

Community Partnerships

*inspiring the social and political will to eliminate
violence against women and their families*

domestic abuse
intervention programs



Home of The Duluth Model

Social Change to End Violence Against Women

**Domestic Abuse Intervention Programs
2011 Annual Report**



***Dedicated to the memory of
Ellen Louise Pence***

April 15, 1948 - January 6, 2012

Ellen Pence, our dear friend and colleague, passed away on January 6, 2012. Ellen's tireless efforts toward ending violence against women and children has left an imprint so wide and deep that it can truly be said that the lives of women and families worldwide have been changed for the better because of her work.

From the Executive Director

When Ellen Pence died on January 6, 2012, the world lost a great leader and an amazing woman. As a co-founder of DAIP and a tireless activist against domestic violence, Ellen saved the lives of thousands of women, and the work she initiated continues today. A hallmark of the Duluth Model is partnerships and collaboration – all of us working together as a community to end violence against women, to hold offenders accountable, and to bring safety to the lives of victims.



As you'll see in this 2011 annual report, many community partners work with DAIP to continue and expand upon the work of the Duluth Model. Many of our formal partners are in law enforcement and the criminal justice system. But we are expanding our collaborations to include our entire community.

DAIP was proud to co-sponsor public awareness activities and events, including a film on child sex trafficking, Women's History Month, and acknowledging the work of women leaders from Liberia. We participated on the Trafficking Task Force, shared a bus to the Capitol in St. Paul with our sister organizations for Stop Violence Against Women Action Day, collaborated with Safe Haven, CASDA and Men as Peacemakers on Domestic Violence Awareness month activities, and continued building relationships through the Minnesota Coalition for Battered Women and the Minnesota Coalition for the Homeless. DAIP was also a proud partner in Duluth's UnFair Campaign and initiated a networking group of women leaders in Duluth nonprofit organizations.

We are all in this together and we all do better when we all do better! None of our work would be possible without the partnership and commitment of DAIP's Board of Directors, the funders who have joined us with their financial support, and community members who increasingly step up to help build the social and political will to end violence against women and their families. In closing, we acknowledge the partnership of the many women who have given their time in focus groups and in conversation to help us learn about their lives, their dreams and their needs as they move forward from violence. We thank you all. As Ellen Pence once said, "if you want to make something happen, if you live in Duluth, that's where it can happen."

Linda Biddle

Friends,



Something truly amazing was born in Duluth just over three decades ago. A few incredible visionaries came together with an idea that would change not only our community but eventually our state, nation and many places around the world.

That idea was the foundation for The Domestic Abuse Intervention Programs, which to this day is a global leader in building effective intervention strategies and tools to reduce, prevent and

break the ongoing cycle of domestic violence.

As a retired Duluth police officer, I know all too well the damage and destruction caused by domestic violence. I am proud to be part of an organization which makes such an incredible difference in our world. I encourage you to read the annual report and find out more about us. We would be honored to show you what we are all about!

Sincerely,
John Beyer
Chair, Board of Directors

Advocacy cannot be limited to giving women information about court proceedings and then offering to accompany her to court. Advocacy starts with our unraveling the practices that silence and oppress women, then developing strategies to alter those practices.

"Advocacy and the Conceptual Practices of Power"



Throughout our history, partnerships with community organizations and agencies have been at the core of the work of Domestic Abuse Intervention Programs. Each partner we work with plays a vital role in accomplishing our system response work and is an integral part of DAIP's four project areas: the National Training Project, the Domestic Abuse Intervention Project, and the Duluth Family Visitation Center, as well as the Battered Women's Justice Project, located in Minneapolis.

THE NATIONAL TRAINING PROJECT

NTP has many partners across the United States who provide Duluth Model training on a range of domestic violence topics for organizations, practitioners and communities working to eliminate violence in the lives of women and children. NTP also works closely with our DAIP coworkers and others in the Duluth community to capture emerging issues and approaches, thereby building trainings and creating materials that help create a global community committed to ending violence against women. In 2011 these partnerships included a team of writers, video journalists and funders who all contributed to the release of our updated version of the curriculum used for facilitating men's groups, entitled "Creating a Process of Change for Men Who Batter." In October of 2011, the United States State



Department's Open World Program supported 10 women from Petrozadovsk, Russia

for a week of tailored and translated Coordinated Community Response training in Duluth.

THE DULUTH FAMILY VISITATION CENTER

The DFVC continued to expand community partnerships in 2011. Most significantly, the Supervised Visitation Collaborative with St. Louis County Health and Human Services, the 6th Judicial District Court, and Dabinoo'Igan Native Women's Shelter informs and strengthens our work with families after parents have separated and there has





been domestic violence in their relationship. This partnership started in 2007 with the purpose of sustaining visitation and exchange services based on equal consideration for adult and child victims of domestic violence.

First Witness Child Abuse Resource Center is another important partner in the work of the Visitation Center. A new resiliency program began in 2011 for mothers and children who have experienced custody and visitation issues after ending an abusive relationship. Two



sessions of 10 weeks each were completed by the end of the

year. Strong Moms/ Safe Kids was created through a partnership with First Witness. First Witness staff member Sara



Lee was present for planning,

for the mother's groups and conducted the groups for their children with funding from our partners, the Weyerhaeuser Family Foundation. The Transition Program began in 2010 with the support of our partners at the Mardag Foundation and the Duluth Superior



Area Community Foundation and by 2011 the Transition Program

worked actively with the Courts, guardians ad litem, attorneys and parents to create visitation agreements focusing on building long-term safety, again with equal regard for both adult and child victims, following violence.



THE INTERVENTION PROJECT

DAIP's Intervention Project monitors Duluth's Coordinated Community Response (CCR), the interagency effort to create institutional intolerance for domestic violence through practices and procedures based in victim safety and offender accountability. It requires effective collaboration among practitioners and agencies, and a fundamental basis in victims' experiences.

The working relationship between the intervening agencies and the local victim advocacy programs has been and continues to be at the core of all of our system response work.

In 2011, we conducted an in-depth study of "system" responses to domestic assaults when the victim is sexually assaulted by her abusive partner. Made possible by a grant to the City of Duluth from the Office on Violence Against Women, this study included input from the Domestic Violence Response Team (DVRT) based at the Duluth Police Department, Safe Haven Shelter and Resource Center, Arrowhead Regional Corrections, and Program for Aid to Victims of Sexual Assault (PAVSA).



The results of this study will strengthen and improve our response to domestic violence cases when the victim is sexually assaulted by her abusive partner, as well as informing the development of policies, procedures and trainings in best practices around a victim-centered response.

As a result of the above-mentioned grant from OVW, the City of Duluth was eligible to apply to become a Blueprint for Safety community, one of only three in the entire country. DAIP's Intervention Project staff is taking the lead on developing Duluth's Blueprint for Safety. The work began in the summer of 2011, and continues today, involving all of our partners in Duluth's CCR, as well as some new ones, including the St. Louis County Sheriff's Department and the City and Coun-



ty Attorney's Offices. The ultimate goal of the Blueprint for Safety is to create one community-wide set of comprehensive, integrated domestic violence policies and procedures that not only hold offenders accountable but also repair the harm done to victims.

NATIVE PARTNERSHIPS

Fond du Lac
Human Ser-
vices, AICHO,
Dabinoo'igan
Shelter, MIWSAC,



Mending the Sacred Hoop

Grand Portage Reservation, White Earth Reservation Dove
Program, PAVSA, Red Lake Urban Office, Family Justice

Center, Mending The Sacred
Hoop, Community Action, and
NW Legal Aid.



AICHO

American Indian Community
Housing Organization

All these partners help keep area Native Women safe and violence free. We partner up to bring awareness to the community about trafficking of Native women and children and help connect to provide services and a proper systems response to domestic violence.

DULUTH'S WITNESS INTIMIDATION PROJECT

In 2011, DAIP partnered with the City Attorney's Office to examine the frequency and impact of intimidation of domestic violence victims by their abusers and made recommendations on how to address the problem.

CONNECTIONS

Begun in 2010, this federally-funded partnership includes DAIP, Access North, Arc Northland, AICHO, Safe Haven, and PAVSA. We are working to develop responses and services for women with disabilities who are victims of domestic and sexual assault. The second year of this three-year project focused on needs assessment planning.

BATTERED WOMEN'S JUSTICE PROJECT

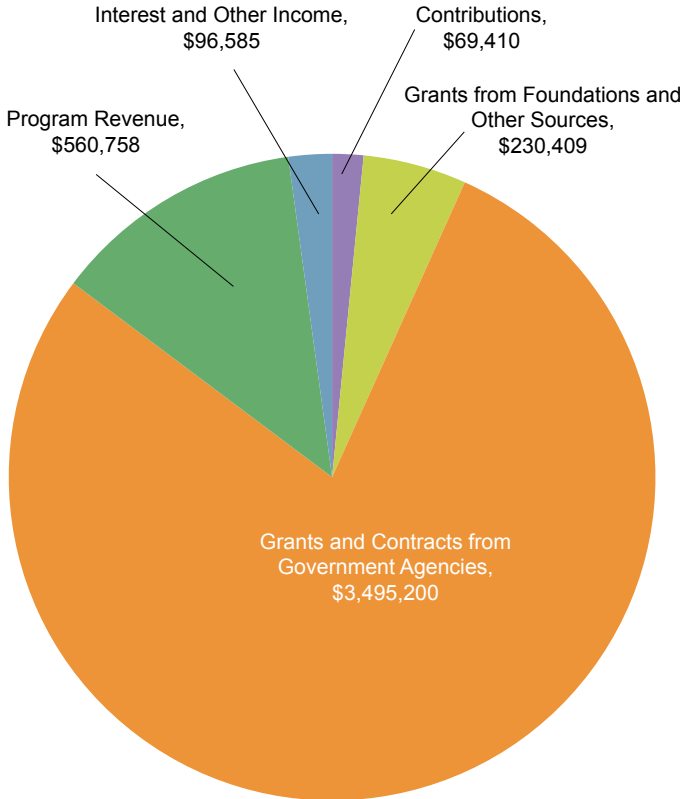
BWJP is currently partnering with researcher Neil Websdale of Northern Arizona University, Praxis International and two Arizona communities in an effort that combines two powerful methodologies that examine institutional responses to domestic violence and identify systemic problems or gaps: fatality reviews and institutional assessments (formerly called safety audits). A grant from the state of Arizona awarded in 2011 allowed the partnership to implement the project in Coconino County, the area around Flagstaff in northern Arizona.



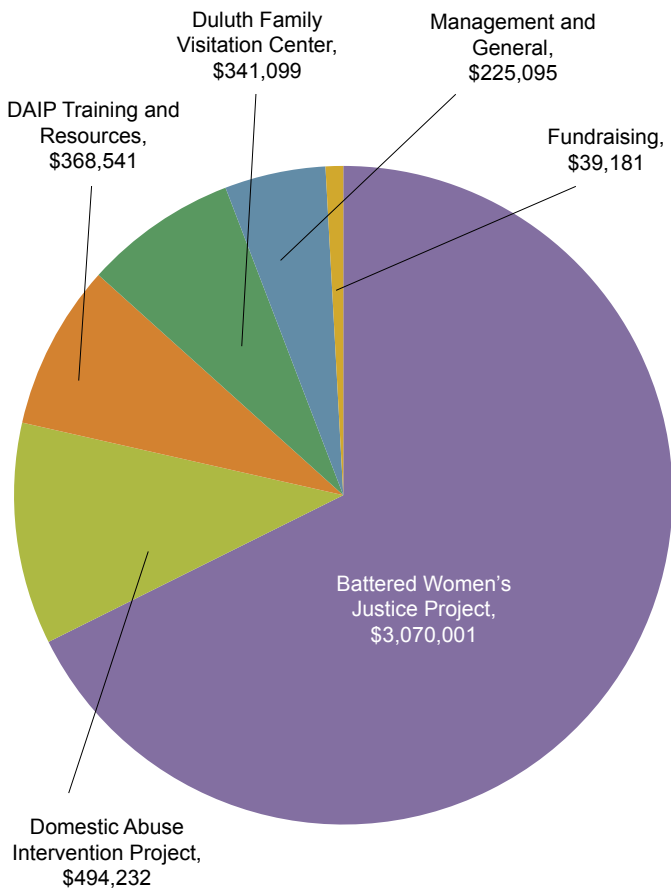
Many children who have lived with violence come to visitation centers cloaked in it. They may display no bruises, but its traces are inscribed in their bodies, minds, dreams, and fears. In the broad sense, these children are not situated in neutral space; violence and society's response to it have permeated their experience and re-ordered their lives. They are situated not in a neutral world, but in an everyday life shaped by assault, coercion, and intimidation. We risk failing children if our interventions are wrapped in claims of "neutrality" that protect us from facing the ugly and complex realities of violence in their lives and those of their mothers.

On Safety's Side – Protecting Those Vulnerable to Violence: Challenges to Notions of Neutrality in Supervised Visitation Centers, 2008

Financials



REVENUE AND OTHER SUPPORT



EXPENSES

Thank you to the following individuals, foundations, and corporations for financial support during 2011.

Helene Abbott	Penni Borich	Jo DeBaiso
Janet Akervik	Doug Bowen-Baily	Robin DeBruyne
Othmane Alami	Robert and Kathryn Bowman	Susan Decker
David and Cynthia Albright	Angela Boyat	Bobbie DeFrang
Connie Amborn	Mary Ann Boyat	Paul and Cheryl Dennison
American Legion Post 71 - West Duluth	Linda Braaten	Christine Dickenson
Barry and Ila Anderson	Robert and Mary Ellen Bradley	Pete Dingels
Brooks Anderson and Coral McDonnell	Liora Bram	Brian and Lita Doesken
Geraldine Anderson	Elaine Brancato	Mark and Nancy Dormedy
Lawrence and Josephine Anderson	Randy and Lauri Brodeen	Megan Dormedy
Anonymous	Brown County United Way	Nicole Dormedy
Scott Arntson	Kelsey Brown	Danielle Dulick
Carolyn Arthur	Bob and Lori Brown	General Manager
David and Judith Arvold	Dana Bucci	Duluth Police Department Employees Credit Union
Mary Asmus	Jenifer Buckley	Katy Eagle
At Sara's Table/Chester Creek Cafe	Bob Bureau	Mark and Mary Eckman
Mike Ausmus	Tim and Valerie Burke	Dina Eisenberg
Leo Babeu and Patricia Schmieder	Marti Buscaglia	Nicole Ek
Cathy Backman	Nancy Bushey	Daniel Elias
Amanda Baker	Alyssa Cahill	Ann Elliott
Wendy Ballantine	Kathleen Cahill	Joan Erickson
Jeffrey and Jeanne Barto	Nicola Cahill	Kelly Erickson
Timothy and Theresa Beaulier	Alana Butler	Ronda Erie
Veronica Behlke	Lawrence Capilupi	Elizabeth Evenson
Robert and Barbara Bennett	Irene Carr	Joe Everett
Sue Berger	Cartier Agency	Nancy Ewer
Anne Bergman	Michael and Laurie Casey	Nancy Fagan
Leann Bergman	Elizabeth Cassidy	Robert E. Fagan
Pat Bergquist	Joel Cassingham and Sheila Arimond	Sheleen Fagan
Adele Bergstrom	Jill Cell	Alan Fagerstrom
Ronda Bernard	Kimberly Chaffee	Daniel Fanning
Ginger Berndt	Maisy Chan	Barbara Farrell
Bethany Baptist Church	Kelly Chastey	Tabatha Finstad
John Beyer	Janice Chavez	Sheila Sutton
Shelly Birgin	James and Phyllis Childs	Jessica Fitzsimmons
Carol Bittinger	Daniel Cibulka	The Florestano Family
Jim Bittinger	Charles Clark	Ryan Flynn
Patrick Bittinger	Tammy Collard	Barbara Forrest
June Bjorlin	Bob Conley	Leah Foster
Carla Blumberg and Barb Neubert	Kerry and Tia Conley	Alfred and Phyllis France
Laurie Boche	Margaret Conley	Laurie Franks
James and Tracey Bodin	Donna Cora	Carol Frohlinger
Tracy Boggs	Michael Cornelius	Jeremy and Carol Fryberger
Sue Bohle	Rodger and Penny Cragun	Dave Gagnon
Christina Borich	Sarah Curtiss	Dylan Gagnon
	Emebet Davies	Kim Gagnon
	Gabby Davis	Mark Gagnon
	Timothy and Katie Neff Dawson	Mary Ganzel
		Carol Garceau
		David Geary and Deanne Roquet

Jessica Gerard	Rick Hughes	Walt and Judy Ledingham
Nick Gerard	Lane Huseby	Amber Lee
Rob Ghyselner	The Inn on Lake Superior	Sara Lee
Loretto Giambrone	Gloria Isaacson	Susan Leeman
Jack Gibson	Rick Jacobson	Robert and Frances Leff
Gail Gilbert	Christina Jagunich	Dan and Sue Leider
Jacque Gilbranson	Lois Janson	Pamela Leppanen
Richard Gillen	Jenny Jensen	Linda Letourneau
Jane Gilley	D. Ward Johnson	Rheanna Letsos
Fred Glavan	Darlene Johnson	Kayla Limoseth
Julie Gloege	Deb Johnson	Monica Linari
Julie Godfrey	Don Johnson and	Daniel Lindberg
Eden Godsoe	Chris Swensen	Heather Lindstrom
Dick and Linda Goese	Kathy Johnson	Joseph and Diane Link
Andrew Goldfine	Laurie Johnson	Denise L. Lisdahl
Erin Goutermont	Michelle Johnson	Lloyd K. Johnson Founda- tion
Beth Grahek	Tanya Johnson	Elisa Logan
Sara Griffith	Theresa Johnson	Joan Logan
Mark and Brenda Grim	Angela Jones	Paul and Laura Lokken
Beverly Grindahl	Carol Jones	Kate Lindello
Jennifer Grove	Mary Ann Jones	Russ Luce
Lynne Gunnun	Tim Jorgensen	Tami Lukovsky
Marne Guthrie	Mary Kaspszak	Diane Lunde-Hansen
Rene Gutmann	Linda Kelleher	Mary Lutzka
Dr. Guttman	Lorraine Kellermann	Tammi Lynch
Stefan and Rosemary Guttormsson	Jennifer Kelly	Cynthia Macaulay
Kim Guzman	Roxanne Kelson	Frances Macaulay
Jimmy and Lisa Haglin	Zoe Kempke	Malcolm and Anne Macaulay
Ellie Hall	Patti Kilpatrick	Charlotte MacAusland
Mary Hall	Kiwanis Club	Ando MacDonell
Irina Haller	Karen Kjolhaug	Joan MacDonell
Nicole Hambrick	Mary Louise Klas	Celeste Mader
Brooke Hamman	Lee Klein	Jennie Magnuson
Bob and Mary Hampton	Gary Kleinschmidt	Katie Magnuson
Steven Hanke	Jackiy Klund	Deb Maki
John Hansen	Emily Kniskern	Marilee Malec
Tina Hanson	Colette Knudsen	JoAnn Malecki
Brian and Sarah Harvala	Amy Kokotovich	Ann Mulholland
Theodore and Therese Harwood	Linda R. Konradt	Dana Martin
Jennifer Hauck	Debra Koralia	John Marty
Marvin and Judy Haugen	Angela Krick	Phyllis Marunich
Nikki Hays	Scott and Kathy Krokum	Betty Ann Mattila
Jim and Voula Heffernan	Amy Krueth	Maurices
Barbara Heffner	Steve Krueth	Amy McClennan
Peggy Heikes	Christian Kruger	Eileen McDargh
Stephanie Jean Hemphill	Tara Krynicki	Michael and Leann McDevitt
Jude Henningsgaard	Tim Kucera	Michael and Julie McDonnell
Fletcher and Joan Hinds	Michael Kucharski	Elaine McWaters
Fritz Hinzmann	Don and Kathleen Kundel	Laura Melander
Jarred Hinzmann	Marlene Kutunen	Angie Mercier
Nancy Hinzmann	Tiffany Lahr	Patricia Michals
Natasha Hinzmann	Derek Snyder	Jen Michalski
Cindy Van Hoever	Dorrie Lake	
Glen Holt	Mary Larson	
	Kathleen Lawson	
	Crystal Lawton	

Theresa Michalski	Nathan Pavlowich	Phillip and Linda Rust
Nancy Milosevich	Jane Pederson	Maureen K. Ryan
Jim Miner, Jr.	John and Lyn Clark Pegg	Lisa Salls
Jim and Diane Miner	Deborah Petersen-Perlman	Sally Cavallaro Designs
Debra Minkkinen	Aaron Peterson	Craig Sauer
Jonathan and Merrilyn Minnich	Alan and Joan Peterson	Deb Sauter
Ramona Moen	Diane Peterson	Chelsie Sayler
Kathy Moland	Janet Peterson	Julie Schad
Shawne Morgan	Jordan Peterson	James and Patricia Schafter
Paula Morton	Kelly Peterson	Tracy Schales
Jeff and Ann Moryn	Mary Peterson	Lloyd Schallberg
Julie Mullin	Mary Jane Peterson	Ginger Schlanger
Curtis and Lori Nelson	Michael Peterson and Trisha Schales	Carol Schmitz
Dorothy Nelson	Tiffany Peterson	Miranda Schoenecker
Laura Nelson	Kim Pike	Patrick and Gail Schoenfelder
Mark Nelson	Mark and Shirley Pinney	Mary Schuman
Ross and Janis Nelson	Paige Lunsford	Trudy Schwerdt
Cori Netland	Lana Port	Katie Seehus
New London Corporation	Kathleen Price	Ralph Seelke
New Page	Protect Minnesota, Northland Chapter	Tammy Segel-Crilly
New Scenic Cafe	Nam Provost	David and Debbie Semmelroth
Alina Nguyen	Frank and Marian Puglisi	Nancy Shega
Diane Nindorf	Linda Raboin	Joshua Sherrard
Michelle Nindorf	Sharon Rafuse	Lydia Shinkle
Raylee Nindorf	Jim Rahja	Bill and Kari Simpson
Stacey Nordby	Alejandra Rapsis	Michelle Simpson
Bonnie Norlander	Kristin Rasmussen	Alan Sisto
Sue Northey	Bonnie Ratajek	Alex and Roberta Sisto
Northland Foundation	Scott Raymond	Bob and Shirley Sisto
Travis Nylund	Debra Reilly	Faith Sisto
Tom and Theresa O'Gara	Lori Reilly	Leta Sisto
Steve O'Neil and Angie Miller	Rhonda Reilly	Peggy Sue Slocum
Sandy O'Brien	Thomas and Bridget Reistad	Phoebe Smith Ellis
Rita O'Donnell	Kevin and Jeanne Rice	Cary Smith
Office on Violence Against Women	Linda Riddle and Richard Voss	Mark Smith
Madonna Ohse	Clayton Rindahl	Sherril Smith-Goutermont
Kelly Okstad	Tineke Ritmeester	Lori Snodgrass
Chuck Oliver	Janice Robillard	Sue Sojourner
Robert Olivera	Alex Robinson	Derek Solarz
Jo Olsen	Andrew Robinson	Eugene and JoAnn Solin
Patty Jo Olsen	David and Kim Robinson	Karen Sosnoski
Beth Olson and Lori Young	Barb Rodberg	Louis and Pat St. George
Bob Opheim	Mary Roling	Tom St. George
Patricia Sutliff-Opoien	Timothy and Laura Ropposch	St. Luke's Hospital
Ordean Foundation	Terry Ross	Kimberly Stahl
David and Deb Ortman	Rotary Club of Duluth #25	Calvin Stalvig
Lindsay Osabun	Jeanne Rounsville	Sarah Stanze
LeAnn Otto	Cindy Rourke	Char Stariha
Robert and Mary Ellen Owens	Jeret Runions	Val Stariha
Jacquelyn Paaso	Joseph Russell and Vickie Johnson-Russell	Mary Stauffer
Sharon Page	Mike Rust	Bruce and Kaye Stender
John and Annette Panfil		Kevin and Julie Stern
		Lisa Stocke
		Amy Stoner

Don and Mary Streufert
Cathy Strunk
Melanie Sundin
Timothy and Carolyn
Sundquist
Marcia Suoja
Adam Swanson
Wes Sweethammer
Claryce Swensen
Gracia Swensen
Luanne Taylor
Michelle Temby
Scott Temby
Dana Terry
Betty Teschler
Thirsty Pagan Brewing
Patrick and Carol Thompson
Gwen Thorson
Thrivent Financial for
Lutherans
Erik Torch and
Sandra van den Bosse
Jeanie Tormondson
Christine Townsend
Cathie Trachsel
James and Gay Trachsel
Heather Trieschmann
United Way of Greater
Duluth
Julie Unulock
US Bancorp Foundation
Va Bene Berarducci's Caffè
Valentini's Vicino Lago
Philip and Sara Vallie
Mary Van Evera
Mike and Sheryl VanScoy
Steven and Kim Waller
Teresa Walter
Cassandra Ward
Bradford and Bonita Wedge
Lora Wedge
Tina Welsh and
Kathy Heltzer
Doug and Carmen Wendland
Peter Konrad
Andrew and Rebecca
Wheeler
Todd and Stacy White
David and Kimberley
Whittaker
Rene Williams
Mr. and Mrs. James Wilmot
Paul and Mary Windberg
Whitney Wise
Geoffrey and Gudrun Witrak
Ivy Wood

Thomas and Lynn Wood
Young and Associates
Doug Zaun and
Emily Larson
Daniel and Camille Zelen
Carol Ziegler
ZMC Hotels
Raymond Zylka



In the end I think the DAIP's greatest contribution was its demonstration of how a local advocacy group could reshape institutional responses to male violence. In our case, that meant that we were able to create new boundaries around acceptable interventions to protect women and children. It redefined police action, it integrated women's safety into all court interventions, it created a way to focus rehabilitation on the abuser instead of the relationship, it demonstrated how to create interventions based on different levels of dangerousness and the context of the violence, it insisted on a system that intervened beyond the incident and understood the whole context of the violence, and finally it showed a way for activists and their allies in the system to work together. We made gender visible in a justice system that purported to be blind to all of the privileges it so routinely maintained.

DAIP Board of Directors



Amy Bergstrom
*College of
St. Scholastica*



Tammie Larsen
*City of St. Paul,
Attorney's Office*



John Beyer
Duluth Police, Retired



Tracy Litman
Duluth Public Schools



Emebet Davies
MBA



Elizabeth Niemi
*Girl Scouts, Northern
Pine Council CEO,
Retired*



**Phoebe Smith
Ellis**
*Volunteer Women's
Advocate*



Joan Peterson
Million Mom March



Daniel Fanning
*City of Duluth,
Mayor's Office*



**Maureen Tobin
Stanley**
UMD



Jackie Halberg
Obama Campaign



Carmen Wendland
*Community Activist,
Lighting Designer*



**Greta Ireland-
Klumb**
US Bank

A special thank you to these
outgoing board members

Marti Buscaglia
Ann Elliott
Susana Pelayo-Woodward
Meg Sworsky
Sandra van den Bosse
Steve Waller

DAIP Staff

Nancy Andler	<i>Receptionist</i>
Sheryl Boman	<i>Transition Specialist</i>
Patricia Goodman	<i>DVRT Administration and Men's Program Monitor</i>
Pete Buenting	<i>Maintenance Coordinator</i>
Maggie Campe	<i>Services Coordinator</i>
Katie Neff Dawson	<i>DAIN Coordinator</i>
Alyxis Feltus	<i>Native Women's Resource Advocate</i>
Chris Godsey	<i>National Training Project Co-Director</i>
Rene Gutmann	<i>Accountant</i>
Tara Haynes	<i>System, Court and Visitation Liaison</i>
Brenda Jeka	<i>Support Staff</i>
Karen Kjolhaug	<i>National Training Project Co-Director</i>
Denise Lisdahl	<i>Administrative Director</i>
Scott Miller	<i>Blueprint Coordinator</i>
Carolyn Mueller	<i>Family and Intern Coordinator</i>
Patty Opoien	<i>Finance Director</i>
Linda Riddle	<i>Executive Director</i>
Renita Robinson	<i>Visitation Center Project Director</i>
Gracia Swensen	<i>Development and Marketing Director</i>

BWJP Staff

Stephanie Avalon	<i>Training and Technical Assistance</i>
Graham Barnes	<i>Training and Technical Assistance</i>
Marijka Belgum-Gabbert	<i>Technology/Communications Manager</i>
Gabrielle Davis	<i>Legal Policy Analyst</i>
Loretta Frederick	<i>Senior Policy and Legal Advisor</i>
Denise Gamache	<i>Director</i>
Larissa Griffin-Sponsler	<i>Resource/Website Coordinator</i>
James Henderson	<i>Training and Technical Assistance</i>
Sarah Henry	<i>NCPOFFC Attorney</i>
Jeanne Larson	<i>Meeting Planner</i>
Sharonna Lee	<i>Training and Technical Assistance</i>
Kristine Lizdas	<i>Managing Attorney</i>
Vicky Lynes	<i>Office Manager</i>
Sandra Tibbetts Murphy	<i>Legal Policy Analyst</i>
Michael Paymar	<i>Training and Technical Assistance</i>
Millicent Shaw Phipps	<i>NCPOFFC Managing Attorney</i>
Monica Player	<i>NCPOFFC Attorney</i>
Kim Rollins	<i>NCPOFFC Office Manager</i>
Kari Sonmore	<i>Office Assistant</i>
Connie Sponsler-Garcia	<i>Training and Technical Assistance Manager</i>
Glenna Tinney	<i>Military Advocacy Project Coordinator</i>

Mission Statement

The mission of Domestic Abuse Intervention Programs is to end violence against women. We give voice to diverse women who are battered by translating their experiences into innovative programs and institutional changes that centralize victim safety. We partner with communities worldwide to inspire the social and political will to eliminate violence against women and their families.

Core Values

To live this mission:

1. We listen to battered women. Our work involves active engagement with women who have experienced violence so that our efforts are guided by their realities and concerns.
2. We educate to promote liberation. An educational process of dialogue and critical thinking is key to our efforts to assist women in understanding and confronting the violence directed against them, and to our efforts to challenge and support men who commit to ending battering.
3. We advocate for institutional and social change. We examine the practices and policies of social and governmental agencies that intervene in the lives of battered women, and address systemic problems by engaging with institutional practitioners and leaders in the development of creative and effective solutions.
4. We struggle against all forms of oppression. Women are not defined by a single identity, but live in the intersection of their race, gender, class, ethnicity, nationality, disability, age, religion and sexual orientation. Our work must also challenge all systems of oppression that create a climate of supremacy and intolerance that facilitates violence and exploitation in women's lives.
5. We promote non-violence and peace. Every step we take, every interaction we have with others, is an opportunity to advance non-violence, continually working toward and building a culture and a future of peace.



First Lady Michelle Obama hosts a Mother's Day Tea in the State Dining Room of the White House, May 7, 2010, posing here with Ellen Pence and her mother, Anne Marshall

(Official White House Photo by Samantha Appleton)

domestic abuse
intervention programs



202 East Superior Street
Duluth, MN 55802
(218) 722-2781
www.theduluthmodel.org



United Way
of Greater Duluth