYRONE GUZMAN TO IMPLEMENT HEALING THERAPY GROUPS FOR SPANISH-SPEAKING WOMEN WHO HAD BEEN VICTIMS OF DOMESTIC ABUSE

DAP BEGAN A CONCERTED EFFORT TO EXPOSE STAFF TO TRAININGS ON RACE AND PRIVILEGE, SUCH AS KENTE CIRCLE'S "HEALING RACIAL TRAUMA" CONFERENCE



## Financial Vitality

**GOAL 4:** *We will strengthen our long-term financial stability so that we can effectively deliver on each of the strategic priorities.*

We've outlined several strategies for ensuring long-term financial stability, including: engaging our funding networks to grow the amount and diversity of our revenue streams, exploring additional funding partnerships, building an organizational reserve, and increasing DAP's visibility in the community.



## Join us.

Each piece of this plan is one step forward to ending the intergenerational cycle of violence, to helping each member of the family find safety, stability, and healing. But we can't do it without you. Together, we break the cycle.

**Donate.**  
**Volunteer.**  
**Spread the Word.**



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