

Thirty-five years on  
the front lines have  
shown us that change  
is not only possible,

**it's happening.**



2015 Executive Report

For more than three decades, we have been a leader in one of the greatest social justice movements in history: ending violence against women and children.



## We believe:

1

living free of violence and trauma  
is a basic human right.

2

violence is learned, and can be unlearned.

3

we have the power to create a future  
that is safe, just and healthy for all.

**Join us.**

Violence robs us of our inherent human dignity and joy. Fear, despair, and shame displace our ability to create lives of purpose and meaning.

Light dims. Potential wanes. And lives defined by trauma and distress retreat into the shadows.

Multiply that by the millions of women and children who experience violence — in their home, school, neighborhood or workplace. This collective loss of potential comes at an enormous cost for families, communities, and the world.

Children watch and learn, and the cycle continues.

# Until it doesn't.



# Futures Without Violence

It's not only our name, it's our vision.





Get  
VAWA  
done  
now!

Do your  
job:  
Pass  
VAWA!

Pass a VAWA  
that  
PROTECTS ALL

#Action4VAWA

#realVAWA



## WELCOME.

Thirty five years on the front lines have shown us that change is not only possible, it's happening.

We are a health and social justice nonprofit working to advance policies, programs, and public education campaigns created to end violence against women and children.

Our strategies have evolved with the changing times, but our reason for being has stayed constant: **to heal those among us who are traumatized by violence today and to create healthy families and communities free of violence tomorrow.**

We dive in deep to identify the places within our culture for greatest impact and change: partnering with men and boys; equipping leaders in healthcare, education, and the legal system with tools and resources; advocating for game-changing policies.

And it's working. Since 1993, domestic violence against adult women in this country has declined by 67 percent.\*

But there is so much more we need to do for our children and youth. The lives of too many continue to be diminished by sexual and physical violence.

Please join us as we work to bring the justice, compassion and goodness that defines the human spirit to the forefront.

With fierce commitment and gratitude,

**Esta Soler**

Founder and President  
Futures Without Violence

# Our Impact Through the Years...

## 1980

to

## 1994

Futures Without Violence is a leader in the passage of landmark legislation: the **Family Violence Prevention and Services Act**, and the **Violence Against Women Act**, which dramatically change the U.S. response to domestic and sexual violence.

In partnership with the Ad Council, we launch the first domestic violence public education campaign in U.S. history, "**There's No Excuse.**"

## 1996

We launch the **National Health Resource Center on Domestic Violence**, the nation's leading center addressing the healthcare response to gender-based violence.

## 1998

We open the **National Judicial Institute** to train judges to recognize and address gender-based violence; to date the Institute has trained over 9,000 U.S. judges and served as a model for similar programs in 12 countries.

## 2000

**Coaching Boys into Men** begins: a national program providing high school athletic coaches with the tools to talk to student athletes about respect for women and healthy relationships.

In the 2000 reauthorization of the Violence Against Women Act, we obtain protections for immigrant women; more than 100,000 victims and their families have since been granted U or T Visas, providing safety from abuse.



# 2007

We organize a 400 member global coalition to advocate for the **International Violence Against Women Act**, which makes ending violence against women and girls a top diplomatic priority.

# 2008

Launch of **Start Strong: Building Healthy Teen Relationships**, the largest four-year initiative in the country designed to stop teen dating violence and promote safe relationships for youth aged 10-14.

# 2009

**Workplaces Respond to Domestic and Sexual Violence: The National Resource Center** is created to help employers support employees who are vulnerable to domestic violence, sexual violence, and stalking.

# 2010

We become the lead partner on former U.S. Attorney General Eric Holder's groundbreaking **Defending Childhood initiative**, a comprehensive effort to address the needs of the 60% of American children exposed to violence each year.

# 2012

The **Main Post of the Presidio** National Park becomes our new home, hosting our staff as well as public exhibits, conferences and forums, and leadership development programming.

# 2013

Our advocacy contributes to **Affordable Care Act's coverage of counseling for victims** of domestic violence, home visitation programs that help keep vulnerable mothers and new babies healthy, and ends insurance discrimination against victims of domestic violence.

Esta Soler delivers 30 years of history in a **TEDTalk** on the domestic violence movement, viewed nearly 1 million times to date.

# 2015

We commit ourselves to new policies, programs, and partnerships that will support and protect the 46 million children exposed to violence and trauma.

# How We Do Our Work: Our Strategies in Action



## ADVANCE PUBLIC POLICIES

We recognize the critical role that public policy and legislation play in protecting victims of domestic violence and sexual assault. Our Washington D.C. team meets regularly with policymakers on both sides of the political aisle to educate and advocate on behalf of women, children, and teens who experience violence or abuse. We are coalition builders who place a high priority on policies and programs that focus on prevention, and active contributors to White House campaigns and initiatives. All societies thrive when women thrive so our international advocacy efforts address victims of gender-based violence such as rape, sex trafficking, and child marriage.

## CREATE PARTNERSHIPS AND PROGRAMS

On any given day, we may be recruiting high school athletic coaches as allies in preventing teen dating violence and sexual assault, or meeting with neuroscientists about the impact of violence on a child's brain. We believe in the power of innovative programs and unconventional partners. If you read news headlines, you know that the timing couldn't be better for our groundbreaking program, **Coaching Boys Into Men**, a twelve-week curriculum that provides high school coaches with the tools they need to talk to their athletes about respect for women and healthy relationships. To date, CBIM is the only program of its kind to be endorsed by the CDC for effectiveness.

Our strategies leverage 35 years of experience in the power of collective action by bringing together government, healthcare, workplace, human rights, business, and education organizations to create a society-wide web of healing and prevention. Together, we are creating a future that respects the dignity and worth of all people.



## PROVIDE LEADERSHIP TRAINING AND EDUCATION

Did you know that we provided access to training for more than **10,000 health care professionals and advocates** in 2015? We also disseminated more than one million patient/provider education tools nationwide. From our earliest days as grassroots organizers, we've learned that educating and building leaders is crucial to making sustainable behavioral change. From the training of **campus leaders**, to **9,000 U.S. judges** in our National Judicial Institute, to co-producing educational workshops for every **Major League Baseball player** during 2015 Spring Training, we create conferences, webinars, online tools, and resources that both empower and inform.

## CHANGE SOCIAL BELIEFS, ATTITUDES, AND BEHAVIORS

FUTURES produced the very first national domestic violence public service campaign, "There's No Excuse" in 1994, a bold action that took a private issue and made it a very public concern. Twenty years later we create campaigns such as The RESPECT! Challenge to shift attitudes and behaviors. In 2016, we'll be introducing a national program and campaign to raise visibility about the epidemic of children exposed to violence in their homes, schools, and communities. It's "Changing Minds" and we'll call attention to the impact that witnessing violence has on a child — while motivating adults in the K-12 environment to intervene with caring gestures that can help a child heal and thrive.



# The Center for Leadership

Once the living quarters of the U.S. 6th Army band in the Presidio of San Francisco, this majestic red brick building has been renovated and reimagined as our Center for Leadership and Action. The glass walled conference center, called the Open Square, is home to our convenings and events, as well as meetings of social activists, community, and professional organizations. Our plans for the building include a public exhibition space that will use neuroscience, art, history, and multimedia to explore the complex nature of violence. We are deeply grateful for the generous support of so many dedicated individuals who shared our vision and made this dream a reality.





and Action



Special thanks to the following dedicated individuals, foundations, and corporations for standing with us to establish the Futures Without Violence Endowment Fund and the Center for Leadership and Action.

## Endowment Donors

**\$5,000,000+** The Ford Foundation

**\$1,000,000-\$4,999,999** Denise Allen and Mark Hayes

**\$250,000-\$999,999** Irene Agnos and Myra Snyder\*    Anonymous    Elwyn and Jennifer Berlekamp  
The Waitt Institute for Violence Prevention

**\$100,000-\$249,999** Anonymous    Jacquelyn Campbell\*    Judi and Buz Kanter\*    Esta Soler\*  
The Yen Chuang Foundation

**\$25,000-\$99,999** Caitlin and Nathan Brostrom\*    Sunny and Paul Fischer\*    John and Marcia Goldman  
Kay Sprinkel Grace\*    William Hirsch and Betsy Crabtree\*    Leni Marin and Mila De Guzman\*  
Sue Reinhold and Deborah Newbrun    Patrice Tanaka\*    The TWANDA Foundation    Verizon Wireless  
Ruth Wooden\*

**\$5,000-\$24,999** The Honorable Ronald B. Adrine    Ron Benza    Ambassador  
Jeff Bleich and Becky Bleich    Gail and Jeff Clarke    Ellen Friedman and Luis Blumberg  
Susan Leal and Susan Hirsch    John and Frances Pepper

\*includes planned giving commitment

# Thra



## Capital Campaign Donors

**\$5,000,000+** Open Square Foundation

**\$1,000,000+** Blue Shield of California The David B. Gold Foundation The Kresge Foundation Macy's

**\$250,000-\$999,999** The Nancy Eccles and Homer M. Hayward Family Foundation Phyllis Friedman  
The Geoffrey Beene Foundation The Richard and Rhoda Goldman Fund Verizon Wireless

**\$100,000-\$249,999** Anonymous HEDCO Foundation Kathleen Scutchfield

**\$25,000-\$99,999** Scott E. and Scott J. Case Mardy Cason\*\* The Harman Family Foundation  
William Hirsch and Betsy Crabtree Ambassador James C. Hormel The Thomas J. Long Foundation  
Pat and Berniece Patterson\*\* JaMel and Tom Perkins Emily Scott Pottruck Peter and Lauren Vitulli

**\$5,000-\$24,999** Mark Abbott\*\* The Honorable Ronald B. Adrine\*\* David Altschiller\*\*  
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Gail and Jeff Clarke\*\* Ralph Cotter\*\* David and Vicki Cox\*\* Michael Cronan and Karen Hibma Cronan\*\*  
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Ellen Friedman and Louis Blumberg Donald Garber\*\* Charles Geschke\*\* Sidney Goodwill\*\*  
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Steve Oliver\*\* Ronald Olson\*\* Paul Pelosi\*\* John and Frances Pepper\*\* Joan Platt Roy Plutchik  
David Pratt\*\* Scott Rodeo\*\* Paul Sack\*\* Patricia Salber Jack Schafer\*\* Jeffrey Schwartz\*\*  
I. Leon Smith\*\* H. Marcia Smolens and Richard Rubin Neve Savage\*\* Say Hey Foundation  
Barclay and Sharon Simpson\*\* The Morris Stulsaft Foundation Roselyne Swig Joe and Ali Torre  
Stan and Karen Watt\*\* Peter Wilson\*\* Richard Wollack\*\* Ken Wood and Karen Sweere\*\* Douglas Young\*\*

\*\* Financial support in association with the annual Founding Fathers fundraising initiative.

We would also like to acknowledge the hundreds of individuals who honored men by making gifts in their name, who stood with us as critical supporters of both the capital and endowment campaigns in the annual Founding Fathers fundraising initiative. A complete list of Founding Fathers will be on display at our Center for Leadership and Action in the Presidio.

You are the reason we approach our work each day with compassion, enthusiasm, and hope. Our sincere thanks to all of you for your generous support and your commitment to creating futures without violence.

## 2013/2014 General and Program Giving

**\$5,000,000+** United States Department of Justice  
United States Department of Health and Human Services

**\$1,000,000- \$4,999,999** The California Endowment Macy's Open Square Charitable Gift Fund

**\$250,000 - \$999,999** Avon Foundation for Women Blue Shield of California Foundation  
The Reva and David Logan Foundation Robert Wood Johnson Foundation Mudderella Donors\*  
NoVo Foundation Lisa and John Pritzker Family Fund

**\$100,000 - \$249,999** The Crown Family GEARS Inc. Hewlett Foundation  
The Waitt Family Foundation The Waitt Institute for Violence Prevention

**\$25,000 - \$99,999** Denise Allen and Mark Hayes Anonymous  
The Richard A. Busemeyer Atheist Foundation Nancy Eccles and Homer M. Hayward Family Foundation  
Einhorn Family Charitable Trust FISA Foundation Phyllis Friedman Ginnie and Peter Haas, Jr.  
Humanity United Oregon Department of Justice Phoebe Snow Foundation  
The Laszlo N. Tauber Family Foundation University of Pittsburgh Verizon Foundation Verizon Wireless

**\$1,000 - \$24,999** The Honorable Ronald B. Adrine David Altschiller Anonymous Anonymous  
Anonymous Lauren Dunne Astley Memorial Fund Nancy Bechtle Bruce G. Bodaken  
Douglas and Margaret Booth Brokaw Family Foundation Matt Brown Kathleen Burke  
Carl Marks Foundation Inc. Roger and Lucy Carter CDC Foundation Bob Chicone  
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Jeff Fine Matt Fraction Jennifer and Abe Friedman John and Marcia Goldman  
Granite Telecommunications Grove Foundation Colleen and Robert D. Haas  
Laura Hogan and Stephen Cohen Ambassador James C. Hormel Judi and Buz Kanter  
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The Windmill Foundation Ken Wood and Karen Sweere Ruth Wooden Pilar Woodman  
The Yen Chuang Foundation

\*represents cumulative giving by several thousand individual supporters

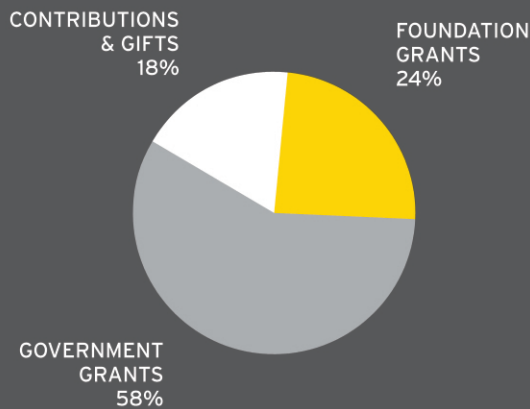
# Income Statement (FYE 12/2014)

## REVENUE

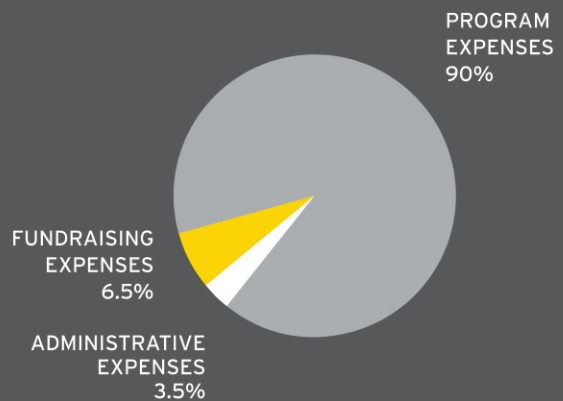
Contributions	
Contributions & Gifts	\$2,124,663
Foundation Grants	\$2,828,713
Government Grants	\$6,771,966
Total Contributions	\$11,725,342
Program Service Revenue	\$253,660
Total Primary Revenue	\$11,979,002
Other Revenue (Endowment)	\$1,015,968
<b>TOTAL REVENUE</b>	<b>\$12,994,970</b>

## EXPENSES

Program Expenses	\$10,564,168
Administrative Expenses	\$413,932
Fundraising Expenses	\$759,850
<b>TOTAL FUNCTIONAL EXPENSES</b>	<b>\$11,737,950</b>
Payments to Affiliates	\$0
Excess (or Deficit) for the year	\$1,257,020
Net Assets	\$37,882,512



Contributions Breakdown



Expenses Breakdown

# What's in our FUTURE for 2016?

## PROTECTING OUR CHILDREN

cradle to college



We're partnering with the nation's top education, health, justice, and community leaders to build robust programs and policies that can protect young people at key points throughout their growing years by:

- Using cutting edge brain science to bring healing to children who have been traumatized by abuse.
- Launching a national public education program and campaign, "Changing Minds," to communicate the everyday interactions that can support a child exposed to trauma.
- Helping high school and college communities prevent and respond to the epidemic of dating violence and rape taking place at schools across the country.

## EMPOWERING LOW-WAGE WORKERS

at home and at work





In the year ahead, we'll continue to expand our ongoing advocacy, programs, and partnerships. We'll also turn our attention to three critical areas:

## GLOBAL ADVOCACY

progress for women = progress for all



When we empower, educate, and support girls and women, everyone benefits. Our international work will continue as we develop and advocate for innovative policy solutions which need sustained support and continued leadership. Such efforts include:

- Continued education and advocacy around the International Violence Against Women Act.
- Review and analysis of the implementation of the first ever United States Strategy to Prevent and Respond to Gender-Based Violence Globally.
- Introduction and support for the Women, Peace & Security Act.
- Engagement with the nation's leading anti-trafficking organizations to develop solutions to prevent and end all forms of human trafficking and modern slavery around the world.



Individuals working for low wages in particular sectors — such as agriculture, food service and hotels — are often subject to a range of exploitation, including low or stolen wages and sexual assault on the job. Our national pilot program will be working to support greater access to economic empowerment and safety that helps workers know their rights and their options. Through innovative collaborations between workers, anti-violence advocates, labor rights organizations, and employers, we're striving to create a safer and more equitable working environment and community.

Please keep in touch with us via social media!

**TEEN DATING VIOLENCE:  
KNOW THE WARNING SIGNS**

- Seems afraid to disagree with his or her boyfriend or girlfriend; always does what partner wants.
- Excessive text messaging, phone calling, emailing or visiting with boyfriend or girlfriend.
- Stops hanging out with friends or participating in family activities.
- Starts having declining grades or missing school.
- Has injuries he/she tries to cover up or can't explain.



**THANK WILLIAM GAY FOR TAKING A STAND FOR DOMESTIC VIOLENCE AWARENESS MONTH!**

**STAND WITH WILLIAM**



“Violence is not inevitable. It is learned. And it can be unlearned.”

**FUTURES WITHOUT VIOLENCE**



**1 IN 14 US WOMEN**

**EXPERIENCED VIOLENCE BY A PARTNER AT SOME POINT IN HER LIFE.**

**FUTURES WITHOUT VIOLENCE**

**Futures w/o Violence @WithoutViolence**  
Help prevent all forms of violence against women with these 8 tips on Coaching Boys Into Men: [bit.ly/1QTY471](http://bit.ly/1QTY471) #IPV #DV

**6 WAYS YOU CAN HELP PREVENT DOMESTIC VIOLENCE EVERY DAY**

1. Share resources
2. Learn more about the movement
3. Promote healthy relationships & respect
4. Ask your workplace if they have a DV program
5. Be a changemaker in your community
6. Know the facts and share them widely

**FUTURES WITHOUT VIOLENCE**



**1 IN 5 WOMEN**

**IS SEXUALLY ASSAULTED IN COLLEGE.**

**FUTURES WITHOUT VIOLENCE**

**Young people age 12 to 19 experience the highest rates of rape and sexual assault.**

**GET THE FACTS. FUTURES WITHOUT VIOLENCE**



**70-80%**

**of patients report that they would like their healthcare providers to ask them privately about intimate partner violence.**

**FUTURES WITHOUT VIOLENCE**



**Futures w/o Violence @WithoutViolence**  
There is a lot you can teach kids early on. Make some of it be about non-violent relationships. #TeachEarly: [bit.ly/1f8Z8oc](http://bit.ly/1f8Z8oc)



[www.futureswithoutviolence.org](http://www.futureswithoutviolence.org)